

2025 Year in Review

America is Made Here 

SourceAmerica 

CEO Letter

To our partners and colleagues,

Fiscal Year 2025 put a spotlight on the talented employees with disabilities across SourceAmerica's national network of nonprofit agencies. As they drove growth by delivering mission-critical, Made in America products and services, our America is Made Here initiative reinforced the value of domestic manufacturing and U.S.-based service solutions.

Our advocacy efforts brought that story to Capitol Hill. At our Grassroots Advocacy Conference, employees with disabilities and agency leaders met with over 200 policymakers or staff to share firsthand how jobs change lives and strengthen communities. We focused on practical steps to expand access to competitive, high-quality jobs for people with disabilities.

We advanced partnerships with federal agencies, contracting officers, commercial brands, and our nationwide AbilityOne® federal contractor network. Together, we streamlined procurement and delivered U.S.-based manufacturing and service solutions at scale. These partnerships connected customers to capabilities ranging from apparel manufacturing and product packaging to contact centers and IT services, all anchored in U.S. supply chains.

We deepened our commitment to advancing careers for people with disabilities and building pathways for upward and outward mobility. With technical assistance, training, and data-informed practices, our network helped employees gain credentials, move into higher-skill roles, and chart long-term careers.

Our focus on veterans remained steadfast. Our network and the AbilityOne Program provided opportunities for veterans with disabilities to continue to serve. Thousands of veterans worked on contracts to support the Department of War and other agencies, contributing to military readiness.



We reaffirmed support for AbilityOne employees and the network. By investing in tools, training, and modernization, we helped network providers strengthen workplaces and create more competitive opportunities – because when providers thrive, employees thrive.

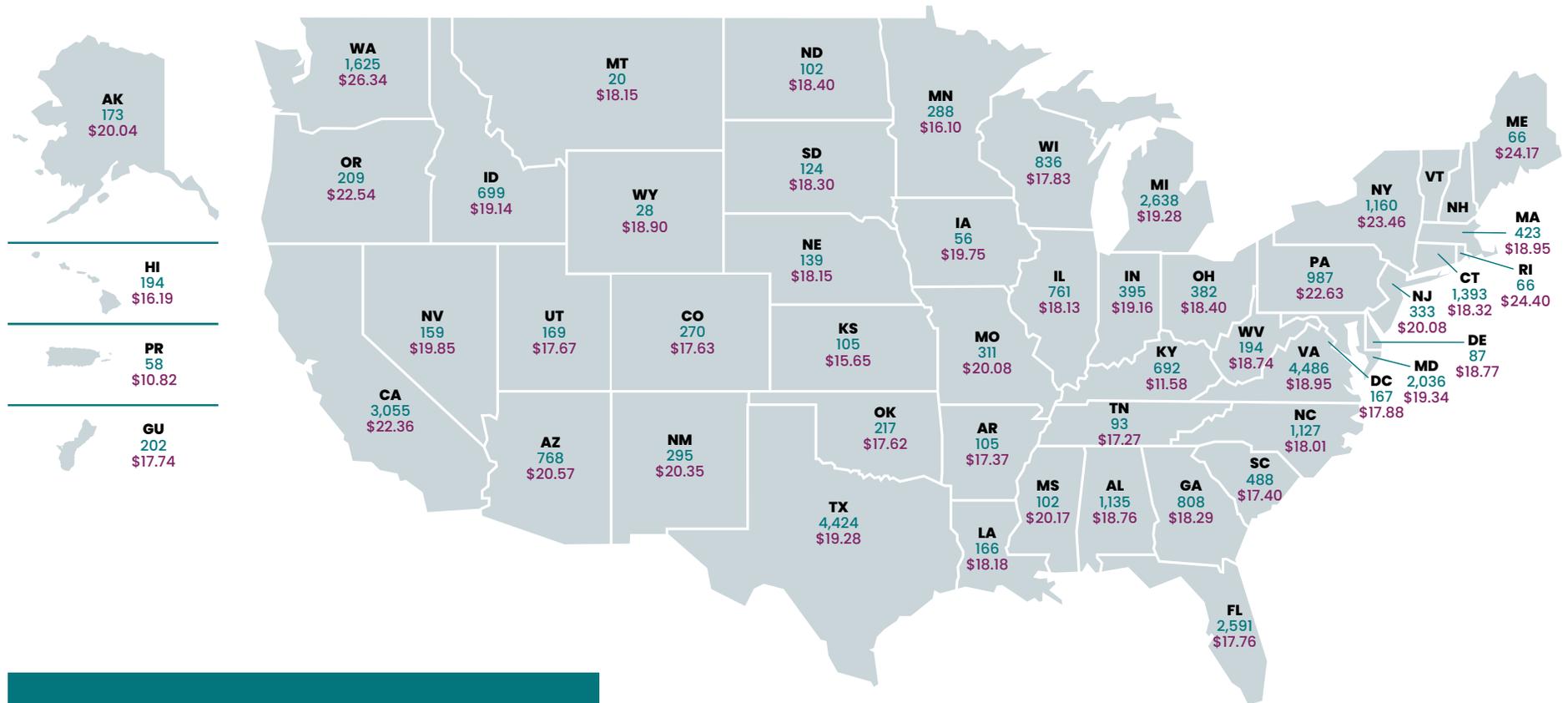
With this Year in Review, we invite continued conversation. Together, we can strengthen our collaboration, advance AbilityOne, and expand access to jobs for people with disabilities. More opportunity benefits everyone – and America is Made Here when we build those opportunities with our partners across government, industry, and our network.

