

THE VENDORSCOPE

RANDOLPH-SHEPPARD VENDORS OF AMERICA



FALL 2010 – VOLUME 42 – ISSUE # 4



BLIND BUSINESSMEN/WOMEN BUILDING A BETTER AMERICA



Purpose of the Randolph-Sheppard Vendors of America

The purpose of this national organization is to bring together blind persons engaged in the operation of vending facilities, and individuals and groups supporting the goals and objectives of this organization, its members, and the Randolph-Sheppard vending facility program, in order to;

- A: Provide a continuing forum for the expression of the views of licensed blind vendors, trainees, retired blind vendors, and blind employees participating in, or affected by, the Randolph-Sheppard vending facility program;**
- B: Protect the interests of blind persons engaged in the operation of vending facilities under the Randolph-Sheppard program;**
- C: Promote the expansion and improvement of the Randolph-Sheppard program and the economic benefits and employment opportunities for blind vendors throughout the United States; and**
- D: Assist in promoting the purposes of the American Council of the Blind through affiliation with that organization.**

Bequests

If you or a friend would like to remember the Randolph-Sheppard Vendors of America in your will, you can do so by employing the following language; "I give devise and bequeath unto the Randolph-Sheppard Vendors of America, a nonprofit charitable organization in the USA, the sum of \$--- (or '---') to be used for its worthy purposes on behalf of blind persons."

If your wishes are more complex, you may have your attorney communicate with the executive office for other suggested forms.

THE VENDORSCOPE

A PUBLICATION OF
THE RANDOLPH-SHEPPARD VENDORS OF AMERICA
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PRESIDENT: DAN SIPPL, WISCONSIN

RSVA NATIONAL OFFICE

Kim Venable
940 Parc Helene Drive
Marrero, LA 70072-2421
504-328-6373
800-467-5299
Kim.Venable@att.net

PUBLICATION COMMITTEE

Editor: Donnie Anderson, (IL)
Ardis Bazyn, (CA), Hazel Harmon, (CA)
Kim Venable, (LA), Ron Eller, (NC)

THE VENDORSCOPE provides a forum for issues of interest concerning the Business Enterprise Program for the Blind. Editorials, columns and articles appearing in this publication are the opinions of the author and do not necessarily reflect the position of RSVA's Board of Directors. Furthermore, editorials, columns and articles appearing in **THE VENDORSCOPE** do not constitute policies or recommendations of the organization unless otherwise stated. All submissions are welcome and will be considered for publication.

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THE PRESIDENT'S MESSAGE

By: Dan Sippl, RSVA President

SAGEBRUSH NATIONAL TRAINING CONFERENCE

Change Surrounds Us *Maximizing Your Potential*

The Annual Sagebrush National Training Conference is right around the corner and there is still time to make plans to attend. This Conference is an opportunity to share your experiences and learn from your colleagues from all across the nation.

I have traveled to many states over the past several months, speaking to both state and local affiliates, and some of the questions that have repeatedly arisen are: "What does *Change Surrounds Us* mean?" and "What does *Maximizing Your Potential* delineate?" The answers are well embedded within all of us and have many meanings which are all relevant to Randolph-Sheppard entrepreneurs. Therefore, it is imperative that we all attend the Sagebrush Conference to share our ideas and answers to make this program stable and grow for many generations to come.

There are many questions that we all have asked ourselves over the past few years for our businesses with the struggling economy.

- 1) What can I do to improve my personal business?
 - 1-a) Have I changed product offerings?
 - 1-b) Have I offered more recognizable national brands
 - 1-c) Have I been more attentive to my customers needs?
 - 1-d) Do I use "planograms" and have I changed or updated them on a more frequent basis?

- 2) What can I do to improve our program?
 - 2-a) Have I spoken to my colleagues more frequently to share ideas?
 - 2-b) Have I participated at our State's annual training sessions?

- 3) What have I done to improve my business and the program?
 - 3-a) Have I become more involved in our national organization (RSVA)?

- 4) Have I been actively participating with my SLA as they deliberate their financial difficulties?
- 5) What business plan have I designed to make my customers want my business as their preferred vendor?

As you can see, I am sure you have answers for all of these and many more questions. With that in mind, why not come to Sagebrush and share your answers with all of the attendees, including Randolph-Sheppard vendors, SLA personnel from various states, RSA administration, DOD teaming partners, and finally, product distributors and manufacturers? Also, you may find that you will pick up a few more answers that may have been inadvertently overlooked in your usual course of business.

Labor data reveals that 92% of the workforce is EMPLOYED and they have had to reassess their priorities. We simply need to find the key to blending in with these new priorities. Remember, the rules of business are:

- Golden Rule: Treat others as ***you*** want to be treated.
- Platinum Rule: Treat others as ***they*** want to be treated.
- Enriched Platinum Rule: (This third rule has recently been added.)
Treat others in a way that exceeds their greatest expectations.

Last, but surely not least, attend Sagebrush to learn about all of the changes coming down in the regulatory process that could significantly impact how and where we do business, thus our bottom lines.

**LOOKING FORWARD TO SEEING YOU AT THE
ANNUAL SAGEBRUSH NATIONAL TRAINING CONFERENCE
FEBRUARY 7-11, 2011**

**VISIT THE RSVB WEBSITE AT
RSVA.BIZ**

**FOR MORE COMPLETE HOTEL AND AGENDA INFORMATION
AS WELL AS ON LINE REGISTRATION**

FROM THE EDITOR'S DESK...

By: Donnie Anderson, RSVA Board Member, Publications Chair

You'll be happy to know that your RSVA Board of Directors has been very active over the past few months. We have had a strong presence at the NCSAB conference in San Diego, as well as Board planning meetings in New Orleans. That sounds like fun in the sun, but believe me we're all lacking a good tan. I want to extend a special thank you to our friends in Louisiana, including our Treasurer, Terry Camardalle, Office Manager, Kim Venable, Board member, John Burt and the entire Board and membership of the Randolph-Sheppard Vendors of Louisiana for extending their hospitality to the entire RSVA Board. We also had a fun and fact-filled tour of their facilities. We were all very impressed and remain ever grateful for their continued support. There were productive and vibrant strategy sessions with our facilitator, Ms. Sherryl McGuire, who also deserves a lot of thanks for putting up with us and getting the most out of our Board.

The first words on any blind manager's lips these days should be "White Paper". What in the "H-E-double hockey sticks" is that do you say? Well, readers, "White Paper" refers to a policy document which usually means an overly lengthy, bureaucratic "policy wonk", or paper weight destined to be shredder material. In this case, all of that is false. This "White Paper" affects you and is a collaborative effort by NCSAB, BEA, NABM and RSVA representatives to chart the future of legislative changes to our Randolph-Sheppard Act. Consumer groups like RSVA and NABM have managers' best interests at heart. NCSAB represents state agencies and often our approaches and goals overlap, yet sometimes they do not.

Any changes to RSA regulations and the R-S Act will directly affect how your program looks and what direction it heads; how much money you earn; and what avenues to employment await you. You won't know it until it hits you over the head unless you take a look at this "White Paper" today and get involved.

The issues are complex and are much larger than any one of us. It's most recent draft has been made available to all of us for comment and it is published in this issue. We await your comments. Please be aware that the RSVA Board has reviewed this document and we are making our recommendations. I have included some of our policy questions as a note to the reprint of the "White Paper"; and well, "it's a meaty bone so please chew thoroughly".

Other highlights in this issue are directly related to the “White Paper” and begin with a review of the ACB Legislative Seminar and BEA summit. Legislative Chairman, Ron Eller (North Carolina), chronicles those events in his detailed article. HR 5983 is the reauthorization of the JWOD Act with no mention of our Randolph-Sheppard program. Also be sure to check out the update on the Gold dollar Sacajawea Coin and the passage of the Coin Modernization Act, HR 6162.

If the reauthorization of the JWOD Act doesn’t trouble you, it should. The next time a federal facility (say a military base) comes up for a permit and you jump at the chance to bid, “wait a minute brothers and sisters” – “you’ve got company”! You will now be bidding against a non-blind individual for that foodservice job. Maybe that person stutters, or has an eating disorder or has a fear of cracks in tiles or even worse, “chronic flatulence syndrome”! This nightmare scenario might be truer that you think. JWOD supporters (myself included) recognize that they have a great jobs program that focuses on providing services while employing a wide (“super duper wide”) variety of disabled folks. That said, they currently operate historically R-S foodservice management facilities and are looking to expand right into your next job. So what do you have to say about that, huh? Write me and we’ll find out. I’d love to publish your thoughts on anything.

We are also pleased to reprint the highlights from ACB’s President, Mitch Pomerantz, as he spoke to NCSAB regarding the state of rehabilitation and training for blind persons in America. RSVA appreciates the endless support of ACB and Mr. Pomerantz.

We have included biographies of three new staff persons who have taken part-time positions with RSVA. I enjoy working with all of them personally and we’d like to welcome Ms. Kathy Ungaro (Illinois), Ms. Cindy Carruthers (Texas), and Ms. Ardis Bazyn (California).

Some more notes: RSVA has made The Vendorscope available in a digital format. Let Ms. Kim Venable in our national office know if you would prefer this added to your subscription in regular or large print and you will be emailed a copy. We are also reviewing the possibility of posting issues directly on our website in the near future.

