



BSC Committee Report – May 14, 2025

The BSC Team conducts monthly conference calls for all BSC Operators to review program sales and employment, performance metrics, marketing activities and discuss issues affecting the success of the BSC program. Below are updates for some of the ongoing initiatives.

Sales & Employment: There are a total of 6 vacancies currently, 3 locations have exceeded the 6-month grace period but did not hit the 12-month deadline. A potential candidate fell through for one of the locations after an offer was made. All have recruitment plans in place.

Sales by Category YTD FY25 through April:

Please note this excludes April reporting for 2 COCESS locations as data is not yet received. We expect to see mostly Commercial Sales from these locations; thus, it is likely that the Commercial Sales and Total Sales percentiles will increase after data is received.

- AbilityOne Sales are down -3.4% over FY24.
- Commercial Sales are up +21.9% over FY24.
- HAZMAT Sales are up +8.7% over FY24.
- IEE Sales are up +11.3% over FY24.
- Total Sales are up +14.2% over FY24.

AbilityOne Ratios:

The overall YTD AbilityOne Ratio is 23.1%. This is a slight decline from the 24.2% seen in March.

- 10 of 19 BSC Operators have ratios over 25%.
- 102 of 159 BSCs have ratios above 25%, which is 14 more than March.
- 7 BSCs have ratios in the single digits.

AbilityOne Memo/Procurement Guide: NIB's CEO reengaged the Executive Director of the Commission on the release of a revised AbilityOne Procurement Guide or revised AbilityOne BSC Memo. Currently, it is undetermined if either will come to fruition.

Defense Logistics Agency Tailored Logistics Support Program (DLA-TLS): The last CPARS rating period ended in April 2025. NIB is not aware of any awards in Q2. In FY25 there were 15 awards totaling \$7.7 million to 5 agencies.

BSC Director/Program Manager Visits: The BSC Team visited Wright Patterson BSC in April. A travel schedule for FY25 is drafted.

New BSC Locations: There are 3 Procurement List additions anticipated in FY25. U.S. Census Bureau BSC in Jeffersonville, IN, U.S. Air Force Academy BSC in CO, and Naval Base San Diego HAZMAT in CA. There are a few projects in the pipeline targeted for FY26 addition. At least one location on the PL will be opening in the summer, Maxwell Air Force Base BSC with ALT.



BSC Best Practices Semi-Annual Meeting: BSC Operators hosted the BSC Operators Semi-Annual Meeting in Cincinnati, OH, at Cincinnati Association for the Blind & Visually Impaired (CABVI). The NAEPB BSC Chair asked BSC Operators to review their thoughts on poaching concerns, and to review during the next NIB BSC and BSC Operators monthly meeting (June 25th). NAEPB BSC Chair will then communicate via white paper agreement to other CEOs for review and approval.

BSC Program 30th Anniversary: BSC Operators brainstormed asks, centered on the BSC 30th Anniversary year (Fort Bragg BSC opened in October 1995). NIB Communications is working with a vendor to supply a 30th BSC Anniversary logo (like the 25th BSC Anniversary logo), digital collateral, an up-to-date BSC Program video, and potential consideration for a commemorative coin to thank customers and contracting. NIB recommends building on existing planned Customer Appreciation Day events. NIB BSC Team will provide an update in June.

BSC Compliance Audit through end of March:

- 8 Agencies, 21 Store Visits
- 3 BSCs with Best Practice scores less than 95%
- All BSCs had blind labor equal or greater than EDLH requirement
- 10 BSCs with AbilityOne Sales Ratios below 25%
- 7 BSCs with AbilityOne Active Items below 50%
- 14 BSCs with AbilityOne Active Items greater than 50%
- No pricing issues identified
- None of the BSCs had Essentially the Same (ETS) Violations



The National Association for the Employment of People who are Blind

PUBLIC POLICY COMMITTEE REPORT

Submitted by Dan Kelly
Board Meeting: May 19, 2025

TOPICS:

- I: Thank you to our Public Policy Forum Planning Committee
- II: A Warm Welcome to our New Advocates
- III: JWOD Act Modernization
- IV: Position Statement to Correct RSA's Administrative Overreach in Regulation and Policy
- V: Support from the National Policy Collaborative (NPC)

I: Thank You to our Public Policy Forum Planning Committee

Over the past two months there have been countless hours of support from NAEPB volunteers and NIB staff including the NIB Events Team to pull off this event that we are at today. The NAEPB Board recognizes the hard work of the NIB staff and the agency volunteers for their efforts to organize this critical conference. Additionally, the NAEPB Board thanks the many agencies that are here at the conference and for your hard work in scheduling dozens of meetings with your Congressional Representative and Senators.

II: A Warm Welcome

The NAEPB Board would like to welcome the 2025 Advocates Class to our ranks and to this year's public policy forum. The NIB Public Policy Team has been holding training for our advocates today. This week they will join us on Capitol Hill, advocating for people who are blind working in the AbilityOne Program. We are excited to have more passionate leaders telling our story to Congress.

III: JWOD Act Modernization

We've been discussing JWOD Act modernization for over a year now. Last May, at our Public Policy Forum, we had a panel discussion represented by NIB and SourceAmerica associated entities. We discussed the need for gaining industry consensus around specific JWOD modernization themes because Congress isn't going to do anything to help our program if the primary stakeholders are not aligned.

