Front Cover (Page 1):

2013 NIB/NAEPB National Conference and Expo

75 YEARS LEADING THE WAY

Gaylord National

National Harbor, Maryland

October 9-11, 2013

Logos: SKILCRAFT, NAEPB, AbilityOne Program Celebrating 75 Years, NIB Celebrating 75 Years

Inside Front Cover (Page 2):

75 graphic

Page 3:

WELCOME EVERYONE!

On behalf of National Industries for the Blind (NIB) and the National Association for

the Employment of People Who Are Blind (NAEPB), thank you for your participation in

making the 2013 NIB/NAEPB National Conference and Expo a success!

This is an excellent opportunity for the NIB team, our associated nonprofit agency

leaders and staff, associated agency and NIB board members, business partners, vendors, customers and U.S. AbilityOne Commission® members and staff to network and exchange ideas. We hope you will enjoy the informative breakout sessions, inspiring speakers, exciting EXPO/Technology Showcase and other events planned this week.

We also look forward to meeting and applauding the accomplishments of a record

number of Employees of the Year from our associated agencies. These outstanding

individuals represent what our program is all about – creating job opportunities for

people who are blind. Congratulations to the national winners and nominees for

the Peter J. Salmon Employee of the Year Award and Milton J. Samuelson Career

Achievement Award!

Our conference theme, “75 Years Leading the Way,” reminds us to look ahead as we

wrap up a historic year of recognizing the 75th anniversary of NIB and the Wagner-O’Day Act. While we have faced business challenges, we are planning for a brighter future as we build new relationships and capabilities to serve our customers.

Thanks to the members of our conference committee, whose experience and vision

helped to shape the conference agenda and enhance the value for all attendees.

We hope you enjoy your visit to the D.C. area and Maryland’s exciting National Harbor!

Best Regards,

Kevin A. Lynch

President and CEO

National Industries for the Blind

Photo: Kevin Lynch

John H. Mitchell, III

President

National Association for the Employment of People Who Are Blind

Photo: John Mitchell

Page 4:

Letter from Member of Congress

Page 5:

Letter from Member of Congress

Page 6:

CELEBRATING LANDMARK LEGISLATION AND FORMATION OF NIB

On June 25, 1938, President Franklin D. Roosevelt signed the Wagner-O’Day Act into law. Leaders representing people who are blind, along with the bill’s sponsors, Senator Robert F. Wagner and Representative Caroline Love O’Day, both from New York, believed in this landmark legislation that required federal agencies to purchase products made by Americans who were blind. NIB was established later that year, on August 10, 1938.

NIB marked the 75th anniversary of the Wagner-O’Day Act and the formation of NIB at an evening reception in New York City on June 27, 2013. Representatives from NIB associated nonprofit agencies, corporate and government partners, and elected officials were on hand at Lighthouse International in Manhattan to honor the historic milestone.

New York City Mayor Michael Bloomberg released a proclamation declaring June 27,

2013 “National Industries for the Blind Day” in New York City. Nassau County Executive

Edward Mangano issued a citation for NIB in recognition and appreciation of dedicated service to the community. NIB also received a personal letter of commendation from New York Governor Andrew Cuomo. New York State Senator Martin Golden, from Brooklyn’s 22nd Senate District, attended the event and expressed his support and appreciation for NIB’s mission and contributions to the blindness community.

Graphics of proclamation and citations

Page 7:

Every great story has a beginning. Ours starts with you.

For 75 years, you’ve been a trusted partner in helping National Industries for the Blind create and sustain employment opportunities for people who are blind.

Thank you American Foundation for the Blind!

NIB Celebrating 75 Years logo

[www.nib.org](http://www.nib.org)

Photo: Chester C. Kleber, NIB’s first president, and Helen Keller

Page 8:

WE APPRECIATE OUR SPONSORS

Logos: United Stationers, Independent Stationers, Rediwrite, Team Wendy, Faro International Inc., FedEx, Gojo, Saunders, SKM, YRC Freight, Capp Inc., EcoLab, Accelerando, Motion Industries, Washington Real Estate Investment Trust, U.S. Transactions Corporation

Page 9:

Logos: Vanda Pharmaceuticals Inc., Brookwood Companies Incorporated, SP Richards Co., 3M, HartleyRacon, HP, MSC Industrial Supply Co., BizTech, Fellowes, Grainger, Clarity Imaging Technologies Inc., Compass Marketing Incorporated, Old Dominion Freight Line, AGI

Page 10:

THANKS TO OUR EXHIBITORS

EXPO Booth Numbers and Companies

413 3M

208 511 Tactical

606 84 Lumber

600 Accelerando

215 Acco

103 Adams Plastics

512 Alabama Industries for the Blind

808 Alliance Rubber Company

408 American Cord & Webbing Co. Inc.

313 AmeriSys Inc.

104 Arkansas Lighthouse for the Blind

707 Association for Vision Rehabilitation and Employment Inc.

802 Belleville Boot Company

701 Blind-Made, by Industries for the Blind

403 Bosma Enterprises

200 Bottom Line Military Sales

602/604 Braille Jewelry

307 Brookwood Companies Inc.

216 Camelbak

300 Central Association for the Blind and Visually Impaired

1004 Cincinnati Association for the Blind and Visually Impaired

1005 Clovernook Center for the Blind and Visually Impaired

505 Dakota Outerwear Co.

800 Darn Tough Vermont

612 Digitek Computer Products

309 Dunwiddie Custom Packaging

1000/1001 ECVC Inc.

212 Edwards Sales Co.

210 Energizer

804 Envision

401 Federal Express Corporation

410 Fellowes Inc.

1011 Garrett Container Systems, Inc.

502 General Services Administration

509 Georgia Industries for the Blind

513 Grainger

810 Green Seal

507 Hartley Racon

305 HD Supply

709 HSM of America

406 HSM Solutions

201 Independent Stationers

301/303/400/402 Industries for the Blind Inc. - Milwaukee

101 Industries of the Blind – Greensboro

809 Integration Technologies Group Inc.

204 King America Textile Group

202 King Signs

409 LC Industries

217 Leatherman Tool Group Inc.

206 Lighthouse Louisiana

805 Louisiana Association for the Blind

504 Lucerne Textiles

407 Master Lock Company

503 Mercury Luggage Mfg. Co.

100 Milco Industries Inc.

608 Mississippi State University

807 Motion Industries

803 New York City Industries for the Blind Inc.

500 Newell Rubbermaid

806 NIB Learning and Development

411 Noble Systems Corporation

705 Northeastern Association of the Blind at Albany

310 Odyssey

801 Old Dominion Freight Line Inc.

304 ORAFOL Americas Inc.

501 Outlook Nebraska Inc.

222/223 PROFORCE EQUIPMENT

412 PROPPER

404 Rite in the Rain

610 Roadrunner Transportation Services

214 Sandpiper of California

211 Saunders Mfg. Co. Inc.

207 SKB Cases

1006 Punk Love Designs

1003 SKM Industries Inc.

812 South Texas Lighthouse for the Blind

405 Spartan Chemical Company

1007 SPS Commerce, Inc.

510 Supplies Network

308 Susquehanna Association for the Blind and Vision Impaired

302 The Chicago Lighthouse for People Who Are Blind or Visually Impaired

312 The Lighthouse for the Blind, Inc. - Seattle

218/219 The Marshall Group USA

703 Top Promotions an IB Company

506/508 Travis Association for the Blind

711 TRI Industries

713 Tronex International Inc.

511 U.S. Department of Agriculture

1008/1009 United Stationers

220 UPS

209 Valley Apparel, LLC

102 Wizard Wall Inc.

213 XGO

203 YRC Freight

Page 11:

Graphic: EXPO/Technology Showcase Booth Map

Page 12:

THANK YOU

With sincere thanks to our National Conference and Expo Committee for their leadership, insights and contributions to a successful conference!

Tony Cancelosi

President and CEO

Columbia Lighthouse for the Blind

Angela Hartley

Executive Vice President

National Industries for the Blind

John Mitchell

Executive Director

Cincinnati Association for the Blind and Visually Impaired

Fred Puente

President

Blind Industries and Services of Maryland

Karen Walls

President

MidWest Enterprises for the Blind Inc.

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GENERAL INFORMATION

Registration and Information Desk Hours

Tuesday, October 8: 7:00 a.m. – 5:30 p.m.

Wednesday, October 9: 7:00 a.m. – 5:30 p.m.

Thursday, October 10: 7:00 a.m. – 5:30 p.m.

Friday, October 11: 7:30 a.m. – 5:00 p.m.

Conference Materials for People Who Are Blind or Visually Impaired

Braille copies, large print copies and flash drives of the conference program are available at the conference registration desk.

Attire

Attire for all functions is business casual, except for the Friday night awards banquet, when business attire is appropriate.

Cell Phones

As a courtesy to presenters and colleagues, please set all cell phones to silent or vibrate. The quiet and discreet use of Twitter or other social media via mobile phones is encouraged.

Hotel Business Services

To make copies of documents or for other business services, visit the hotel’s Business Center. For free wi-fi access, go to the hotel lobby to use your laptop.

Miss a Presentation? Not to Worry!

Contact conferences@nib.org for copies of these materials.

