



## **BSC Committee Report – April 26, 2023**

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.

**Sales/Employment:** The 6+6=12 employment proposal, was approved by the NIB Board on October 27<sup>th</sup>, 2022, and has been distributed to the BSC Operators. Consequences for noncompliance begin to kick in on April 27<sup>th</sup>, 2023. There are 8 remaining BVI vacancies, 4 of which have been vacant for over 1 year.

### **Sales by Category for FY23 to Date:**

- AbilityOne sales were up 4.5% over FY22.
- Commercial sales were up 11.72% over FY22.
- HAZMAT sales were up 17.0% over FY22.
- IEE sales were down 7.8% over FY22.
- Total sales were up 6.2% over FY22.
- The overall AbilityOne ratio for FY23 is 25.3%.

**Personal Sales:** The AbilityOne Commission asked NIB to propose rules that would potentially allow BSCs to do personal sales. The Commission has reviewed the proposal and indicated there are some concerns for potential impact on AAFES Clothing Sales. NIB discussed with AAFES and conducted multiple follow ups without response. This was forwarded to the Commission and they are engaging AAFES, as government to government entities. The Commission estimates a response by 4/30.

**GSA 4PL:** NIB continues to monitor the implementation of the latest iteration of GSAs 4PL program. The goal is to avoid any conflict within locations with existing BSCs, ensuring that when a BSC is present, GSA either use the local BSC or avoid any overlap in scope. NIB asked the Commission how to best re-engage and they indicated that before we reach out to our contacts, they would reach out to the GSA contracting officer. NIB legal is reviewing the FAR to determine if there is a strategy that will help overcome the \$10K MPT limit for commercial products that is a concern for GSA. NIB legal is also reviewing BPAs between NPAs and GSA to see if any verbiage can be leveraged.

**DLA/Tailored Logistics Support Program (TLS):** This project provides an opportunity for BSCs to accept MIPR and MILSTRIP payment while supplying products to customers on base. Sales over the micro-purchase are competed among the BSC operators, and DLA selects the winning bid from there. Through March 2023, participating BSC operating agencies were awarded 264 contracts worth \$16.4M, with \$150 million total contract value anticipated over 5 years. Awards per agency run from 0 to 104.

**Air Force First Look:** First Look sales data was shared with NIB and the ETS team is actively scrubbing it with an aim to complete review by 5/1. Both IFB Solutions and Envision have gone live on the VIT First Look Portal. Some agencies have also gone live on the NDVSB First Look



Portal. The AF plans to raise awareness of the VIT platform and distribute education to cardholders while promoting the use of AbilityOne remanufactured toners.

In removing IEE sales from total sales at Air Force BSC locations, a similar year over year comparison is seen in all product categories for FY23 vs FY22. Air Force BSC locations account for nearly 90% of all IEE sales and fluctuations in IEE sales may skew an analysis of sales data.

**BSC Reporting Site Project:** The BSC Reporting Site project is live. A new item level analysis report is in development. The aim will be to share business intelligence with operators and to supply customers with requested aggregate spend data that many competitors to BSCs already provide customers. The BSC team will continue outreach to operators that are manually entering data to connect them with NIB's IT team to assist in development of reporting extracts. At present, 13 NPAs are uploading line-item data reflective of about 110 BSC locations.

**BSC Director/Program Manager Visits:** The BSC Program Director and Manager visited Naval Air Station Great Lakes BSC and will be visiting Ft. Belvoir BSC, Quantico Servmart, and Naval Research Laboratory BSC in April.

**New BSC Locations:** The Forbes Field BSC addition was effective 10/30/23, Sierra Army Depot COPARS addition was effective 2/20/23, Malmstrom COCESS addition was effective 4/17/23. The U.S. Naval Academy BSC final register posting was 4/7/23 and will be effective on 5/7/23. There are a few other projects in the pipeline that will most likely be FY 2024 additions.

