“The impossible is not that which cannot be done, but rather that which has not been done yet.” That’s how Wethersfield (CT) High School put it when they described how they approached the challenge they faced when asked by one of our nonprofit agencies, CW Resources, to develop a production process that would combine multiple jobs into one, significantly improve productivity, and provide an expanded opportunity for employment for people with significant disabilities. They succeeded in doing the “impossible”—not only by achieving their objectives but, as a result, in winning the 2014 national AbilityOne® Design Challenge High School competition. And the biggest winner was Tyron “Mooch” Hill who now has a job he loves!

Throughout 2013 many SourceAmerica® customers and nonprofit agencies faced seemingly impossible challenges due to major federal and state funding cutbacks as well as other environmental factors that impact employment. At SourceAmerica our primary focus throughout the year was working closely with customers to develop more efficient, cost effective solutions while minimizing job losses wherever possible. Within AbilityOne we experienced reductions of 1.6 percent in jobs and more than three percent in direct labor hours worked. These reductions were driven primarily by major cuts in Defense product requirements. Jobs in AbilityOne service business lines continued to increase; similarly, total agency jobs continued to increase over 2012. Average hourly wages increased to an all-time high of $12.30; and our network of agencies placed over 24,000 people with disabilities in employment outside the AbilityOne Program, an increase of almost seven percent over placements in 2012.

2013 was also a year of major accomplishments and progress in development and implementation of new job growth and expanded job discovery initiatives. Work to develop relationships with 16 franchisors for our national network of nonprofit agencies began to pay dividends as franchises with Papa Murphy’s Pizza, College Hunks Hauling Junk, and UPS are now operational. Likewise, investments in Ideas to Work Fund grants continue to result in opportunities with almost 1,200 jobs since the inception of this creative program.

We achieved significant milestones with two major projects designed to generate job opportunities in groundbreaking initiatives outside of the traditional employment model. First, the Pathways to Employment program is fully functional and recognized as a shining example of opportunity and choice. As a result, we now offer people with intellectual and developmental disabilities opportunities to transition to competitive, integrated employment based on informed choice through paid internships. Additional national locations have been selected to further expand the program to also include individuals with mental illness. Secondly, we completed extensive research and field work necessary to evaluate development of a new, major business line with the potential for thousands of jobs. We received Board approval and the funding to proceed with a major nationwide electronics recycling project that is well underway and will be launched in 2014.

Finally, this annual report is the first published under our new name of SourceAmerica. The brand wasn’t selected by chance, and we are immensely proud of SourceAmerica and what it represents. People with significant disabilities are the source of our inspiration; they come from across America, and they bring “made in America” to life with every product and service they produce. We are committed to growing opportunities, growing choice, and growing diverse employment solutions and will leverage “SourceAmerica” and the numerous initiatives underway to do just that in the years ahead.

Sincerely,

Bob Chamberlin
President and CEO

Bill Coleman
Board Chairman
The economy is projected to strengthen this year, growth is picking up and business appears to be finally turning the corner six years after the financial crisis. SourceAmerica® has taken several steps to promote and create job growth through the AbilityOne® Program and commercial business development opportunities.
Commercial Business Development – Securing Future Opportunities

For 40-plus years, the Javits-Wagner-O’Day Act and AbilityOne Program primarily focused on creating employment for people with significant disabilities through Federal government contracts. Now, the vision of employment for everyone with a significant disability has taken on a new meaning with the concept of growing nonprofit agency capabilities and through commercial business development which then allows agencies to transfer newly minted skills to Federal work.

With this new vision in mind, SourceAmerica established the Commercial Business Development Unit, which will focus on creating thousands of job opportunities for its nationwide network of nonprofit agencies through several new lines of business to include: e-recycling, packaging, kitting and assembly, staffing services, franchising opportunities, secure document destruction, and the prime contractor program.

CyclePoint

America produces an estimated 50 million tons of electronic waste and discards 30 million computers annually. Electronic recycling presents a great business opportunity because there simply aren’t enough service providers to meet the escalating demand. SourceAmerica established a new business venture, CyclePoint™, and is developing a national network of nonprofit agencies to collect and recycle electronic waste products. The business has the potential to create thousands of jobs for people with significant disabilities over the next 10 years. SourceAmerica will provide centralized administration, management, IT infrastructure, sales and marketing support, and inventory management.
Franchising Opportunities

During the 2013 National Training and Achievement Conference, SourceAmerica announced that it had negotiated terms and conditions with 16 partner firms for nonprofit agencies to purchase and operate franchises. SourceAmerica has helped agencies establish franchises such as UPS Stores, Papa Murphy’s Take ‘N’ Bake Pizza, College Hunks Hauling Junk, Link Staffing Services and DOMA Document Solutions. Other companies participating in the franchising program include Auntie Anne’s, Coffee Beanery, Bookkeeping Express, Auto-Lab, Brain Balance Achievement Centers, Five Star Painting, IKOR, Milex, National Maintenance Contractors, LLC, Nathan’s Famous, and Zerorez.

Papa Murphy’s

Dale Rogers Training Center in Oklahoma City earned the title of the first nonprofit agency in the country to become a Papa Murphy’s pizza franchisee. According to Dale Rogers’ Executive Director, Connie Thrash McGoodwin, owning a Papa Murphy’s franchise has raised more awareness and exposure than expected. “The receptiveness from the local community has been exceptional,” says McGoodwin. “Most importantly, our employees have expressed a sense of fulfillment in performing the work and also with the work environment.”