Tweet with Us! Engage in the Conversation

Follow us on Twitter: @NatIndBlind

Join our conversation and follow our live Twitter feed during the National Conference and Expo from your phone. Ask questions and post comments using the hash tag: #2013NCE

Follow us on Facebook: facebook.com/NatIndBlind

Consent to Use of Photographic Images

Registration and attendance at, or participation in, NIB/NAEPB conferences and other activities constitutes an agreement by the registrant to allow NIB to use and distribute (both now and in the future) the registrant or attendee’s image or voice in photographs, videotapes, electronic reproductions, and audiotapes of such events and activities.

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SCHEDULE-AT-A-GLANCE

Tuesday, October 8, 2013

7:00 a.m. – 5:30 p.m.

Registration and Information Desk Open

National Harbor 4-8 Foyer, Ballroom Level

7:00 a.m. – 8:30 a.m.

Buffet Breakfast

National Harbor 4-8 Foyer, Ballroom Level

8:00 a.m. – 9:45 a.m.

NAEPB Operations and Subcommittee Meetings

National Harbor 6-7, Ballroom Level

8:30 a.m. – 9:30 a.m.

NAEPB Ethics and Future Trends Committee Meeting

Eastern Shore 1, Atrium Level

8:45 a.m. – 9:45 a.m.

NAEPB Public Policy and Communications Committee Meeting

National Harbor 8, Ballroom Level

9:45 a.m. – 10:00 a.m.

Break

National Harbor 4-8 Foyer, Ballroom Level

10:00 a.m. – 12:30 p.m.

NAEPB Board and Business Meeting

National Harbor 4, Ballroom Level

11:30 a.m. – 1:15 p.m.

Buffet Lunch

National Harbor 2-3, Ballroom Level

1:00 p.m. – 5:00 p.m.

NIB Board of Directors Meeting

National Harbor 4, Ballroom Level

3:00 p.m. – 5:00 p.m.

Employee of the Year Orientation

National Harbor 6-7, Ballroom Level

6:00 p.m. – 7:30 p.m.

Welcome Reception

Eastern Shore/Wharf Patio, Atrium Level

Wednesday, October 9, 2013

7:00 a.m. – 5:30 p.m.

Registration and Information Desk Open

National Harbor 4-8 Foyer, Ballroom Level

7:00 a.m. – 8:30 a.m.

Buffet Breakfast

Prince George’s Prefunction A, Atrium Level

8:00 a.m. – 1:30 p.m.

EXPO/Technology Showcase

Prince George’s Exhibit Hall A, Atrium Level

12:00 p.m. – 1:30 p.m.

Networking Lunch

Prince George’s Exhibit Hall A, Atrium Level

2:00 p.m. – 5:30 p.m.

Opening General Session

Maryland B 4-6, Ballroom Level

3:30 p.m. – 3:45 p.m.

Break

Maryland B 4-6 Foyer, Ballroom Level

Dinner on your own

Thursday, October 10, 2013

7:00 a.m. – 5:30 p.m.

Registration and Information Desk Open

Maryland 4-6, Ballroom Level

7:00 a.m. – 8:30 a.m.

Breakfast

Maryland B 4-6, Ballroom Level

9:00 a.m. – 3:00 p.m.

Employee of the Year Off-Site Activities

Maryland Bus Loop

9:00 a.m. – 12:00 p.m.

Board Track: Mastering Business Forecasting

National Harbor 8, Ballroom Level

BREAKOUT SESSIONS: The same three sessions will be held in the morning and afternoon

9:00 a.m. – 12:00 p.m.

Session 1: Breaking the Mold – Developing Business Outside AbilityOne

National Harbor 6-7, Ballroom Level

9:00 a.m. – 12:00 p.m.

Session 2: Leading Change – Smart Growth Through Better Decision-Making

National Harbor 10-11, Ballroom Level

9:00 a.m. – 12:00 p.m.

Session 3: Just Launch It – Maximizing AbilityOne

National Harbor 12-13, Ballroom Level

10:30 a.m. – 10:45 a.m.

Break

National Harbor 4-8 Foyer, Ballroom Level

12:30 p.m. – 2:15 p.m.

Awards Luncheon

Maryland B 4-6, Ballroom Level

BREAKOUT SESSIONS: The same three sessions will be held in the morning and afternoon

2:30 p.m. – 5:30 p.m.

Session 1: Breaking the Mold – Developing Business Outside AbilityOne

National Harbor 6-7, Ballroom Level

2:30 p.m. – 5:30 p.m.

Session 2: Leading Change – Smart Growth Through Better Decision-Making

National Harbor 10-11, Ballroom Level

2:30 p.m. – 5:30 p.m.

Session 3: Just Launch It – Maximizing AbilityOne

National Harbor 12-13, Ballroom Level

4:00 p.m. – 4:15 p.m.

Break

National Harbor 4-8 Foyer, Ballroom Level

Dinner on your own

9:00 p.m. – 11:00 p.m.

Hospitality Suite

National Harbor 10-11, Ballroom Level

Friday, October 11, 2013

7:30 a.m. – 5:00 p.m.

Registration and Information Desk Open

Maryland 4-6 Foyer, Ballroom Level

7:30 a.m. – 9:00 a.m.

Buffet Breakfast

Maryland 4-6 Foyer, Ballroom Level

8:30 a.m. – 12:00 p.m.

General Session

Maryland B 4-6, Ballroom Level

10:30 a.m. – 10:45 a.m.

Break

Maryland B 4-6 Foyer, Ballroom Level

12:00 p.m. – 1:30 p.m.

Networking Lunch

National Harbor 10-11, Ballroom Level

12:15 p.m. – 1:15 p.m.

NAEPB Price Strategy Committee Meeting

National Harbor 7, Ballroom Level

1:00 p.m. – 4:30 p.m.

U.S. AbilityOne Commission® Meeting

National Harbor 12-13, Ballroom Level

1:30 p.m. – 2:30 p.m.

NAEPB Services Committee Meeting

National Harbor 7, Ballroom Level

3:30 p.m. – 4:30 p.m.

NAEPB Best Practices for Business Development Committee Meeting

National Harbor 8, Ballroom Level

5:00 p.m. – 6:00 p.m.

Employee of the Year Photos

National Harbor 10-11, Ballroom Level

6:30 p.m. – 7:00 p.m.

Reception

Maryland AC Lobby, Ballroom Level

7:00 p.m. – 9:00 p.m.

75th Anniversary Awards Gala

Maryland AC 1-3, Ballroom Level

9:00 p.m. – 11:30 p.m.

After Party

Pose, Hotel Entrance

Saturday, October 12, 2013

8:00 a.m. – 10:00 a.m.

Buffet Breakfast

Maryland AC 1-3

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DETAILED SCHEDULE

Tuesday, October 8, 2013

7:00 a.m. – 5:30 p.m.

Registration and Information Desk Open

National Harbor 4-8 Foyer, Ballroom Level

7:00 a.m. – 8:30 a.m.

Buffet Breakfast

National Harbor 4-8 Foyer, Ballroom Level

8:00 a.m. – 9:45 a.m.

NAEPB Operations and Subcommittee Meetings

National Harbor 6-7, Ballroom Level

8:30 a.m. – 9:30 a.m.

NAEPB Ethics and Future Trends Committee Meeting

Eastern Shore 1, Atrium Level

8:45 a.m. – 9:45 a.m.

NAEPB Public Policy and Communications Committee Meeting

National Harbor 8, Ballroom Level

9:45 a.m. – 10:00 a.m.

Break

National Harbor 4-8 Foyer, Ballroom Level

10:00 a.m. – 12:30 p.m.

NAEPB Board and Business Meeting

National Harbor 4, Ballroom Level

11:30 a.m. – 1:15 p.m.

Buffet Lunch

National Harbor 2-3, Ballroom Level

1:00 p.m. – 5:00 p.m.

NIB Board of Directors Meeting

National Harbor 4, Ballroom Level

3:00 p.m. – 5:00 p.m.

Employee of the Year Orientation

National Harbor 6-7, Ballroom Level

6:00 p.m. – 7:30 p.m.

Welcome Reception

Eastern Shore/Wharf Patio, Atrium Level

Wednesday, October 9, 2013

7:00 a.m. – 5:30 p.m.

Registration and Information Desk Open

National Harbor 4-8 Foyer, Ballroom Level

7:00 a.m. – 8:30 a.m.

Buffet Breakfast

Prince George’s Prefunction A, Atrium Level

8:00 a.m. – 1:30 p.m.

EXPO/Technology Showcase

Prince George’s Exhibit Hall A, Atrium Level

Featuring a Technology Showcase, the New Product Showcase and Columbia Lighthouse for the Blind’s Mobile Eye Care Van

12:00 p.m. – 1:30 p.m.

Networking Lunch

Prince George’s Exhibit Hall A, Atrium Level

2:00 p.m. – 5:30 p.m.

Opening General Session

Maryland B 4-6, Ballroom Level

Presentation of Colors

Joint Armed Forces Color Guard

National Anthem

United States Marine Corps Band “The President’s Own”

Welcome Remarks

Kevin Lynch

President and CEO

National Industries for the Blind

Alexandria, Virginia

John Mitchell

President

NAEPB

Executive Director

Cincinnati Association for the Blind and Visually Impaired

Cincinnati, Ohio

Featured Speakers

Carl Augusto

President and CEO

American Foundation for the Blind

New York, New York

Claudia Gordon

Associate Director of Public Engagement and Liaison to the Disability Community

White House Office of Public Engagement

Washington, D.C.

3:30 p.m. – 3:45 p.m.

Break

Maryland B 4-6 Foyer, Ballroom Level

Joseph G. Jordan

Administrator

Office of Federal Procurement Policy

Office of Management and Budget

Washington, D.C.