Finally, I’m sure that you’ve heard it before that RSVA is proud to present our annual training conference for 2011. This year’s Sagebrush Conference takes place post Super Bowl in Las Vegas from February 7th - 11th. For more information, including our most up-to-date Agenda, go to www.randolph-sheppard.org or www.rsva.biz and click on Sagebrush Conference. See y’all there and Happy Holidays to everyone!

HOLIDAY CHEER FOR A VERY PROSPEROUS NEW YEAR!

* * * *

RSVA 2011 ANNUAL SAGEBRUSH NATIONAL TRAINING CONFERENCE *By: Ardis Bazyn, RSVa Secretary*

RSVA invites you to the 2011 Annual Sagebrush National Training Conference which will be held Monday, February 7, 2011 through Friday, February 11, 2011, at the Golden Nugget Hotel and Casino in Downtown Las Vegas; 129 East Fremont Street, Las Vegas, NV 89101.

Room reservations must be made directly with the hotel. You may call: (800) 634-3454. The Group Code is 1D 5088. The room rates are good from Sunday February 6th through Saturday February 12th, and the rates are as follows: Carson Tower rates are \$42.00 (plus tax) - Sunday - Thursday; \$79.00 Friday & Saturday. The Gold Tower rates are \$52.00 (plus tax) - Sunday – Thursday and \$89.00 Friday & Saturday. Discounted rates are also available in the new Rush Tower at \$79.00 (plus tax) - Sunday - Thursday, \$109.00 Friday & Saturday; based on availability. NOTE: The hotel reservations deadline is January 5, 2011. Please check out the hotel and its room reservation policy at www.goldennugget.com. They offer free parking and the Golden Nugget is only minutes from the strip.

The 2011 RSVa Annual Sagebrush National Training Conference theme is: “Change Surrounds Us”. The focus will be: “Maximizing Your Potential”. The conference registration will begin on Monday, February 7, 2011, from 1:00 p.m. to 5:00 p.m. The RSVa Board of Directors will hold its midyear board meeting from 3:00-5:00 p.m. At 7:00 p.m., a “Welcome to Vegas!” reception will be held at the Golden Nugget Hotel.

On Tuesday, February 8, 2011, registration will begin at 7:30 a.m. and close at 4:30 p.m. A full plated breakfast will be served from 8:00 a.m. - 8:30 a.m. The first session will start at 9:00 a.m. with several “Welcomes to Sagebrush”.

The presenters on Tuesday will include: Mitch Pomerantz, President of the American Council of the Blind; Heidi Chico, a representative from NAMA; Jim Kesteloot, from the Presidential Appointed Committee For Purchase; Ron Eller,

RSVA Board Member, moderating a panel on Legislative Issues/Regulations; a discussion on the BEA Visions “White Paper” with Robert Humphrey and Dan Sippl; a panel of cashless systems companies including Bank of America, MEI, and Terri Bryant from Microtronic Cashless Vending. Lynnae Rutledge, Rehabilitation Services Administration (RSA) Commissioner, from Washington, D.C., will give a keynote speech as well.

From 4:00 – 6:00 p.m., two meetings have been scheduled- one for State BEP Administrators and one for State Committee Chairpersons.

On Wednesday, February 9, 2011, registration will be open from 7:30 a.m. -2:30 p.m. Breakfast will be served from 8:00 a.m. - 8:30 a.m. The program will begin with the ever popular “Vendor Report Card” at 9:00 a.m. (Vendors from around the country will be highlighting the positive and negative aspects of their state programs.) The State Administrators’ panel will follow. Jennifer Phillips, a national representative from Pepsi-Co and David Ward, national representative from Frito-Lay, will present updates before we break for the Sagebrush Exhibit Expo which starts promptly at noon and runs until 5:00 p.m., allowing attendees time to visit the many Conference exhibits. Hor’doevers and iced tea will be served; and later in the afternoon, there will be a cash bar and door prizes.

On Thursday, February 10, 2011, breakfast will again be served from 8:00 a.m. to 8:30 a.m. The speakers in the morning will include Suzanne Mitchell, VR Program Specialist, RSA, and Daniel B. Frye, J.D., Management and Program Specialist, Randolph-Sheppard Programs, RSA. This will be followed with a panel on “Roadside Rest Area Challenges” moderated by: Roy Harmon, RSVA Roadside Rest Area/Oasis Chair and State Committee Chair. Participants include Terry Camardelle, RSVA Treasurer and R-S vendor from Louisiana, Ron Eller, RSVA Legislative Chair and R-S vendor from North Carolina, and Clayton Hell, R-S vendor from Texas. Another panel, discussing “Healthy Food Strategies”, will have Randy Hauth, RSVA Board Member from Oregon, as its moderator. Cantu Services will also give an update on their services.

The Annual Sagebrush luncheon will start at 12:00 p.m. Pepsi-Co is sponsoring the motivational speaker, Joy Baldrige. Following the luncheon, John Gordon, RSVA Board Member and R-S vendor from Illinois, will moderate a panel on “What is true Active Participation?” Participants on the panel include Terry Smith, Tennessee BEP Administrator and NCSAB Randolph-Sheppard Chairman, Bob Humphrey, Esq., and principal writer of the 1974 Randolph-Sheppard Amendments, Michael Hooks, Texas BEP Program Administrator, Allan Curry, R-S vendor and Committee Chair from Arizona, Kae Pohe, R-S vendor and

Committee Chair from Nevada, and Randy Hauth, RSVA Board Member and Committee Chair from Oregon.

On Friday, February 11, 2011, Cantu Services will hold its Business Education Annual Training (BEAT) from 8 am-4 pm. The Conference ends at the close of the BEAT Training Session. Please register ASAP by using your previously received registration form or visit the RSVA website at RSVA.BIZ for online registration. Just click on "Conferences and Events" for the online registration.

* * * *

OFFICE REPORT
By: Kim Venable

Editor's Note: If anyone would like to include a memorial or their get well wishes in "The Vendorscope" please contact Kim Venable at 504-328-6373 or 800-467-5299 or e-mail kim.venable@att.net. All of your much needed donations can be sent to the RSVA National Office. Please note that the National Office moved from Terrytown to Marrero on January 1, 2010;

***940 Parc Helene Drive
Marrero, LA 70072-2421
Phone: 504-328-6373 or 800-467-5299
Fax: 504-328-6372
E-mail: kim.venable@att.net.***

GET WELL WISHES FROM RSVA

RSVA wishes each of you a speedy recovery and great health in the future.

GREAT NEWS NO REPORT, EVERYONE IS IN GREAT HEALTH

IN MEMORIAM

It is with deep sorrow that we make the following announcements. We would like to extend our condolences to all of their family and friends. I can assure you that all who knew and loved them will sorely and deeply miss each and every one of them.

FLORIDA
JILL BERKMAN

HAWAII
WALTER ISHIKAWA

LOUISIANA
MERLE BROMLEY

MASSACHUSETTS
LENNIE SANTILLA

MISSISSIPPI
ROBERT SALLIS

OKLAHOMA
CLIFF RISHER

DONATION ACKNOWLEDGEMENTS

RSVA would like to thank the following members for their support. It is a pleasure to see our members so dedicated to our cause. Remember RSVA is a 501(c)(3) non-profit organization and all donations are tax deductible.

RANDOLPH-SHEPPARD VENDORS OF AMERICA

FLORIDA: *KYLE Mc CURTRY*
ILLINOIS: *DONNIE ANDERSON*
MARYLAND: *GEORGE ARSNOW*
NEW YORK: *ESTELLE CARDENAS*
NEW YORK: *GALO CARDENAS*
OAKLAHOMA: *DAVID ALSTATT*
PENNSYLVANIA: *JUDITH SCHOENLY*
TENNESSEE: *MILDRED HAMMONS*

DURWARD K. Mc DANIEL LEGAL FUND

NEW YORK: *"MJ" SCHMITT*
OHIO: *JOHN ENEIX*

RSVA LIFETIME MEMBERSHIP, PRESIDENTS COUNCIL

This is our most honorable individual membership bestowed upon those most philanthropically disposed individuals. Lifetime memberships may be attained with a one-time contribution of \$1,000.00 or more. If you are interested in becoming a life member and or perhaps you would like to honor someone else with an RSVA lifetime membership please contact Kim Venable at the RSVA National Office at 504-328-6373 or if you do not have free long distance calling dial 800-467-5299.

WELCOME NEW RSVA OFFICE PERSONNEL

Please welcome our new part-time contract employees to the RSVA National Office family. Below is a brief synopsis of their personal history which is offered to help you get acquainted with them. Kathy Ungaro will be working out of her Chicago, Illinois office. Ardis Bazyn will be working out of her Burbank, California office, and Cindy Carruthers is joining us from her Grandview, Texas office. All three will be working closely with our National Office Manager, Mrs. Kim Venable, to better serve our RSVA affiliate membership. Welcome aboard Kathy, Ardis, and Cindy!

KATHY UNGARO

Ms. Ungaro is currently the Illinois Committee of Blind Vendors (ICBV) Administrative Assistant. Her responsibilities include, but are not limited to, advocating for blind men and women in Illinois. Her passion is to “be their eyes and have their backs in as many ways as possible; at the same time allowing them respect and independence. Stand with them, giving them back the same opportunities that their fellow ‘seeing’ vendors are able to take for granted!” The majority of her time is spent working side-by-side with the Chairman of the ICBV Board, John Gordon. She manages 560 full service vending accounts, working closely with State agencies and the vendors. She also works with Committee members and blind vendors as various needs arise. She writes weekly Office Updates, takes care of the banking duties, as well as everyday functions of the office along with anything else that comes up. Previously Kathy was employed by Saverino & Associates (2005-2010) which is a vending food broker. Kathy represented over 50 manufacturers, and was responsible for introducing products, managing rebates, and more for vendors in Illinois, Iowa and Indiana.