Sincerely,
Richard Belden
President & CEO, SourceAmerica

Stats by State

Delivering Nationwide Reach and Impact

SourceAmerica's network delivers nationwide reach and impact. Our AbilityOne federal contractors provide Made in America products and essential services to federal customers in all 50 states, Guam, and Puerto Rico. These employers are committed to providing job choices and career opportunities for people with disabilities. They offer competitive wages, career advancement options, and a variety of supports to help employees succeed in the workforce.



Governance and Leadership

Scan for Board and Leadership



■ State Abbreviation ■ AbilityOne Workforce ■ Average AbilityOne Wage

*Projects in New Hampshire and Vermont are performed by AbilityOne federal contractors headquartered elsewhere.



Value for America

SourceAmerica® is a trusted partner for federal agencies, which rely on our network for a wide variety of Made in America products and essential services. We have more than 50 years of government contracting experience and help federal agencies successfully navigate the AbilityOne Program. AbilityOne federal contractors in our network are required to meet the same quality standards and delivery schedules as any other contractor.



50+
Years of Government
Contracting Experience





Supporting Our Nation's Military Readiness

Approximately 37,400 people with disabilities, including more than 2,700 veterans with disabilities, are employed on AbilityOne contracts through SourceAmerica's network. These hardworking and talented individuals contribute to America's economy and support military readiness in a variety of ways. They provide critical services to men and women in uniform, including administrative, IT, fleet vehicle maintenance, and more. They also manufacture the uniforms and equipment that enable military members to carry out their mission.

AbilityOne federal contractors manufacture military uniforms, extreme cold weather clothing systems, fire-retardant personal protective gear, medical kits and supplies, food products, American flags, and more for military personnel.



Strengthening America's Supply Chain

SourceAmerica strongly supports domestic manufacturing initiatives. In fact, as of July 2025, 87% of Procurement List items produced by SourceAmerica's network are wholly Made in America and 95% of SourceAmerica network products are either Made in America or Trade Agreements Act compliant. We publicly advocate for stricter Berry Amendment and Made in America rules for Department of War purchasing and will continue to partner with the federal government to strengthen the American manufacturing base.

Scan to see
how we deliver
for America!



Nearly **150**
U.S. Military Bases Supported by
AbilityOne Contracts

87% of Procurement
List Items Produced by
SourceAmerica's Network Are
Wholly Made in America*

95% (est.) of SourceAmerica
Network Products Are Made in America or
Trade Agreements Act Compliant*



3.8%

Increase to **\$19.68**
Average Hourly Wage
Paid to AbilityOne
Employees in
SourceAmerica's
Network



37,400+

AbilityOne Employees
in SourceAmerica's
Network



**\$822
Million**

Wages Paid to People
With Disabilities on
AbilityOne Contracts
in SourceAmerica's
Network





Creating Jobs in Communities Nationwide

There are approximately 500 nonprofit agencies in the SourceAmerica network. Collectively, these agencies employ more than 59,400 people with disabilities, including more than 37,400 who work on AbilityOne contracts. These jobs promote financial and social independence, and employees are often able to provide for themselves as well as their families.