UPS Stores

The UPS Store at Fort Leonard Wood opened June 19, 2013. Patsy Hunter, store manager and a Center for Human Services employee, hired three employees, Jared, Shielah and Josh (all people with disabilities), specifically to work at the store. This store is outperforming other UPS Stores and they have had no damage claims charged against them since opening. UPS has realized the potential and fully embraced the franchise program. Through Anthony Wayne Rehabilitation Services, a store was opened at Wright-Patterson AFB, and VersAbility Resources has opened a store at Ft. Eustis, VA.
AbilityOne Highlights

As an AbilityOne authorized enterprise, SourceAmerica puts the AbilityOne Program into action for Federal Government customers, providing quality performance at a competitive price while providing invaluable job opportunities for people with significant disabilities.

In collaboration with our nationwide network of nonprofit agencies, we added more than 700 jobs for people with significant disabilities in FY 2013 through new and expanded AbilityOne contracts. This section highlights a few of the new contracts launched during the AbilityOne Program’s 75th anniversary year.

Mailroom Distribution Services

Kennedy Space Center, Cape Canaveral, FL

**NPA:** Anthony Wayne Rehabilitation Center for Handicapped and Blind, Inc., Fort Wayne, IN

Each day, people with significant disabilities distribute and collect mail from approximately 750 mailstops spread across multiple buildings at the Kennedy Space Center (KSC) as well as at Patrick AFB and Cape Canaveral AFB. The Anthony Wayne Rehabilitation Center (AWRC) team picks up mail from the local post office each morning, x-rays and sorts it at the KSC mailroom facility, and delivers it to the recipients. The team also collects mail from each of the mailstops, meters it and delivers it to the Post Office each evening. Additionally, AWRC operates an official U.S. Postal Service branch located next to the KSC mailroom. The secure mail contract employs 11 people with significant disabilities who are service-disabled veterans. Every member of the AWRC team holds a secret clearance.
Custodial Services

U.S. General Services Administration, St. Elizabeth’s Campus, Washington, DC

NPA: CW Resources, New Britain, CT

CW Resources commenced campus-wide custodial service for the U.S. General Services Administration National Capital Region at the St. Elizabeth’s Campus in Washington, DC. This National Historic Landmark houses the new U.S. Coast Guard Headquarters and will eventually become the centralized headquarters for the entire Department of Homeland Security.

The campus is expected to revitalize the surrounding Anacostia area in Washington, DC. CW Resources plans to hire 80 percent or more of its staff from the surrounding neighborhoods, as well as utilize local vendors for supplies and subcontracts. The project employs 65 people with significant disabilities.

Information Technology Services

Defense Human Resources Activity

NPA: Gulf Coast Enterprises, Pensacola, FL

Lakeview Center’s Gulf Coast Enterprises (GCE) provides enterprise information technology services in support of the Defense Manpower Data Center. Services include software development, high-end architecture, and a program management office that is tasked with managing existing resources to achieve efficiencies and introduce technological and administrative innovations. The contract is performed from two main government facilities located in Seaside, CA, and Alexandria, VA, and a third site will soon come online at a GCE facility in Lorton, VA. At the time this was written, the contract provided approximately 16 full-time jobs for people with significant disabilities, with plans underway for this number to increase rapidly. Additionally, GCE’s subcontractors include service-disabled veteran-owned and 8(a) certified small businesses.

Defense Manpower Data Center serves under the Office of the Secretary of Defense to support major programs and initiatives and to maintain the largest archive of personnel, manpower, training, financial, benefits, security and other data for the Department of Defense. The personnel data holdings cover all Uniformed Services, all components of the Total Force (Active, Guard, Reserve, and Civilian), and all phases of the personnel life cycle and their families.
Total Facilities Management

Directorate of Public Works, Fort Lee, VA
NPA: Skookum, Bremerton, WA

Fiscal year 2013 saw Skookum’s one-year anniversary for providing total facilities management for the Directorate of Public Works at Fort Lee. Skookum provides a wide variety of services at this expansive training campus, including:

- Total facility preventative maintenance (such as lights, doors, windows, painting, electrical, plumbing, welding and carpentry);
- Heating, ventilation and air conditioning (HVAC) preventative maintenance;
- Preventative maintenance for appliances and equipment in the galley and barracks laundry facilities;
- Grounds maintenance (including landscaping, pothole repair and snow removal), and;
- Procurement, storage and issuance of maintenance supplies.

Skookum also took on call center operations, where operators now answer up to 700 service calls a month and forward the work request tickets to the production control center where all of the maintenance and service needs are tracked. Skookum works with several subcontractors, including small businesses, for various tasks such as railroad inspection and HVAC service. The contract employs about 70 people with significant disabilities.

Vehicle Marshaling Service

U.S. General Services Administration (GSA), Rocky Mountain Region, Rapid City, SD
NPA: BH Services, Inc., Rapid City, SD

For the first time, AbilityOne employees are providing vehicle marshaling service. BH Services provides this service at its fleet maintenance facility to all government agencies that lease GSA-owned vehicles and are assigned to the greater Rapid City, SD, area. For each new vehicle, BH Services conducts pre-delivery inspections and prepares the vehicles for customer pick-up including attaching license plates and any specialty equipment and issuing gas cards. BH Services also inspects used vehicles for any damage and houses the vehicle until it is reassigned or auctioned.
DePaul Industries received the Outstanding AbilityOne Program Vendor Award for exceptional performance providing combat knives for Defense Logistics Agency Land and Maritime of Columbus, OH. DePaul Industries partnered with Gerber Legendary Blades to provide two types of combat knives for the military. Gerber provides DePaul with all of the parts, which DePaul’s AbilityOne employees with significant disabilities assemble, package and ship. DePaul has assembled and shipped more than 11,000 knives to three warehouses for the military. The contract created jobs for 12 people with significant disabilities.

Gen II Individual First Aid Kit

U.S. Army

NPA: Southeastern Kentucky Rehabilitation Industries, Inc., (SEKRI) Corbin, KY

SEKRI created 47 jobs through its prime contract with the U.S. Army to produce the Gen II Individual First Aid Kit. SEKRI has procured raw materials, cut, sewn, filled the kits with medical supplies, packaged, and shipped approximately 47,000 units.