ARDIS BAZYN

Ms. Bazyn currently owns her own business, Bazyn Communications. She is a motivational, inspirational, and educational speaker, and has authored several books, manuals, and articles. Most of our readers already know her, as she is no stranger to RSVA. You will recognize her work by the articles she authors in the RSVA publication, "The Vendorscope", as well as "The Braille Forum", published by the American Council of the Blind (ACB). Ms. Bazyn started volunteering for RSVA in 1991, when, as a vendor in Iowa, she was elected to the RSVA Board of Directors. In 1998, she was appointed the Chair of the RSVA publication committee, as well as the editor of the Vendorscope. She has not slowed down yet. She has served on several boards and committees of numerous organizations. Here are just a few on her list: RSVA, ACB, Christian Women's After 5, Iowa Council of the United Blind, Greater L.A. and Glendale-Burbank Area Chapters and the state board of the California Council of the Blind, Iowa State Vendors Committee and Independent Visually Impaired Enterprisers (IVIE).

CINDY CARRUTHERS

Ms. Carruthers is currently in between jobs as a Customer Service Supervisor. Most of you will remember our former RSVA President, Mr. Gene Hiesler. Cindy is his daughter. She worked side-by-side with her dad for 10 years at the Federal Building Coffee Shop where her dad was the Manager through the Randolph-Sheppard Program. In 1988, Mr. Hiesler was elected as the RSVA President and served until 1994, the only president to serve three terms. She became his personal assistant throughout his tenure. Under his leadership, the fundraising of the Bingo forum came to fruition, as well as the establishment of a National Office in conjunction with the Randolph-Sheppard Vendors of the Louisiana. Also under his leadership, the first product rebate program for RSVA vendors across the country was established. Cindy was there every step of the way with this new partnership that RSVA has still today with Pepsi. She has also assisted on the RSVA national conferences, as well as state conferences in Texas.

A VERY SPECIAL LOSS

*The RSVA Family Extends Its Deepest Condolences to
RSVA Board Member/Treasurer - Terry Carmardelle
And RSVA National Office Manager - Kim Venable
For the Most Recent Loss of
Frances Rita Camardelle*

(Age 97; Lifelong Resident of Westwego, La)
Terry's Mother and Kim's Grandmother

Donations Accepted: Attention: Terry Camardelle
940 Parc Helene Drive, Marrero, La 70071-2421
Please Reference: Frances R. Camardelle

* * * *

LEGISLATIVE AND BEA UPDATE

By: Ron Eller, RSVA Legislative Chairman

November 15, 2010 was the final day of existence of the BEA. Catriona Macdonald, with her staff and all of the blind consumer organizations showed we could work together as one organization. With one united voice we worked together to protect and make better the Randolph-Sheppard program for all vendors nationwide. The BEA has proven we must have a presence in Washington, D.C. to look out for the best interest of the Randolph-Sheppard program. We thank Ms. Macdonald and her staff and look forward to working with her in the future on other Randolph-Sheppard issues.

Our immediate concern is the Javits Wagner-O'Day Act of 2010, Bill H.R. 5983. There is no mention of Randolph-Sheppard program in the bill. If H.R. 5983 becomes law, there are provisions in the bill that will directly affect the R-S program. Please contact your congressional representatives and urge them not to support H.R. 5983 without changes to protect the R-S program. A list of changes and talking points why RSVA opposes certain parts of the Bill can be obtained from the RSVA national office, or please refer to the BEA filing presented below. You can contact your congressional offices by calling 202-224-3121.

Background, Issues and Recommendations for the Reauthorization of the JWOD Act

Background: Conflict with the Randolph-Sheppard Act

The Randolph-Sheppard Act, first signed into law more than 70 years ago, remains unique in legislation benefitting persons with disabilities in its creation of entrepreneurial, rather than employment, opportunities for persons who are blind. Randolph-Sheppard entrepreneurs own and operate businesses providing high quality, competitively-priced food and sundries on federal and state properties.

Their contracts include operating troop dining facilities at approximately 40 military installations nationwide. Many Randolph-Sheppard entrepreneurs have been recognized for excellence in food service, with several receiving global Hennessy, Connelly and Gold Plate awards from the U.S. Armed Services.

Today, when the national unemployment rate for the blind exceeds 70%, more than 2,400 blind men and women are able to support their families, pay taxes and contribute to our economy because of the opportunities afforded them under the Randolph-Sheppard Act. Randolph-Sheppard operations provide jobs to more than 15,000 Americans in addition to the blind entrepreneurs who run them. Including blind entrepreneurs, nearly one-third of persons working in Randolph-Sheppard businesses are persons with disabilities.

Beginning in the 1990s, a conflict developed between the Randolph-Sheppard program and programs operated under the Javits-Wagner-O'Day Act. JWOD non-profit agencies receive non-competitive federal contracts for a wide range of goods and services, in exchange for employing persons with severe disabilities to generate at least 75% of their non-managerial labor hours. The conflict between the programs related to procurement of contracts for complex food services such as troop dining. Early last decade, this question was resolved by a pair of court cases, NISH v. Cohen (247 F.3d 197, 4th Cir. 2001) and NISH v. Rumsfeld (348 F.3d 1263, 10th Cir. 2003), which established that any contracts for full food service should be competitively bid and subject to the Randolph-Sheppard priority. The Subsequent National Defense Authorization of 2007 created a "no-poaching" provision that protected contracts that had been placed on the procurement list or contracted under the Randolph-Sheppard priority as of August 1997.

Issues

The Blind Entrepreneurs' Alliance is concerned by a recent acceleration of full food service contracts being proposed for addition to the Procurement List for non-competitive allocation to JWOD non-profit agencies. Since August of 2009, when a full food service contract for Camp Covington, Guam was added to the Procurement List by the Committee for Purchase, full food service contracts for NAS Meridian in Mississippi, Selfridge Air National Guard in Michigan, and a Coast Guard installation at Elizabeth City, North Carolina were also been proposed for addition (in some of these cases, the Randolph-Sheppard community has been successful in keeping the contracts in the competitive realm). Under the law, these contracts should be competitively bid subject to the Randolph-Sheppard priority. If these contracts were to be placed on the Procurement List for JWOD non-profits, they will not be competitively bid, thus eliminating opportunities for blind entrepreneurs and their employees.

The Blind Entrepreneurs' Alliance is also concerned about the breaking apart of Randolph-Sheppard contracts, to place portions of existing contracts on the Procurement List or require that portions be subcontracted to Ability One nonprofits upon renewal of the contracts. The "no poaching" provision, passed as part of the FY2007 Defense Authorization, provided that any contract that procured subject to Randolph-Sheppard at the time that law was passed is to remain in the competitive arena and available to blind entrepreneurs. We view the placement on the Procurement List, or forced subcontracting, of any portion of a Randolph-Sheppard contract as a violation of the no-poaching provision. Recent instances of such violations have occurred at Ft. Richardson, Alaska; Ft. Carson, Colorado; Ft. Bragg, North Carolina; and Dover Air Force Base, Delaware, among others.

While we are concerned about the recent decisions of the Committee for Purchase, we are equally concerned about the ways in which those decisions have been made. The Committee operates with a complete lack of transparency or accountability. Basic information, including the scope of work of contracts proposed for the Procurement List, the timing of meetings to consider placement of contracts on the Procurement List, and timing of votes, are not made publicly available. Discussions are not open to the public. There is no objective appeals process for reconsideration of Committee decisions, and, short of costly lawsuits, no accountability for decisions made. Once a contract is placed on the Procurement List, there is no viable process for removing it from the list unless the non-profit agencies decide the contract is no longer profitable or wanted.

Recommendations for HR 5983

The Blind Entrepreneurs' Alliance supports the goal of creating employment opportunities for persons who are blind or have other significant disabilities, but is concerned by several provisions in H.R. 5983. We also believe that the legislation misses several important opportunities to address the lack of transparency and accountability with which the Committee for Purchase operates.

In order to ensure that the goals of the JWOD Act are achieved in a manner consistent with the Randolph-Sheppard Act, the Blind Entrepreneurs' Alliance offers the following policy recommendations:

1. Publish the Scope of Work: The Committee for Purchase should be required to publish a scope of work as part of the Federal Register notice announcing the intent to place a particular contract on the Procurement List. Publishing the scope of work for food service contracts is essential to an independent determination of whether the contract is subject to the Randolph-Sheppard Act or appropriate for addition to the Procurement List.

