Creating New Jobs through Expanded Disability Awareness
UCP of Greater Birmingham’s Gone for Good Program
USDA AbilityOne Awards
USDA Presents AbilityOne Awards
During its annual Small Business and AbilityOne Award Program, the U.S. Department of Agriculture (USDA) recognized organizations that have provided exemplary services to USDA, as well as USDA employees who have excelled in their work with these businesses.

Disability Awareness Training and Outreach
Disability awareness includes understanding the impact of disabilities on people’s lives and knowing that impact varies from person to person. A growing number of nonprofit agencies (NPAs) nationwide have discovered that NISH’s disability awareness training provides important benefits beyond a better understanding about disability. It also serves as an excellent marketing and community outreach tool for illuminating the important contributions made by people with disabilities in the workplace.

Gone for Good
Gone for Good Secure Document Destruction is a UCP Enterprises Company, which is a division of the United Cerebral Palsy of Greater Birmingham, Ala. Gone for Good provides services for the security collection, destruction and recycling of sensitive materials and information.

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Front Cover:
Top: NISH offers two disability awareness training courses, as well as on-site workshops, for nonprofit and federal agencies. These courses provide an expanded awareness of disability and serve as valuable marketing tools. See Page 9 for details.

Bottom: United Cerebral Palsy of Greater Birmingham, Ala. leveraged its AbilityOne secure document destruction experience to create many more jobs for people with severe disabilities in the commercial sector. See Page 14 for details.
The U.S. Department of Agriculture (USDA) recently hosted its annual Small Business and AbilityOne Award Program to recognize small, small disadvantaged, women-owned, HUBZone, service disabled veteran-owned and AbilityOne businesses that have provided exemplary services to USDA. Additionally, USDA recognized its employees who have excelled in their work with these businesses. The ceremony, presented by the Office of Small and Disadvantaged Business Utilization, was held June 25 at the USDA’s Washington, D.C. headquarters.

Director’s Award
During the ceremony, USDA Secretary of Agriculture Ed Schafer presented the Director’s Award to Christine Harrison, NISH strategic business development manager, in recognition of her efforts to assist USDA agencies in exceeding their AbilityOne procurement goals. For the last five years, Harrison assisted USDA with planning AbilityOne National Disability Employment Awareness Month events. Harrison participates regularly in USDA small business meetings and also recently gave a speech about the AbilityOne Program for U.S. veterans at a Veterans Entrepreneurship Task Force meeting held at USDA headquarters. Additionally, Harrison led planning efforts to host formal training for USDA agency AbilityOne Program liaisons at NISH headquarters.

AbilityOne Special Achievement Awards
USDA presented its 2008 AbilityOne Special Achievement Award to Ed McDonald, contracting officer, Cherokee National Forest, Tenn., in recognition of his efforts to expand USDA’s AbilityOne Program contracts and promote the Program to his colleagues. In 2006, McDonald—an AbilityOne Procurement Champion—contacted the NISH South Region to add AbilityOne contracts for custodial and grounds maintenance services for the Tellico Ranger District’s recreational areas. He also developed an opportunity for AbilityOne in the El Yunque National Forest in Puerto Rico and is currently working to expand that contract.

Special Achievement Awards also were presented to Sofia M. Basso, purchasing agent, Agricultural Research Service (ARS), Peoria, Ill., and Janet Elm, contracting officer, Food Safety and Inspection Service, Washington, D.C.

Basso is responsible for procuring supplies, services and equipment for ARS’ National Center for Agricultural Utilization Research (NCAUR). When NCAUR decided to convert hard copy archive material to an electronic format, Basso recommended using AbilityOne nonprofit agency Community Workshop and Training Center (CWTC) for the project. The success of the project resulted in numerous inquiries, encouraging others to consider AbilityOne for future projects.

IBS Industries, Inc., receives the 2008 USDA AbilityOne Contractor of the Year Award. From left to right: Boyd Rutherford, assistant secretary for administration, USDA; Mark Simcosky, IBS board president; Shawna Clay, IBS COO; Stan Shurmantine, IBS CEO; David Flowers, IBS project manager; Glen Keppy, associate administrator for programs, USDA Farm Service Agency; and Gilbert Smith, deputy assistant secretary for administration, USDA.
Elm is responsible for acquisitions, agency-wide conferences and the agency purchase card program. While working with card holders, she constantly promotes the consideration and use of AbilityOne Program nonprofit agencies. Elm has worked tirelessly to increase AbilityOne Program procurement, specifically in the areas of office supplies, green cleaners, hardware and industrial supplies. She also implemented a Food Safety and Inspection Service Directive to educate purchase card holders on the value of using AbilityOne.