Hole Punch

NPA: FVO Solutions, Inc., Pasadena, CA

FVO Solutions added nine new hole punches to the Procurement List complementing their existing hole punch product line. As a result, the number of employees with disabilities increased from 18 to 30 since July 1, 2013.

Products Studio

SourceAmerica

SourceAmerica opened a products studio at its National Headquarters office in Vienna, VA, to showcase to prospective customers the broad array of products manufactured by people with disabilities.
Excellence is the ability to improve the quality of what an organization offers. The retooling of a recommendation process for AbilityOne® contracts, increased grassroots activity, and more data shared between SourceAmerica® and its network partners have helped our community become the most informed in the organization’s history.
NPA Recommendation Process

In a world where every job opportunity and dollar counts, it is critical that the process by which nonprofit agencies are recommended for AbilityOne Program contracts maintain utmost transparency. Over a year in the making, SourceAmerica’s Regional Operations team along with several cross-departmental partners examined the AbilityOne Program Bulletin No. B-1 Project Development Distribution and Transparency Procedure and identified key opportunities for enhancement. After months of deliberate consideration and collaboration between the U.S. AbilityOne Commission®, SourceAmerica, the National Council of SourceAmerica Employers and the Federal customer, the project team reengineered the nonprofit agency recommendation process, which focuses on suitability criteria and accountability.

These continuous improvement efforts have resulted in a revamped process that provides nonprofit agencies with transparent and standardized posting formats and recommendation criteria, as well as a streamlined inquiry, submission, and evaluation process to enhance consistency across the organization.

In addition to internal training, SourceAmerica conducted a series of one-and-a-half day sessions for agencies in nine locations across the country. The training was designed to ensure that nonprofit agency leadership could demonstrate an understanding of the process including the procedural expectations and types of postings, how to navigate and respond to AbilityOne postings through the SourceAmerica Customer Portal, understand submission expectations, and develop and apply best practices from using the process.
Jacob K. Javits Award

SourceAmerica honored Sen. Tom Harkin (D-Iowa) with its distinguished Jacob K. Javits Legislative Award in recognition of his decades of service on behalf of people with significant disabilities. SourceAmerica presented Harkin with its top legislative award during a reception held on Capitol Hill in June, in conjunction with the annual Grassroots Advocacy Conference.

As author and chief sponsor of the Americans with Disabilities Act (ADA), Harkin was instrumental in the passage of this groundbreaking legislation that requires buildings and transportation to be accessible and provides workplace accommodations for people with disabilities. Furthermore, along with Sen. Orrin Hatch, Harkin introduced the ADA Amendments bill (signed into law in 2008) to ensure continuing protections from discrimination for all Americans.

Grassroots Advocacy

In June, SourceAmerica hosted its most successful Grassroots Advocacy Conference to date. More than 50 self-advocates representing 37 nonprofit agencies visited more than 200 Congressional Member and Committee offices.
SourceAmerica® continued to develop diverse employment opportunities. More than 230 network members completed Quality Work Environment self-assessments or action plans. The Employee Research System now represents more than half of SourceAmerica’s AbilityOne® CRPs, and Pathways to Careers identified new sites for expansion.
Employee Research System and Quality Work Environment Initiatives Continue to Grow

The Employee Research System (ERS) tracks the employment of people with significant disabilities over time. This nationwide database enables analysis of individual employee-level outcomes for AbilityOne® employees receiving services from community rehabilitation programs. ERS supports research and evaluation, advocacy, policy development, business development and fundraising, benchmarking, continuous improvement and Quality Work Environments (QWE) for people with significant disabilities.

The Quality Work Environment Initiative is designed to expand areas of capability and share best practices in the rehabilitation field. At the organizational level, QWE helps a nonprofit agency become a leader in providing employees with disabilities opportunities to optimize their earnings through advancement, outplacement, or other community-based employment the individual selects through informed choice.

This graph depicts the primary disability type of the SourceAmerica AbilityOne workforce in 2013.

*Dataset represents 18,600 eligible AbilityOne Employees

As reflected in the charts above, the number of participating CRPs in both QWE and ERS has grown year over year since the launch of the initiatives.
Pathways to Careers

The Pathways to Careers initiative enables people with significant disabilities to have an informed choice of competitive, integrated employment options across a broad range of community settings and ongoing career support. During FY2013, the pilot site at Pioneer Adult Rehabilitation Center (PARC) in Clearfield, Utah, entered its first year of full implementation.

Project staff cultivated employer partners interested in hosting an internship, or multiple internships, and who could make a commitment to consider converting any of the Pathways interns to full-time positions. The PARC team established formal partnerships with 17 diverse businesses ranging from a large state university, a high-volume production manufacturer, to a small business looking to fill one position.

By the end of FY2013, the employer partners hosted 22 internships, leading to six job offers and four acceptances. Internships ranged from a print shop in a local school district, the athletic department of a large state university to an urban planning department at a local city office, a children’s museum, and the HR department of an online college. As planned, many of the participants have opted to intern at more than one location, to gain more experience and increase the likelihood of finding a job, leading to a career that fits their interests, skills and abilities. The initiative has now expanded to include participants with mental illness and added the Work Inc., ServiceSource, Inc., and IAJVS-Detroit work sites.

“After seeing his dedication, his ability to learn, ability to work with his co-workers, it just made sense to bring him on full-time.”
- Spencer Burt, Human Resources Director, Futura Industries (commenting on employee Josh Schneiter)
Ideas to Work Fund Delivers Employment Opportunities

In July 2013, SourceAmerica opened a second round of Ideas to Work Fund grant program to which 14 nonprofit network partners responded. The evaluation team selected seven nonprofit agency programs and distributed grants totaling $627,000. The agencies are projected to create as many as 300 jobs over the next 12 months. The new lines of business included a franchise opportunity, an electronic recycling program, a steam cleaning business, elder and healthcare food service programs, a call center training program, a contact center, an internship program for IT jobs, a peer care coordination program, and a hydroponics (gardening) program.