2. Time Limit Contracts on Procurement List: Once a contract is placed on the Procurement List, it is, to all intents and purposes, permanently removed from competition. Placement of large contracts on the Procurement List should sunset after five years, at which point the contract should be returned to the competitive arena or be subjected to scrutiny and an objective renewal process that includes input from all affected stakeholders.
3. Create a Process for Removal of Contracts from Procurement List: In effect, there is currently no viable process for a contract to be removed from the Procurement List – even if the federal agency is dissatisfied with the services provided – unless no non-profit agency wants the contract. The reauthorization should create a process by which other affected parties can challenge placement of contracts on the List, and whereby contracts can be removed when they are placed on the List in error and/or when the services provided are not acceptable to the federal purchaser.
4. Prevent Abuse of “Compelling Need”: The reauthorization legislation creates broad authority for the Committee to define a “compelling need.” In cases of “compelling need,” the legislation would give the Committee wide latitude to place virtually any contract on the Procurement List for five years. This provision is fraught with potential for abuse. “Compelling need” should be clearly and narrowly defined in the legislation and understood to apply only in cases of true emergency.
5. Create an Objective Appeals Process that is Accessible to Blind Entrepreneurs and other Affected Parties: The appeals process outlined in H.R. 5983 is entirely internal, and is available as a recourse only to JWOD non-profits. The appeals process must create an opportunity for other affected entities, including Randolph-Sheppard State Licensing Agencies and blind entrepreneurs, to appeal placement of contracts on the Procurement List. Such appeals should be handled by an impartial entity, such as the GAO.
6. Broaden the Authority of the Inspector General: While we applaud the creation of an Inspector General for the Committee for Purchase, we are concerned about the IG’s ability to act truly independently in an agency the size of the Committee. We are also concerned that the Inspector General created in H.R. 5983 has been given the authority to investigate cases of noncompliance with the JWOD Act, but has no authority to look into violations of other federal statutes, such as the Randolph-Sheppard Act.

RSVA Special Interests

I expect by now almost everyone has read or heard about the content of the BEA White Paper. It has been presented as “some thoughts on modernizing the Randolph-Sheppard Program”. With that in mind, this paper has been circulated throughout the country and even to Capitol Hill. RSA Commissioner Rutledge has received a copy, and during her speech at NCSAB, stated she was awaiting staff measurement and review of the document. Please give this document some serious thought and let your concerns be known to RSVA. Change can be good, however, we must be cautious of how and what we change.

ACB 2011 Legislative Seminar

RSVA members and friends, please put these dates on your calendar. Many of you visit Capitol Hill during the ACB Legislative Seminar. Please read the following information as it is time to begin making plans to attend the midyear ACB Board meeting, the Affiliate Presidents’ meeting, and the 2011 ACB Legislative Seminar. All of these meetings will be held in February, 2011, in Arlington, Virginia. Here’s the scoop!

Dates for the Affiliate Presidents’ meeting will be Saturday, February 26 and Sunday February 27, 2011. The Legislative Seminar will be held from Sunday, February 27 through Tuesday, March 1. The ACB midyear Board meeting will actually be the first meeting, and will occur on Friday, February 25, 2011.

All of these meetings will take place at the Holiday Inn National Airport Hotel again, which is located at 2650 Jefferson Davis Highway in Arlington, Virginia. Room reservations can be made by calling either 1-800-Holiday, or calling the hotel directly at 1-703-684-7200. Rates are \$119 per night plus tax, for singles and doubles. When calling to reserve a room, don’t forget to mention that it is for the American Council of the Blind meetings. Make your reservations early! More information about the meetings themselves will be coming soon.

The ACB Legislative Seminar begins Sunday, February 27, 2011 and will conclude with visits to congressional offices March 1st. The host hotel is the Holiday Inn in Arlington, Virginia. ACB will be sending out registration forms.

Get to know your legislators. On the national and state level get to know who represents you. Call the state and national offices and congratulate your representatives on their election or re-election. It does not matter if you agree or disagree with their views; let them know you are interested and concerned about laws that affect your life and your pocketbook. Although the BEA is gone the road continues to be covered with land mines. We must continue to fight for the rights of all Randolph-Sheppard managers.

Updating the Sacagawea Dollar Coin

The [U.S. Mint](#) said it will update the design of the Native American \$1 coin next year, leaving the familiar portrait of Sacagawea on the obverse (heads) side while replacing the reverse with a new image of a peace pipe being passed from hands.

The Native American \$1 Coin Program, mandated by Congress, requires the U.S. Mint to issue \$1 coins featuring designs celebrating the important contributions made by Indian tribes and individual Native Americans to the history and development of the United States. It issued the first coin in the program in 2009, which celebrates agriculture with the representation of a Native American woman planting seeds in a field on the reverse.

Next year's coin commemorates a historic event that occurred in 1621 when Puritan English settlers at Plymouth Bay forged an alliance with the Wampanoag Nation, a group of tribes that lived in what is now southeastern Massachusetts and Rhode Island. It was the first formal written peace treaty between the Wampanoag and European settlers.

The reverse design includes the required inscriptions, "United States of America" and "\$1" along with the additional inscription "Wampanoag Treaty 1621." It was designed by Richard Masters, an artist in the Mint's Artistic Infusion Program, and sculpted by the Mint's Joseph Menna. The obverse (Sacagawea) design, introduced in 2000, was created by sculptor Glenna Goodacre. Inscriptions on the obverse are "Liberty" and "In God We Trust."

Like the Presidential \$1 coins, the Native American \$1 Coins are minted in a distinctive golden color with the year, mintmark and "E Pluribus Unum" edge-lettered. The Mint gave no date for release of the 2011 Native American \$1 coin. Four new U.S. Presidential coins will also be issued in 2011. While Presidential coins have proven more popular with collectors, the law requires at least 20% of \$1 coins minted each year to be of the Native American series.

Senate Passes Coin Modernization Act

The U.S. Senate has passed the Coin Modernization, Oversight, and Continuity Act of 2010, which is endorsed by the National Automatic Merchandising Association (NAMA). The legislation, designated H.R. 6162, passed the House several weeks ago, passed the Senate on December 1, and is now on its way to President Obama. The bill requires the Treasury to consider the effects on payment validation systems, when evaluating the coin compositions. "This is a major victory for every member of the vending industry" says NAMA senior vice-president of governmental affairs Ned Monroe.

“New coin validation costs have been estimated to cost our members millions of dollars, and now with this legislation we have successfully protected them from potential unnecessary and costly burdens.”

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A REPORT ON THE FALL NATIONAL COUNCIL OF STATE AGENCIES FOR THE BLIND (NCSAB) MEETING

***By: Charlie Carroll, RSVA Board Member
Roy Harmon, RSVA Roadside Rest/Oasis Project Chair***

The November 2010 NCSAB meeting was held in San Diego, California. The meeting opened with a speech by Lynnae Rutledge, Commissioner of RSA. Ms. Rutledge began her speech by inviting the participants to reflect on following questions: (1) What did we learn?; (2) What did we relearn?; and (3) What do we need to unlearn?

The answers to question (1) were that during the past ten months (her tenure as RSA Commissioner) she has noted: (a) “We do best when we listen”, (b) “We have learned about employer initiatives”, (c) “We have learned about ways to promote improvement”, (d) “We have learned about the skills and talents of the RSA and V-R staff”, and (e) “We have learned about fiscal responsibilities”

The answers to question (2) were (a) that within the language of the Rehabilitation Act, we have relearned not to interfere with State V-R agencies, but State V-R agencies need us now more than ever; (b) With our new American style Geography, we need to get there before we leave; and (c) We have relearned the need for partnerships.

The answers to question (3) were (a) that we need to unlearn our “natural urgencies” and (b) the setting of really high expectations.

Ms. Rutledge then reviewed the RSA National Training Conference that had been held in Washington, D.C. in June. She indicated RSA has had a great response to that conference and that RSA plans to build it and make it even more relative to consumers, including asking ourselves “How can a high school graduate today become an entrepreneur?” Ms. Rutledge has attended several conferences, as well as visited the Helen Keller Institute in New York where she visited with the clients. “We need to provide better opportunities to the Deaf-Blind”.

Commissioner Ruttledge also visited the areas of Federal Partnerships with the States, implementing the Department of Education, Department of Labor, and the Health and Human Resources combined “Project Search”. Commissioner Ruttledge personally pledged continued work in all areas for RSA, stating “Well behaved women will never make history”!

Dr. Fredric K. Schroeder, policy advisor for NCSAB, gave a presentation on “The Washington Update”. Dr. Schroeder reminded everyone that he agreed with Ms. Ruttledge’s observation that the midterm elections had just signaled “gridlock” in Washington. He stated that since the elections we have not heard much about reaching across the aisle, and that the Tea Party is playing a role in this. They have promised to come to Washington and cut spending. He stated there is a mindset of “non-essential waste”. He believes those cuts will be in the form of consolidation of block grants, where no one has to be accountable for it. He felt we will begin to see a greater emphasis on block grants. He felt they will fund programs that are working and cut out those that have been around for 30 years and have not been growing.

Dr. Schroeder stated he was doubtful that the opening of the Reauthorization Act would happen soon. He feels investments are a top priority. We presently don’t have enough jobs and Congress will be focusing on job creation. The Republicans are saying more tax cuts are the answer to our economic woes.

Dr. Schroeder reminded us that Congressman Towns of New York had introduced the JWOD Modernization Act, which is an attempt to strengthen their priority. This legislation has become controversial. Congressman Towns, after the midterm election, is out as Chair of that House Committee, and therefore the movement of the Bill may be questionable at this time. He also stated that back in 1998, the President had created an Executive Order to increase the hiring of the disabled by 100,000 into federal agencies. President Obama has also issued another Executive Order for the same reason. There is some real accountability that will be a source for employment for consumers. He reminded everyone that when making applications, we need to be sure to include a Schedule A Form with the application.