Generating Significant Cost Savings

Sixty-two percent of working-age people with disabilities in the U.S. do not have jobs.* Employment through SourceAmerica’s network and the AbilityOne Program gives adults with disabilities the chance to support their families, build connections with workplace colleagues, and have the satisfaction of contributing to their communities.

It also generates federal tax revenue and reduces the burden on government assistance programs.

The average return on investment is \$2.66 for every \$1 spent to administer the AbilityOne Program. The return on investment can be as high as \$4.40 for every dollar spent.**

Learn more!



59,400+
Employees With Disabilities in the SourceAmerica Network

Nearly 500
Nonprofit Agencies in the SourceAmerica Network

50 States, Guam, and Puerto Rico
Locations With an AbilityOne Presence

62%
Working-Age People With Disabilities in the U.S. Without Jobs*

\$200 Million
Est. Annual Federal Tax Revenue Paid by AbilityOne Employees With Disabilities**

\$191 Million
Est. Annual Savings on Federal Benefit Programs by Contracting Through AbilityOne**

* Bureau of Labor Statistics, 2025. [Persons with a Disability: Labor Force Characteristics](#). March 3, 2026.

** Farid, Monica, and Purvi Sevak, 2023. [Socioeconomic Impact Analysis Evaluation Report](#). SourceAmerica. June 15, 2023.



Advocacy

More than 60 self-advocates along with representatives from AbilityOne federal contractors and family members met with over 200 policymakers or staff during the 2025 Grassroots Advocacy Conference.

SourceAmerica amplifies the voices of employees with disabilities and works to achieve policy outcomes that create job opportunities for those we serve. One of the ways we do this is by hosting a Grassroots Advocacy Conference in Washington, D.C., where AbilityOne employees have the opportunity to advocate for themselves and others. These

advocates use the experience they gain during the conference to continue outreach in their own communities. Grassroots at Home builds on the momentum of the D.C. conference. Working with SourceAmerica staff, nonprofit agencies arrange meetings, site visits, and other activities with Members of Congress during district work periods.



Raising Awareness and Rising Above

Robin Emanuel, a sewing machine operator with Southeastern Kentucky Rehabilitation Industries (SEKRI), uses her voice to engage on issues that impact employees with disabilities and teaches her peers how to advocate for themselves. As a member of SEKRI's self-advocacy team, she shares her employment journey with policymakers, local community organizations, and others. In doing so, she delivers a powerful message on the importance of giving people with disabilities a chance. Her passion is people, and she encourages and empowers those around her each and every day. In 2025, Emanuel received SourceAmerica's Tom Miller Advocacy Award.



Watch Robin's story!



Achieving Success and Advocating for Change

Irving Middleton's life changed at age 16 when he was diagnosed with Type 1 diabetes. Complications led to kidney failure and eventual transplant, vision loss, and a leg amputation below the knee. After connecting with Palmetto Goodwill Services and securing a job as a custodian at the Naval Information Warfare Center on an AbilityOne contract, Middleton persevered and began to share his experiences. In 2024, he spoke at SourceAmerica's Grassroots Advocacy Conference and met with South Carolina Senators Tim Scott and Lindsey Graham as well as others. In May 2025, Palmetto Goodwill presented Middleton with its Achiever of the Year Award.



Read more about Irving!



Championing AbilityOne in Congress

Throughout 2025, the SourceAmerica Government Affairs team worked closely with the Administration and policymakers from both sides of the aisle in Washington, D.C. to help shape policy that supports the AbilityOne Program and creates jobs for people with disabilities. Six Republicans and seven Democrats joined the list of more than 140 Members of Congress who have been recognized as AbilityOne Congressional Champions. The four-step champion process includes touring an AbilityOne worksite, which is a great way for Members to see firsthand the impact of the Program in their state and community.

Tessera presented Rep. Emily Randall with the AbilityOne Champion Award during the SourceAmerica Grassroots Advocacy Conference.

60+
Self-Advocates
at the 2025
Grassroots
Advocacy
Conference

200+
Meetings With
Policymakers or
Staff During the
Conference

10+
AbilityOne
Congressional
Champions
Recruited
in 2025

Nearly 30
Grassroots at
Home Visits
in 2025

Learn more about the AbilityOne
Congressional Champions program!





