

**ADAPT &  
ADVANCE**  
**2021 ANNUAL REPORT**



# NIB LEADERSHIP

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## NIB LEADERSHIP TEAM

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New York State Preferred  
Source Program for New  
Yorkers Who Are Blind

**JONATHAN LUCUS**  
Executive Director, NSITE

# MESSAGE FROM THE CHAIRPERSON AND PRESIDENT

Throughout fiscal year 2021 we found ourselves in a place few expected as we continued to deal with the uncertainty and disruption caused by the lingering coronavirus pandemic. Yet despite the challenges of COVID-19, NIB made significant progress in enhancing the independence of Americans who are blind.

NIB created 276 new employment opportunities for people who are blind in FY2021 and helped hundreds more earn job promotions or obtain competitive positions inside and outside of our network. Our efforts created and sustained employment for more than 4,700 people who are blind, empowering them to build careers of choice in inclusive workplaces that offer competitive wages and benefits and opportunities for professional development and advancement.

As you'll read in this year's annual report, personnel at NIB and its associated nonprofit agencies continued to carry out the duties of an essential workforce. Our employees tirelessly kept our military safe, strengthened the defense industrial base, cared for our nation's veterans, and met our customers' needs through the delivery of quality SKILCRAFT® products and knowledge-based services.

This year we doubled down on our commitment to advancing our mission through innovation with the launch of a new, groundbreaking talent management enterprise known as NSITE. Through NSITE, we formed valuable new partnerships with industry-leading companies like Google, Amazon, and CapitalOne, and we completed the nation's first-ever Cisco Academy adapted specifically to the learning styles of people who are blind.

We also continued to engage elected officials and senior policymakers on important issues affecting the employment of people who are blind. Through unprecedented collaboration with national disability organizations, NIB and the National Association for the Employment of People Who Are Blind outlined key tenets essential to transforming the AbilityOne® Program for decades to come and shared this vision for positive change with members of Congress and senior federal officials.

Throughout the year, our Great American Workforce campaign and national public service announcement reached tens of millions of people across the country, spreading the word about the unlimited capabilities of people who are blind and the work being done by NIB and our associated agencies.

These accomplishments came during a time of great uncertainty and change. This past year we said farewell to many leaders in the program, from the U.S. AbilityOne Commission to our nonprofit agencies. And as we say goodbye to those who have made a lasting impact, we also welcome many new faces who bring a range of experiences and fresh perspectives that will position us for success in the years ahead.

NIB and its associated agencies continue to chart new pathways to employment and independence for people who are blind. Our remarkable efforts to adapt and advance during these unprecedented times underscores the resiliency and spirit of the thousands of employees who are blind who choose to work in our network.

Thank you for the critical role you play in our efforts to create rewarding employment opportunities for people who are blind. As we continue on our journey, we are honored that you have chosen to join us as a partner.



**PAUL M. HEALY, PH.D., A.C.A.**  
Chairperson of the Board



**KEVIN A. LYNCH**  
President and Chief Executive Officer

# FY2021 FINANCIAL SUMMARY

As of September 30, 2021 (Dollars in Thousands)

## ASSETS

Cash and cash equivalents	\$ 9,885
Investments	16,720
Receivables, net	20,709
Deposits and prepaid expenses	2,142
Property and equipment, at cost less accumulated depreciation	60,344

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**TOTAL ASSETS** **\$ 109,800**

## LIABILITIES AND NET ASSETS

Liabilities	\$ 64,651
Net assets (\$201 with donor restriction)	45,149

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**TOTAL LIABILITIES AND NET ASSETS** **\$ 109,800**

## STATEMENT OF ACTIVITIES

For the 12 months ended September 30, 2021

Fees from associated agencies	\$ 34,807
Gross profit on e-commerce sales	683
Other income (expense)	7,807
Total revenue	43,297
Total expenses	36,598
Change in net assets	6,699
Net assets at beginning of year	38,450

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**NET ASSETS AT END OF YEAR** **\$ 45,149**

Summarized from audited financial statements

# FY2021 HIGHLIGHTS

276

**NEW EMPLOYMENT OPPORTUNITIES**  
for people who are blind created by  
NIB and NIB associated agencies

## REHABILITATION SERVICES

63,511

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

## AVERAGE HOURLY RATE

paid by NIB associated agencies to  
direct labor employees who are blind



\$12.28  
FY2019

\$12.59  
FY2020

\$13.08  
FY2021

522

**VETERANS**  
employed at NIB and  
NIB associated agencies

\$119,350,245

**WAGES AND BENEFITS**  
paid by NIB associated agencies  
to employees who are blind

369

Number of people who are blind who  
were promoted or obtained competitive  
positions with NIB associated agencies or  
other organizations

4,713

Number of NIB and  
NIB associated agency employees  
who are blind

# GROWTH AND INNOVATION

Continued responding to the COVID-19 pandemic, including securing opportunities to produce personal protective equipment (PPE) such as face shields, face masks, back-to-work kits, testing kits, sanitizing wipes, disinfecting wipes, panels, and dividers. Expanded the Make-To-Order kitting program to support additional federal agencies.