Thomas A. Sharpe, Jr.

Commissioner, Federal Acquisition Service

General Services Administration

Washington, D.C.

Dinner on your own

Thursday, October 10, 2013

7:00 a.m. – 5:30 p.m.

Registration and Information Desk Open

Maryland 4-6, Ballroom Level

7:00 a.m. – 8:30 a.m.

Breakfast

Maryland B 4-6, Ballroom Level

9:00 a.m. – 3:00 p.m.

Employee of the Year Off-Site Activities

Maryland Bus Loop

9:00 a.m. – 12:00 p.m.

Board Track: Mastering Business Forecasting

National Harbor 8, Ballroom Level

Moderator

Steve Player

Managing Partner

The Player Group

Dallas, Texas

The crisis in the financial markets a few years ago exposed serious flaws in management methods. The failure to anticipate and deal with the consequences of the unfolding collapse starkly illustrated what many leaders and managers in the business have known for years — in most organizations, the process of forecasting is badly broken. It is time to rethink the way businesses organize and run forecasting processes and how executives use the insights provided by forecasts to help navigate through turbulent times. Steve Player, coauthor of “Future Ready: How to Master Business Forecasting” and director of the Beyond Budgeting Round Table, will teach practical steps and tools for changing the way your company thinks about forecasting. Major subjects include: understanding why companies are moving to forecasts, seven common symptoms of “forecasting illness,” five attributes to creating diamond-level forecasts, and how to make your organization “future ready.” This session is beneficial to board members, chief executive officers, chief financial officers, and operations and strategic planning executives.

BREAKOUT SESSIONS: The same three sessions will be held in the morning and afternoon

9:00 a.m. – 12:00 p.m.

Session 1: Breaking the Mold – Developing Business Outside AbilityOne

National Harbor 6-7, Ballroom Level

Moderator

John Qua

Vice President, Services

National Industries for the Blind

Alexandria, Virginia

Special Panelist

Louis Jablonski, Jr.

Member

NIB Board of Directors

Basking Ridge, New Jersey

Panelists

Ruth O’Brien

Consultant, Teleservices

Phoenix, Arizona

Brian Mangione

Consultant, Textiles

Phoenix, Maryland

Dale Cottongim

President, SNTC

Stafford, Virginia

Are you ready to develop new business outside of the AbilityOne® Program, but don’t know where to begin? Come hear from business development experts about how you can identify and pursue new business opportunities in the commercial and private sectors. You’ll discover best practices and lessons learned from NIB associated agencies that have successfully partnered with commercial companies and other organizations. Return to your agency with practical advice and concrete actions you can take immediately to begin developing new business outside of the AbilityOne Program. Our special panelist and NIB board member, Lou Jablonski, draws from his more than 25 years of experience as a senior executive in the public and private sectors, both domestically and internationally, where he directed major business turnarounds, delivered corporate growth approaching $1 billion, executed cost containment initiatives and was the architect of strategic alliances.

9:00 a.m. – 12:00 p.m.

Session 2: Leading Change – Smart Growth Through Better Decision-Making

National Harbor 10-11, Ballroom Level

Moderator

Jack Tootson

Director, Learning and Development

National Industries for the Blind

Alexandria, Virginia

Presenter

Peter Brinckerhoff

Founder

Corporate Alternatives Inc.

Union Hall, Virginia

Before tackling new business opportunities, you might need a tune-up! Sound decision-making is the foundation for smart growth. In this interactive session facilitated by award-winning author, trainer, and consultant Peter Brinckerhoff, you’ll learn proven techniques to make better decisions in good times, rapidly changing times, and in crises. Let a nonprofit industry expert guide you through change management strategies that you can implement in your organization immediately—you won’t leave this session empty-handed.

9:00 a.m. – 12:00 p.m.

Session 3: Just Launch It – Maximizing AbilityOne

National Harbor 12-13, Ballroom Level

Moderator

Marie-France Vareilles

Vice President, Products

National Industries for the Blind

Alexandria, Virginia

Panelists

Larry Allen

President

Allen Federal Business Partners

Arlington, Virginia

James Phillips, Esq.

Executive Vice President, Centre Consulting Inc.

Partner, Centre Law Group

Vienna, Virginia

Kimberly M. Zeich

Deputy Executive Director

U.S. AbilityOne Commission®

Arlington, Virginia

NIB and its associated agencies are putting best practices to work for them to create new business opportunities through the AbilityOne® Program. Learn strategies and best practices for successful AbilityOne product and service launches, and hear about NIB’s new initiatives to generate business through the AbilityOne Program. Industry experts and U.S. AbilityOne Commission members will discuss how to identify new opportunities, build strong business cases and navigate the approval process. At the end of this interactive session, you’ll have the tools and know-how you need to be

successful in the federal marketplace.

10:30 a.m. – 10:45 a.m.

Break

National Harbor 4-8 Foyer, Ballroom Level

12:30 p.m. – 2:15 p.m.

Awards Luncheon

Maryland B 4-6, Ballroom Level

BREAKOUT SESSIONS: The same three sessions will be held in the morning and afternoon

2:30 p.m. – 5:30 p.m.

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National Harbor 6-7, Ballroom Level

Moderator

John Qua

Vice President, Services

National Industries for the Blind

Alexandria, Virginia

Special Panelist

Louis Jablonski, Jr.

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Jack Tootson

Director, Learning and Development

National Industries for the Blind

Alexandria, Virginia

Presenter

Peter Brinckerhoff

Founder

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Union Hall, Virginia

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National Harbor 12-13, Ballroom Level

Moderator

Marie-France Vareilles

Vice President, Products

National Industries for the Blind

Alexandria, Virginia

Panelists

Larry Allen

President

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Arlington, Virginia

James Phillips, Esq.

Executive Vice President, Centre Consulting Inc.

Partner, Centre Law Group

Vienna, Virginia

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Deputy Executive Director

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4:00 p.m. – 4:15 p.m.

Break

National Harbor 4-8 Foyer, Ballroom Level

Dinner on your own

9:00 p.m. – 11:00 p.m.

Hospitality Suite

National Harbor 10-11, Ballroom Level

Friday, October 11, 2013

7:30 a.m. – 5:00 p.m.

Registration and Information Desk Open

Maryland 4-6 Foyer, Ballroom Level

7:30 a.m. – 9:00 a.m.

Buffet Breakfast

Maryland 4-6 Foyer, Ballroom Level

8:30 a.m. – 12:00 p.m.

General Session

Maryland B 4-6, Ballroom Level

Executive Update

Kevin Lynch

President and CEO

National Industries for the Blind

Alexandria, Virginia

Motivational Speaker

Murray Banks

Educator, Athlete and Author

Underhill, Vermont

Skilled storyteller Murray Banks draws on his teaching skills, athletic success and business savvy to engage audiences as a speaker and trainer. He will share insights from his experiences as an honored public school and university educator, author, coach, and championship triathlete and skier.

10:30 a.m. – 10:45 a.m.

Break

Maryland B 4-6 Foyer, Ballroom Level

Special Recognition

Shay D. Assad

Director, Defense Pricing

U.S. Department of Defense

Arlington, Virginia

U.S. AbilityOne Commission: State of the AbilityOne Program

J. Anthony (Tony) Poleo

Chairperson

U.S. AbilityOne Commission®

Chief Financial Officer

Defense Logistics Agency

Arlington, Virginia

James (Jim) M. Kesteloot

Vice Chairperson

U.S. AbilityOne Commission

Arlington, Virginia

12:00 p.m. – 1:30 p.m.

Networking Lunch

National Harbor 10-11, Ballroom Level

12:15 p.m. – 1:15 p.m.

NAEPB Price Strategy Committee Meeting

National Harbor 7, Ballroom Level

1:00 p.m. – 4:30 p.m.

U.S. AbilityOne Commission Meeting

National Harbor 12-13, Ballroom Level

1:30 p.m. – 2:30 p.m.

NAEPB Services Committee Meeting

National Harbor 7, Ballroom Level

3:30 p.m. – 4:30 p.m.

NAEPB Best Practices for Business Development Committee Meeting

National Harbor 8, Ballroom Level

5:00 p.m. – 6:00 p.m.

Employee of the Year Photos

National Harbor 10-11, Ballroom Level

6:30 p.m. – 7:00 p.m.

Reception

Maryland AC Lobby, Ballroom Level

7:00 p.m. – 9:00 p.m.

75th Anniversary Awards Gala

Maryland AC 1-3, Ballroom Level

R.B. Irwin Award

Dr. James A. Kutsch, Jr.

President and CEO

The Seeing Eye

Morristown, New Jersey

Special Presentation for 50 Years of Volunteer Service

Abram Claude, Jr.

Honorary Lifetime Director

NIB Board of Directors

North Salem, New York

Milton J. Samuelson Career Achievement Award

Christian Gorshing

NewView Oklahoma

Oklahoma City, Oklahoma

Peter J. Salmon Employee of the Year Award

Gerald Jones

Lions Volunteer Blind Industries

Morristown, Tennessee

9:00 p.m. – 11:30 p.m.

After Party

Pose, Hotel Entrance

Saturday, October 12, 2013

8:00 a.m. – 10:00 a.m.

Buffet Breakfast

Maryland AC 1-3

Final Departure from Conference – Safe Travels Home!