Contractor of the Year Award
IBS Industries, Inc., Independence, Mo., received the USDA 2008 AbilityOne Contractor of the Year Award. IBS provides mailroom services at two Farm Service Agency (FSA) mailrooms. IBS developed an idea for presorting the mail, resulting in reduced postage expenses for FSA. IBS’ outstanding performance led to its selection by FSA to assume administrative and general support services as well. Their professional approach and attention to detail contributed to a seamless transition from FSA’s previous contractor.

USDA Agency AbilityOne Award Winners
Agency AbilityOne Awards were presented to three AbilityOne nonprofit agencies, including Opportunity Resources Incorporated (ORI), Missoula, Mont.; ServiceSource, Inc., Alexandria, Va.; and Delaware Industries for the Blind, New Castle, Del. ORI supported the Forest Service’s Missoula Fire and Technology Center (MFTC) during fire season by inspecting, sorting, sizing, rolling and packaging sleeping bags, fire shirts and pants, and refurbishing fire gear. ORI consistently provides high quality services to the Forest Service. In fact, in the more than 19 years of working with MFTC, ORI has never had a single deficiency noted.

Continued on Page 18
**Advocates for People with Disabilities Act Restoration Act (ADARA):** House Majority Leader Rep. Steny Hoyer, D-Md., has put a floor vote on ADARA on the House agenda for this summer. The business community and advocates for people with severe disabilities are in the midst of ongoing meetings to draft consensus language for ADARA, in hopes of winning enactment of this important legislation this year.

Advocates for enactment of ADARA are also at work in the Senate, where support from key lawmakers is strong. The absence of Health, Education, Labor and Pensions (HELP) Committee Chairman Sen. Edward Kennedy, D-Mass., could slow progress in the Senate. However, other HELP Committee members, including Senior Democrat Sen. Tom Harkin, D-Iowa, are stepping up, ready to fill in if necessary. Kennedy is currently undergoing treatment for a malignant brain tumor diagnosed in May.

The ADA (Americans with Disabilities Act) was passed in 1990, but ADARA supporters say recent Supreme Court decisions have weakened the protections it affords people with disabilities. To rectify this, Congress is working on legislation to restore the cut-backs created by judicial decisions. Key Congressional leaders in both the House and Senate offer guarded optimism for the prospects for enactment of ADARA this year.

**Stem Cell Research:** On May 8, the House Energy and Commerce Committee’s Subcommittee on Health held a hearing on stem cell research issues. The hearing was planned to lay the groundwork for a new stem cell research bill that is designed to win enough votes to override another veto by President Bush.

NIH Director Elias Zerhouni testified at the hearing. Zerhouni supports more stem cell research, as well as lifting of the ban on federal money to support such research. This is a break from the Administration, which continues to staunchly oppose stem cell research, in general, and in particular, use of federal money to conduct such research.

DeGette noted that inclusion of a government body to regulate stem cell research is an important improvement in the stem cell research legislation. “There is no federal ethical oversight of any of this research that’s going on,” she said, “either by the states, by private companies, or the limited amount that’s going on with federal dollars. I’m shocked by that.” DeGette and Castle say their bill’s inclusion of the ethics review board could change enough minds to win the necessary additional votes to override another Presidential veto. Last year’s stem cell research bill fell just a few votes short of the number required to override the veto in the House.

ServiceSource provides a variety of services to USDA for several different agencies. For example, ServiceSource provides copier maintenance and mail center operations to Economic Research Service. The nonprofit agency also stocks copier rooms with paper and other supplies, and performs all bulk copying at an ERS facility in Washington, D.C. ServiceSource employees proudly and eagerly performed their jobs and provided quality services.

Delaware Industries for the Blind (DIB) provides a variety of products to the Food Safety and Inspection Service (FSIS), including laptop cases, plaques, travel bags, embroidered jackets and shirts. The products are always of high quality, meet requirements and delivered timely. DIB provided the FSIS Administrator’s Excellence Awards under an extremely stringent timeline.

**GINA Signed into Law:** On May 21, President Bush signed into law H.R.493, the Genetic Information Nondiscrimination Act (GINA). GINA makes it against the law for employers to fire, refuse to hire, or otherwise discriminate against employees or potential employees based on their genetic information. In addition, the new law makes it unlawful for group health plans and health insurance issuers to discriminate against individuals based on their genetic information. It also prohibits insurers from requiring genetic testing.