On January 22, 2025, Representative Steny Hoyer's (D-MD) office released draft legislative text for review by the disability community. With support from legal, we have completed an exhaustive review of that draft text. Our analysis and draft position statements are included as a part of this public policy report. We are seeking the board's vote today on adopting these positions so that we can share it with Congress on behalf of the NAEPB and its membership.

IV: Position Statement to Correct RSA's Administrative Overreach in Regulation and Policy

For more than two decades, NAEPB has advocated for state vocational rehabilitation services to recognize and refer blind and disabled Americans to vacant job openings available through the AbilityOne program. On March 20, 2025 President Trump issued an Executive Order titled "Improving Education Outcomes by Empowering Parents, States, and Communities" with the primary purpose of closing the Department of Education. The rules on "employment outcomes" and policies that currently define "competitive and Integrated Employment" (CIE) are overseen by the Rehabilitation Services Administration (RSA) that is currently housed within the Department of Education. In the draft position statement attached to this report we note that NAEPB is indifferent to where RSA's statutory work is reassigned should the Department of Education be eliminated. However, we feel it is again time for NAEPB to call on the administration to correct RSA's administrative overreach in regulation and policy, so that people who are blind are referred for work and for rehabilitation training to qualified nonprofits, even if the goal of the referred client is to be a homemaker to children or family members in need of care in the home. By doing so, Americans who are blind will take back from the government bureaucracy their freedom to choose where they work and where they receive training to live an independent and fulfilling life.

Today we are seeking an NAEPB Board vote to adopt this position statement as drafted so we can begin promoting this position to the administration and Congress in line with the administration's goals to deregulate. The Board thanks Reinhard Mabry and Lauren Branch for drafting this position statement for the NAEPB.

V: Support from the National Policy Collaborative (NPC)

Over the past several months we have been working closely with a cross section of the blindness community through the National Policy Collaborative (NPC). The work of the NPC starts with the fundamental belief in the worthiness and capabilities of people who are blind, and the passion to make a significant impact on the status quo. Together we're trying to tackle important issues for people who are blind related to education, employment, and aging. I am pleased that so far six NPC members have signed on to a letter to the Armed Services Committee leadership within the House and Senate in support of a 1% AbilityOne® Program statutory utilization goal for the Department of Defense (DOD) within the FY2026 National Defense Authorization Act. These organizations include:

- National Industries for the Blind (NIB)
- National Association for the Employment of People who are Blind (NAEPB)
- VisionServe Alliance
- The American Council of the Blind (ACB)

- The American Foundation of the Blind (AFB)
- The Association for Education and Rehabilitation (AER)

Without a unified community voice, Congress has told us over and over that it will not pick amongst its children to settle internal squabbles. A letter like this NPC letter goes a long way in demonstrating a united front on blindness issues on Capitol Hill. We thank the four national, non-AbilityOne entities for signing on to this effort, and we look forward to supporting their critical blindness initiatives where possible.

**COMMENTS ON PROPOSED BILL H.R. [], TO MAKE CHANGES RELATING TO
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY
DISABLED, AND FOR OTHER PURPOSES.**

On behalf of its membership, the National Association for the Employment of People Who Are Blind (NAEPB), appreciates the opportunity to provide comments on proposed legislation amending the Javits Wagner O’Day (JWOD) Act, 41 U.S.C. §§ 8501-8506¹ (herein referred to as “the Act”). As a general matter, NAEPB does not believe that it is necessary or advisable at this time to revise existing law. However, to the extent Congress has determined that changes are required, NAEPB has the following concerns regarding certain revisions set forth in the proposed legislation:

Proposed Revisions to Section 8501

- **Proposed Sec. 8501(4).** Although there is nothing inherently wrong with defining the term “employee career development,” this term should only be used to describe *voluntary*, nonprescriptive employee career development. Adding this term to the statute, without specifying that Qualified Nonprofit Agencies (NPAs) are not mandated to provide employee career development services, will empower the Commission to add regulatory requirements for NPAs that are too costly to implement and that may result in a change to the eligibility of NPAs to participate in the AbilityOne Program. The NPAs cannot recoup any of the funds that would be required to provide these additional services, and any new monetary obligations will hit hard some of the smaller NPAs and compromise their existence. This is particularly problematic to the extent it impacts NPAs that represent the only regional support for people who are blind. Moreover, such a requirement is not necessarily consistent with the mission and purpose of the AbilityOne Program. Finally, the imposition of additional requirements – whether through this legislation or through additional regulations - is at odds with the Trump Administration’s increased push for deregulation.

Proposed Revisions to Section 8502

- **Proposed Sec. 8502(b)(1).** NAEPB disagrees with expanding the size of the Commission because additional members will only increase bureaucracy and hamper swift decision-making. As it currently stands, it already is difficult to fill the existing positions for Government representatives and many seats often go unfilled for long periods of time. Adding a statutory requirement for more positions will only further exacerbate, rather than enhance, the current problem.
- **Proposed Sec. 8502(b).** We assume this to be an error, but the proposed legislation requires an increase of the Commission to 20 total members, but it

¹ The proposed legislation does not make any changes to sections 8505 and 8506 of the Act.

only adds three (3) positions. This change would increase the size of the Commission to 18 members, not 20. As indicated above, we do not believe it is appropriate or necessary to increase the number of Commission members. We believe it is more important to appoint individuals to the existing spots so as to make the Commission operate more effectively.