Partnership

Federal agencies look to SourceAmerica and our network as a trusted partner for a wide variety of Made in America products and essential services. We help federal agencies successfully navigate the AbilityOne Program, and our network provides highly customized procurement solutions – ensuring that customers get

the contract-specific deliverables they need and the tailor-made approaches they want, all while meeting the same quality standards and delivery schedules as any other contractor.





Achieving Success With Mutual Respect and a Shared Commitment to Excellence

Mail has always been a critical tie to loved ones for our nation’s men and women in uniform, and mail operations at Davis–Monthan Air Force Base are no exception. The Postal Service Center on base is staffed by employees with disabilities from Catholic Community Services of Southern Arizona, and they work closely with base staff to ensure operational efficiency. The success of this more than 25-year partnership is due to the mutual respect and shared commitment to excellence of all involved. In 2025, Davis–Monthan Air Force Base received SourceAmerica’s Military Customer Award.



Watch more here!



Setting New Standards for Efficiency and Quality

Columbia Ability Alliance has been providing janitorial and grounds maintenance services to the Richland Federal Building for more than 30 years. Their on-site team of employees with disabilities maintains the 300,000–square-foot building using cutting-edge cleaning technology that consistently achieves a 93.7% quality score. The organization’s early adoption of CleanTelligent technology, which manages information about cleaning inspections and generates monthly reports, raised the bar for efficiency and quality in government facility maintenance. In 2025, Columbia Ability Alliance received SourceAmerica’s Government Contracts Award.



Take a closer look!

“It [this award] represents the power of inclusion, respect, and the positive impact of supporting individuals with disabilities in the workforce.”

Nearly 900 Full-Time Positions, Including Over 600 Filled by People With Disabilities, Subcontract to Commercial Prime Food Service Contractors at More Than 30 Military Installations in Over 20 States

80+ Active Federal Supply Schedule and Commercial Operations Contracts



5.5%
Increase in
Hours Worked
by People With
Disabilities
Within
AbilityOne





Partnering to Create Jobs and Ensure Long-Term Employee Success

Cherokee Federal, a tribally-owned team of government contracting professionals, received SourceAmerica's Business Partnership Award in 2025 for its positive impact on increasing employment opportunities for people with disabilities. Cherokee Federal has collaborated with Global Connections to Employment (GCE) on several key initiatives and has helped raise awareness of the AbilityOne Program among federal customers. This partnership has had numerous positive outcomes, including the development of tailored recruitment, training, and support systems that helped expand employment opportunities for people with disabilities and ensure long-term employee success.



Learn more here!



Creating Jobs and Providing High-Quality Service

What started as a single contract for The Corporate Source has grown into operations spanning 70 locations in New York, Puerto Rico, and the U.S. Virgin Islands. The Corporate Source's 20-year contract with U.S. Customs and Border Protection began with basic maintenance and has expanded to include managing everything from correspondence to K-9 facilities and complex warehousing operations. The custodial team at a high-security government facility in San Juan, which employs a number of individuals with disabilities, continues to earn recognition from federal inspectors as a model for facility maintenance. The Corporate Source received SourceAmerica's 2025 Quality Excellence Award.



Take a look at the video!

"We've built credibility in the federal government. They can trust us. They can trust our work and the quality."

4.1% Increase in People With Disabilities Employed on AbilityOne Contracts

300+ AbilityOne Federal Contractors

150+ Affiliated Nonprofit Agencies



Career Advancement

SourceAmerica and its network are committed to providing job choices and career opportunities for people with disabilities. One of the ways we do this is by offering virtual and instructor-led trainings year-round through the SourceAmerica Training Academy. These trainings help participants develop professional and leadership skills, and

in some cases, provide opportunities to earn certifications. Additionally, our network offers a variety of workplace supports to help employees succeed in their current jobs and pursue pathways to promotions and career growth.





Advancing Into a Leadership Role

Shawn Jones leads his employees with courage, passion, and optimism. Jones, who has physical disabilities from a childhood dog attack, began his career at Pacific Coast Community Services (PCCS) as a mail clerk. When describing the interactions that led him to this job, he called it a lightning bolt he could feel every time he walked through the doors at PCCS. "It was my mailroom," he said. "I wanted to be here." Jones quickly advanced to mailroom supervisor and now manages eighteen employees across the state of California. He is the winner of SourceAmerica's 2025 Evelyne Villines Award.



Watch Shawn's story!