Lawmakers supported the new law because they saw it as necessary to give individuals a feeling of security about undergoing genetic testing. Because the bill would prevent genetic information from being considered by employers and insurers, individuals would not have to worry about potential adverse reactions by employers, insurers or unions to their DNA test results.
NISH Training Calendar

AUGUST

25, 26 Operating and Managing a Successful Custodial Business: Learning the Art and Science of Cleaning Denver, CO
25, 26, 27, 28 MODAPTS Vienna, VA

SEPTEMBER

8, 9 Floor Care Technician Certification Course Las Vegas, NV
10, 11, 12 AbilityOne Academy (Formerly Javits Wagner O’Day University) Vienna, VA
15, 16, 17 The Art of Negotiation: The Mutual Gains Approach Atlanta, GA
16, 17 Establishing a Voice of the Customer Strategy Denver, CO
17, 18, 19 4 Roles of Leadership Orlando, FL
18, 19 ISO 9001: 2000 A Roadmap for Successful Implementation San Francisco, CA
22, 23 Succession Planning for Executives and Boards Orlando, FL
24, 25, 26 Custodial University Atlanta, GA
25, 26 Introduction to Marketing San Antonio, TX
29, 30, OCT. 1 Management Skills for Supervisors Chicago, IL

OCTOBER

2, 3 Situational Leadership Portland, OR
2, 3 Customized Employment for Anyone, Anywhere, Anytime: Creating Careers in a No-Jobs Labor Market Vienna, VA
13, 14, 15 The Business of Shredding Boot Camp Miami, FL

NISH offers a wide range of training opportunities through the NISH Institute for Leadership, Performance & Development. For more information, to request a 2007 training calendar or to register for courses, please contact the NISH Training Team at 571/226-4660 or visit the NISH Web site at www.nish.org.

NISH Mission

NISH creates employment opportunities for people with severe disabilities.

Left: The U.S. Department of Agriculture (USDA) recently hosted its annual Small Business and AbilityOne Award Program. See Page 7 for details.

NISH Workplace

NISH
8401 Old Courthouse Road
Vienna, VA 221822
Put Ability to Work for You

October is National Disability Employment Awareness Month (NDEAM)

In an effort to educate the American public about issues related to disability and employment, Congress designated each October as National Disability Employment Awareness Month (NDEAM). NDEAM is a superlative opportunity for nonprofit agencies and federal personnel to build awareness of the AbilityOne Program (formerly Javits-Wagner-O’Day).

Nonprofit Agencies

NISH developed a comprehensive Communications Kit that is designed to enhance NPA marketing efforts during NDEAM and all year long. Log on to the NISH Extranet to download the kit, which includes valuable AbilityOne marketing resources such as:

- Press Releases and Cover Letters
- Media Tips
- Radio Advertisements
- Public Service Announcements
- Key Messages
- Ideas for Events and Activities

... And, much more!

If you did not receive your NISH Extranet login, please contact your regional NISH office. For questions regarding your Communications Kit, please e-mail NISH_communications@nish.org.

Federal Personnel

The month of October provides a perfect opportunity for federal personnel to recognize AbilityOne Program employees and nonprofit agency staff for their outstanding work and support to federal agencies. NDEAM activities serve as tools to educate your colleagues and other federal agency personnel year-round about AbilityOne Program capabilities that meet their procurement needs. Federal customers can show their support for the AbilityOne Program in many ways, such as:

- Issue an announcement from your secretary that recognizes the AbilityOne Program and NDEAM.
- Assist the director or commanding officer in issuing a Memorandum of Support for the AbilityOne Program.
- Celebrate or feature the AbilityOne Program in an NDEAM event.
- Host an AbilityOne Vendor Fair.
- Plan an AbilityOne Appreciation Day for your AbilityOne service crew.
- Schedule a tour of a nearby AbilityOne-participating NPA for your agency’s decision-makers and/or purchasing staff.

For additional suggestions, as well as sample memorandums and announcements, visit the NISH Web site and click on the “Federal” tab. For assistance in planning an AbilityOne celebration activity, contact your AbilityOne contractor and/or other local AbilityOne-participating nonprofit agency, or visit the Committee for Purchase From People Who Are Blind or Severely Disabled Web site at www.abilityone.gov.

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National Disability Employment Awareness Month

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