MESSAGE FROM THE CHAIRPERSON AND PRESIDENT

The collective efforts of NIB, our associated nonprofit agencies, and our customers, partners, and supporters helped make 2019 a resounding success. We created 311 new employment opportunities for people who are blind, increased labor hours and wages, and helped hundreds of people who are blind earn job promotions or obtain competitive positions inside and outside of our network. It was a historic year.

Our success would not have been possible without the continued support of our federal and military customers, who helped us achieve a record sales year.

As you’ll read in this year’s annual report, we expanded our award-winning training and professional development programs to help people who are blind build successful careers in any field they choose, launched innovative new products, and delivered a range of knowledge-based professional services.

We also settled into our new headquarters building—a key enabler in providing best-in-class service to our associated agencies, customers, and other stakeholders. Our event and training center is already creating new employment and training opportunities for people who are blind, and serving as a catalyst for developing valuable strategic partnerships that will help advance our mission for years to come.

After extensive market research and coordination with our associated agencies, we completed a historic refresh of our iconic SKILCRAFT® brand, which unifies our product and service offerings with a modern new look. And thanks to our year-long Great American Workforce marketing campaign, elected officials and senior policymakers better understand the value of our collective work.

We achieved all this—and a great deal more—while executing our day-to-day responsibilities that sustain employment for nearly 6,000 people who are blind and 600 of our nation’s veterans across the country.

This year was not without its challenges. NIB and its associated agencies worked tirelessly to address a court ruling that threatens the employment of more than 800 people who are blind supporting the U.S. Department of Veterans Affairs. Our coordinated efforts on Capitol Hill, in the media, and among our strategic partners laid the foundation for a promising legislative path forward.
As we enter a new decade, we’re bound to face new challenges but we’re also determined to overcome them with the resiliency that made 2019 a year of growth and achievement. Join us as we go ALL IN on executing our mission of enhancing the independence of people who are blind.

NIB LEADERSHIP

NIB BOARD OF DIRECTORS

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Vice Chairperson*

BRIGADIER GENERAL KRISTIN K. FRENCH, USA (RET.)
Secretary

A. ROBERT BLOOM
Treasurer*

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Assistant Secretary

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Jeffrey Hawting
Reinhard Mabry*
Susan Markel, CPA

Carl H. McRae
John H. Mitchell, III*
Susan Mustacchio
Dennis L. Steiner

*Executive Committee Member

NIB EXECUTIVE TEAM

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President and Chief Executive Officer

ANGELA HARTLEY
Executive Vice President and Chief Program Officer

STEVEN T. BRICE
Vice President and Chief Financial Officer

JON KATZ
Vice President, Business Development and Channels

ANDY MUECK
Vice President, Operations

TOM MIKRUT
General Counsel

CARRIE LANEY
Executive Director, New York State Preferred Source Program for New Yorkers Who Are Blind
FY2019 FINANCIAL SUMMARY

As of September 30, 2019 (Dollars in Thousands)

ASSETS
Cash and cash equivalents $ 6,162
Investments 12,995
Receivables, net 23,239
Deposits and prepaid expenses 1,696
Property and equipment, at cost less accumulated depreciation 63,497

TOTAL ASSETS $ 107,589

LIABILITIES AND NET ASSETS
Liabilities $ 72,463
Net assets ($153 temporarily restricted) 35,126

TOTAL LIABILITIES AND NET ASSETS $ 107,589

STATEMENT OF ACTIVITIES
For the 12 months ended September 30, 2019

Fees from associated agencies $ 37,272
Gross profit on e-commerce sales 1,931
Other income (expense) (620)
Total revenue 38,583
Total expenses 40,949
Change in net assets (2,366)
Net assets at beginning of year 37,492

NET ASSETS AT END OF YEAR $ 35,126
Summarized from audited financial statements
ACCOLADES

Awards from national and local organizations recognized NIB’s excellence in carrying out its mission of creating employment opportunities for people who are blind.

**2019 ACHIEVEMENT AWARD** from Columbia Lighthouse for the Blind, for success in pursuing opportunities for independence for people who are blind.

**EXCELLENCE IN PARTNERSHIP AWARD** in the Advocating for Veterans category, presented by the Coalition for Government Procurement in recognition of NIB’s successful programs supporting veterans.


**AWARD OF MERIT** for NIB’s new headquarters building in the Build-to-Suit Non-Institutional Facility category, from the Northern Virginia Chapter of the National Association for Industrial and Office Parks.
Launched a historic refresh of the **SKILCRAFT® BRAND**, unifying products and services under a single customer-facing brand with a modern new logo.