Upcoming store openings include:

- BSC, Anniston Army Depot, AL
- BSC, Hanscom AFB, MA
- BSC, Fort Meade, MD
- COPARS at Sierra Army Depot, CA
- COCESS, Malmstrom

**Compliance Audit FY23 Summary through end of March:**

- 9 agencies, 24 store visits to date
- 7 BSCs had Best Practice scores lower than 95%
- 1 BSC was found to have ETS
- 3 BSCs had no blind labor at the time of visit
- 10 BSCs with AbilityOne sales below 25%
- 0 with AO active items below 25%
- 10 with AO active items 50% or higher
- No pricing issues found



## The National Association for the **Employment** of People who are Blind

### **NAEPB Marketing Committee Board Report**

*May 9, 2023, Board Meeting*

The NAEPB Marketing Committee, including committee chair Joshua Gould and members of the NIB communications team, along with the NAEPB Marketing Committee, continue to meet and work towards advancing the Marketing initiatives for NAEPB and NIB.

As part of this effort, NIB Marketing, led by Aneta Zawila-Jordan, has been working on a refresh to the Great American Workforce campaign. At the recent NAEPB Marketing committee meeting, the update was shared with the broader committee.

Details on this refreshed marketing campaign are now included under Initiative #1 below.

### **Initiative #1: Pledge to Support Employment Opportunities for People who are Blind Campaign**

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**Audience:** Members of Congress and their staffs, key federal agency leadership, and other policy influencers.

#### **Objectives**

Overarching Goal:

To tell the story and increase awareness in support of NIB's critical mission among political decision makers and their staffs.

Primary Campaign Goal:

Lead generation where conversions represent signatures/emails as pledge of tangible support of NIB's mission.

Grassroot Goals:

To increase exposure and in turn, generate more conversions, NIB is seeking support from the NAEPB Marketing Committee to create a ripple effect by mobilizing NPAs and advocates and reinforcing the message across the nation and into local communities where constituents have the biggest impact.

**Status:** Messaging and creative assets for overarching digital marketing portion are in production for a May 8 launch date. Launch tactics include new landing pages with a pledge sign up, display ads on the platform Taboola, Premium Placement channels and Google, social ads on Facebook, LinkedIn and Twitter.

Additional support will come later in the month of May including email correspondence and a creative messaging toolkit for NPAs, Advocates, and the NAEPB Marketing Committee.

## **Initiative #2: SKILCRAFT Marketing**

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NIB and the NAEPB Marketing Committee are working on two ongoing SKILCRAFT promotional initiatives that drive program sales and employment:

### **(1) SKILCRAFT Marketing Campaign**

**Audiences:** Procurement/contracting officers and government/military customers.

**Goal:** Strengthen awareness of the SKILCRAFT brand and its association with NIB and the AbilityOne Program. Messaging focuses on capabilities, products, and services.

**Status:** With the NIB communications team taking a new strategic approach to the SKILCRAFT Marketing Campaign, the team performed a targeted audience study to begin forming the foundation for the new direction. A new digital marketing agency, New Target, will assist with developing the new campaign's deliverables. The goal of this new direction is to keep a steady cadence in the marketplace with year-round initiatives supporting products, services, business development, and thought leadership.

### **(2) SKILCRAFT Product Marketing Activities**

NIB continues to collaborate with the NAEPB Marketing Committee on ways to further enhance product marketing activities and increase the effectiveness of tactics employed. NIB's product marketing team continues to develop new product launch materials tailored to the specific audience type -- federal customers, Base Supply Centers, and wholesalers and distributors.

## **Initiative #3: Social Media**

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**Background:** The NAEPB Social Media subcommittee continues to coordinate and amplify social media efforts across the NPA network.

- The subcommittee met May 3 and were introduced to a member from NIB's new digital marketing agency, New Target.
- The topic of the meeting was support for the upcoming NIB/NAEPB Advocacy Day on social media.
- A toolkit to help support social posts during the NIB/NAEPB Advocacy Day was shared to subcommittee members after the meeting.