Proposed Revisions to Section 8503

- **Sec. 8503(a)(2)(B).** NAEPB is strongly opposed to allowing the Commission to make changes to the Procurement List for a limited and/or specific time period or to otherwise further narrow the scope and applicability of the Procurement List. The purpose of the AbilityOne Program is to create long-term sustainable work for individuals that are blind and/or significantly disabled. Permitting products and services to be automatically removed from the Procurement List at the end of a limited or specific time period impedes this core goal. This is especially important given the current lack of enforcement related to purchasing off the Procurement List. Adding additional limiting requirements will simply exacerbate the existing problem. Moreover, if the Commission has the authority and a process for adding and removing products and services from the Procurement List, this additional capability is superfluous.
- **Sec. 8503(a)(2)(C).** It is problematic that the proposed legislation removes the specific notice and hearing procedures required by the Administrative Procedures Act (APA), 5 U.S.C. § 553, when adding and removing products to the Procurement List. This change is at odds with the well-established and long standing process originally contemplated by the JWOD Act, and it is likely to result in fewer products and services added to the Procurement List.

If this change goes forward, in the case of a removal of a product or service from the Procurement List, the Commission should be required to provide public notice 14 calendar days before the change is made, as opposed to a mere seven (7) calendar days indicated in the proposed legislation. Additionally, NAEPB recommends defining in the statute that the “Governmentwide point of entry” (GPE) is located at <https://www.sam.gov>, and is defined as the single point where Government business opportunities can be accessed electronically by the public.

- **Sec. 8503(a)(3)(B) and (C).** NAEPB is opposed to adding language to the statute that would mandate employee career development as eligibility criteria for a Qualified NPA. Such a requirement could be used to the detriment of AbilityOne NPAs in a number of ways. While NPAs are certainly in favor of advancing their workforce to the extent possible, a mandate to provide individualized employee career development plans is impractical and will drain the resources of well-meaning NPAs. It also gives the misimpression that every employee will be entitled to job advancement. For myriad reasons that have

nothing to do with an individual's ability, advancement simply may not be possible for every employee.² Moreover, many NPAs are small in size and revenue base and adding such a requirement could deplete the NPA's resources in a way that people who are blind in certain communities would be left without resources as a result.

Additionally, NAEPB has concerns about requiring private companies to pay participating employees at a rate equal to or greater than is paid to nondisabled peers doing the same job or similar work. Qualified NPAs are committed to paying competitive wages consistent with federal law. Accordingly, NAEPB suggests that the language be modified to require entities to pay participating employees "competitive wages," consistent with federal laws and regulations. This section also could be amended in order to codify the existing rule that NPAs are not permitted to use certificates authorized under section 14(c) of the Fair Labor Standards Act (FLSA) of 1938 in order to pay subminimum wages.

- **Sec. 8503(a)(3)(C) and (D).** NAEPB is strongly against permitting the Commission to focus on past performance as a basis for designating which NPA(s) are eligible or qualified to provide products and services on the Procurement List. This will prevent many smaller – yet equally qualified – NPAs from receiving contracts under the Procurement List.
- **Sec. 8503(a)(3)(D).** NAEPB is encouraged that the proposed legislation would require the Federal Acquisition Regulation to be amended to encourage subcontracting with, by, and between qualified nonprofit agencies. However, NAEPB does not believe that this reference to subcontracting goes far enough to support the NPAs that supply products and services as subcontractors under prime contracts identified on the Procurement List. To the extent NPAs provide products and services as subcontractors, those products and services also should be independently listed on the Procurement List in order to allow that work to continue to flow to the NPA when (and if) the prime contract is awarded to a different contractor.
- **Sec. 8503(e)(2).** For the reasons stated elsewhere in this document, NAEPB strongly disagrees with this proposed section of the legislation in its entirety, as it supports the notion that Qualified NPAs should be required to do mandatory employee career development.
- **Sec. 8503(g).** NAEPB can certainly understand Congressional interest in receiving annual feedback on the activities of the Commission. However, the Commission is not well suited to report on "the provision of quality contract performance for the Federal Government" as required by subsection (g)(3). For

² For these same reasons, NAEPB recommends removing the reference to "employee career development" when determining the fair market price of products and services on the Procurement List. See Proposed Revisions to 41 U.S.C. 8503(a)(3)(E).

this information we would recommend reaching out directly to the Agencies and the Contracting Officers that work directly with the NPAs. Additionally, it is unclear how and for what purpose the Commission is supposed to “engage and solicit input from participating employees” under subsection (g)(4). This part of the Study is inappropriate without a clearer definition on what types of engagement and input the Commission seeks.

Proposed Revisions to Section 8504

At the core of the JWOD Act is the requirement for Federal Government agencies to purchase products and services on the Procurement List from the Qualified NPA authorized by the Commission to provide such product or service at a fair market price. Despite this mandate, however, there is still no incentive for federal agencies to add products and services to the Procurement List. Nor is there any effective enforcement of the AbilityOne Program by the Commission or otherwise. Even when products and services are added to the Procurement List, it is well known that many agencies simply ignore JWOD’s mandate to buy from Qualified NPAs. If the AbilityOne Program is to continue to flourish and provide jobs for thousands of individuals that are blind and/or disabled, federal agencies need to work with the Commission to continually add products and services to the Procurement List, to enforce essentially the same requirements, and to enforce the program on a more global level.

This legislation has the opportunity to help fix these issues. To do so, NAEPB supports the addition of a subsection in 41 U.S.C. § 8504 that would require agencies to complete a suitability analysis for adding new products and services to the Procurement List **prior to** the pursuit of competitive acquisition strategies. This would allow agencies to identify products and services that are appropriate for addition to the Procurement List at an earlier point in the procurement process. NAEPB also supports language that would require agencies to spend a certain percentage of their overall budget on Procurement List items and be held accountable for doing so.