Using Creative Approaches to Boost Efficiency and Job Satisfaction

David Cahill is known for his strong work ethic and creativity. He is a lead janitor with Employment Horizons and works on an AbilityOne contract at Picatinny Arsenal. When training his team members, he tailors his approach to meet their individual needs and fosters a supportive atmosphere where everyone feels valued and welcome. He applies that same creative approach to work processes and procedures, devising innovative improvements that boost efficiency and job satisfaction. Cahill received SourceAmerica's 2025 William M. Usdane Award.



Take a look at the video!

"I get to wake up every day, and come here and be a leader, be a good person, and it's because of the people I met who wanted to have my back."

4,000+ Total Placements Throughout the SourceAmerica Network and AbilityOne

2,600+ Total Promotions Across the SourceAmerica Network

2,100+ AbilityOne Promotions



Veterans

Veterans with disabilities bring unique skills to the workforce, including leadership, adaptability, and specialized training. We've seen firsthand the important contributions veterans make to a team and the value they bring to our customers, particularly when they're supporting the military through work on Department of War contracts. Employment through our

network gives veterans an opportunity to continue to serve by strengthening national security and the economy. AbilityOne federal contractors in our network connect veterans with disabilities to a variety of job options that offer career growth, competitive pay, and benefits. They also provide military-to-civilian employment assistance and other services.



Continuing to Answer the Call to Serve

Following a distinguished 25-year Army career with five deployments, Andres Rugerio now leads a team at InspiriTec that serves more than 2.8 million members of the military community. Rugerio, who lives with PTSD, taps into his own experience to help fellow veterans transition to civilian life. His exceptional character and achievements at InspiriTec, an AbilityOne federal contractor, demonstrate the invaluable contributions veterans with disabilities can make in the workforce when they have the support they need. Rugerio is the 2025 winner of SourceAmerica’s Honor Roll for Veterans Award.



View Andres’ full story!



Transitioning from Military to Civilian Life With Purpose

After serving in the United States Army for nearly 32 years, John Hale now helps veterans find meaningful employment through the AbilityOne Program. Currently employed as a workforce development specialist for PCSI, Hale recruits veterans with disabilities for AbilityOne contracts at Fort Sill in Lawton, Oklahoma. Through his efforts, Hale helps veterans with disabilities make the transition from military to civilian life, giving them new purpose and a new way to serve on a military base.



Check out John’s video!

“I was a man of war to defend this great country so that we can fight for people with disabilities.”

3,000+ Veterans With Disabilities Employed in SourceAmerica’s Network

8.3% Increase to **\$72.4 Million** Total Wages Paid to Veterans With Disabilities in SourceAmerica’s Network

2,700+ Veterans Employed in AbilityOne Jobs

\$69.4 Million Total AbilityOne Wages Paid to Veterans With Disabilities



Independence

For many people with disabilities, having a job is the pathway to independence. It is a source of pride and an opportunity to engage in, and contribute to, their communities. Our network employs approximately 59,400 people with disabilities, and nonprofits in our network offer job choices and career opportunities with competitive wages. They also provide career counseling, career advancement options,

and on-the-job supports. The stability offered by these jobs enables people with disabilities to realize their goals of independence and self-sufficiency in their personal lives. More than 26% of AbilityOne employees have been with the Program for at least ten years. This longevity is a testament to the opportunity provided by the Program to establish and advance careers should employees wish to do so.



Excelling on the Job and in Independent Living

Since 2003, Jared Pinegar has worked in nearly every job Beacon Group has to offer. He's found a job he loves on an AbilityOne contract and an independence that once seemed out of reach. Throughout his career, Pinegar learned new skills that helped him become his own legal guardian in 2020. With new independence and a desire for new challenges, Pinegar transferred to another AbilityOne contract with Beacon Group in a new city. He is excelling in his role, which includes landscaping and custodial duties, and he's training colleagues to care for the Sandra Day O'Connor U.S. Courthouse in Phoenix, Arizona.



Read Jared's full story!



Taking Pride in Hard Work

Peter Reid was on top of the world in his first year as a high school football coach. Then a car accident left him with a traumatic brain injury. He had a long recovery in front of him, but he was determined to get back to work. After a challenging job search, Reid found the perfect fit on an AbilityOne contract with VersAbility. Not everyone wants to do physical labor, but it's exactly what Reid wants to do. Today, he takes enormous pride in his job as a grounds maintenance worker on a military base, and he's a powerful advocate for people with disabilities, including his son.