## **Initiative #4: NAEPB Enhanced Messaging**

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**Background:** Based on a desire to enhance the messaging being conveyed to

Members of Congress and other constituents, NAEPB surveyed its members to gain additional insight about our organizations. The focus was to better understand how many people who are blind are in leadership positions or have been promoted, the diversity of our organizations, and the level of service/job placements provided. Given the negativity circulating from other disability organizations, the hope is that this information can counter some of that messaging and provide our own narrative.

NAEPB and NIB developed an Infographic based on the 2022 survey results and that Infographic has been shared with the NAEPB members.

- The survey was updated in the Spring of 2023 to reflect feedback received on last year's survey
- In the summer of 2023, NAEPB will be surveying agencies again so that the most up-to-date statistics are available
- Once the survey results are compiled, the NIB communications team will update the various infographics
- Discussing development of a toolkit to accompany the infographics and provide agencies with consistent talking points, etc. to use when sharing the infographics with constituents
- Messaging gleaned from the survey will also be used to help inform refreshed Great American Workforce messaging.



## **The National Association for the Employment of People who are Blind**

### **NAEPB/NIB Operations Subcommittee Updates as of May 1, 2023**

#### **Joint Commodity: Brian Patchett (NPA), Amanda Alderson (NIB), Shawn Spengler (NIB)**

##### Major Challenge or Accomplishments:

- Jan FY23 YTD reported sales up 13.5% for Commodities. OP (+27%), MRO (+10.6%) and Writing Instruments (+4.1%) and JanSan (+5.5%) driving increase, Household down (-36.2%).
- Supply chain and labor shortages continue to affect NPAs ability to deliver finished goods – creating backorders and Purchase Exceptions.

##### Significant Updates:

- Sub-Committee held first call on April 12, 2023 with key updates on YTD sales, discussion on challenges/opportunities, updates from Working Groups, presentation on ETS tool.

##### Action Items:

- Call to NPA representatives to engage with development of goals/objectives.
- Schedule next call - tentatively mid-August.

#### **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.

##### Significant Updates:

- FY24 Pipeline review to make joint recommendations with SourceAmerica to the Commission regarding policy applicability for FY24. Potential to include additional lines of businesses as well as different \$ threshold.
- On-going tracking pipeline of projects in scope for FY23 implementation due to many contracts being extended. 70 contracts in scope for FY 23 Q3 and Q4 go-live dates.
- NIB has received approximately 51 product identification lists from service contractor NPAs to cross-reference against the PL and identify applicable AbilityOne items.
- 26 contracts are in either live or Attestation Forms submitted to the Commission.
- 15 NPAs and NIB will be attending the SourceAmerica X-Force Conference May 21-24 in Anaheim, CA. NPAs will have the opportunity to display their products at tabletop exhibition and NIB will co-present with SA during breakout session covering the new policy.
- Collaborating with SA on FY24 Implementation recommendations to the Commission.
- AbilityOne trainings with newly authorized distributors as well as with distributors intending to expand their partnership to support this policy.

##### Action Items:

- On-going implementation management including product review and identification and sourcing support.
- Monthly training calls with SA staff and NPAs
- On-going compliance monitoring

- Work with NPAs that have products included on service contracts that have price changes outside of normal ranges to mitigate negative implications on service contracts where pricing has been agreed upon with government for 5 year contracts.

**TAG: Jeff Papalia and Gary Colello**

Major Challenge or Accomplishments:

- Textile Apparel Group Conference – April 25-27
  - Held in Center City Philadelphia - Over 200 attendees
  - DLA-TA, C&T Leadership team in attendance as well as most of their acquisition team
  - Much of industry supplier base represented
  - Presentations from the AB1 Commission, DLA, Industry, Services
  - For the first time, conference included Source America (CNA & NPAs)
  - Tremendous success – Positive feedback across all parties
  - Breakout sessions with DLA buyers, Quality Assurance Reps and Contracting Officers – offered rare face time for NPAs

Significant Updates:

- AB1 Commission Interim Guidance (for M&D Transition) briefed by the Commission
  - Generated questions and concerns
  - Will require interpretation and guidance from NIB/NAEPB (to NPAs)

Action Items

- Full Conference Report to follow

**Military Resale: Julie Cooper and Anne-Marie Wallace**

Major Challenge or Accomplishments:

- Sales out pacing DeCA increases.
- Supply Chain constraints impacting competitive pricing for MR products.