**Rip the red tape off of
employment choices and training opportunities.**

**A Position Statement of the National Association
for the Employment of People Who are Blind (NAEPB)**

May 19, 2025

The National Association for the Employment of People who are Blind (NAEPB) has long believed that the Vocational Rehabilitation (VR) program, administered by the Rehabilitation Services Administration (RSA), which is currently housed within the US Department of Education (DoEd), must be more responsive to the needs of people who are blind. NAEPB calls on the Administration to correct RSA's administrative overreach in regulation and policy, so that people who are blind are referred for work and for rehabilitation training to qualified nonprofit organizations.

For more than two decades, NAEPB has advocated for VR to recognize and refer blind and disabled Americans to vacant job openings available through the AbilityOne program, [41 U.S.C. §§ 8501-8506](#), the largest employment program for people with disabilities in the country. VR referrals are a pathway to nonprofit employers who provide valuable supports and work environments that meet the unique needs of people with disabilities, while providing competitive wages, benefits and enviable working conditions. RSA's independent and non-statutory decision to refuse making these referrals since January 22, 2001 ([66 Fed. Reg. 7249 \(January 22, 2001\)](#)) denies people with disabilities the freedom of choice and is contrary to a basic tenet of the [informed choice provisions in the Rehabilitation Act, Pub. L. 93-112 of 1973](#). RSA's 2005 attempt to clarify their interpretation of the term "integrated setting" for purposes of determining whether placements at nonprofit AbilityOne entities qualify as "employment outcomes" through the VR program, (RSA- TECHNICAL ASSISTANCE CIRCULAR -06-01, November 21, 2005), has continued to cause confusion amongst state VR agencies, created a patchwork of inconsistent services for people who are blind across the country, and has done little to nothing to support people who are blind seeking employment.

Since passage of the Workforce Innovation and Opportunity Act in 2014, [Pub. L. 113-128](#), VR has only further distanced itself from the needs and wishes of people with disabilities. With the publication of WIOA's regulations in 2016, [81 Fed. Reg. 56072](#), VR has refused to recognize job placements within the AbilityOne Program as a viable employment outcome. With the enactment of the WIOA statute, Congress did not change the definition of "competitive integrated employment" that already existed in law ([see 29 U.S.C § 705\(5\)](#)). Even so, the final WIOA rule on Vocational Rehabilitation programs enacted by the Department of Labor in 2016 contained language essentially ensuring that any nonprofits working through AbilityOne, state use programs, or that are required to comply with labor ratio requirements, are either never going to, or not likely going to, provide employment in integrated work settings. [See 81 Fed. Reg. 56072](#). Despite reforms made within the AbilityOne Program after the enactment of [Section 898 of the National Defense Authorization Act \(NDAA\) for FY17, Pub. L. 114-328](#), VR has refused to acknowledge jobs offered in the AbilityOne program are viable employment opportunities for people who are blind. Additionally, in 2021, DoEd doubled down on its position that AbilityOne jobs should never count as CIE when it published [FAQ 21-03 \(March 8, 2021\)](#). VR has refused to alter its position, even when the government identified the jobs offered in the program as part

of the nation's defense industrial base and critical infrastructure sector during the COVID-19 pandemic. Failing to recognize the valuable work of people who are blind, who came to work at job sites while their sighted peers stayed at home, is shameful.

Beyond not recognizing outcomes for AbilityOne Program placements and following the passage of WIOA, DoEd, Office of Special Education and Rehabilitative Services (OSERS) went further in their efforts to marginalize people who are blind by making the discretionary decision to eliminate the category of uncompensated outcomes, which includes the "Homemaker Exemption," which allowed individuals without a formal vocation to qualify for VR services. See 34 CFR § 361.5(c)(15). This category is utilized disproportionately by people who are blind and allows adults who have experienced vision loss sufficient time to receive critical training and rehabilitation to live independently and to be employable. Congress did not direct DoEd to eliminate the "homemaker exemption" when it passed WIOA, and this unilateral decision by the DoEd comes at a time when the federal government projects 20% of older Americans will experience vision loss <https://www.cdc.gov/vision-health-data/prevalence-estimates/vision-loss-prevalence.html>. The elimination of the homemaker exemption was devastating to people who are blind. It's important to note that the VR system is the ONLY funding stream that pays for the specialized services people who become blind need to learn to live independently and productively.

NAEPB is indifferent to where RSA's statutory work is reassigned should the Department of Education be eliminated. However, NAEPB calls on the Administration to correct RSA's administrative overreach in regulation and policy, so that people who are blind are referred for work and for rehabilitation training to qualified nonprofits, even if the goal of the referred client is to be a homemaker to children or family members in need of care in the home. By doing so, Americans who are blind will take back from the government bureaucracy their freedom to choose where they work and where they receive training to live an independent and fulfilling life.