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SPEAKERS

Claudia Gordon

Associate Director of Public Engagement and Liaison to the Disability Community

White House Office of Public Engagement

Claudia Gordon is an Associate Director in the Office of Public Engagement and is the White House liaison to the disability community. Before joining the White House, Gordon served as Special Assistant to the Director of the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP). Prior to Department of Labor, she was a senior policy advisor with the U.S. Department of Homeland Security’s Office for Civil Rights and Civil Liberties. While at the Department of Homeland Security,

she also managed the Interagency Coordinating Council on Emergency Preparedness and Individuals with Disabilities.

Gordon, a native of Jamaica, graduated from Howard University with a Bachelor of Arts degree in political science and American University Washington College of Law with a Juris Doctorate.

Joseph G. Jordan

Administrator

Office of Federal Procurement Policy

Office of Management and Budget

Joe Jordan was confirmed as the Administrator for Federal Procurement Policy on May 24, 2012. He is responsible for developing and implementing acquisition policies supporting over $500 billion in spending by the United States government each year. Prior to his appointment as Administrator, he served as Senior Advisor to Office of Management and Budget Acting Director Jeffrey Zients, a position he held since December 2011.

Between 2009 and 2011, Jordan served as Associate Administrator of Government Contracting and Business Development at the U.S. Small Business Administration (SBA). His team supported thousands of small businesses every year as they competed for over $500 billion in federal prime contracts and billions more in subcontracts.

Prior to joining SBA, Jordan was an engagement manager with McKinsey & Company, a global management consulting firm. At McKinsey, he specialized in developing purchasing and supply management strategies for clients across several industries. He also worked with the firm’s public sector practice, advising state governments on how to cut costs and capture efficiencies.

In 2000, Jordan built and managed operations of Backwire, a web-based publisher-marketer, which quickly grew to 3 million subscribers. When the company was purchased by Leap Wireless, he became Leap’s project manager for strategic planning and product development. From 1998 to 2000, Jordan worked on MSNBC’s “Hardball with Chris Matthews.”

Jordan received his B.A. from the College of the Holy Cross and an M.B.A. from the University of Virginia’s Darden School of Business Administration.

Thomas A. Sharpe, Jr.

Commissioner, Federal Acquisition Service

General Services Administration

Thomas Sharpe was appointed Commissioner for the U.S. General Services Administration’s Federal Acquisition Service, effective February 10, 2013.

In this position, he oversees the delivery of more than $50 billion of products, services and solutions that save taxpayer dollars and enable federal agencies to accomplish their missions as efficiently as possible.

Sharpe has nearly 30 years of leadership and business management experience in both public service and the private sector. Before joining GSA, Sharpe served as the U.S. Department of the Treasury's Senior Procurement Executive. In that role, he was responsible for Treasury-wide procurement policy, procurement career management, and oversight and continuous improvement of bureau procurement operations.

Before joining Treasury, Sharpe served as a consulting principal with IBM Business Consulting Services, responsible for the marketing, sales and delivery of procurement transformation engagements with IBM's commercial and government customers. His prior operational procurement experience includes playing a key role in strategically sourcing IBM's technical service requirements that generated competitive advantage to IBM. Sharpe has also held senior procurement and managerial roles with the U.S. Environmental Protection Agency and the U.S. Department of Defense.

Sharpe has a Bachelor of Science degree in political science from the University of Scranton and a Master of Business Administration degree from Marywood University.

Murray Banks

Motivational Speaker and Author

Murray Banks is a skilled storyteller, drawing on his teaching skills, athletic success and business savvy to engage audiences as a speaker and trainer since 1984. As an educator, Banks has taught at every level from grade school to graduate school. His ability to identify the needs of each student and zero in on best practices for their learning has served him well for researching organizations, reading his audiences and creating interactive presentations.

In 1982 he was honored as Vermont’s Teacher of the Year for Physical Education and in 1983 received the Outstanding Educator Award from a national education association. He taught in a city school district, a small rural school and a major university; coached teams that won state championships and teams that never won a game; and 40 years later is still coaching youth sports in his community.

While he was achieving educational honors, Banks won his first of four National Championships in the Triathlon. He took a sabbatical in 1984 to train and race internationally, work on an advanced degree in educational leadership and co-author a textbook. Twice he has been one of the top finishers in the Ironman Triathlon World Championship in Hawaii. This break from public education enabled Banks to blend two passions – racing at the highest levels and teaching outside the structure of a classroom.

As his speaking career became more demanding, Banks retired from triathlons but continued ski racing. At age 50, he won the masters World Championship in cross-country skiing. Now in his early 60s, he still competes among the top challengers in his age division at the masters skiing world championships.

Banks and his wife reside in the beautiful Green Mountains of Vermont and their two sons are elite mountain guides based in France and Colorado.

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AWARD WINNERS

2013 Peter J. Salmon Employee of the Year Award Winner

In 1968, on the 30th anniversary of the Wagner-O’Day Act, the NIB Board of Directors created the Peter J. Salmon Employee of the Year Award to honor those employees who excel in their positions at NIB associated agencies. Dr. Salmon was instrumental in advocating passage of the Wagner-O’Day Act of 1938 and the subsequent formation of NIB. This award recognizes the outstanding work ethic and achievements of the people we serve.

Gerald Jones

Lions Volunteer Blind Industries

Morristown, Tennessee

Progressive macular degeneration made it difficult for Gerald Jones to continue his career as an electrician. Since joining Lions Volunteer Blind Industries (LVBI) four years ago as a packer, Gerald soon became an asset to the manufacturing team and leader of the mattress pad and paper towel departments.

Gerald maintains all production records, from order to shipment, and oversees daily timesheet records. He is a natural leader and strongly believes in leading by example. His goal is to become a department supervisor at LVBI.

Gerald is a member of the agency product development team, and is actively involved in local Lions Club activities and community initiatives.

“I never expected to be the national winner,” he said. “I have become one of those people who learned to do things that I never thought I would be doing.”

2013 Milton J. Samuelson Career Achievement Award Winner

In 1996, the NIB Board of Directors established the Milton J. Samuelson Career Achievement Award. This award is presented to an individual who demonstrates career advancement at an NIB associated agency or in the private sector. Milton J. Samuelson, former NIB board member and past executive director of The Chicago Lighthouse for People Who Are Blind or Visually Impaired, was a leader in the

blindness field and an advocate for upward mobility and placement programs benefiting people who are blind.

Christian Gorshing

NewView Oklahoma

Oklahoma City, Oklahoma

Christian Gorshing wanted to be an accountant ever since she was in high school. She graduated from Southwestern Oklahoma State University in 2001 with a bachelor’s degree in accounting and struggled to find work due to her visual impairment until she heard of NewView Oklahoma.

She landed a job at the agency as a warehouse clerk at Tinker Air Force Base in 2005, then moved up to accounts payable as payroll clerk, then purchasing specialist. When NewView reorganized its accounting department last year, Christian was promoted to accounting supervisor. Her goal is to become the chief financial officer of NewView.

Christian’s passion isn’t limited to her work; she is involved in various community outreach programs at NewView. She became one of the first members of the VIARP Vipers, NewView’s rowing team.

Christian also conducts agency tours, serves on NewView’s Quality Work Environment committee, and is a member of the local Rotary Club. She said, “If I hit doors that I think are closed, but they keep opening, it makes me wonder: ‘If I can do this, what else can I do?’”

2013 R.B. Irwin Award Winner

The R. B. Irwin Award is the highest honor given by NIB to a professional in the NIB family who has devoted his or her career to creating and improving employment for people who are blind, or a volunteer who has demonstrated exceptional and longstanding service and commitment to the mission of NIB. The award is named for Dr. Robert B. Irwin, who was executive director of the American Foundation for the Blind in the 1930s and worked with AFB’s Chairman M. C. Migel and Peter Salmon of the Industrial Home for the Blind in New York toward passage of the Wagner-O’Day Act and the formation of NIB.

Dr. James A. Kutsch, Jr.

President and CEO

The Seeing Eye

Morristown, New Jersey

Little did Dr. James Kutsch know that his doctoral dissertation research to develop the first talking computer in 1975 would make such an impact on careers for people who are blind. Prior to becoming blind and losing part of his right hand in a home chemistry accident as a teenager, Jim was not interested in school or college. The accident turned out to be a life-changing event and Jim later graduated from West Virginia University

with a Bachelor of Arts in psychology and a Master of Science in computer science. During his doctoral studies in computer science at the University of Illinois, he searched for ways a person who is blind could access a computer independently.

After college, Jim became a professor of computer science at West Virginia University. He spent much of his career in the telecommunications industry as an executive at AT&T Bell Laboratories, AT&T Universal Card Services and Convergys Corporation. In 2006, Jim became president and chief executive officer of The Seeing Eye, which provides specially-bred and trained dogs to guide people who are blind, instructs in the use and care of these dogs and advocates on behalf of people who are blind for their right to travel freely and independently.

Jim is also president of the Council of U.S. Dog Guide Schools, vice chairperson of the Board of the International Guide Dog Federation and a member of the Morris Animal Foundation Board of Directors. He has served on the President’s Committee on Employment of People with Disabilities. Prior to assuming the role of president at The Seeing Eye, he served 10 years on their Board of Trustees.

It was not until his tenure at Convergys that Jim learned about NIB’s work in creating employment opportunities for people who are blind. When asked to serve on the NIB Board of Directors, he did not hesitate to say yes. While on the NIB Board, Jim served on many key committees, leading to his election as chairperson. He served on the board until his retirement in 2011.