The Ideas to Work Fund grant program was established in 2011 to provide funding to nonprofit agencies to create jobs for people with significant disabilities. The goal of this matching grant program is to encourage the nonprofits to develop innovative initiatives with strong potential to create jobs and help fund those ideas. The Ideas to Work Fund grant program complements SourceAmerica’s existing financial assistance programs by providing much-needed capital to selected nonprofits to pilot new lines of business which have the potential to substantially increase jobs. Twenty-one nonprofit agencies have participated in the program from its inception. As of March 1, 2014, the nonprofits participating in the program have created jobs for 1,091 people with significant disabilities.
2013 AbilityOne Design Challenge Winners

College and University Competition

Best Overall Design
Ohio University, Athens, OH
In partnership with SW Resources, Inc., Parkersburg, WV

EZ Squeeze transfers high viscosity polishing fluid from large containers to small sample containers using air injection. Previously, employees were required to transfer the fluid by manually squeezing the large plastic containers and filling the small containers. The task was strenuous and inefficient, even for people without disabilities, and SW Resources only had two employees with the physical ability required to perform the task. The award-winning assistive technology made it possible for an additional 140 employees to perform the task and increased productivity by 500 percent.

High School Competition

Best Overall Design
In partnership with CW Resources, Inc., New Britain, CT

Wethersfield (CT) High School, a five-time finalist, transformed the workplace for employees at CW Resources by creating the Earplug Chain Fixture which helps employees with mobility or dexterity challenges place a short, beaded chain through a very small plastic ring attached to the side of the earplug case. This device makes it possible for employees to perform an assembly job function, which had been difficult to execute efficiently, but now enables multiple employees to complete.
Stats, Facts, and Figures

Producing agencies for SourceAmerica® operate in 48 states and four U.S. territories. In FY2013 our network partners employed more than 125,000 people with significant disabilities and paid over $726 million in total wages with the average AbilityOne® hourly wage increasing 36 cents to $12.30.
2013 SourceAmerica National Award Winners

William M. Usdane Award
John Stinson
Skookum Contract Services
Ft. Lee, VA

John Stinson is the production control clerk at the service order desk for Skookum’s Total Facilities Management (TFM) Operation. He is responsible for tasks critical to the success of the TFM contract—the correct transmission of information from the service desk to technicians. John’s determination and inner strength are a constant source of inspiration to all his coworkers.

Recognizes an AbilityOne Program employee with a significant disability who has exhibited outstanding achievement and exceptional character.

Evelyne Villines Award
Jordan Cooper
Peckham, Inc.
Lansing, MI

Jordan Cooper had no work experience when he joined Peckham’s apparel and manufacturing division as a sewer in 2007, but he was highly motivated to succeed. Two years after he started work at Peckham, Jordan became a customer service representative at the National Passport Information Center. He was promoted to team lead, responsible for mentoring and training new hires for employment in the call center. His leadership skills grew, putting him on his upward path.

Recognizes a service-disabled veteran who has exhibited outstanding achievement in his/her work life.

AbilityOne Honor Roll for Veterans with Disabilities Award
Andrew Weissenberger
PRIDE Industries
Ft. Rucker, AL

Former U.S. Army Combat Engineer Andrew Weissenberger was determined to become self-sufficient again after surviving serious injuries while serving in Iraq. Today Andrew performs base-wide operating support services for PRIDE Industries at Ft. Rucker and volunteers helping other veterans with disabilities.

Recognizes a service-disabled veteran who has exhibited outstanding achievement and remarkable passion for self-advocacy on a local and/or national level.

President’s Award
Sean Thompson
Adelante Development Center
Albuquerque, NM

Sean Thompson scans more than 7,500 images each day and was selected as Adelante’s “Employee of the Month” for surpassing the organization’s scanning production goals. Sean is a testament to the professional success individuals with significant disabilities can achieve with support, hard work and a positive attitude.

Recognizes a non-AbleOne Program employee with a significant disability who has exhibited outstanding leadership and exceptional character.

Tom Miller Award for Advocacy
Holly Anderson
ACHIEVE Human Services, Inc.
Yuma, AZ

Holly Anderson carries on Tom Miller’s legacy by speaking out regularly about policies that impact employment opportunities for people with disabilities and training others to do the same. Holly has met with every Arizona lawmaker in the U.S. House of Representatives and U.S. Senate and helped secure a five percent increase in spending by the state Department of Economic Security, Division for Developmental Disabilities.

Recognizes an employee with a significant disability who has demonstrated outstanding achievement and remarkable passion for self-advocacy on a local and/or national level.
Tom Miller lost his battle with cancer on August 29, 2013. SourceAmerica has dedicated the Tom Miller Award for Advocacy in recognition of Tom’s unmatched devotion to the disability community.
Fiscal year 2013 saw the U.S. AbilityOne Commission® launch a year-long campaign recognizing the AbilityOne Program’s 75th anniversary and its original founding legislation, the Wagner-O’Day Act of 1938. The campaign reached more than 12.5 million people and created greater awareness for AbilityOne through campaign elements that included an anniversary logo and microsite, daily social media posts, and special issues of AbilityOne Magazine and GSA MarkeTips.

Working in collaboration with National Industries for the Blind, SourceAmerica secured bipartisan letters of support for AbilityOne from both houses of Congress, which were sent to the White House.