The National Association for the Employment of People who are Blind

NAEPB/NIB Operations Subcommittee Updates as of May 9, 2025

Jan/San Working Group: Blake Lohnes and Shelley Foust

Major Challenge or Accomplishments:

- Implementation of US AbilityOne Commission Policy 51.542. Nonprofit Agency Use of AbilityOne Products in the Performance of AbilityOne Service Contracts.
- Phase I: Began October 1, 2022
- Phase II: Began October 1, 2023
- Phase III: Began October 1, 2024

Significant Updates:

- Projections and Results
 - 337 Live contracts from FY23 Q1 - FY25 Q2
 - 35 Contracts went live in FY25 Q2
 - 20% of contracts have been converted over to Policy 51.542

Action Items:

- On-going collaboration between NIB and SourceAmerica
- SourceAmerica and NIB CEOs met to discuss reporting and collaboration of teams
- On-going compliance monitoring and sales reporting by CNAs
- Increased outreach by SourceAmerica to NPAs
- On-going Distributor training and engagement of sales teams and customer events
- ABOR and Federal contracting training to include GSA PBS
- NIB attended SourceAmerica xForce in Indianapolis to offer assistance to SA NPAs

TAG: George Tobler and Gary Colello

Major Challenge or Accomplishments:

- Delinquencies
 - Monitoring since January 2023
 - We are moving in the right direction
 - \$27M: Jan 23
 - \$18.9M: Mar 25
 - Added two new metrics to the monthly report
 - On time fill rate – Percentage shipped vs scheduled
 - Dollar value - Delivered product at PL price YTD
 - Added “Category Codes” to the report in April
 - Provides more granularity to delinquency drivers

Significant Updates:

- Textiles Apparel Group sales up significantly YoY
 - FY23 total: \$162M
 - FY24 total: \$200M
- Service Level Working Group (SLWG)

- Formed at December TAG meeting
- Weekly meetings since January 25
- All about improving efficiencies, effectiveness, and performance
- TAG Meeting held at Austin Lighthouse/Travis Assoc December 2024
 - Tremendous hosts, tremendous event
- Virtual TAG held March 2025
 - Well attended, good discussions

Action Items:

- Save the Dates
 - Big TAG - June 16-18 in Philadelphia, PA

Military Resale: Julie Cooper and Anne-Marie Wallace

Major Challenge or Accomplishments:

- DeCA FY 25 sales through April +2.10%.
- DeCA FY 24 savings standard 25.6%
- Supply Chain constraints impacting competitive pricing for MR products.

Significant Updates:

- DeCA Slow Mover Initiative – All active items carried by DeCA will be reviewed every two months. Items selling less than 6 cases per month will hit the slow mover list and will be deleted. The third round of slow movers in progress. Approach slightly different and industry was asked for input on suggested changes. NIB continues to work with agencies and DeCA to refine the process for the MR DeCA assortment. DeCA now includes promotional and seasonal items in the slow mover assortment.
- DeCA is seeking to expand the store assortment for Kitchen and Bath categories. Agencies working with MR team on expansion opportunities.
- Trump Executive Orders - Hiring freeze is impacting DeCA HQ. Especially at the buying level and at the store level. DeCA is working to get resolution for the organization.

Action Items:

- Supply chain constraints - need for alternative solutions and management of product assortment.
 - Considering other alternative solutions.
 - Agency quarterly Category Review process tweaked to include slow mover history data from DeCA. Focus of quarterly review meeting savings target, keeping assortment fresh, reducing duplications and slow selling products.

Pricing Subcommittee: Ken Fernald, Jenn King, Kevin Campbell

Major Challenge or Accomplishments:

- NIB confirmed with the Commission that the new PLIMs 2.0 system must still include the Commission FMP “Not to Exceed price”. NIB IT department continues to collaborate with the Commission IT and reiterate that this field is critical.
- The Annual Price Change process continues to be a major resource and time requirement for all stakeholders.

Significant Updates:

- a. NIB confirmed PLIMS 2.0 Deployment/Go-live date **is 29 Aug 2025**. PLIMS 2.0 will start accepting transactions on **02 September 2025** (day after Labor Day holiday).

Action Items:

- Recommend sunseting this statement of work for this pricing subcommittee to focus on future strategic pricing issues.
- Recommend NIB provide monthly updates.

Service Level Working Group: Cinthya Mabee and Annelie Eyre

Major Challenge or Accomplishments:

- NPAs have maintained an average of 90% or greater for the past 3 months for non-PE NSNs.
- Year-over-year service levels for the past 3 months have been down 1%.

Report Month	On-Time %	Report Month	On-Time %
Feb-25	90.87%	Feb-24	90.73%
Mar-25	91.41%	Mar-24	92.66%
Apr-25	93.18%	Apr-24	94.25%

Significant Updates:

- In April, NIB (42) and SA (25) NPAs provided monthly KPI reports for GSA sponsored non-PE commodities.
- GSA operations are on the decline, as previously communicated, yet they continue to prioritize on-time delivery and competitive pricing as key components within the industry.
- The new Business Intelligence tool is under continuous development. In April, although individual NPA reports were not yet available, we were able to provide summary data, including both graphs and tables. We are working to ensure that all graphical elements meet 508 compliance standards. In the interim, we are supplying 508-compliant data tables as a temporary accessibility solution to allow access to essential information while we develop full compliance.

Actions:

- The team is developing a survey to support the planning and structure of quarterly NPA meetings. The goal is to capture best practices and identify training needs related to contract performance. The survey is scheduled to be distributed in Q4, with a plan to roll out the supporting webinar in FY26 as part of our ongoing effort to strengthen collaboration and knowledge sharing across NPAs.
- The search is ongoing to identify and onboard replacement NPA members to join the SLWG.

Future Goals:

- Development of a mentoring program.
- Create a communication plan to streamline interactions across the AbilityOne supply chain, including GSA, contractors, wholesalers, and manufacturers.
- Drive performance changes within the NPAs to achieve the 95% industry standard through data comparison between GSA's and the SLWG's reports.