“One of the most incredible experiences of being on the NIB Board was the opportunity to visit so many associated agencies. The quality, safety, professionalism and teamwork within NIB associated agencies are truly awesome,” Jim said. “My hope is that through NIB’s leadership, the unemployment rate for people who are blind becomes no different than the overall national unemployment rate. Through the work of NIB and its associated agencies, more employers are realizing that people who are blind are incredible assets to their organizations.”

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EMPLOYEES OF THE YEAR

2013 Peter J. Salmon Employee of the Year Nominees

Pookey Alvarez, Industries for the Blind, Inc., West Allis, WI

Pookey is a sales associate who learned computer skills at IB Milwaukee, and now uses those skills working at the agency’s Base Supply Center in California. Pookey’s experience includes working with adults and children with disabilities. With coaching from her coworkers, she recently purchased a home. She is a devoted mother and grandmother and is well liked by her peers.

Sandy Arago, NewView Oklahoma, Oklahoma City, OK

Sandy has been a switchboard operator since April 2010 at NewView’s call center on Travis Air Force Base. She is a valued team member, answering approximately 260 calls per day from all over the world. Sandy serves as a mentor and role model for other operators because of her knowledge and experience.

Alma Brown, Associated Industries for the Blind Inc., Milwaukee, WI

Alma is a very determined employee and has been with AIB (Detroit Arsenal) Base Supply Center for more than two years as a customer care specialist. She has provided innovative enhancements to store operations and inventory management, and served thousands of customers, who take notice of her radiant smile, professionalism, and service excellence. Outside of work, she spends time with her two young children, works on her bachelor’s degree in business management and reads Steven King books.

Diane Brown, Lighthouse Louisiana, New Orleans, LA

Diane is a packer in the scrubber department. She has been employed at Lighthouse Louisiana for 17 years (then The Lighthouse for the Blind in New Orleans Inc.), working in nearly every department over the years. She is a dedicated employee with a strong work ethic and is recognized as the go-to person to assist and coach other team members. She ensures that the department stays productive and that orders are completed in a timely fashion. Diane participates in monthly National Federation for the Blind meetings at the Lighthouse and is involved in her grandchildren’s activities.

Roy Chilton, Ed Lindsey Industries for the Blind Inc., Nashville, TN

Roy is a production employee, working at Ed Lindsey Industries for the Blind Inc. and the previous state organization at the same facility for more than 35 years. Roy is one of the longest serving employees on the production line and serves as a mentor to other employees. He is known as a skilled craftsman, designing and building wind chimes. Roy also volunteers to help repair bikes for children.

Thomas Degree, Elizabeth Pierce Olmsted, M.D. Center for the Visually Impaired, Buffalo, NY

Tom is the lead operator in the shredding department and has worked for Olmsted Center for Sight since 1980. He is a model employee and continues to add to his skill set. Over the years, his jobs have included paper production, sewing and textiles for AbilityOne products, furniture caning, hockey stick assembly, packaging, broom manufacturing, and most recently, recycling and shredding. He quickly learned all of the operations and is valued by the production supervisor because of his ability and willingness to perform any job as needed. Tom is a leader in the agency and in the manufacturing department and is also active in his church and community.

Moises Diaz, Dallas Lighthouse for the Blind, Dallas, TX

Moises started working in the Dallas Lighthouse’s industrial division in 2001. He quickly mastered operations in the writing, eyeglass case, award binder and molding departments, and moved upward. Moises played a key role in low-cost container production as a sewing machine operator. He has also worked in the sewing department on entrenching tool pouches, safety vests and chin straps. He is an active participant in the neighborhood watch program in his community.

Paul Diehl, North Central Sight Services Inc., Williamsport, PA

Paul has been with NCSS since 2005 and as a production employee, has worked on the target packaging line, label assembly and computer media. Recently, Paul has been a key associate on the agency’s new plastic grinding and recycling production line. He is known as a very dependable associate and gives his best every day.

Calvin Echevarria, Lighthouse Central Florida, Orlando, FL

As one of the first employees to be hired for the Lighthouse Works! call center, Calvin has proven to be an asset to the team as a customer care center professional. He is a leader among his peers, and he serves as a mentor to new agents. At a moment’s notice, Calvin is always prepared to assist with clients and partners through hands-on demonstrations of the services provided through the Lighthouse.

Jim Fritsch, Beyond Vision, Milwaukee, WI

Jim began work for Beyond Vision in January 2010 (then Wiscraft Inc.), and has proven to be an extremely dedicated, competent, and flexible employee. He was initially brought on board as product line champion for the agency’s newly launched floor mat line and he was critical in meeting customer demand. Jim was later promoted into shipping and receiving, where he performs shipment data entry within the Direct EDI system and coordinated the pick-pack-pull for all outgoing orders. He has become essential to logistics management in the facility, moving material from warehousing to point-of-use for multiple production lines.

Josephine Garcia, South Texas Lighthouse for the Blind, Corpus Christi, TX

Josie is known as an amazing and inspirational employee, respected by her colleagues and agency leaders. She has a contagious positive attitude that brings a smile to your face. She began her career at STLB in 1993 and has worked periodically at the agency while she raised her family. Employed as an assembler since 2007, Josie is the agency’s point person to conduct time studies for product development. A quick learner, Josie has worked on a variety of products including mouse pads, candles, chin straps and today, she assembles binders. She represents STLB at various community initiatives and events.

Helen Glenn, West Texas Lighthouse for the Blind, San Angelo, TX

Helen came to work at the Lighthouse in 1984, and she is a key employee on the production floor in assembly and packaging. She has developed numerous skills and is very versatile, working in all areas of production. One of her key roles is blister packing and she also works in pen assembly and textiles. Helen’s positive attitude is one of her key strengths. She serves on the employee committee, assists in planning and holiday activities, participates in the Walk for Blind Awareness, and enjoys bowling and spending time with her family.

Henry Greene, Delaware Industries for the Blind, New Castle, DE

Henry has been with DIB since 2008, beginning as a custodian, and steadily working his way up to his present role in charge of switchboard operations for the agency. He is recognized as an example of team spirit and teamwork ethics. Henry has served on various employee advisory groups at DIB. He is also involved in the community as a mentor in the Narcotics Anonymous 12-Step Fellowship Program.

Lori Griffin-Harge, Envision Inc., Wichita, KS

Lori is a production associate in the digital print operation of Envision Industries. She was hired in 1998, and has progressed ever since by taking on new and greater responsibilities. Known for her positive team attitude, Lori has served on the employee events committee, and volunteers at all employee-related events. Active in her church, she transcribes worship services for television closed captioning.

Homero Guiterrez, Travis Association for the Blind, Austin, TX

Overcoming many life challenges, Homero has moved onto a road to success. After working as an emergency medical technician and in public safety and firefighting positions in several locations, he was hired at Travis Association for the Blind (also known as the Austin Lighthouse) in 2008. Advancing through various positions producing chin straps, rigger belts, binders and trouser belts, Homero has worked in many departments at the Lighthouse. He is now one of the top production employees in the skin care product department. Homero is presently involved with the agency’s safety committee.

James Harvey, Outlook Nebraska Inc., Omaha, NE

James has been employed with ONI for six years as a finisher on the production line. During his tenure he has volunteered to participate in many of ONI’s committees and programs. James graduated from the company’s Computer Education and Training Program and has completed the Hadley Business School program. James holds a bachelor’s degree in music from the University of Nebraska at Omaha. In his spare time, James attends ONI’s social events, volunteers to play his violin at a local retirement home and is active in the Nebraska Lions Club.

Sandra Hornberger, Susquehanna Association for the Blind and Vision Impaired, Lancaster, PA

Sandra is a strip cutter operator at SABVI, having worked in various production roles since joining the agency in 2006. She is considered to be a very valuable employee with the ability to work in various production lines. Sandra is an outstanding performer and has aspirations to advance into other line production and supervisory positions, having completed several online courses in business and management. She has been involved in the agency’s employee representative committee and is well respected by her peers.

Joshua Howard, Louisiana Association for the Blind, Shreveport, LA

Joshua demonstrates professional dedication and is considered by his peers as a leader at LAB, where he began working in 2006. He started his career in the agency’s warehouse, and has moved steadily upward to his current role as abrasives slitter operator. Joshua trains military personnel on installing LAB’s Peel-and-Stick Nonskid product on the ship decks. He also helps package and palletize orders. His goal is to become a supervisor. He participates in LAB’s employee advisory committee, and Quality Work Environment efforts. In his spare time he enjoys riding four-wheelers,

snowboarding and spending time with family members in Utah and Louisiana.

Richard Huffman, Cincinnati Association for the Blind and Visually Impaired, Cincinnati, OH

As an employee and a recipient of CABVI’s services, Rick’s story exemplifies the importance of CABVI’s mission of providing opportunities for people who are blind and visually impaired to achieve independence. Before CABVI, Rick had never worked in a setting with others who had vision loss and shared similar experiences to his own. Since joining CABVI’s Industries Program in 2010 where he is employed as an inflight assembler, he has made new friends, found greater confidence, and achieved independence in his new life in Cincinnati. Rick’s strong work ethic and positive attitude bring out the very best in the people around him and he was honored with CABVI’s 2013 Bradley L. Kaylor Blind Worker of the Year award.

David Iddins, Georgia Industries for the Blind, Bainbridge, GA

David is an exceptional, experienced sewing operator, known for his multi-tasking abilities at the GIB Griffin Plant. He demonstrates a great attitude toward his work, and ranks highly for quality and productivity. David is cross-trained to perform numerous roles in the sewing, packaging, and shipping and receiving departments. David has been named the GIB Employee of the Month three times. At the agency, he is also involved as a computer lab instructor. Outside of work, he enjoys playing guitar, performing at private parties and spending time with his parents.