Another featured speaker at this meeting was Daniel Frye, the most recent addition to the RSA staff in Washington, D.C. Mr. Frye presented on “Strategies for Success”. Mr. Frye’s background includes the area of advocacy for the blind. Prior to joining RSA in July 2010, he was on the Editorial Staff of the Braille Monitor. Daniel Frye began his presentation by stating “It’s a New Day”. He stated he has read the BEA White Paper and that RSA is aware of the constituencies who prepared this report on what measures need to be taken and what strategies should be adopted.

He stated that the Randolph-Sheppard program should no longer be considered a last resort for employment. He invited the participants to help market the Randolph-Sheppard program.

Mr. Frye indicated that RSA continues to value partnering and will definitely participate in the Sagebrush and BLAST conferences. He also felt that RSA should be developing a more consistent program by holding a small RSA conference every two years and a large RSA conference every four years.

He also indicated that we need to continue to promote a positive partnership with federal agencies, as well as create statewide agreements, such as with the USPS. He indicated that Catriona Macdonald with the BEA had advanced and mainstreamed the Randolph-Sheppard cause. Mr. Frye also indicated he was looking forward, as time passes, to be able to answer questions. He indicated RSA has a close knit team available with the vision, including Suzanne Mitchell, V-R Program specialist, and Suzette Haynes, who handles arbitrations and Rules changes.

Mr. Frye pointed out that RSA had recently granted SLA status to Guam, as well as helped with the Department of Education's response to the JWOD bill. Lastly, he indicated he was looking forward to visiting the various state agencies and working with the SLAs to further the Randolph-Sheppard program.

Mr. Terry Smith, Randolph-Sheppard Chairman for the NCSAB then gave a presentation on the White Paper. He indicated the paper contains 129 recommendations to make the Randolph-Sheppard Program better. He stated that the BEA reviewed all 129 recommendations and came up with 20 recommendations. He felt that the previous two years of work to develop these recommendations were important as it is an amalgamation of effort of all of the Randolph-Sheppard stakeholders. He also indicated that "if nothing happens from some of these recommendations then it was a total waste of time" and he felt the stakeholders had worked too hard to allow that to happen.

Terry offered a proposal that every four years a large, mega conference be held by RSA, and that every two years a more focused conference be held, including "Active Participation". He indicated a need for discussion of "How to file Military Dining Proposals" as an example, etc. Terry pointed out his appreciation for RSA's recent advocacy. He stated RSA has usually not advocated the Randolph-Sheppard program with other agencies.

Catriona Macdonald then presented a discourse on "The BEA Partnership – A True Success Story". The BEA was born at the NCSAB and she wanted to thank the NCSAB for its involvement over the past years. She reminded the attendees that as of November 15, 2010, the BEA will be disbanded.

As far as what is coming ahead for the Randolph-Sheppard program, Ms. Macdonald indicated “the sharks are still circling”. She indicated the BEA White Paper, a product of work for over two years, has three major sections including making proposals for modernizing the Randolph-Sheppard Program. She felt that a lot of it is controversial, but its creation was to put forward new thinking for modernization. One of the key points presented was creating a central non-profit agency to take on the function of promoting and educating functions of the Randolph-Sheppard Act. This could help states market the Randolph-Sheppard Program.

Ms. Macdonald stated that States have turned down bids because they don’t have appropriately trained vendors. She indicated a possible need for national training standards. She felt that R-S Act could expand priority in food service and sundries. She indicated the Veteran’s Administration has been the largest “hold out” to the priority. Promoting franchising could be another avenue of modernization.

Catriona then denoted a recommendation for federal contracting. She stated that Randolph-Sheppard contracts don’t count towards small business goals. Ability One is not counted in any category and Randolph-Sheppard gets “dumped into the large business category”. It is very difficult to meet small business targets when you are considered “large business”. She reported that in a recent conversation, the JWOD people agreed.

Catriona stated we need to create incentives for Randolph-Sheppard in the private sector. There should be required employment of disabilities and there should be bonus points for Randolph-Sheppard contracts. For this, she would recommend updating Randolph-Sheppard regulations. She also indicated the recent election has “changed the face of the nation”. Democrats are more receptive for priorities and preferences, and new ones are going to be needed.

The transportation Act will be opened this year. The Transportation Chair lost his re-election and he had been a strong opponent of privatization. There is now a significant threat to the blind entrepreneurs. Watch for news on this issue. She also indicated the FDA on 11/5/10 published an update on caloric disclosure regulations, which blind entrepreneurs will need to follow closely.

The Joint Committee on HELP is rising out of its coffin again and this will also need to be followed closely by Randolph-Sheppard stakeholders. The NCSAB in a business meeting voted to retain Catriona as a policy advisor, a position she held for the NCSAB, prior to the incorporation of the BEA.

The final Randolph-Sheppard topic of “The White Paper – a True Collaboration” was presented by Dan Sippl, President, RSVA, and Kim Williams, Vice-President, NABM.

Dan reported that RSVA had been in on the ground floor of the development of the White Paper along with the other BEA participants and that RSVA would continue to work on new ideas to move forward with Randolph-Sheppard positions along with other R-S stakeholders.

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<p style="text-align: center;">ACB AND REHABILITATION: WHAT WE STAND FOR</p> <p style="text-align: center;">A Speech Presented by Mitch Pomerantz, ACB President</p>
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Editor's Note: As Reported at the Fall NCSAB Meeting

Mitch Pomerantz, ACB President, recently presented a very powerful speech to the NCSAB at their meeting in San Diego, delineating ACB's recommendations for improving the blind consumer's relationship to the vocational rehabilitation system. He noted that both large consumer organizations for the blind have worked collaboratively in this area. He also noted that in 2007 ACB drafted a White Paper on Rehabilitation and Training, which was presented at the spring 2008 NCSAB meeting. Mr. Pomerantz stated that the document was presented because there was a perception that only our colleagues in NFB really had anything to say about how rehabilitation services should be delivered.

Contrary to what many people believe, the ACB has a philosophy about key blindness issues. At the outset, he reported that the ACB will and does work collaboratively with the NCSAB and any other public and private organizations and agencies willing to consider and support our notions on what constitutes quality rehabilitation services. The following points were offered:

- (1) Services should be delivered to blind people by state agencies which are categorical, have discrete budgetary authority, and operate with a rehabilitation council which is separate from that of the general rehabilitation agency.
- (2) ACB affirms its belief that informed choice is a key component of the rehabilitation process. Every blind person has the right to be treated with dignity and respect, and the client shall always be deemed an essential partner in the rehabilitation process.
- (3) All agencies providing rehabilitation services to the blind must be models of accessibility, insuring services are fully and independently accessible, and that all information concerning those services are made available to the blind in formats which they can access independently.

- (4) Individuals who have residual vision at the time of their entry into a rehabilitation program, have the right to expect training that will optimize their ability to make use of what sight still remains available to them. Agencies must develop low vision evaluation programs and incorporate low vision technologies into their training programs.
- (5) ACB believes no agency should be permitted to implement policies which deny people with visual impairments access to programs based on the individual's refusal to enter into programs that provide training using only non-visual techniques.
- (6) A core component of every adjustment to blindness training must be an exploration of the impact that blindness has on the individual adjusting to vision loss. Training must incorporate an acceptance of partial vision as well as acceptance of total vision loss.
- (7) Any person working in a professional capacity for agencies serving the blind should be specifically trained to serve blind people.
- (8) Training in the use of access technology should be a key component of all adjustment to blindness training programs.
- (9) The use of blindfolds or sleep shades in rehabilitation may have value, but their use must be negotiated by the agency with the client.
- (10) The use of a guide dog as an effective mobility aid is a legitimate choice for a person who is blind. Training facilities must be willing to remove barriers that discourage individuals who have chosen to use guide dogs from participating in their rehabilitation programs.
- (11) Rehabilitation agencies should encourage all of their employees to participate in consumer organizations and should require that all professionals attend meetings and conventions of consumer groups.
- (12) All agencies must hold meetings with major consumer organizations of the blind at least twice per year, so that there will be a regular exchange of ideas and information.
- (13) Every state should develop and implement a blindness caucus which will include legislators, consumers, professionals, and family members to ensure ongoing comprehensive approaches to meeting their needs.
- (14) Every state should have an early intervention program to serve babies and children with visual impairments.
- (15) We believe that the agencies operated under the auspices of National Industries for the Blind play an invaluable role in the rehabilitation of people and the regulations implemented by RSA to limit employment closures for individuals served by such agencies must be repealed.

(16) We believe the Randolph-Sheppard program remains an effective and appropriate option for people who are blind. The RSA, state agencies, and state rehabilitation councils should seek to expand the number of available locations throughout the country and should encourage blind people to consider this career option.

This is what ACB believes. Under the leadership of its new Chair, Charlie Crawford, the Rehab Issues Task Force is expanding upon these principles. Mr. Pomerantz noted that we will be hearing much more from this Task Force over the next few years.

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**BEA VISION FOR RANDOLPH-SHEPPARD
MODERNIZATION - DISCUSSION DRAFT
NOVEMBER 2010**

***A Presentation of the BEA "White Paper"
by the RSVA Publications Editor, Donnie Anderson***

Editor's Note: Below are questions relating to this "White Paper". We are grateful to all who participated in the formation of this document. RSVA will issue its recommendations very soon. Please consider these questions when reading: (A) How far does this recommendation go toward preserving the rights of blind persons in our program? (B) Who will run a proposed national nominee agency, and who will it answer to? (C) What role will the consumer groups (ACB, NFB, RSVA and NABM) play in the oversight of this nominee agency? (D) Who will oversee national blind manager training programs? (E) How do the interests of NCSAB square with ours? (F) If (a big if) we open up our R-S Act to all persons with disabilities, will we get greater entrepreneurial opportunities from the federal government in return or will we just dilute our own futures? Please write me, Donnie Anderson, at wendyboy@mac.com with your comments.