U.S. AbilityOne Commission Presidential Appointees

J. Anthony (Tony) Poleo
(Chairperson)
Chief Financial Officer
Defense Logistics Agency

James M. Kesteloot
(Vice Chairperson)
Private Citizen

Paul M. Laird
Regional Director
North Central Regional Office, Federal Bureau of Prisons

Harry P. Hallock
Deputy Assistant Secretary of the Army (Procurement)
U.S. Army

Thomas D. Robinson
Associate Deputy Assistant Secretary (Contracting)
U.S. Air Force

Dr. P. Edward (Ed) Anthony
Deputy Commissioner
Rehabilitation Services
Administration
Department of Education

Lisa M. Wilusz
Director of the Office of Procurement and Property Management
Department of Agriculture

Kathleen Martinez
Assistant Secretary for Disability Employment Policy
Department of Labor

William Sisk
Deputy Commissioner
Federal Acquisition Service
General Services Administration

Jan R. Frye
Deputy Assistant Secretary for Acquisition and Logistics
Department of Veterans Affairs

Robert T. Kelly, Jr.
Private Citizen

Karen J. McCulloh
Private Citizen

Anil Lewis
Private Citizen

Jan R. Frye
Deputy Assistant Secretary for Acquisition and Logistics
Department of Veterans Affairs

Robert T. Kelly, Jr.
Private Citizen

Karen J. McCulloh
Private Citizen

Anil Lewis
Private Citizen

Jan R. Frye
Deputy Assistant Secretary for Acquisition and Logistics
Department of Veterans Affairs

National Council of SourceAmerica Employers

The National Council of SourceAmerica Employers (NCSE) is an independent network of executives representing nonprofit agencies (NPAs) that provide services or manufacture products under the AbilityOne Program. Each agency that has an AbilityOne contract is a member of the NCSE. The NCSE Executive Committee consists of four elected officers and representatives of agencies from the six SourceAmerica geographic regions. NCSE acts as the liaison between the NPA community and the SourceAmerica board of directors. The president of the NCSE serves on the SourceAmerica board of directors, thus ensuring that the NPA community has direct input into the deliberations and policy making decisions of the board.

OFFICERS

Paul Atkinson
President/CEO
Eggleston Services

Jerry Bettenhausen
President/CEO
Work Services Corporation

James Cassetta
President/CEO
Work Inc.

Mitchell T omlinson
President/CEO
Peckham, Inc.

REGIONAL REPRESENTATIVE

Carol Carr
President/CEO
ACHIEVE Human Services Inc.

Denise M. Carter
V.P. Business Development & Strategic Planning
Challenge Unlimited, Inc.

Ann Graff
Executive Director/CEO
Center for Human Services

Connie Kirk
President/CEO
Nobis Enterprises

Brad Saathoff
President/CEO
BH Services, Inc.

Rick Sebastian
President/CEO
Human Technologies Corporation
### Program Summary

#### Summary

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
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<tbody>
<tr>
<td>Number of people with significant disabilities employed on AbilityOne contracts</td>
<td>43,526</td>
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<tr>
<td>Direct labor hours performed by people with significant disabilities employed on AbilityOne contracts</td>
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<tr>
<td>Direct labor wages paid to people with significant disabilities employed on AbilityOne contracts</td>
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<tr>
<td>Average hourly wage of people with significant disabilities employed on AbilityOne contracts</td>
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<td>Annual sales</td>
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<tr>
<td>Total number of people with significant disabilities employed by SourceAmerica-affiliated, AbilityOne-producing agencies</td>
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<tr>
<td>Total number of people with significant disabilities placed in jobs in the community by SourceAmerica-affiliated, AbilityOne-producing agencies</td>
<td>24,102</td>
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#### Financial Statement

##### Assets

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<td>Investments at Fair Value</td>
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<td>Property and Equipment, net of depreciation</td>
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<td><strong>Total Assets</strong></td>
<td><strong>$83,278,116</strong></td>
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##### Liabilities and Net Assets

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##### Financial Assistance

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<td><strong>$4,188,050</strong></td>
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Stats, Facts, and Figures
AbilityOne Network of SourceAmerica-Producing Agencies

REGIONS

PACIFIC WEST
- American Samoa
- Arizona
- California
- Guam
- Hawaii
- Nevada
- Trust Territories of the Pacific Islands
- Utah

NORTHWEST
- Alaska
- Idaho
- Montana
- Nebraska
- North Dakota
- Oregon
- South Dakota
- Washington
- Wyoming

SOUTH CENTRAL
- Arkansas
- Colorado
- Kansas
- Louisiana
- Missouri
- New Mexico
- Oklahoma
- Texas

NORTH CENTRAL
- Illinois
- Indiana
- Iowa
- Michigan
- Minnesota
- Ohio
- Wisconsin

SOUTH
- Alabama
- Florida
- Georgia
- Kentucky
- Mississippi
- North Carolina
- Puerto Rico
- South Carolina
- Tennessee
- Virgin Islands

EAST
- Connecticut
- Delaware
- District of Columbia
- Maine
- Maryland
- Massachusetts
- New Hampshire
- New Jersey
- New York
- Pennsylvania
- Rhode Island
- Vermont
- Virginia
- West Virginia
### Statistics by State

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<tr>
<th>State</th>
<th>People Employed</th>
<th>AbilityOne Sales</th>
<th>Wages Paid</th>
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<th>State</th>
<th>People Employed</th>
<th>AbilityOne Sales</th>
<th>Wages Paid</th>
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<thead>
<tr>
<th>State</th>
<th>People Employed</th>
<th>AbilityOne Sales</th>
<th>Wages Paid</th>
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**Total** | 43,526 | $2,217,608,186 | $498,067,854

People with significant disabilities are employed in New Hampshire, Vermont, and Puerto Rico, although the contracts are operated by nonprofit agencies in other locations.