Significant Updates:

- DeCA Director retired March 30,2023. Deputy Director retiring April 30,2023. Acting Director and CEO is Grier Martin.
- Supply Chain fees and item assortment.

Action Items:

- Supply chain constraints - need for alternative solutions and management of product assortment.
  - Forth coming test on moving selected SKILCRAFT items to cross docking distribution method.
  - Current and forthcoming new items will need to take into consideration supply chain constraints and cost associated with slowing moving inventory.

**MAG: Dedra Flemons and Dexter Drayton**

Major Challenge or Accomplishments:

- MAG did not meet in March or April

Significant Updates:

- Joseph Leask, Strategic Customer Vice President/Federal /Government for Becton and Dickinson, will be the guest presenter on our MAG call in May. Joe will discuss doing business with Becton and Dickinson in the federal space.

Action Items:

- May MAG meeting to TBD

**Pricing Subcommittee: Jim Kerlin and Andy Mueck**

Major Challenge or Accomplishments:

- NIB met with GSA R2 to review changes in what they would receive in form of documentation (as a result of the migration to the new pricing tool) with proposed Annual Price Change Requests. The revised supporting documentation was favorably received by GSA.

Significant Updates:

- Two additional training sessions were conducted 3/9 and 3/10 with NPAs on the use of the latest version of the Price Tool to provide training for staff that did not participate in the first six sessions (due, in part, to accidental omissions in the invitation list)
- Proposed price changes are due to NIB 4/15/23.

Action Items:

- NIB will be compiling a list of questions posed to help identify potential improvements in either the tool or instructions and monitor customer experience.

**Service Level Working Group: Dan Carson and Annelie Eyre**

Major Challenge or Accomplishments:

- For the third month in a row, NIB NPAs have improved the composite on time percentage.

Report Month	On Time Percentage
April	86.40%
March	83.15%
February	76.22%

- NPAs are receiving individual monthly scorecard metrics to compare against the overall NPA performance.
- Supply chain issues appears to be improving but continue to be a concern in addition to the rise in the cost of goods to manufacture products (resulting in purchase exceptions for some products)

Significant Updates:

- For April, 41 out of 43 NIB and all SA (26) NPAs provided monthly KPI reports.
- Several, but not all, NPAs abided by the NAEPB change that the “Comment” field is mandatory for all orders not shipped on time.
- NIB is still spending significant time supporting the NPAs monthly to get the template populated properly and complete. For the April report, only 6 reports were delivered in usable format.
- NPA template Checklist is delivered to each NPA as part of the monthly email to remind the NPAs of the report due date.
- Held an initial call with the Continuous Performance Improvement (CPI) group to brainstorm on synergies to develop a mentoring program for NPAs with low performance rates.

Action Items:

- On-going individual training sessions with NPAs on reporting template including utilization of comments field for all orders/lines shipped late.
- Continue to develop a mentoring program. Meet again with CPI group.
- Continue discussions on how to standardize the reasons for late orders.
- Continue to enhance the monthly scorecard format based on NPA recommendations.

## MONTHLY FEDERAL AFFAIRS ACTIVITY REPORT

During the month of March, NAEPB and Thorn Run Partners (TRP) continued our government affairs and advocacy strategy for 2023. TRP held biweekly strategy calls with NAEPB leadership, set Capitol Hill meetings with relevant congressional offices, and tracked the annual appropriations process as part of our continuing efforts. TRP also participated in multiple public policy check-ins, including a monthly coordination call with NIB.