Evell Jones, Blind and Vision Rehabilitation Services of Pittsburgh, Homestead, PA

Evell joined the manufacturing and assembly division of BVRS, PBA Industries, as a utility employee. He has taken the initiative to learn multiple jobs to produce textile products, highway signs, and absorbent and charcoal products, as well as supervise the IRS mailroom services. He has strong leadership skills and advocates on behalf of his colleagues, participating in the Quality Work Environment committee. His community activities include mentoring youths with albinism. Evell is a skilled bowler in both blind and sighted leagues.

Dale Justice, The Lighthouse for the Blind, St. Louis, MO

Employed as a line attendant, Dale is recognized as a flexible and hard-working employee who can work in various areas of production in kitting, first aid and medical products. She is a friendly liaison among her colleagues and is an asset to the agency. Outside the work environment, Dale has been actively involved in her church, singing in the choir and teaching Sunday School.

David Justice, Clovernook Center for the Blind and Visually Impaired, Cincinnati, OH

David started at Clovernook Center in 1999 and is employed as a material handler. From the beginning he has been an exemplary employee and inspiration to others. He has participated in the Quality Work Environment committee, and played an important role in re-launching production of the Navy hot cup. David is active in the Blind Bowling League.

Zeeshan Khan, Junior Blind of America, Los Angeles, CA

Since April 2013, Zeeshan has worked at Junior Blind as a contact center representative. In this short period of time, he has mastered his job and has taken initiative to improve his skills to be the program administrator. Young, intelligent and personable, Zeeshan attended the University of California, Irvine, where he studied economics and accounting, and he is currently preparing for the CPA exam. Combining his interests in technology and entrepreneurship, he created a storybook app for the iPad for children to learn important values.

Crystal Lewis, Arizona Industries for the Blind, Phoenix, AZ

Crystal came to Arizona Industries for the Blind in 2011 and has advanced steadily and is always excited to learn new job assignments. As a material handler, she has mastered one process after another. Crystal is able to balance the varied job requirements with the need to provide superior customer service. She also participates as a member of the agency’s Quality Work Environment team. Enthusiastic about physical fitness, she teaches Zumba exercise classes and personal fitness several

times a week.

Oscar Lopez, Lions Industries for the Blind Inc., Kinston, NC

Oscar has overcome significant obstacles, has moved ahead with his life and is an inspiration to others. As a sewing machine operator at LIB, he continues to approach any task assigned to him with an open mind and great enthusiasm. Oscar gives 100% every day and his colleagues appreciate his sense of humor and even learn some Spanish from him. He and his wife enjoy exercising at the local community center and spending time with family.

Reyna Loza, San Antonio Lighthouse for the Blind, San Antonio, TX

Employed as a machine operator at SALB for the past eight years, Reyna is deaf and legally blind. She is known for her strong work ethic and willingness to help others, always demonstrating a can-do attitude. Her supervisor said, “If I had 10 of her I would need no others!” Reyna volunteers to sign for others using American Sign Language, and serves on the agency’s employee forum.

Sarita Martin, Bosma Enterprises, Indianapolis, IN

Sarita is a devoted, driven and ambitious production employee at Bosma, and she inspires and motivates her colleagues. Over the past year, Sarita has worked in five production departments, adding to her skill set and versatility. She packs more than 90 cases of exam gloves a day, increasing her packing rate over time. Sarita, who is deaf and totally blind, helps her colleagues to learn American Sign Language skills and assists with Bosma’s largest fundraiser, “Dining in the Dark.”

Rita McCabe, The Chicago Lighthouse for People Who Are Blind or Visually Impaired, Chicago, IL

Rita McCabe was employed at the Chicago Lighthouse Industries Program since 1979 as a wall clock assembler. She always exhibited a strong work ethic, high productivity and quality, and was considered a team player and role model at the agency. In fact, her Lighthouse colleagues believe that Rita assembled nearly one million clocks! She also was actively involved with the Salvation Army. Sadly, Rita passed away recently and is greatly missed by her colleagues at The Chicago Lighthouse.

Kevin McLain, Alabama Industries for the Blind, Talladega, AL

As Base Supply Center store clerk, Kevin is considered a great asset for both AIB and Redstone Arsenal and is very highly regarded by the customers and fellow staff members at both the main store and the U.S. Army Space and Missile Defense Command. He is known as the go-to guy! His manager wishes she could clone him!

Shawn McLean, Northeastern Association of the Blind at Albany, Albany, NY

Shawn is a machine operator in the manufacturing department and does an excellent job in all aspects of his work. He is highly productive, organized, and is a good communicator and team player. Shawn has been trained in many areas and his scope of work changes on a daily basis. He is the owner of McLeans’ Candle Shop and a member of the Fyfe and Drums of Olde Saratoga.

Sandy Mei, New York City Industries for the Blind, Brooklyn, NY

Sandy has been employed at NYCIB in the mop department since 2008. Born in Canton, China, she came to the United States with her mother and brother in 1990 to find services to assist with her legal blindness. Her employment at NYCIB has made the adjustment to a new culture much easier and Sandy has become a valuable member of the NYCIB family. Sandy has worked in several departments including the sewing division and became well versed in the mop department’s loop machine. She is proud of her 13-year-old son and enjoys music, performing songs from her native country and dressing in traditional Chinese clothing at the agency’s holiday events.

Ann Marie Mistretta, Association for the Blind and Visually Impaired –

Goodwill Industries, Rochester, NY

Ann Marie has demonstrated tremendous value to ABVI since joining the agency in 2009 as a customer service representative. She was quickly promoted to her current position as information specialist and in addition to her everyday functions she participates in special projects and trains new team members. Her goal is to advance into an ABVI supervisory role. Ann Marie represents the contact center on ABVI’s employee committee and she has been repeatedly nominated by her peers for an agency Spirit Award and other agency recognitions. She also volunteers for her

daughter’s school programs and activities, and assists with ABVI’s children’s recreation events.

Christopher Moore, Arkansas Lighthouse for the Blind, Little Rock, AR

In 2012, Chris joined the Arkansas Lighthouse as a machine operator, and has quickly moved up the ladder of success, helping to establish the agency’s contact center and now working as a contact center representative. Chris holds an impressive academic background. Chris is not only a former championship competitive swimmer – a nationally ranked gold and silver medalist with the United States Association of Blind Athletes – but also a concert pianist and a certified chef.

Pablo Pardo, The Lighthouse of Houston, Houston, TX

Pablo began working at the Lighthouse in 2005 after completing the Lighthouse’s customer service and clerical training program. He is a mail clerk and has worked at both of The Lighthouse of Houston’s IRS mail center locations. With a positive attitude, he is always determined to do the best job he can. Originally from Mexico, Pablo became a U.S. citizen in 2010. He was one of the inaugural members of the agency’s first Dragon Boat Team in 2006.

Robert Peele, Industries of the Blind Inc., Greensboro, NC

Robert is a self-starter who spent decades in the mattress and furniture business, working in production and shipping as a supervisor and plant manager. He even ran his own business making furniture for 26 years. At IOB-Greensboro, Robert is an assembler/packer in the t-shirt department. He enjoys his grandchildren and great-grandchildren and listening to blues and country on his iPod.

Annette Russell, LC Industries Inc., Durham, NC

Annette has been with LC Industries for 30 years. She began working as a seamstress and demonstrated a willingness to learn other jobs. Annette moved to the file folder department, where she has learned to operate more than 10 complex machines and to easily make machine adjustments without the need to call for maintenance. She takes pride in the quality of the product she is producing and sets goals for herself and the production line she works on. She’s known as the “cheerleader” in manufacturing. Annette is a member of the agency’s bowling team and communication and safety committees.

Mesan Salkanovic, Central Association for the Blind and Visually Impaired, Utica, NY

Originally from Bosnia, Mesan relocated to the United States in 1998. He worked in CABVI’s Central Industries division for 13 years as a very dependable production employee, where he was cross-trained in other production roles. In his spare time, Mesan enjoys a good game of chess, swimming, fishing, playing cards, travel and spending time with his family. He recently retired and returned to Bosnia.

James Shelby, Lighthouse for the Blind of Fort Worth, Fort Worth, TX

James has been employed at the Lighthouse since 1998 and works in the box department as a master stitcher machine operator, a position that requires precision, accuracy and timing. He is a true team player and is an asset for any production line. With a background in small machine repair, he has learned the operations of other equipment at the Lighthouse. His goal is to obtain computer technology training to enhance his skills and productivity. James is active in the agency’s community outreach activities.

Larry Simms, Alphapointe, Kansas City, MO

Larry is a machine operator in the office products department and has been with the company for more than four years. He is known for his ability to shift between work protocols, and is characterized by his outgoing personality. In addition to his work responsibilities, Larry is a volunteer with the Salvation Army and serves as a motivational speaker to troubled youths and their families.

Kevin Snow, Association for Vision Rehabilitation and Employment Inc., Binghamton, NY

Kevin is a small machine operator who is also skilled in operating larger machines, enhancing his vocational profile at A.V.R.E. He is active on the solutions and safety committees, and is a dependable volunteer at agency events. A physical fitness advocate, Kevin is also actively involved as a Cub Scout pack leader, and mentors children and youths, particularly those with visual impairments.