*Territory
SourceAmerica would like to thank our 2013 sponsors and partners for their continuous support of our organization, our network of nonprofit agency partners and employment opportunities for people with significant disabilities.
SourceAmerica Nonprofit Agencies by State

**ALABAMA**
Anchorage
Anchor Resource Services, Inc.

Birmingham
Alabama Goodwill Industries, Inc.

Easter Seals of the Birmingham Area
United Cerebral Palsy of Greater Birmingham, Inc.

Dothan
Wiregrass Rehabilitation Center, Inc.

Huntsville
Huntsville Rehabilitation Foundation
The ARC of Madison County, Inc.

Mobile
GW Services, Inc.

Montgomery
Goodwill Industries of Central Alabama, Inc.

Muscle Shoals
Northwest Alabama Easter Seal Children’s Clinic-Rehab Center

**ARIZONA**
Bisbee
Cochise County Association for the Handicapped

Nogales
Santa Cruz Training Programs, Inc.

Phoenix
Goodwill Community Services, Inc.

Tempe
The Centers for Habilitation/TCH

Tucson
Beacon Group SW, Inc.
Catholic Community Services of Southern Arizona
J.P. Industries, Inc.

Yuma
ACHEIVE Human Services, Inc.

**ARKANSAS**
Hope
Rainbow of Challenges, Inc.

Jacksonville
Pathfinder, Inc.

Little Rock
United Cerebral Palsy of Central Arkansas

Pine Bluff
Jenkins Memorial Children’s Center and Jenkins Industries

Van Buren
Abilities Unlimited of Ft. Smith, Inc.

**CALIFORNIA**
Bakersfield
Bakersfield Arc, Inc.

Blythe
Sheltering Wings Corp.

Culver City
Exceptional Children’s Foundation

El Centro
ARC-Imperial Valley

Fontana
The Fontana Rehabilitation Workshop

Fresno
Arc Fresno, Inc.

Hanford
Kings Rehabilitation Center, Inc.

Hemet
Valley Resource Center for the Retarded, Inc.

La Mesa
Bona Fide Conglomerate, Inc.

Lancaster
Desert Haven Enterprises, Inc.

Lompoc
Life Options Vocational and Resource Center

Long Beach
Los Angeles Habilitation House

Los Angeles
Asian Rehabilitation Services, Inc.

Mountain View
VTF Services

Mt. Shasta
Siskiyou Opportunity Center, Inc.

Napa
Napa Valley PSI, Inc.

Oakland
Calidad Industries, Inc.

Panorama City
Goodwill Industries of Southern California

Pasadena
FVO Solutions Inc.

Red Bluff
Tehama County Opportunity Center, Inc.

Redding
Shasta County Opportunity Center

Richmond
Pacific Coast Community Services
Rubicon Programs, Inc.

Ridgecrest
Desert Area Resources and Training

Riverside
ARC Riverside

Rohnert Park
North Bay Rehabilitation Services, Inc.

Roseville
Pride Industries

Sacramento
Crossroads Diversified Service, Inc.

San Diego
Job Options, Inc.

San Francisco
Toolworks, Inc.

San Jose
Hope Services, Inc.

San Leandro
The Arc of Alameda County

Santa Ana
Landmark Services, Inc.

Santa Maria
VTC Enterprises

South El Monte
Lincoln Training Center and Rehabilitation Workshop

Stockton
Goodwill Service Connection, Inc.

Vallejo
Solano Diversified Services

Ventura
The ARC of Ventura County, Inc.

Woodland
Yolo Employment Services

**COLORADO**
Colorado Springs
AspenPointe Employment

Goodwill Industrial Services Corporation

Denver
Bayaud Industries, Inc.

Fort Collins
Foothills Gateway, Inc.

Pueblo
Pueblo Diversified Industries, Inc.

Westminster
North Metro Community Services for Developmentally Disabled

**CONNECTICUT**
Arlington
CTRC-Arc of the District of Columbia

Bridgeport
Easter Seals of Connecticut

Danbury
The Kennedy Center, Inc.

East Hartford
CWL Resources, Inc.

East Windsor
GIFL Services, Inc.

Greenwood
Allied Community Services

Hartford
The Right 2 Work Corporation

Middletown
CARC-Advocates for Citizens with Disabilities, Inc.

New Britain
GW Services of SWFL, Inc.

North Haven
FVO Solutions Inc.

Stamford
Brevard Achievement Center, Inc.

Suffield
The ANCHOR Center

**DISTRICT OF COLUMBIA**
Anchorage
Anchor Mental Health Association

Davies Memorial Goodwill Industries

Lt. Joseph P. Kennedy Institute

The ARC of the District of Columbia, Inc.

**FLORIDA**
Boca Raton
Habilitation Center for the Handicapped, Inc.

Clearwater
Abilities, Inc. of Florida

Daytona Beach
SMA Behavioral Health Services, Inc.

Gainesville
The Arc of Alachua County, Inc.

Green Cove Springs
Challenge Enterprises of North Florida, Inc.

Jacksonville
GINFL Services, Inc.

Lake City
CARC-Advocates for Citizens with Disabilities, Inc.

Miami
Easter Seals South Florida

Goodwill Industries of South Florida, Inc.

North Fort Myers
GW Services of SWFL, Inc.

Pensacola
Lakeview Center, Inc.

Rockledge
Brevard Achievement Center, Inc.