Introduction and Objectives

Both the Obama Administration and the Congress have expressed a renewed commitment to creating employment opportunities for persons with disabilities. The Randolph-Sheppard program is uniquely positioned to help achieve this goal. Randolph-Sheppard is the only federal and state effort to create entrepreneurial opportunities for persons who are blind or visually impaired to become owners and managers – not just employees – in businesses providing food services on government-controlled property.

Through relationships with state vocational rehabilitation programs and personal commitment to creating opportunities for other persons with disabilities, Randolph-Sheppard entrepreneurs typically engage a far greater percentage of employees with disabilities than comparable non-Randolph-Sheppard businesses, and pay these employees market wages and benefits.

Over the past ten years, the number of opportunities available for Randolph-Sheppard entrepreneurs has declined substantially, and the number of active Randolph-Sheppard entrepreneurs has dropped significantly. Lack of enforcement of the law, government downsizing, rest area closures, and other trends have combined to reduce the number of permits let and contracts competed under the Randolph-Sheppard priority. The economic downturn has dramatically impacted those Randolph-Sheppard facilities that remain. Moreover, a lack of commitment to the program among some VR and property management agencies has too frequently resulted in drab and unwelcoming locations where infrastructure and equipment are not in good repair.

Despite these obstacles, interest in the Randolph-Sheppard program remains strong. Many states have waiting lists of trained blind entrepreneurs ready to work when contracts become available. Many states have delayed offering Randolph-Sheppard training due to lack of opportunities, and are steering would-be entrepreneurs to other less rewarding employment with compensation that may be substantially below the individual's abilities.

The Blind Entrepreneurs' Alliance believes that a modern, vibrant Randolph-Sheppard priority can and must be an essential part of any successful government-wide effort to preserve, create and expand high-quality employment and entrepreneurial opportunities for persons with disabilities, including persons who are blind or visually impaired. We are pleased to present the following vision for a government-wide initiative that includes, but is not limited to, the Randolph-Sheppard Act, for creating more and higher quality entrepreneurial and employment opportunities for persons with all types of disabilities. It is our hope that the proposals contained in this document will serve as a starting point for discussion of how the Randolph-Sheppard Act can play a vital role in increasing entrepreneurial and employment opportunities for persons with disabilities, including the blind.

I. Recommendations for Modernization of the Randolph-Sheppard Act

We believe that full enforcement and restoration of the Randolph-Sheppard priority is a crucial element in any effort to create high quality employment and entrepreneurial opportunities for persons with disabilities, but that the efforts should not stop there.

We recommend the following changes to the Randolph-Sheppard Act to help modernize it, create additional entrepreneurial opportunities for the blind, and expand its high-quality employment opportunities for persons with disabilities, including the blind.

1. Create a central non-profit agency to market the Randolph-Sheppard program, provide training and develop new, non-government partnerships and opportunities for Randolph-Sheppard entrepreneurs.

Currently, the Rehabilitation Services Administration (RSA) at the Department of Education has responsibility for publicizing the priority with other federal agencies, and educating contracting officers and building managers about the Randolph-Sheppard program. The RSA does not have the staff capacity, expertise or experience, nor, in some cases, the institutional mandate, to carry out these necessary responsibilities effectively. The level of training, technical assistance and support that the RSA can provide to State Licensing Agencies and blind entrepreneurs, whether directly or via contract, has declined precipitously over the past five years due to the closing of the RSA Regional Offices and the elimination of the Rehabilitation Continuing Education Programs.

We recommend that a national non-profit entity be established to carry out these training and marketing functions. The non-profit would be funded by a federal appropriation equivalent to the budget that should be allocated to fully and appropriately staff the Randolph-Sheppard program. In addition, a small assessment would be made on Randolph-Sheppard operations (contracts and permits) above a threshold level. The non-profit agency would also be authorized to charge for training offered to entrepreneurs, State Licensing Agency (SLA) staff, and federal contracting officers.

To relieve state licensing agencies of the burden of bidding on and administering large and complex contracts, the national non-profit agency shall be given, in cases where an SLA declines to exercise the priority due to a lack of expertise or financial resources, the authority to exercise the Randolph-Sheppard priority on behalf of blind entrepreneurs and SLAs on any opportunity, regardless of location, which is large and/or complex enough to be awarded through a competitive bidding process. The national non-profit shall work with blind entrepreneurs, states, teaming partners, and others to develop the expertise to bid on and administer such contracts successfully and cost-effectively, in cases where an SLA is unwilling or unable to do so. All permits for Randolph-Sheppard locations should continue to be awarded to the SLAs.

The non-profit would also have the mission, funding, and legal authority to publicize and promote the mission and accomplishments of the Randolph-Sheppard Act, its blind entrepreneurs and employees; develop consistent national training opportunities for contracting officers, state employees, and blind entrepreneurs; provide standardized guidance on federal contracting under Randolph-Sheppard; and develop partnerships such as franchise agreements that give blind entrepreneurs the option to transition from food service operations on publicly-controlled properties to private sector contracts and ownership.

2. Enforce the Randolph-Sheppard Priority.

The current law lacks any real vehicle for enforcement. Consequently, over the past decades, multiple federal agencies have, despite numerous binding arbitration decisions in favor of SLAs, succeeded in ignoring or avoiding compliance with the Randolph-Sheppard priority. Any revisions to the Act must include strong enforcement methods if opportunities for blind entrepreneurs are to be maximized. RSA and State Licensing Agencies have struggled to obtain compliance from the Department of the Interior, Veterans' Administration, General Services Administration, Department of Defense, and others. Ironically, a Presidential Executive Memorandum encouraging employment of persons with disabilities through contracts with AbilityOne agencies has only exacerbated this problem, as the Memorandum did not include Randolph-Sheppard contracting as an excellent mechanism for employing persons with disabilities.

3. Build Capacity to Bid on Randolph-Sheppard Opportunities

Increasingly, contracts subject to the Randolph-Sheppard priority are large, complex, bundled, and potentially even multi-state.

The law should be amended to clarify that federal entities cannot utilize such tactics as bundling and multi-state contracts to circumvent the Randolph-Sheppard priority. Where such approaches are pursued due to legitimate customer need, the staff of the central non-profit agency shall work with blind entrepreneurs, states and teaming partners to submit competitive bids under the Randolph-Sheppard priority.

Similarly, a mechanism should be created to allow individual blind entrepreneurs, or an SLA from another state, the ability to obtain permits, or bid on contracts, in cases where the State Licensing Agency, for whatever reason, is unable to exert the Randolph-Sheppard priority. At times, State Licensing Agencies may decline to exercise the priority and receive permits or contracts for appropriate locations.

In cases where the opportunity to claim a permit, or bid on a contract, to manage a location was rejected by the SLA, blind entrepreneurs should, either individually or working in conjunction with another state's SLA, have the legal authority to exercise the Randolph-Sheppard priority.

4. Create national training standards and permit blind entrepreneurs to move across state lines to fill vacancies and maximize Randolph-Sheppard business opportunities.

In some cases, certain states have more Randolph-Sheppard business opportunities than they have appropriately trained and experienced blind entrepreneurs to meet, while other states may have a waiting list of blind entrepreneurs without business opportunities. RSA, working with the State Licensing Agencies, should create national standards as well as a core curriculum to be incorporated into training for Randolph-Sheppard entrepreneurs in all states. Blind entrepreneurs licensed in one state should be allowed to manage locations in other states, for which an SLA does not have a blind manager with the appropriate level of experience and/or expertise, without starting at an entry level location. Though states should be allowed to require a vendor from another state to complete a short training module on state-specific issues and regulations, no state should be allowed to create unnecessary barriers to entry for Randolph-Sheppard entrepreneurs who are moving from one state to another.

5. Apply the Randolph-Sheppard Act to all Food Service and Sundries.

The current Randolph-Sheppard Act contains certain exceptions that are inconsistent with the spirit of the legislation. For example, the Department of Defense is not required to acknowledge the Randolph-Sheppard priority for operations with wait service, including officers' clubs. This exception has now expanded to include fast-food franchises such as Burger King and sit-down restaurants such as Chili's on defense properties. Blind entrepreneurs operate large, sophisticated food service operations and are fully capable of managing officers' clubs and other restaurants. There is no reason why these operations should be excluded from the Randolph-Sheppard priority.

Exemptions to the priority under the vending machine income sharing provisions of the law are confusing, lead to conflict, and should be eliminated. For example, the Act is clear that blind entrepreneurs operating vending routes under Randolph-Sheppard should not be subject to direct competition.

However, vending machines operated by a military post exchange or the VA Canteen Service are exempt from the direct competition provisions. This limits the profitability of Randolph-Sheppard facilities on these properties. The law should be clarified to allow an exemption to the post exchanges and Canteen Services only if such machines are not in direct competition with a Randolph-Sheppard entrepreneur.