ETSWG: Josh Glaze and David Barrett

Major Challenges or Accomplishments:

- Created instructions for 'How to Find ETS on GSA Global Supply'. Will soon be available on NIB Bulletin Board.
- David Barrett created a 'State of ETS' file that shows which NSNs do not have ETS protection.

- Josh Glaze created an Excel-based 'USA Spending Awards Search' tool that pulls federal sales data from [usaspending.gov](https://www.usaspending.gov).

Significant Updates:

- Two objectives:
 - ETS/A1 education for NPAs, sellers, and buyers.
 - The first ETS Community Forum is scheduled for May 14 at 3PM Eastern. 52 attendees signed up. Will assess ETS challenges of attendees in post-forum survey.
 - 70% of ETSWG members have submitted reason codes for their agency's NSNs that have zero ETS coverage.
 - Identify largest areas of leakage and strategize efforts to reduce
 - Obtained GSA Global Supply transaction data for the past 8 months. Currently developing a way to find ETS by item description.
- Increased roster to 26 total members representing 19 NPAs.

Action Items:

- Next meeting on May 28 at 3:00PM Eastern via Zoom.
- Following ETS Community Forum, increase roster and refresh objectives and task forces.
- Add reason codes to the 'State of ETS' file for items with no ETS protection.
- Track increases in ETS coverage in the State of ETS file.
- Continue developing methods for matching item descriptions of Global Supply items to AbilityOne items.



NAEPB BOARD MEETING

May 19, 2025



NAEPB/NIB Operations

19 May 2025

Service Level Working Groups - GSA

- GSA continues to prioritize On-Time Delivery and competitive pricing.
- NPAs have maintained an average at least 90% for the past 3 months.
- YoY service levels for the past 3 months have been down 1%.

Report Month	On-Time %	Report Month	On-Time %
Feb-25	90.87%	Feb-24	90.73%
Mar-25	91.41%	Mar-24	92.66%
Apr-25	93.18%	Apr-24	94.25%

- The SLWG is developing a survey to capture best practices and identify training needs related to OTD performance. The survey is scheduled to be distributed in FY25Q4, with a plan to hold a webinar in FY26 as part of our ongoing effort to strengthen collaboration and knowledge sharing across NPAs.
- The search continues to identify and onboard replacement NPA members to join the SLWG - GSA.

Service Level Working Groups - TAG

- TAG SLWG was formed at December 2024 TAG meeting
 - First meeting Jan 2025 – Weekly meetings all about improving efficiencies, effectiveness, and performance
- Delinquencies
 - Monitoring since January 2023
 - We're moving in the right direction
 - \$27M: Jan 23
 - \$18.9M: Mar 25
 - Added two new metrics to the monthly report
 - On time fill rate – Percentage shipped vs scheduled
 - Dollar value - Delivered product at PL price YTD
 - Added “Category Codes” to the report in April
 - Provides more granularity to delinquency drivers
- Textiles Apparel Group sales up significantly YoY
 - FY23 total: \$162M
 - FY24 total: \$200M
- SAVE THE DATE: Big TAG - June 16-18 in Philadelphia, PA

Jan/San Working Group

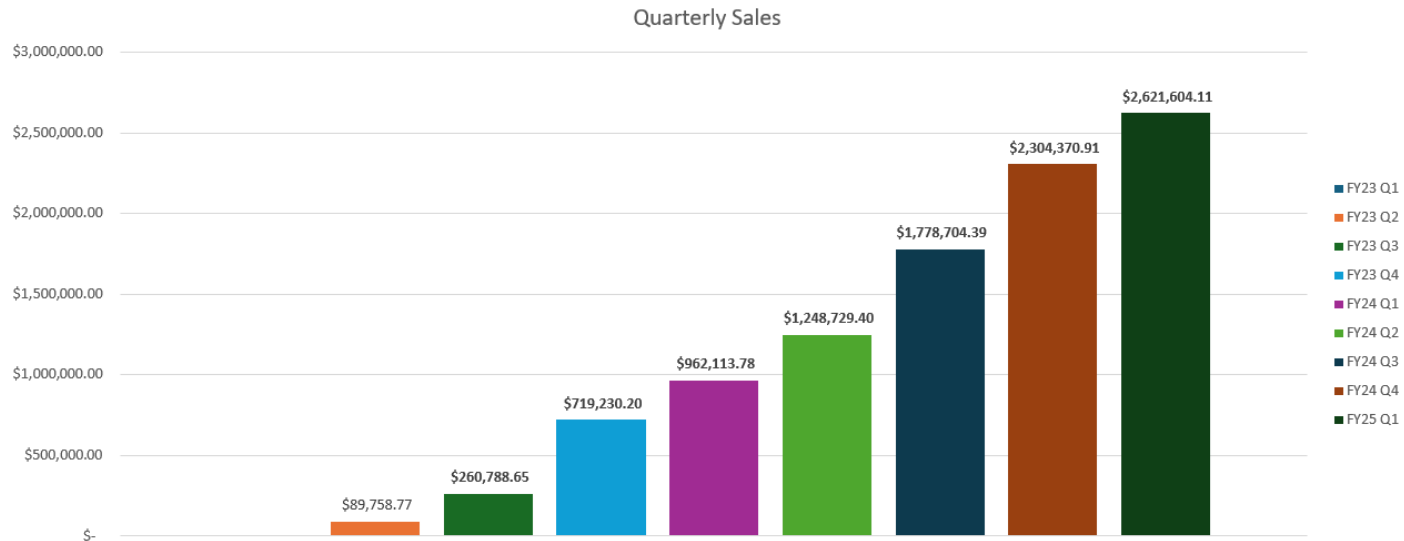
Contracts

- 302 Live contracts from FY23 Q1 - FY25 Q2
- 35 Contracts went live in FY25 Q2
- 20% of contracts have been converted over to Policy 51.542