St. Petersburg
JobWorks, Inc.
Rochester Rehabilitation Center
Schenectady
Schenectady Co. Chapter, NYSARC, Inc.
Slingerlands
Albany County Chapter, NYSARC
Syracuse
Onondaga County Chapter, NYSARC
Utica
Human Technologies Corporation
The Arc, Oneida-Lewis Chapter-NYSARC, Inc.
Walton
Delaware County Chapter, NYSARC-- Resources for Industry
Waterloo
NYSARC, Inc., Seneca-Cayuga Counties Chapter
Watertown
Jefferson County Chapter, NYSARC
Watkins Glen
Schuyler County Chapter, NYSARC, Inc.
Webster
CDS Monarch
NORTH CAROLINA
Andrews
Industrial Opportunities, Inc.
Brevard
Transylvania Vocational Services, Inc.
Durham
Durham Exchange Club Industries, Inc.
Elizabeth City
Skills, Incorporated
Fayetteville
Employment Source, Inc.
Greenville
Eastern Carolina Vocational Center, Inc.
Hillsborough
OE Enterprises, Inc.
Jacksonville
Coastal Enterprises of Jacksonville, Inc.
Washington
Beaufort County Developmental Center, Inc.
NORTH DAKOTA
Bismarck
Pride, Inc.
Devils Lake
Lake Region Corporation
Fargo
Vocational Training Center
Jamestown
Alpha Opportunities, Inc.
Minot
MVW Services, Inc.
Valley City
Open Door Center
OHIO
Akron
Community Support Services, Inc.
Stryker
Quadcro Rehabilitation Center--Northwest Products Division
Chillicothe
First Capital Enterprises, Inc.
Cincinnati
Greater Cincinnati Behavioral Health Services
Ohio Valley Goodwill Industries Rehabilitation Center, Inc.
Cleveland
VGS, Inc.
Dayton
Eastway Corporation
Goodwill Easter Seals of the Miami Valley
Delaware
The Alpha Group of Delaware, Inc.
Elyria
Murray Ridge Production Center, Inc.
Kent
Coleman Professional Services
Mansfield
Rehabilitation Service of North Central Ohio, Inc.
Marion
MARCA Industries, Incorporated
Newark
Licking-Knox Goodwill Industries, Inc.
Springfield
TAC Industries, Inc.
Toledo
ContracTech, Inc.
Xenia
Greene, Inc.
OKLAHOMA
Anadarko
APEX, Inc.
Muskogee
Golden Rule Industries of Muskogee, Inc.
Oklahoma City
Dale Rogers Training Center, Inc.
OREGON
Hood River
Hood River Sheltered Workshop, Inc.
Cincinnati
Greater Cincinnati Behavioral Health Services
Ohio Valley Goodwill Industries Rehabilitation Center, Inc.
Cleveland
VGS, Inc.
Dayton
Eastway Corporation
Goodwill Easter Seals of the Miami Valley
Delaware
The Alpha Group of Delaware, Inc.
Elyria
Murray Ridge Production Center, Inc.
Kent
Coleman Professional Services
Mansfield
Rehabilitation Service of North Central Ohio, Inc.
Marion
MARCA Industries, Incorporated
Newark
Licking-Knox Goodwill Industries, Inc.
Springfield
TAC Industries, Inc.
Toledo
ContracTech, Inc.
Xenia
Greene, Inc.
RHODE ISLAND
Rhode Island association for the Blind and handicapped
Hope Enterprises, Inc.
Worcester
Boston Rehab
Fitchburg
Worcester Rehabilitation Center
Middletown
James L. Maher Center
North Providence
Greater Providence Chapter, Rhode Island Association for Retarded Citizens, Inc.
SOUTH CAROLINA
Aiken
The Tri-Development Center of Aiken County, Inc.
Beaufort
Beaufort Vocational Rehabilitation Center
Conway
Horry Co. Disabilities and Special Needs Board
Florence
Florence County Disabilities and Special Needs Board
Greenville
Greenville County Disabilities and Special Needs Board
Pittsburgh
ARC, Allegheny County Chapter --Parc-Way Industries
Easter Seals Western and Central Pennsylvania
Goodwill Commercial Services, Inc.
Life’s Work of Western PA
Pottsville
Avenues, Inc.
Stroudsburg
The Burnley Workshop of the Poconos, Inc.
Wilkes-Barre
United Rehabilitation Services, Inc.
Williamston
Hope Enterprises, Inc.
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Life’s Work of Western PA
Pottsville
Avenues, Inc.
Stroudsburg
The Burnley Workshop of the Poconos, Inc.
Wilkes-Barre
United Rehabilitation Services, Inc.
Williamston
Hope Enterprises, Inc.
SOUTH DAKOTA
Aberdeen
Aspire Inc.
Ellsworth AFB
BH Services, Inc.
Hurron
Huron Area Center for Independence
Pierre
OAHE, Inc.
Sioux Falls
South Dakota Achieve Volunteers of America, Dakotas
TENNESSEE
Chattanooga
The Orange Grove Center, Inc.
Clarksville
Progressive Directions, Inc.
Johnson City
Dawn of Hope Development Center, Incorporated
Knoxville
Goodwill Industries-Knoxville, Inc.
Knox County Association for Retarded Citizens
Memphis
Memphis Goodwill Industries, Inc.
Nashville
Government Services, Inc.
TEXAS
Austin
Austin Task, Inc.
Blue Solutions
Enterprise Professional Services, Inc.
Professional Contract Services, Inc.
Relief Enterprise, Inc.
China
Goodwill Industries Industrial Contracts and Temporary Services, Inc.
Conroe
Tri-County Mental Health/Mental Retardation Services
Corpus Christi
Goodwill Industries of South Texas
Nueces County Mental Health Mental Retardation Community Ctr.
Dallas
Rising Star Resource Development Corporation
El Paso
Let’s Go To Work, Inc.
ReadyOne Industries, Inc.
Fort Worth
Expanco, Inc.
Goodwill Industrial Services of Fort Worth, Inc.
Houston
Arbor Products, Inc
CRI Federal Services
On Our Own Services, Inc.
Southeast Vocational Alliance, Inc.
Lufkin
Burke Center
San Angelo
Concho Resource Center
MHMR Services for the Concho Valley
San Antonio
Endeavors Unlimited, Inc.
Goodwill Industries of San Antonio Contract Services
Mavagi Enterprises, Inc.
South Texas Housing and Community Development Corp., Inc.
San Antonio
Training, Rehabilitation, and Development Institute, Inc.
World Technical Services, Inc.
Wichita Falls
Work Services Corporation
UTAH
Clearfield
Pioneer Adult Rehab. Center,
Davis County School District
Ogden
EnableUtah
Salt Lake City
Community Foundation for the Disabled, Inc.
VIRGINIA
Alexandria
ServiceSource, Inc.
Arlington
Linden Resources, Inc.
Charlottesville
WorkSource Enterprises
Chesapeake
Chesapeake Service Systems, Inc.
Farmville
Southside Training, Employment and Placement Services, Inc.
Frederickburg
Rappanannock Goodwill Industries, Inc.
Front Royal
Able Forces, Inc.
Hampton
VersAbility Resources, Inc.
Harrisonburg
Friendship Industries, Inc.
Leesburg
Every Citizen Has Opportunities, Inc.
Lynchburg
Lynchburg Sheltered Industries, Inc.
Manassas
Didlake, Inc.
Nortfolk
Community Alternatives, Incorporated
Louise W. Eggleston Center, Inc.
Petersburg
Progressive Adult Rehabilitation Center, Inc.
Portsmouth
Portco, Inc.
Richmond
Goodwill Services, Inc.
Richmond Area Association for Retarded Citizens
Roanoke
Goodwill Industries of the Valleys, Inc.
Springfield
MVLE
Virginia Beach
Sara’s Mentoring Center, Inc.
Winchester
NW Works, Inc.
Wytheville
Mount Rogers Community Services Board
WASHINGTON
Bellevue
At Work!
Bellingham
Cascade Christian Services
Lake Whatcom Residential and Treatment Center
Bremerton
Holly Ridge Center
Peninsula Services
Skookum Educational Programs
Clarkston
Asotin County Community Services (ACCS)
Kennewick
Columbia Industries
Oak Harbor
New Leaf, Inc.
Olympia
Morningside
Seattle
Northwest Center
Provail
Spokane
Good Works, Inc.
Skilskin
Sumner
VADIS
TAComa
Goodwill Contracting Services
Walla Walla
Lillie Rice Center, Inc.
Yakima
Yakima Specialties, Inc.
WEST VIRGINIA
Bridgeport
Job Squad, Inc.
Buckhannon
Buckhannon-Upshur Work Adjustment Center, Inc.
Charleston
Goodwill Industries of Kanawha Valley
Craigsville
The Sheltered Workshop of Nicholas County, Inc.
Huntington
Prestera Center for Mental Health Services, Inc.
Morgantown
PACE Enterprises of West Virginia, Inc.
Mullens
Integrated Resources, Inc.
Parkersburg
SW Resources, Inc.
Roncovert
Gateway Industries, Inc.
Weirton
Hancock County Sheltered Workshop, Inc.
Wheeling
Russell Nesbitt Services, Inc.
WISCONSIN
Eau Claire
L. E. Phillips Career Development Center, Inc.
Fond du Lac
Brooke Industries, Inc.
Fort Atkinson
Opportunities Incorporated of Jefferson County
Green Bay
ASPIRO, Inc.
La Crosse
ORC Industries, Inc.
Madison
Madison Area Rehabilitation Centers, Inc.
Marinette
Goodwill Industries of Northern Wisconsin & Upper Michigan, Inc.
Milwaukee
Goodwill Industries of Southeastern Wisconsin, Inc.
Milwaukee Center for Independence, Inc.
Racine
Lakeside Curative Services, Inc.
West Allis
Easter Seals Southeast Wisconsin, Inc.
Wisconsin Rapids
ODC Government Services, Inc.
WYOMING
Casper
Northwest Community Action Programs of Wyoming, Inc.
Cheyenne
Magic City Enterprises, Inc.
NPAs listed by legal name and headquarters city and state in SourceAmerica’s database as of September 30, 2013.
SOURCEAMERICA DECLARATION