Watch Peter's story!

"I call us the invisible workforce. We do hard work that other people can just see and not see who did it. I take a lot of pride in that."

81% of AbilityOne Employees Have Been With the AbilityOne Program More Than One Year

26% of AbilityOne Employees Have Been With the Program For at Least 10 Years

59% of AbilityOne Employees Have Been With the Program Less Than Five Years



Support

SourceAmerica offers a variety of resources for our network, including everything from training and financial assistance to productivity engineering and more. We provide comprehensive in-person and online trainings for people with disabilities and network staff to gain the knowledge and skills they need to grow in their careers. We also provide

employment resources to help job seekers with disabilities explore career paths not only with our network, but also with private employers. Productivity engineering support, which includes hands-on technical support services that focus on process improvement and modernization, is another resource that was utilized by the network in 2025.



Building Aspirations Through Technical Training

Robert Sprague’s drive to achieve more led him through a number of career stages, beginning with a training program jointly operated by his high school and Fedcap Rehabilitation Services. He started as a stock worker and later became a janitor at a government building in Lower Manhattan. His skill, persistence, and hard work caught the attention of his supervisor, who recommended him for the SourceAmerica Total Facilities Maintenance Program to help him advance his career. Sprague completed the series of 30 online, self-paced courses and became a general maintenance worker. He now supports service requests throughout his building complex.

Read more about Robert!



Launching Careers in Information Technology

Brevard Achievement Center’s LaunchIT program helps people with disabilities build careers in information technology. Joseph Ajjan experienced repeated setbacks in his job search until he applied for LaunchIT. The six-month virtual program offers adults with disabilities two IT certification tracks. In 2021, Ajjan joined one of the first cohorts sponsored by SourceAmerica. With new skills and some guidance from a guest speaker, he landed a role as a quality assurance analyst with CAI Neurodiverse Solutions. He is excelling in his position and credits LaunchIT and CAI with boosting his confidence, independence, and long-term career growth.

Check out Joseph’s full story!



“I’ve learned a lot of things I thought I’d never have a chance to do.”