Sales Trend:

Policy 51.542 Sales Results

Grand total thru FY25 Q1
\$9,985,300.21



ETSWG

- Increased roster to 26 total members representing 19 NPAs.
- FOCUS 1: ETS/A1 education for NPAs, sellers, and buyers.
 - The first ETS Community Forum was held May 14. 52 attendees signed up. ETSWG will assess attendee ETS challenges in a post-forum survey.
 - 70% of ETSWG members have submitted reason codes for their agency's NSNs that have zero ETS coverage.
- FOCUS 2: Identify largest areas of leakage and strategize efforts to reduce ETS
 - Obtained GSA Global Supply transaction data for the past 8 months; currently developing a way to find ETS by item description.
- Created instructions for 'How to Find ETS on GSA Global Supply'. Will soon be available on NIB Bulletin Board. Will soon be available on NIB Bulletin Board.
- Created 'State of ETS' file that shows which NSNs do not have ETS protection; reason codes coming soon.
- Created an Excel-based 'USA Spending Awards Search' tool that pulls federal sales data from usaspending.gov.
- Next meeting on May 28 at 3:00PM Eastern via Zoom; contact Joshua Glaze at j.glaze@lighthousefortheblind.org

Pricing

- NIB confirmed with the Commission that the new PLIMs 2.0 system must still include the Commission FMP “Not to Exceed price”. NIB continues to collaborate with the Commission to reiterate that this field is critical.
- The Annual Price Change process continues to be a major resource and time requirement for all stakeholders.
- NIB confirmed PLIMS 2.0 Deployment/Go-live date is 29 Aug 2025. PLIMS 2.0 will start accepting transactions on 02 September 2025 (day after Labor Day holiday).
- This subcommittee is sunsetting the current statement of work for the pricing tool to focus on other strategic pricing issues such as the Annual Price Change process and out-of-cycle price changes.



NAEPB BOARD MEETING

May 19, 2025



Product Development Process

Kaizen Team

May 19, 2025



Why Do We Do What We Do?

Vision Serve Alliance “Big Data” Project – Working Age Americans Who are Blind or Visually Impaired (ages 18-64)

- 56.4 percent self-report they are not working.
- 29.6 percent (non-blind or visually impaired).
- 4.9 Million People



Why Review This Process?

- Process is Longer Than We would Like It.
- Significant length hurts credibility with customer.
- Aligns with Current Administration Focus
 - Efficiency and Eliminating Waste
- Changing Government Landscape
 - Opportunity to help our Government Partners



The Kaizen Team

Project Sponsors

- Jeff Mittman, Bosma/NAEPB
- Jeffrey Hawting, NIB

The Team

- Kevin Campbell, NIB
- Rob Buettner, Beyond Vision
- Jenn King, AVRE
- DuWayne Gilbertson, LCI
- Dan Briles, Bosma
- Ken Edwards, IFB Solutions
- Egon Muelder, Beyond Vision
- Faisal Ahmed, Alphapointe
- Jim Seymour, NIB
- Barney Macari, Envision
- Nicholas Robinson, LCI



The Approach

- Focus on Product Addition Process .
- Understand the current state and process.
- Identify waste and areas for improvement.
- Map out an ideal state/future process.
- Kaizen Approach – Improvement.



Assumptions

- Process is focused on NPA initiated projects.
- Base process for all product areas.
- NPA has capable internal resources to complete process.
- Should incorporate key take-aways before PLP goes live (June '20226)
- Parking Lot Items.



Deliverables

1. Key Issues, Areas of waste, and Potential Improvements .
2. Gantt chart of Ideal Future Process.
3. List of process changes and stakeholders.
4. List of process tasks required by statute or regulation.
5. Gantt chart of Existing Process.
6. Slide deck and presentation .



PL Addition Process: How Long Does It Take?***

Current State/Process:

- 1 Year, 4 Months (as mapped).

Ideal Future State/Process:

- 6 Months (as mapped).

****This measures average time from Assignment approval to submission to the Commission.*



General Areas of Waste

1. Understanding of the process and expectations.
2. Transparency.
3. Accountability, Leadership, and Ownership.



Understanding the Process

Issues

- Inconsistent knowledge and experience among NPAs.
- Incomplete or inaccurate information provided to NIB.
- Use of outdated forms.

Understanding the Process

Potential Improvements

- Provide more frequent training to NPAs.
- “Consult” meetings at beginning of key stages of process.
- Improve or create document governance process.



Transparency

Issues

- No system or visible project tracker available to stakeholders or senior leaders.
- Email primary tool for communication or document sharing.



Transparency

Potential Improvements

- Short-term: Utilize platforms like Teams, slack, or MS Project to communicate and share files.
- Long-term: PLP being developed by NIB
Launching mid-2026. Cannot wait for this.



Accountability

Issues

- Leadership of Overall Process and Ownership of Specific Tasks, Firm Deadlines.
- No single, recognized Project Manager across operational units or lines of business.
- No metrics or KPIs of activity or results.
- Fuzzy deadlines.
- Lack of transparency of process amplifies accountability issues.