Signed a new **COOPERATIVE AGREEMENT** with the U.S. AbilityOne Commission®, establishing the governing relationship, roles and responsibilities, and key expectations for NIB and the Commission in implementing and managing the AbilityOne® Program.

Secured new **KITTING** opportunities with the U.S. Army, U.S. Air Force, and Defense Logistics Agency to provide custom tool kits, medical kits, and humanitarian relief kits.

Secured new knowledge-based professional services opportunities, including a partnership with the U.S. Navy to provide **SECTION 508 ASSURANCE** services for its new procurement system.

Entered into an innovative agreement with the Federal Emergency Management Agency to provide SKILCRAFT and other AbilityOne products to assist with **DISASTER RELIEF AND RECOVERY EFFORTS**.

Opened the **EVENT AND TRAINING CENTER** in NIB’s new headquarters building, hosting NIB training programs, as well as events with Virginia Tech, the Alexandria Chamber of Commerce, and other leading local and national organizations.
TRAINING AND DEVELOPMENT

Graduated 21 students representing 17 NIB associated agencies, NIB, and the Canadian National Institute for the Blind (CNIB) from NIB’s intensive 15-month BUSINESS MANAGEMENT TRAINING program.

Completed EFFECTIVE SUPERVISION training for 19 students from 16 associated agencies and CNIB, at the William L. Hudson BVI Workforce Innovation Center in Wichita, Kansas.

Prepared six people who are blind to enter careers in human resource SOURCING through a 14-week online training and certification program developed with the Sourcing Institute Foundation and Orion Global Talent.

Hosted a VIRTUAL CAREER FAIR for nearly 150 jobseekers who are legally blind, veterans, and veterans’ spouses interested in careers in Contract Management Support.

Conducted LEAN SIX SIGMA YELLOW BELT TRAINING for NIB staff; more than 87% of all NIB staff are now Yellow Belt certified.

Earned ISO 9001:2015 RECERTIFICATION following an audit of updated NIB policies and procedures that conform to the new, expanded ISO standards.
FY2019 HIGHLIGHTS

NEW EMPLOYMENT OPPORTUNITIES for people who are blind

311

VETERANS employed at NIB and NIB associated agencies

600

REHABILITATION SERVICES

Number of people who are blind who received rehabilitation services provided by NIB associated agencies

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<th>FY2018</th>
<th>FY2019</th>
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<td>94,284</td>
<td>109,172</td>
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EMPLOYEES WHO ARE BLIND

Number of NIB and NIB associated agency employees who are blind

5,982
$126 million
WAGES AND BENEFITS
paid by NIB associated agencies to employees who are blind

PROMOTIONS AND PLACEMENTS
423
Number of people who are blind who were promoted or obtained competitive positions with NIB associated agencies or other organizations
Launched the GREAT AMERICAN WORKFORCE marketing campaign, a year-long effort to educate members of Congress and senior policymakers on the work of NIB and its associated agencies.

Conducted extensive public policy and media outreach to help members of Congress understand the need to preserve the jobs of people who are blind working on contracts that support the U.S. DEPARTMENT OF VETERANS AFFAIRS.

Welcomed seven employees who are blind to the ADVOCATES FOR LEADERSHIP AND EMPLOYMENT training program, which has prepared more than 50 advocates to represent their agencies in the community and on Capitol Hill.

Visited 165 CONGRESSIONAL OFFICES during the 2019 NIB/NAEPB National Symposium to advocate on issues affecting people who are blind.

ADVOCACY AND AWARENESS
EVENTS AND AWARDS

Honored 73 employee of the year nominees from 45 NIB associated nonprofit agencies during the 2019 NIB/NAEPB NATIONAL SYMPOSIUM.

Welcomed more than 700 attendees and 100 exhibitors to the 2019 NIB/NAEPB TRAINING CONFERENCE AND EXPO, which featured presentations by the U.S. AbilityOne Commission and senior military and federal customers, and comprehensive training on the AbilityOne Program.

Hosted NEW EXECUTIVE ORIENTATION AND ABILITYONE PROGRAM training for associated agency staff, with presentations by representatives from NIB departments and the U.S. AbilityOne Commission.

MILTON J. SAMUELSION CAREER ACHIEVEMENT AWARD
Elton Thomas
The Lighthouse for the Blind, St. Louis
St. Louis, Missouri

PETER J. SALMON EMPLOYEE OF THE YEAR AWARD
James Brian Rutherford
Blind and Vision Rehabilitation Services of Pittsburgh
Pittsburgh, Pennsylvania

R.B. IRWIN AWARD
Bill Hudson
LCI
Durham, North Carolina