One of the reasons offered by the Veterans' Administration for non-compliance with the Randolph-Sheppard Act is the lack of priority for veterans in state processes for determining which Randolph-Sheppard entrepreneur should manage such a site or vending route. The law and regulations should be revised to permit and encourage SLAs and the central non profit agency to give priority for food service opportunities to qualified blind veterans in exchange for making food service opportunities in Veterans' Administration facilities available to blind entrepreneurs as the law requires.

6. Create a system that encourages food service franchises to work with and through blind entrepreneurs, so that blind entrepreneurs can own and operate franchises.

Many federal properties want branded products and in some instances prefer national franchise operations. A system should be developed that allows greater opportunity for blind entrepreneurs to own and operate franchises and/or partner with franchisees to meet federal clients' food service requests. Franchises should only be allowed on federal property in partnership with a Randolph-Sheppard entrepreneur or with a blind entrepreneur as franchisee. Likewise, the system should encourage state agencies and blind entrepreneurs to create franchises and other opportunities on non-federal property. National franchises that work with Randolph-Sheppard should be given tax credits as an incentive for working with blind entrepreneurs.

7. Permit states to provide opportunities and incentives to blind entrepreneurs to transition from Randolph-Sheppard and operate outside of the State Licensing Agency structure.

The law should give states the flexibility to provide opportunities, and perhaps even incentives, for blind entrepreneurs to transition out of Randolph-Sheppard facilities on federal and state property and into private locations.

Nothing in the law, or in any subsequent rule, should be construed to place time limits on the participation of blind entrepreneurs in the program or require, at any point, transition to locations that do not fall under the Randolph-Sheppard Act.

8. Expand Randolph-Sheppard beyond food service.

Since its inception in 1936, Randolph-Sheppard has primarily focused on food service in government buildings. Blind entrepreneurs have proven their ability to manage complex contracts and there is no legitimate reason to limit these contracts to food service. We recognize that granting blind entrepreneurs the same priority for other government contracts as they now enjoy for some food service contracts would be met with much opposition. However, we believe that there are ways to expand opportunities for blind entrepreneurs while at the same time creating entrepreneurial opportunities for people with other disabilities. We will address this in Section II, below.

II. Federal laws should be amended to create more and better entrepreneurial and employment opportunities for people with significant disabilities.

It can be easy to confuse employment opportunities with entrepreneurial opportunities. However, the two are quite distinct. Any effort to address the plight of people with disabilities in this country must address both: create opportunities for people with significant disabilities to become gainfully employed and afford others with the skills and interest the opportunity to own and operate their own businesses. The Javits–Wagner O’Day Act and other federal legislation address employment for persons with disabilities; only the Randolph-Sheppard Act addresses entrepreneurship.

To increase both entrepreneurial and employment opportunities for people with significant disabilities, we recommend:

1. Permit companies owned and managed by persons with significant disabilities to compete with non-profit agencies for federal contracts on the Procurement List.

Currently, contracts placed on the Procurement List are only available to non-profit organizations. These non-profits are typically managed by persons without disabilities. To be eligible for non-competitive contracts on the Procurement List, the nonprofits must commit to employing persons with significant disabilities to provide at least 75% of the direct labor on contracts. (Note: current legislative proposals would reduce the 75% requirement.)

In our opinion, there is no reason why persons with disabilities can not manage these non-profit organizations – and no reason why for-profit companies owned and managed by persons with disabilities, and subject to the same employment requirements should not also be permitted to provide goods and services on the Procurement List. The President’s Committee for Purchase should be required to assign a percentage of Procurement List contracts to companies owned and actively managed by people with significant disabilities. State Vocational Rehabilitation agencies should develop training programs similar to Randolph-Sheppard to train, license and support people with significant disabilities in such ventures.

2. Reduce conflict between the Javits-Wagner-O’Day Act and the Randolph-Sheppard Act by moving the Committee for Purchase to the Rehabilitative Services Administration.

Under the Committee For Purchase, the emphasis in many JWOD programs has been more on federal contracting and less on employment of persons with disabilities. In order to foster cooperation between JWOD and Randolph-Sheppard, as well as assist in resolving some of the historical conflicts, we recommend that the Committee for Purchase be incorporated into the RSA. Having the two Acts administered by a unified federal agency will better allow each of them to accomplish their different, yet complimentary, goals.

3. Establish an objective and consistent definition of “significant disability.”

The goal of creating employment for persons with disabilities is seriously undermined when entities that receive contracting benefits game the system in defining disability. News reports have exposed AbilityOne agencies that, for example, defined lack of English proficiency as a disability that prevented employees from getting competitive employment and qualified them for AbilityOne. In order to ensure that individuals with the most significant disabilities benefit from requirements to create employment and entrepreneurial opportunities, an objective and consistent definition of “significant disability” should be established in the JWOD Act. We recommend using the Social Security Administration’s well-established criteria and process for determining eligibility for disability benefits as an objective, established standard for “significant disability.”

4. Apply minimum employment percentages to managerial as well as labor-hour positions.

For those programs that require a minimum percentage of employees with disabilities, apply the requirement to all positions, including managerial positions, and to all contracts.

III. Recommendations for Enhancing Federal Contracting

Ultimately, the goals of diminishing unemployment among persons with disabilities and creating real and meaningful entrepreneurial, employment and promotion opportunities cannot be achieved without the participation of small and large businesses across all sectors of the American economy.

While we would advocate for a requirement that all corporations of any type that are competing to provide goods and services to the federal government should be required to employ a certain percentage of their labor force as persons with disabilities, we understand that such a policy would be greeted with substantial resistance. Therefore, we recommend the following:

1. Remove penalties for federal agencies to permit or contract with Randolph-Sheppard entrepreneurs.

Currently, federal agencies are required to report the percentage of their prime and sub contracts that are let to small and disadvantaged businesses. The numerator in that equation is the dollar value of contracts given to small businesses; the denominator is the total of all contracts. Because Randolph-Sheppard permits and contracts are technically given to State Licensing Agencies, they are not counted as small businesses in the numerator of the federal agency calculation even when the blind entrepreneur who manages the food service contract does represent a small business. We recommend that federal agencies be allowed to count Randolph-Sheppard permits and contracts as small businesses, where appropriate. Failing that change, Randolph-Sheppard contracts should be treated the same way JWOD contracts are treated and their dollar value should be excluded from both the numerator and the denominator of the calculation.

2. Establish goals for employment of persons with disabilities in food service contracts, and require all competitors to meet those criteria.

Randolph-Sheppard entrepreneurs have no legal requirement to employ persons with disabilities. Nevertheless, persons with disabilities typically represent a much higher percentage of their workforce than in competitor companies.

To encourage employment of persons with disabilities and create a level playing field, a standard of employment of persons with disabilities in federal food service contracts should be created and applied to all bidders on such contracts, including companies owned by Randolph-Sheppard entrepreneurs.

3. Give bonus points to government contractors that subcontract with a State Licensing Agency and/or a licensed blind entrepreneur to provide employee food services in company cafeterias, snack bars, or vending operations.

The federal government awards billions of dollars in contracts for private sector companies to procure products or services. Many of the larger contractors provide some type of food service to their employees. Randolph-Sheppard vendors could easily provide such services, whether it be a full scale cafeteria, snack bar, or vending machine location. Such private sector contractors offer an important potential opportunity for public-private partnerships. If private sector firms contract with Randolph-Sheppard blind entrepreneurs, they should be awarded bonus points on federal bids.

4. Give a tax credit to all private sector companies that allow a Randolph-Sheppard company to provide food service on their premises.

As noted earlier, government downsizing and other factors have significantly impacted the number and viability of Randolph-Sheppard operations on federal properties. If the federal government is serious about its commitment to create more entrepreneurial opportunities for people with disabilities, it must encourage the private sector to help further that cause. Tax credits have proven very successful in creating jobs for people with disabilities and we believe such credits can also create new entrepreneurial opportunities.

5. Update Randolph-Sheppard regulations.

Current Department of Education regulations implementing Randolph Sheppard (34 C.F.R. 395) were promulgated in 1975. Thirty-five years ago, the regulations did not anticipate the types of operations now available to Randolph Sheppard blind vendors. The BEA urges DoEd to work with Randolph Sheppard stakeholders to revise and modernize the regulations to better reflect the world we live in today. Likewise, we urge DoEd to work with DoD to create language for the Defense Federal Acquisition Regulations (DFAR) that are consistent with DoEd regulations and the Act.

BUSINESS EDUCATIONAL ANNUAL TRAINING (BEAT 2010)

Compiled By: Ardis Bazyn, RSVA Secretary

Cantu Services, Inc. presented their Business Education Annual Training, (BEAT), immediately following the Sagebrush Conference in January 2010. The speakers and topics covered were: Doris Lackey and Debbie Moss: "Government Contracting Issues"; Debbie Moss and Doris Lackey: "Human Resources - Hot Topics"; Mike Sweeney: "Leadership 101 (Back to Basics)"; and Diane Hanson: "Money Talks - Financials and Audits". In the following paragraphs, I'm sharing some of the information they presented. BEAT will be held again at this coming Sagebrush- on Friday, February 11th.

Auditors implement or verify financial statements and audits. In case you are ever audited by the IRS, be prepared and organized. Only give the auditor the information requested, and no more or less. Don't say anything. They might infer something and ask for more. Safeguard your receipts. They can become unreadable if left in the sun. Make back-up copies of all your receipts. The extent of the audit depends on the agent. Retain receipts to show what you have purchased. Scan receipts for digital record purposes. Keep receipts from 3-7 years and then shred receipts after seven years.