Accountability

Potential Improvements

- Single team member from NIB oversees and responsible for management of PL Addition projects.
- Additions based on required documents rooted on Statute only:
 - Suitability- Capability. Capacity, quality, employment potential (41 U.S.C. 8501-8506. chapter 51 2.2, Ops Memo 21 and 22)
 - Price- 41 USC 8501-8506 chapter 51 2.2- 2.7. Commission pricing policies 51.600 series
- Develop and publish NPA metrics on performance with process. (Similar to On-Time Delivery Metrics).
- Process needs firm deadlines, timetables, and task ownership.
- Performance management.

Parking Lot

- Pricing process – four stakeholders, four methodologies.
- Business Case Analysis (BCA) - relevance
- AbilityOne Commission – exercise statutory authority on price and PL additions.
- Delegate responsibility to CNAs.



Thank You!

“Improvement usually means doing something that we have never done before.”

— *Shigeo Shingo*



NAEPB BOARD MEETING

May 19, 2025

NASA SEWP VI

1. SEWP VI Award Path:

- Unknown whether the acquisition will move to GSA or stay with NASA PMD.

2. Select Primes:

- Anticipated selection of Primes to start in October 2025 according to NASA PMD.

3. Create PMO Office:

- CNA members (SourceAmerica/NIB) exploring creation of a PMO Office (joint/individual) to manage visibility into Task Order releases including identifying software to manage the allocation of task orders by NACIS/PSC codes so NPAs will be ready to respond to requests and actively partner with Primes seeking subs.

4. Roundtable Calls:

- CRP's/NPAs from SourceAmerica/NIB conducting roundtable calls to discuss strategies to respond to the needs of Primes, standardize information sharing, and identify training options to develop talent pools..

5. IT Service Capability Summary:

- Eight NPAs contributed to the IT Service Capability Summary (2024) shared with Primes.

6. AbilityOne Distributor Options:

- Fifteen NPAs are identified as potential direct AbilityOne Distributor options for products to help Primes meeting the 2% use/participation requirement.



The National Association for the Employment of People who are Blind

NAEPB Treasurer's Report
For activity through April 30, 2025
NAEPB Board Meeting – May 19, 2025

This report is the fourth report of the 2025 fiscal year and includes financial statements as of April 30, 2025. The following are highlighted activities:

- There are \$9,400 total dues yet to be paid from 4 member agencies. Reminder invoices and follow-up phone calls to member agencies have been sent multiple times. The receivables are expected to be down to \$4400 in the next 30 days.
 - The 3 agencies that have not confirmed that they will pay their dues represent a continued drop in active participation amongst our field. The board may want to discuss engagement and long-term planning for a consolidated number of members.
- All expenses are within board approved levels for the fiscal year
- Legal fees are very near the \$40,000 budget. Any legal fees or government relations fees before the end of the fiscal year on September 30th should be independently approved by the board of directors.
- The 2024 AbilityOne sales numbers will be requested from NIB as part of the 2026 budget planning process. These sales build the basis for the membership dues levels. A proposed budget will be presented for approval no later than October 1, 2025.
 - If you have a specific request for consideration in the 2026 budget, please send me your thoughts and we can discuss and determine the best path forward. Send your thoughts to estueckrath@outlookne.org.
- Another \$50,000 CD will be initiated at American National Bank due to the cash position of NAEPB. This will keep a rotation of monies that ensures that most of the available dollars will be available at any given time within 3 to 6 months.
 - Longer term, this board may want to entertain an investment strategy and policy that builds the funds needed to make meaningful investments in the government relations space or be ready to defend against deterioration to the AbilityOne Program.
- All tax filings and obligations are completed for FY24.

Respectfully Submitted
Eric Stueckrath

NAEPB, Inc.

Statement of Activity

October 2024 - April 2025

	TOTAL
Revenue	
3100 Interest Income	1,712.52
3110 Program Inc - Dues	116,800.00
3140 Misc. Revenue	0.00
Total Revenue	\$118,512.52
GROSS PROFIT	\$118,512.52
Expenditures	
7000 Accounting Fees	1,452.00
7005 Legal Fees	26,780.50
7010 Website Maintenance	90.65
7400 Insurance-D&O and General	450.00
Total Expenditures	\$28,773.15
NET OPERATING REVENUE	\$89,739.37
NET REVENUE	\$89,739.37

NAEPB, Inc.

Statement of Financial Position

As of April 30, 2025

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1000 Cash, Checking #5215 NBT	0.00
1010 Cash, Money Market #2332 NBT	0.00
1020 Cash, Checking #0887 ANB Omaha	210,758.96
1025 Certificates of Deposit - ANB Omaha	155,664.46
Total Bank Accounts	\$366,423.42
Accounts Receivable	
1200 Accounts Receivable	9,400.00
Total Accounts Receivable	\$9,400.00
Other Current Assets	
1210 Prepaid Expenses	591.13
Undeposited Funds	0.00
Total Other Current Assets	\$591.13
Total Current Assets	\$376,414.55
TOTAL ASSETS	\$376,414.55
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	0.00
Total Accounts Payable	\$0.00
Other Current Liabilities	
2010 Accrued Expenses	1,040.00
Total Other Current Liabilities	\$1,040.00
Total Current Liabilities	\$1,040.00
Total Liabilities	\$1,040.00
Equity	
3000 Opening Balance Equity	81,943.27
3010 Equity Unrest Prior Year	203,691.91
Net Revenue	89,739.37
Total Equity	\$375,374.55
TOTAL LIABILITIES AND EQUITY	\$376,414.55