The Thorn Run team participated in and presented a legislative update at the monthly NAEPB Public Policy Committee meeting. We also helped with planning efforts for the May NAEPB fly-in, including discussion of “asks” and messaging development. Additionally, TRP strategized with NAEPB leadership to develop a legislative approach to the Ability-One Commission Budget Request. Thorn Run also reviewed and provided guidance concerning the Contracting Goal sign-on letter circulating on Capitol Hill. Andy Rosenberg, Shea McCarthy, and TRP team member Gary Palmquist reviewed articles and materials related to the CPI lawsuit and provided counsel on how best to communicate this information to Capitol Hill.

Additionally, Thorn Run continues to monitor legislation relevant to NPAs, including the Here is the Transformation to Competitive Integrated Employment Act ([H.R. 1263](#); [press release](#)) from Bobby Scott (D-VA). It would assist employers providing employment under special certificates issued under section 14(c) of the Fair Labor Standards Act of 1938 in transforming their business and program models to models that support individuals with disabilities through competitive integrated employment to phase out the use of such special certificates.

The TRP team analyzed a [Notice of Proposed Rulemaking](#) (NPRM) from the AbilityOne Commission that will begin a formal rulemaking process to support competition in the AbilityOne Program. As described by the Commission, the rule applies only to services. The portion of the rule that defines the parameters for conducting fair and equitable competitive allocations applies to service requirements that are expected to exceed \$10 million in total contract value (or in instances where bilateral negotiations between the NPA and the Federal agency have failed).

The Thorn Run Partners team will continue to track and monitor legislative, committee, and floor activity in the House and Senate that may interest or concern NAEPB.



**The National Association for the Employment of People who are Blind**

NAEPB Treasurer's Report  
For activity through April 30, 2023  
NAEPB Board Meeting – May 9, 2023

This report supplements pertinent financial data points from the statement of activity and statement of financial position included in the board reports.

All expenses and revenues are in budget or within board and membership approved levels. Our largest monthly expense is the \$7500 government relations retainer with Thorn Run Partners and as of this report, we have completed 7 months of all expenses.

Pending the membership vote on May 9, 2023, we are ready to add back 2 members.

A draft budget will be formed and presented to a committee for review in July. This will allow for a 2024 fiscal year budget proposal at the Annual Conference in October.

Respectfully Submitted

Eric Stueckrath

# NAEPB, Inc.

## Statement of Activity

October 2022 - April 2023

	TOTAL
Revenue	
3110 Program Inc - Dues	123,800.00
3140 Misc. Revenue	0.00
<b>Total Revenue</b>	<b>\$123,800.00</b>
GROSS PROFIT	<b>\$123,800.00</b>
Expenditures	
7000 Accounting Fees	1,430.00
7008 Government Relations Exp	52,500.00
7010 Website Maintenance	160.60
7200 Annual Conference, Retreat	1,805.63
7400 Insurance-D&O and General	512.20
<b>Total Expenditures</b>	<b>\$56,408.43</b>
NET OPERATING REVENUE	<b>\$67,391.57</b>
NET REVENUE	<b>\$67,391.57</b>

# NAEPB, Inc.

## Statement of Financial Position

As of April 30, 2023

	TOTAL
<b>ASSETS</b>	
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	249,385.60
<b>Total Bank Accounts</b>	<b>\$249,385.60</b>
Accounts Receivable	
1200 Accounts Receivable	20,500.00
<b>Total Accounts Receivable</b>	<b>\$20,500.00</b>
Other Current Assets	
1210 Prepaid Expenses	487.79
Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$487.79</b>
<b>Total Current Assets</b>	<b>\$270,373.39</b>
<b>TOTAL ASSETS</b>	<b>\$270,373.39</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	0.00
<b>Total Accounts Payable</b>	<b>\$0.00</b>
Other Current Liabilities	
2010 Accrued Expenses	1,215.00
<b>Total Other Current Liabilities</b>	<b>\$1,215.00</b>
<b>Total Current Liabilities</b>	<b>\$1,215.00</b>
<b>Total Liabilities</b>	<b>\$1,215.00</b>
Equity	
3000 Opening Balance Equity	81,943.27
3010 Equity Unrest Prior Year	119,823.55
Net Revenue	67,391.57
<b>Total Equity</b>	<b>\$269,158.39</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$270,373.39</b>