Supported NIB associated agencies with **new grants**, including a \$2.5 million fund to aid in recovery from the pandemic, and a grant to assist with the Department of Defense Cybersecurity Maturity Model Certification requirement.

In collaboration with the U.S. AbilityOne Commission®, provided support to expand the **AbilityOne Representative** (ABOR) program beyond the U.S. Air Force to all federal customers through activities such as planning monthly meetings and developing training and education programs.

Opened new **AbilityOne Base Supply Centers**® at Vance Air Force Base; U.S. Coast Guard Base Seattle; Bureau of Alcohol, Tobacco, Firearms and Explosives Headquarters in Washington, D.C.; Sierra Army Depot; and a contractor-operated Civil Engineer Supply Store at Whiteman Air Force Base.



Joined the **National Defense Transportation Association** to give NIB and its associated nonprofit agencies an opportunity to showcase their collective capabilities.

With approval from the board of directors, moved forward with strategy to acquire a business that will **help NIB grow employment in the service sector**.

# WORKFORCE DEVELOPMENT

Launched NIB's **new talent management enterprise, NSITE**, which provides a continuum of services that connect employers with talented, dedicated people who are blind, visually impaired, and/or veterans to meet their workforce needs. NSITE works with both employers and job seekers to provide support throughout the career life cycle.



Compiled more than 200 job seeker profiles and 145 job postings from employers across the U.S. on the **NSITE Connect Job Board**. NSITE partnered with several national nonprofit organizations and Fortune 500 companies, including the American Red Cross, Capital One, and Amazon, as well as numerous NIB associated agencies across the U.S.



Celebrated the graduation of five people who are blind or visually impaired from the **NSITE Cisco Academy**, the first Cisco Academy in the United States adapted to the learning styles of people who are blind. Four of the graduates have already passed the Cisco Certified Network Associate (CNA) exam, an industry-recognized credential of IT expertise.

## IN MEMORY

A friend, advocate, and true believer in the abilities of people who are blind, **Business Leaders Program founder Karen Pal** passed away in early June after nearly 20 years with NIB.



# ADVOCACY AND AWARENESS

Welcomed four new members to the **Advocates for Leadership and Employment** program, who will join nearly 50 other Advocates in telling our story to national, state, and local policymakers and their staffs.



Sent a letter to leadership of two congressional committees with direct jurisdiction over the Javits-Wagner-O'Day Act and the AbilityOne® Program communicating shared, consensus positions on **key pillars around AbilityOne Program transformation** signed by NIB, SourceAmerica, and agency membership organizations.

Commissioned a **National Employment Survey** that found 88% of Americans want companies to prioritize diversity, including hiring people who are blind or visually impaired.

Executed the third year of the nationwide **Great American Workforce Campaign** to communicate our collective value to members of Congress and senior policymakers through a mix of digital advertising, email marketing, and other tactics.



Launched the **“Hire Me” public service announcement** to dispel misconceptions about the capabilities of people who are blind in the workplace and encourage private and public employers to hire them. The PSA ran 7,000 times in 45 states and on three national TV networks, reaching nearly 2.5 million people.

# EVENTS, AWARDS, AND RECOGNITION

Hosted the **2021 Virtual Public Policy Forum**, which featured valuable legislative briefings and recognition and celebration of the 2020 Employees of the Year. NIB associated agencies held more than 80 virtual meetings with members of Congress during and after the week of the Forum.

## The Story of U.S.

A Great American Workforce

2021 NIB/NAEPB VIRTUAL PUBLIC POLICY FORUM



Recognized the **50th anniversary of the Javits-Wagner-O'Day Act**, which expanded the Wagner-O'Day Act to include both people who are blind and people with significant disabilities, as well as the provision of services to the federal government.

NIB President and CEO **Kevin Lynch** was named to the **"Virginia 500"** list of influential leaders throughout the state who make meaningful impacts in their communities.



### **PETER J. SALMON** **EMPLOYEE OF THE YEAR AWARD**

Emily Kanis  
Bosma Enterprises  
Indianapolis, Indiana



### **MILTON J. SAMUELSON** **CAREER ACHIEVEMENT AWARD**

Reynaldo Villareal  
Valley Center for the Blind  
Fresno, California



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