Marlon Stover, Lions Services Inc., Charlotte, NC

Marlon is an exceptional and highly productive employee who has worked as an assembler for the last 13 years, including the MOLLE hydration carrier and seat cushions departments. He focuses on product quality and leads by example, instilling high standards of excellence and offering friendly encouragement to his colleagues. Marlon is a member of the West Charlotte Lions Club, currently serving as president. He also enjoys sports, playing beep ball for the last 10 years and participating in the VIP golf program.

Gregory Szabo, The Lighthouse for the Blind Inc., Spokane, WA

Greg joined Inland Northwest Lighthouse in Spokane in 2011 as a senior production employee. He has worked in almost every area throughout the shop, demonstrating high quality and productivity, especially in producing military entrenchment tools. He has served on the accessibility and outreach committees and the internal ISO audit team. Greg is active in Toastmasters, coaches and plays for the local goalball team, and volunteered to sing and play guitar at a recent fundraiser. He often suggests that people tour INL to better understand that people who are blind can work successfully at anything, even using heavy machinery.

Shirley Traylor, East Texas Lighthouse for the Blind, Tyler, TX

Employed as a packer/breaker on the InnerFolder line at East Texas Lighthouse’s Horizon Industries, Shirley is considered one of the agency’s most reliable and valuable employees. She is capable of performing most of the jobs in production. Shirley is pursuing her associate degree in early childhood development and plans to become a teacher’s aide in the local school district. She is an active volunteer in the community and with her church, and is involved with the agency’s holiday activities and other special events.

Stan Wafford, Blind Industries and Services of Maryland, Baltimore, MD

Stan is a retail associate at BISM’s AbilityOne Base Supply Center at Fort Knox, Kentucky, where he is considered essential to the BSC’s success. He came to BISM with a finance background in 2009. His innovative thinking and outstanding customer service has contributed to sales growth, and he assists with facility maintenance and warehouse receiving. Stan’s goal is reach the management level at BISM. Stan is actively engaged in the community, is a member of the Institute of Management

Accountants and provides free tax preparation services for elderly and low-income citizens. He enjoys spending time with his three grandchildren.

Walter Webb, RLCB Inc., Raleigh, NC

A machine operator in the pillow department, Walter is one of the longest-serving employees with RLCB Inc., where he has worked for 31 years. He has built a reputation as RLCB’s hardest working employee along with his outstanding attendance record. Walter is a talented musician who plays the drums and keyboard at agency events and at his church. He also takes remarkable photos and videos and is a Carolina sports fan.

Robert Wilder, Virginia Industries for the Blind, Charlottesville, VA

After a career in the construction industry, Robert, known as Shannon, joined VIB in 2009 as a mattress seamstress and assembler. He worked to become proficient in all aspects of production from sewing ticks to final assembly, packing and labeling, for college, correctional and Navy shipboard mattresses. In VIB’s mentoring program, Shannon is being trained as an internal ISO auditor and is engaged in Quality Work Environment initiatives. He is working to master adaptive technologies so he can help other employees improve their computer skills. He volunteers as a manager/coach for youth basketball and baseball teams, and last year received the Paul Harris Fellow Award for Community Service from Rotary International.

Sandra Williams, Mississippi Industries for the Blind, Jackson, MS

Sandra is considered to be an exceptional “model employee” with a positive attitude, good teamwork, a strong work ethic, and willingness to do whatever is needed to get the job done. She began work at MIB in 1990 as a sewing machine operator, sewing anything from sweatshirts, to flags, to barracks bags for the U.S. military. Sandra is engaged in various activities at MIB, including event planning, the employee grievances committee, and the “Krewe No Vue” team of employees that represent MIB in local parades to raise awareness for the supporting foundation, MIB Foundation for the Blind and Visually Impaired. She is active in other community organizations and in her church.

Maudeva Willis, Winston-Salem Industries for the Blind Inc., Winston-Salem, NC

Maude joined the IFB team in 1974 and is the most senior employee at the agency. At age 69, Maude is adamant that retirement is not in her future. She has worked in almost every manufacturing department, including inspecting and packing shower curtains, working on the K-Bar machines in vinyl and cutting foam for mattresses. Today she is a packer, where she folds and packages t-shirts. No matter the assignment, Maude always does her best. She helps to encourage and inform new employees to help them excel in their jobs. She is also actively involved in her church.

Dustin Woods, Beacon Lighthouse Inc., Wichita Falls, TX

Dustin works in the industrial operations department at Beacon Lighthouse as a general operator, where he can perform all assembly positions, such as boxing and labeling. He is known as a department team player, able to complete any task given to him. His career includes 20 years of experience as a boxer, stacker and labeler at a grocery store. When not at work, Dustin enjoys listening to books on tape.

James Woodson, Bestwork Industries for the Blind Inc., Runnemede, NJ

James is a dedicated employee who began work at Bestwork in 2008. As a sewer of textile products, he is self-motivated and strives for perfection in all his endeavors, requiring minimal supervision. He is currently cross-trained to produce a variety of products using different equipment and processes. He is an active member in a cycling club during the summer.

Louise Alexander, Lighthouse Louisiana, New Orleans, LA

After retiring from her career teaching elementary school, Louise joined Lighthouse Louisiana in 2010 (then The Lighthouse for the Blind in New Orleans Inc.). She is an adult blind instructor for the Daily Living Skills class, going above and beyond to help clients grow and learn to become more independent with their vision loss. Louise also volunteers her time to help the information and referral department, taking calls from clients and setting up their applications for services.

Peter Ash, The Chicago Lighthouse for People Who Are Blind or Visually Impaired, Chicago, IL

Peter is an optometric technician and assistant inventory supervisor at The Chicago Lighthouse, where he began working in 2008 as a volunteer in the low vision clinic. He has been recognized for his efforts in streamlining ordering and inventory management procedures. He was recently offered a position as a Contract Management Support (CMS) contract closeout specialist under the Lighthouse’s CMS contract. Peter is active in the Volunteer Optometric Services for Humanity organization that provides medical missions around the world for impoverished areas to receive eye care and eyeglasses.

Kathy Bean, Travis Association for the Blind, Austin, TX

Kathy came to the agency in 2005, first working as a warehouse specialist. She later became a trainer in the training and employment services division and today oversees quality assurance compliance as quality control assurance specialist. A former science teacher, she has written published medical articles, was honored as Woman of the Year for the past two years by the National Association of Professional Women, and is active in her church.

Michelle Boyd, East Texas Lighthouse for the Blind, Tyler, TX

Michelle’s career has included working in business, education, entertainment and human services for more than 20 years. Since joining East Texas Lighthouse for the Blind three years ago, Michelle has shown her diverse abilities and drive, working as seniors coordinator and vocational training manager. Today, as career path manager, Michelle assists persons with vision loss through assessment, resource management, skill development and job preparation. She is actively involved in local organizations engaged with transportation and disability issues.

Anthony Creapeau, Industries for the Blind Inc., West Allis, WI

Anthony started at IB Milwaukee in 2008 on the production floor as a piece rate employee. With a bachelor’s degree in management information systems, he quickly advanced to increasingly responsible positions and today is an information technology (IT) network technician. His computer programming and system skills have contributed to his advancement and success. He and his wife are members of the Blind Bowling League, and he enjoys playing the guitar.

Stephanie Davis, Winston-Salem Industries for the Blind Inc., Winston-Salem, NC

Stephanie is an optical data entry clerk, proving excellent customer service. She joined the IFB team in 2005 as a sewing machine operator, later moving into customer service and administrative roles. Stephanie is a leader among her peers and encourages them to improve their skills to prepare for new opportunities. She would like to see more people who are blind in customer service positions. She is a talented member of Toastmasters and is active in agency sports activities.

John Farina, Northeastern Association of the Blind at Albany, Albany, NY

John is an assistive technology instructor for adults (18 years and above) and produces braille materials for NABA and the 14 counties NABA serves. Active in NABA’s Outreach committee, John makes presentations in the community for the agency. He is highly productive, organized and always has a positive attitude. He is a board member of Consumer Directed Choices, which empowers seniors and people with disabilities in the delivery of home care services. John is past president of state and local chapters of the American Council of the Blind and also enjoys amateur radio communications. He holds a master’s degree and plans to continue his education in the technology field and to assist consumers to lead independent lives in the community.

Lester Hawthorne, Dallas Lighthouse for the Blind, Dallas, TX

Lester has been with the Dallas Lighthouse for the Blind for eight years and is a significant team player. He began working in the manufacturing department and exceeded all expectations on the production lines. In 2008 Lester was promoted to quality assurance inspector and he also serves on the agency’s safety committee. He aspires to become a quality assurance manager.

Larry Irvin, The Lighthouse for the Blind Inc., Seattle, WA

Larry is a versatile and multi-talented individual, serving as help desk technician and providing front office support. In addition to his job at the organization, he frequently volunteers his time in the community, introducing youths to adaptive technology and advising them about audiovisual production and engineering technologies. Larry’s goal is to advance into a supervisory career at Seattle Lighthouse. Known as “The Music Man,” Larry is a professional DJ in his free time and has entertained colleagues at Seattle Lighthouse events.

Daniel Martinez, Arizona Industries for the Blind, Phoenix, AZ

As manager of community and public relations, Dan is an advocate, communicator, publicist, mentor, activist and innovator, recognized as an expert on blindness-related issues. For more than 30 years, Dan has been a strong advocate for people who are blind. He served four terms as president of Arizona Council of the Blind, served on the Governor’s Council for Blindness and Visual Impairment and chaired the Mayor’s Commission on Disability Issues. Dan is a graduate of NIB’s Business Management Training course.