What is SourceAmerica? It is a place that’s home to an incredible workforce. We develop job opportunities for people whose loyalty is as fierce as their work ethic. People who are doing something essential and doing it very well. People who inspire their coworkers with their can-do attitude. People who happen to have significant disabilities, and do their job brilliantly.

At SourceAmerica, we are committed to growing employment opportunities, choice and diverse employment solutions. And through our work, people with disabilities begin to realize the American Dream—the opportunity to work hard toward attaining independence. Whether it’s a job within the Federal Government or a commercial company, we connect people’s abilities with the organizations that need them.

SourceAmerica works in association with the AbilityOne Program. We put the AbilityOne Program into action by representing a nationwide network of nonprofit partners who provide training to people with disabilities, assist them in identifying employment options that most of us take for granted, and then enable them to be successful at work. SourceAmerica is the vital link between jobs and the people who can do them.

But we know there is much more to do: It’s our job to change misconceptions and show potential employers just how valuable the workforce we represent is, and what a tremendous resource they are. Through recognizing and valuing the skills, reliability and dedication of a workforce that returns that faith tenfold, we will vanquish myths about people with disabilities.

And who benefits when people with disabilities have the opportunity to show what they can do? Everyone benefits—the person with the disability, the employer, the taxpayer, our society, and our entire nation as we see new levels of dedication, commitment, and joy that result from reaching one’s potential through work.
SourceAmerica® is a national nonprofit that creates job opportunities for a skilled and dedicated workforce: people with significant disabilities. We are the vital link between this exceptional workforce, the network of community-based nonprofits, and the Federal Government and commercial companies that need the products and services they provide. SourceAmerica is an AbilityOne® authorized enterprise.