45,400+ Total Network Course Completions

92.4% Satisfaction Rate

86% of AbilityOne Agencies Completed at Least One Training

Nearly 1,400 Online and Instructor-Led Courses Offered



200+

On-Site
and Virtual
Productivity
Engineering
Visits



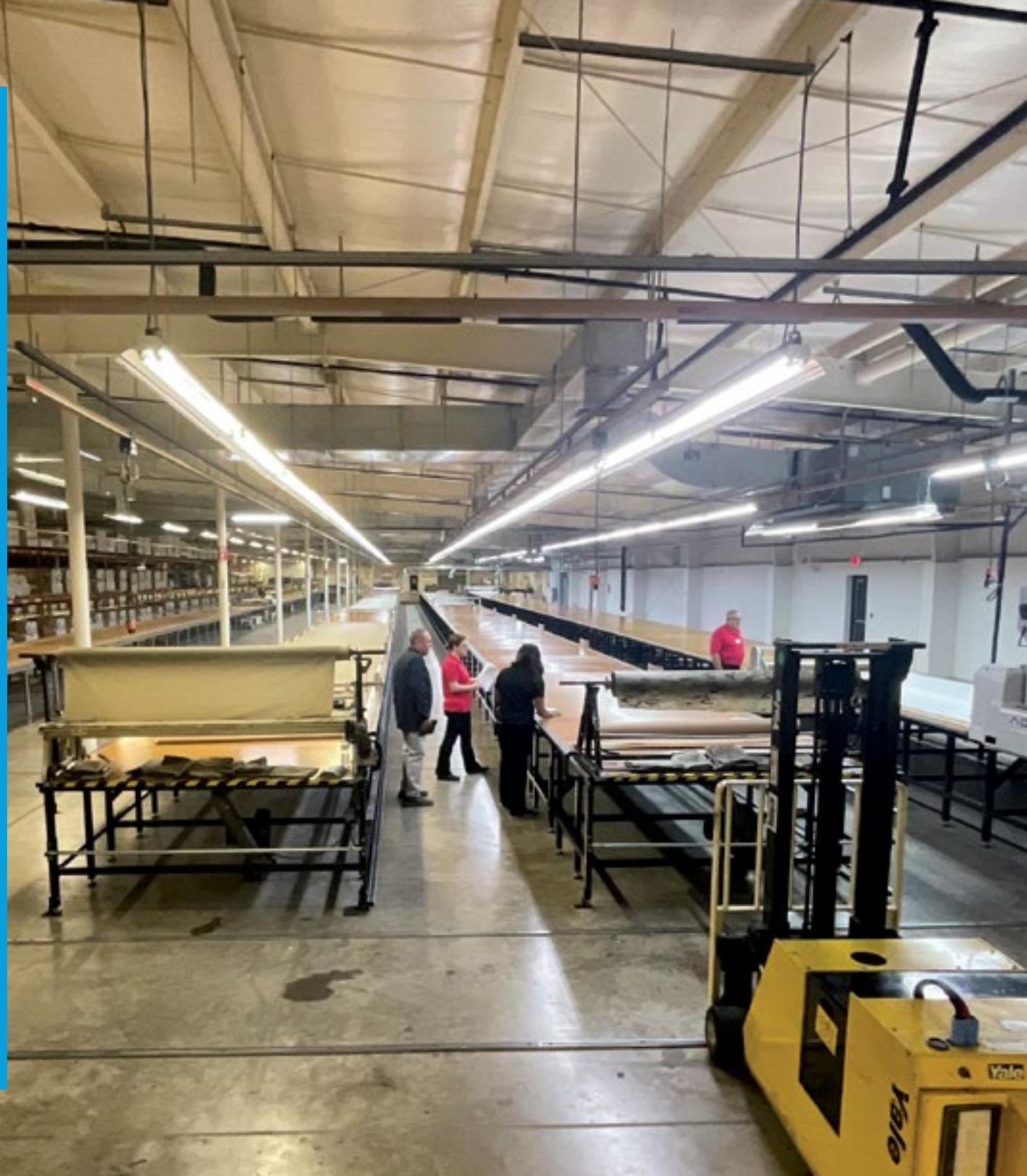
26%+

Productivity
Gains Followed
Engineering
Improvements



400+

People
Benefitted from
Improved Job
Processes





Increasing Capability and Capacity Through Automation

AbilityOne federal contractors in SourceAmerica's network are utilizing new automation solutions to increase their capacity and capability to provide products, Made in America, to the federal government. In 2025, SourceAmerica's Technology and Automation Enhancement Program provided grants to North Bay Industries, Mozaic, ReadyOne Industries, and Dawn Enterprises to purchase equipment and evaluate existing processes that would boost production and efficiency and create more stable output for employees with disabilities. From large steam presses to automated material handling systems, this equipment and redesigned manufacturing processes have improved accessibility and simplified tasks for the employees while increasing the overall efficiency of manufacturing.



Learn more here!



Leveraging Financial Assistance to Drive Job Creation and Operational Improvements

SourceAmerica's Financial Assistance Program is a proven driver of job creation, and the impact of these funds is felt in communities across the nation. In West Virginia, for example, Gateway Industries was looking for a way to provide job training and growth opportunities for people with disabilities that would positively impact the community. Through SourceAmerica's Growth, Modernization, and Technology Grant, they were able to break ground on a new sports complex in 2025. Once operational, this facility will employ people with disabilities and provide them with new career training paths, while also reinvigorating the neighborhood and serving as a community resource.

“Automation removes the parts of the job that are physically overwhelming...When you take those barriers out, suddenly, more people can work.”

- 97%** Customer Satisfaction With Productivity Engineering Support
- \$9.2 Million** of Financial Assistance Provided
- 800+** Grants and Loans Extended
- 58%** of the Network Received SourceAmerica Grants or Loans



SourceAmerica is a national nonprofit that helps administer the AbilityOne Program – a program that creates employment opportunities for people with disabilities through federal product and service contracts. We are a bridge between our network contractors and federal customers, providing the resources and support they need to successfully navigate the AbilityOne Program. To learn more, visit [SourceAmerica.org](https://www.SourceAmerica.org) and follow [@SourceAmerica](https://www.facebook.com/SourceAmerica) on [Facebook](https://www.facebook.com/SourceAmerica), [X.com](https://www.x.com/SourceAmerica) (formerly Twitter), [Instagram](https://www.instagram.com/SourceAmerica), and [LinkedIn](https://www.linkedin.com/company/SourceAmerica).



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