Sharon McDonald, Lighthouse Central Florida, Orlando, FL

A woman of determination, intelligence, and resilience, Sharon came to the United States from Jamaica. After joining LCF in 2011, she quickly distinguished herself through the quality of her work and leadership skills. As a training assistant, Sharon is a member of the Lighthouse Works! planning team, supports LCF’s teenage vocational programs, teaches access technology skills and trains new employees for the call center. She is pursuing certification as a Teacher of the Visually Impaired (TVI) and would like to teach students who are visually impaired in the public school system. Prior to working at LCF, she was a communication specialist for a police department and

social worker for individuals with disabilities.

Daniel Merrick, MidWest Enterprises for the Blind Inc., Kalamazoo, MI

Dan began working at MWEB in 2003 as a part-time production associate. After demonstrating his leadership and organizational skills through the agency’s Quality Work Environment initiatives, Dan was promoted to a full-time position as customer service associate for the shipping and customer service departments. He hopes to advance to a supervisory/management position. He holds a bachelor’s degree in family

studies and volunteers time at local schools to assist with fundraisers and other activities.

Romy Mikhail, Delaware Industries for the Blind, New Castle, DE

Romy joined DIB’s customer service department and soon was promoted to interim supervisor of customer service. Today, he is the manager of ISO, quality and customer service and a member of DIB’s senior management team. A dedicated team player, Romy is a certified ISO-9001:2008 internal auditor and actively involved in the agency’s quality initiatives. DIB passed its 2012 ISO Accreditation Surveillance Audit with zero findings. Romy holds a bachelor’s degree in business accounting, is active in the community and in his church, and is a former semi-professional men’s soccer team captain.

Patricia Miller, The Lighthouse for the Blind, St. Louis, MO

Trish has done exceptionally well in her role as production coordinator. She is known and recognized by her peers and colleagues for her dynamic personality. Active on the agency’s safety committee, Trish plans to continue to learn and grow with The Lighthouse for the Blind and eventually move into a supervisor or management role.

Christopher Montavon, Alphapointe, Kansas City, MO

Christopher is a quality assurance inspector and has been with Alphapointe since 2011. He is an NIB Advocate for Leadership and Employment and serves on the Alphapointe communications committee, providing many suggestions on how to improve communications within the entire company and assisting with implementing Deaf/Blind Task Force socials. Christopher serves as a board member in outreach with the local city transportation company for people with disabilities. Christopher aspires to be an advocate and to provide sensitivity training focused on people with disabilities.

Steven Murphy, RLCB Inc., Raleigh, NC

Steve has been a part of the RLCB family for 27 years and has a distinguished record in rehabilitation vocational administration and advocacy. He has served on the advocacy council and has been the employment liaison through the state vocational rehabilitation agency contracting with RLCB. As district rehabilitation manager, he works with consumers seeking employment and training. Although Steve anticipates his retirement this year, he plans to continue to advocate for the employment of individuals who are blind.

Brian Porter, Blind Industries and Services of Maryland, Baltimore, MD

Brian graduated from the United States Naval Academy in 1980 and went on to serve our country in the Marine Corps, where he reached the rank of captain. In 2012, he began working for BISM’s rehabilitation department, where he is the woodshop and travel instructor for the CORE adult residential training program. After he completes an orientation and mobility certification program, Brian plans to become certified in braille instruction. He is active with National Federation of the Blind’s mentor program, where he works with teens who are blind.

Robert Porter, Central Association for the Blind and Visually Impaired, Utica, NY

Bob is CABVI’s ISO quality management representative and public policy coordinator, as well as production assistant. He was instrumental in developing and implementing CABVI’s ISO 9001:2008 certification. Bob advocates for individuals who are blind on pending legislation and serves on the Quality Work Environment employment practices implementation committee. Outside of work, he enjoys sports and singing in a barbershop quartet and other choral groups. Prior to CABVI, Bob spent 20 years in private industry as a product manager designing and manufacturing recycling equipment for industrial fluids.

Jerry Posey, Envision Inc., Wichita, KS

Jerry has extensive information technology (IT) expertise and is a computer technician in the IT department. He took on the responsibility of setting up and maintaining the CyberSight rooms and the computer training classroom. Jerry plans to retire and move to sunny Florida!

William Powell, Bosma Enterprises, Indianapolis, IN

Bill began working at Bosma after a very successful 25-year teaching career at the Indiana School for the Blind and Visually Impaired. At Bosma in the assistive technology department, he began as an instructor, was promoted to manager, and later was named director. He authored Bosma’s assistive technology curriculum and has been actively involved with Bosma’s website and adaptive technology programs. He advocates for those who are blind and visually impaired and has received national and international honors during his career.

Joanna Richardson, Association for the Blind and Visually Impaired – Goodwill Industries,

Rochester, NY

Joanna began her 25-year career at ABVI in manufacturing, but after receiving training in adaptive technology and customer service beginning in 2001, she moved into a new role in the contact center. As Environmental Protection Agency shift supervisor, her goal is to become part of the contact center management team. Joanna holds certificates in NIB’s Leaders At All Levels and Effective Supervision: The Essentials training. Active in the community, Joanna oversaw a successful two-year grassroots appeal to the New York State Racing and Wagering Board to permit audible electronic bingo cards.

John Roberts, Jr., Georgia Industries for the Blind, Bainbridge, GA

John has been employed with GIB since 2004. As a material handler, he is trained to operate most of the machinery within the plant. His goal is to be promoted to a managerial position. He and his wife enjoy time with their children and grandchildren.

Jonathan Robinson, Alabama Industries for the Blind, Talladega, AL

Jonathan began his career at AIB in 2006 as a direct labor production employee, and has progressed steadily to his current role as production line leader. His cross-functional skills have enabled him to contribute to many AIB projects. Jonathan is part of the organizational Quality Work Environment effort to provide upward mobility opportunities for production employees, and he played an integral role in the start-up of the toner cartridge department.

Emeric Rokay, Beyond Vision, Milwaukee, WI

Emeric began his employment with Beyond Vision (then Wiscraft Inc.) in 1988 as a production coordinator. With his engineering background and expertise, he brought new production techniques and an eye for detail. Under his guidance, the organization successfully grew the assembly business with Briggs & Stratton Corporation, providing new business and employment opportunities. As quality manager, he is Beyond Vision’s leading quality expert and has led the development and implementation of its ISO 9001 Quality Management System. Emeric has implemented multiple production processes to provide accessibility and overcome visual impairment as a barrier on many production cells.

Sandra Romkey, LC Industries Inc., Durham, NC

Sandy is the go-to person at LC Industries, recognized for her adaptive technology and

mentoring skills. As business analyst in the accounting department, she focuses on fixed assets projects. She also has tested an enterprise resource planning system using adaptive technology. Sandy’s goal is to do more one-on-one work with other agency employees through a future training role in human resources or customer service.

Homer Sparks, Ed Lindsey Industries for the Blind Inc., Nashville, TN

Homer has worked with ELIB for two years and has demonstrated great potential for upward mobility, starting as a production employee, later promoted to production team leader. He also serves as assistant manager in the agency’s store and is a member of the safety committee. Homer holds a bachelor’s degree and his career experience includes serving in the U.S. Army and working as a civil engineer.

Rudell Vanemon, North Central Sight Services Inc., Williamsport, PA

Joining NCSS in 2007, Rudy has worked in many departments of the agency’s operations. Today, he serves as industry supervisor where he helps his associates so they can produce at their highest level. He is involved with the wellness and safety committees. Rudy is very active in local community organizations such as the Moose and Elks clubs, assisting with successful fundraising initiatives to benefit NCSS.

Heather Watson, Industries of the Blind Inc., Greensboro, NC

Adaptable and open to new challenges, Heather is a computer-aided design (CAD) operator and cutter in the textiles department. She started at IOB-Greensboro in sewing, moved up to material handler, and now uses the CAD table to digitize cutting patterns. Heather and her husband have three children and she enjoys cooking and playing cards with her extended family each week.

Manuel Zavala, West Texas Lighthouse for the Blind, San Angelo, TX

Manuel has worked at the Lighthouse for five years and is an outstanding employee. He was promoted twice in his first three years of employment and currently holds the position of product development assistant. He was recognized as the 2009 Employee of the Year at West Texas Lighthouse. He has completed several Business Basics courses offered by The Hadley School for the Blind through NIB’s Business Leaders Program. Manuel serves on the employee committee and enjoys spending time with his family and watching the San Francisco 49ers.

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QUALITY WORK ENVIRONMENT AWARDS

The QWE Gold Award goes to organizations that have completed QWE Strategic Action Plan goals in the areas of communication, facility accessibility, employee involvement and employee professional development.

Arizona Industries for the Blind

MidWest Enterprises for the Blind Inc.

The QWE Silver Award goes to organizations that have completed QWE Strategic Action Plan goals in the areas of communication, facility accessibility, employee involvement and employee professional development.

Arizona Industries for the Blind

Blind Enterprises of Oregon

MidWest Enterprises for the Blind Inc.

NewView Oklahoma Inc.

Outlook Nebraska Inc.

South Texas Lighthouse for the Blind

Susquehanna Association for the Blind and Vision Impaired

Travis Association for the Blind

The QWE Bronze Award goes to organizations that have completed their QWE Self Assessment and developed their QWE Strategic Action Plan and are currently implementing employment best practices.

Blind Enterprises of Oregon

South Texas Lighthouse for the Blind

Travis Association for the Blind

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