The subject of sexual harassment was discussed. Asking co-workers for a date, or workers developing a relationship, is not considered sexual harassment. Other examples which are not considered in sexual harassment cases are: a short skirt; a woman saying a man is hot; and a male supervisor posting a swimsuit calendar. A posted nude calendar is, however. Making sexual comments or telling dirty jokes can be considered sexual harassment. You want a comfortable atmosphere at work. Conduct that is unwelcome, harmful, and illegal must not be tolerated.

Ethical policies need to be compiled so ethical decisions can be made on the job. Codes of conduct should be given to employees. These lead to positive interaction with all of the parties involved. Ethical guidelines are important. Ethical values include integrity: keeping promises; loyalty: protecting privileged information and working well together; respect: treating others with courtesy, and responsibility; expecting all to obey laws and act responsibly. Some reasons were given for unethical behavior: pressure on the job, uncertainty about what is right and wrong, self-interest, misguided loyalty, and lack of personal values. Conflict of interest forms should be filed that list your financial interest because you can't work on a contract that relates to your personal investments. You also cannot have a relationship with people who are involved in the contract.

Ethical communication does not include conduct such as lying or misleading others. An agreement must be made to keep proprietary information safe. Some rules may be difficult to understand. Do not cut corners. You must have accountability- be responsible to others around you. If you feel uncomfortable or stressed, the situation is likely unethical. Decide who the decision will affect. Always tell your boss or partner about something that will come out later. Get the facts about the situation and who will be responsible. See what the options are for now and the future. Be objective: distance yourself and think about what someone else might do. Make the best decision you can own up to with your mistakes.

Provide your products and services at a good price. Keep your information secret. Maintain proper relationships, and report others who don't. Do not accept gratuities, bribes, or questionable deals. Consult with someone. Privacy laws can allow surveillance of employees or drug testing if notified. No monitoring is allowed in bathrooms. You can read email and monitor employees if they are told. The Electronic Privacy Act allows remote monitoring if employees know. Notify them that their phones must be put away for privacy. Office rules should be posted and business policies must be posted. Taped information cannot be produced into evidence. Employees must be told what is allowed. Searches of persons or personal property can only be performed if you are suspicious of theft or illegal materials. A purse needs to be emptied in front of the employee.

Fifty percent of applicants lie on their resume. Ask if a background check is ok. When planning the interview, consider dress, appointment time, and other specific information. Go through resumes first: rack and stack. Decide which ones you will interview. Ask the same questions to all applicants. Ask what additional information they might wish to share. Only check the references for those at the top of your list. Tell them what documents they need to bring to the interview.

New employees should be given orientation. Their perception is based on your orientation. All employees need to work as a team. You should have a continuing process of training and orientation. Get complete documentation from applicants. Identify goals and the communication process. The purpose of orientation is to present a positive first impression. Provide essential information for them to be successful. Explain all the equipment: key cards, monitoring, time clocks, absences, and safety issues. Get acquainted and identify training needed. Assess training needs from the beginning so employees won't feel lost or neglected. To keep from making mistakes, they need to know tasks, standards, safety, and benefits of the job.

An employee handbook is helpful. It may solve issues in the future when an employee claims he/she wasn't aware of a policy or requirement.

Make sure it is signed after it was read and understood. You should have emergency information on all your employees. Have an orientation checklist. Offer an overview, and copy the IDs, W4, I9, and signature of handbook. Cover the employee's work schedule, drug free policies (include alcoholism), violence free work place policy, dress code, paid leave and absences, workspace accident policy, email and phone policies, and health, nurse and first aid, etc. A statement before the signature in the handbook should say: I agree to these company policies, attendance policies, and antidiscrimination and harassment policies. I understand that from time to time policies will be amended.

Written job descriptions and job standards are necessary. Note that this is a continuing process. Each employee should receive a welcome and an introduction to other employees. Laws and regulations should be read. There is always an adjustment to any job. New employees should be given something meaningful to do. Have a positive employee show him/her the ropes (role model). Don't overwhelm the employee. All learn differently: visual, auditory, or kinetic. It's best to use "active listening" through questions and answers, or a little information at a time for best results. Get them involved and have someone have lunch with them. End the first day on a positive note.

Evaluate each person employed. Document everything from the beginning of employment. Make note of procedures and clarifications. After 2-4 weeks progress, list problems with trainings, evaluations, strengths, or appraisals. Assess the training needs level for the employee. Make sure the employee has learned all that is necessary for his job. If you have a temporary employee, part-time, or one with a disability, you might need to use a different approach. If needing a shorter training time, you may want to give the employee just the necessary information. The A.D.A. requires employers to provide the proper amount of worksite accommodation. This is a compliance issue.

Other discussions need to take place on topics such as whether the employee gets an electronic deposit or paper check, proper identification, W4, I9, etc. You should answer questions such as: What to do if violence erupts in workspace? How do you handle a suspicious letter or package, email, bomb threat, misappropriation of property, stolen property, misrepresentation, breaches of security, etc.? How about personal threats? You should remain calm. Signal someone that there is a threat. If there is a gun or knife seen, call the police. Walk to a safe place to escape. A possible table of contents of the handbook could include: employee policy, EEO policy, hiring, probation, leave, benefits, personal dress, work schedule, work hours, authorized breaks, where to eat, authorized overtime policy, absences, holidays, and leave.

It should include an organizational chart to see where each employee fits in. What manuals are used and how evaluations are handled should also be mentioned. Log sheets for supplies, access to keys, and access codes, smoking areas, and the visitor policy also need to be discussed.

Firing an employee can be considered a wrongful termination if specific guidelines are not followed. The exception is an "at will" work policy. Title 7 prohibits terminating employees for medical conditions, race, disability, complaints, joining a union, retaliation against employer, age, and whistleblowers. There are valid reasons for termination. Performance assessments, counseling, training, and progressive discipline need to be used first. You need documents to show just cause and that you worked with them on the issues. Memos on each problem are necessary. Insubordination shows the employee knew the orders. His lack of compliance must be intentional. Courts focus on the seriousness of items such as providing trade secrets or saying things in a public forum. Disciplinary actions must be documented. If you decide to fire someone, do it in private. Allow the employee to vent and try to get an exit interview. Look at the collective bargaining agreement. You don't want to drive up your cost for unemployment. Give a leave of absence with a specific time for them to return. If still out of compliance, you can terminate the employee. State laws vary, so check them.

The Family and Medical Leave Act allows people up to 12 weeks of family leave of absence if there are health needs. Communicate with your employees about issues that could arise if they are dishonest or break laws- industrial espionage or ethical issues.

Management needs leadership skills. Various levels of leaders should be developed. Just because someone has great technical skills does not mean that person is a leader. A leader must both direct and consult, an equal balance of ordering and asking. Cooperation is necessary so a leader needs to pick the right battles. A leader must be strong but flexible, controlling using influence, and facilitate progress. A leader can give employees ownership by accepting their ideas. Giving reasons why a job must be done a certain way helps. Employees should be given incentives. People skills are necessary in working with a diverse group. A good leader can motivate and inspire employees. Compliments work- all can learn new ideas.

A manager has authority because of his position and later because of what you are. Good communication and self-awareness are important. Listening to input, good decision making under pressure, and seeing potential as well as problems are key. Be flexible and handle challenges and adapt to changes. Turn challenges into opportunities. Positive people are convinced of their ability.

The positive actions rub off on others. Most positive leaders are caring and committed. They are goal oriented, inspire others to think, have a vision, find new ways of doing things, and take risks or chances.

Leadership styles include: authoritative - my way only (might work initially but not long term); laissez faire: hands off (works with self-directed or experienced); outcome based: balance between pushing and expecting; social: inclusive & forgiving; and reward-oriented. Team leadership maximizes employees and involves employees with problem solving. In this method, everyone is working together in achieving goals. Building credibility and trust will reinforce employees to do what is expected of them.

Good leaders don't make commitments lightly, are truthful, admit wrong behavior, play fair, encourage others to admit mistakes, make decisions when needed, doesn't claim to know everything, gets feedback in order to make the best decision, promote ownership, provide training, create teams to get work done, are accessible for consultation, credit person responsible for success, have effective delegation, involve everyone, provide clear parameters, set reasonable goals, and elicit the best action from each employee.

Much more was taught and I encourage you to attend the next BEAT at the Sagebrush Conference on Friday, February 11, 2011.

* * * *

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FRITO LAY REBATES

A Message from the RSVA National Accounts Office

(For questions, please call the National Office 1-504-328-6373.)

This is just a quick reminder that we are closing in on the end of the 4th quarter. Should you have an opportunity to read this before the end of the 4th quarter, please remember to order some Frito products to maximize your rebate and bottom line. The rebate ends December 31, 2010. Individual Operators achieving at least 95% of their prior year on total business during Quarter 3 and/or Quarter 4 are eligible.

Also, to be eligible, we can only track your eligible purchases with your account numbers from the warehouse in which you purchase Frito products. Therefore, if you have not already done so, would you please take a moment to complete the following page with your relevant business information and send it to: **RSVA National Office, 940 Parc Helene Drive, Marrero, La 70072-2421**. You may also **Fax the form to: 1-504-328-6372**. Better yet, email the information to our Office Manager, Kim Venable, at: kim.venable@att.net, or our staff associate, Cindy Carruthers at cindycarruthers@rocketmail.com.

Also, please note that we need the number of vending machines that you operate to help give us a true picture of our group's purchasing potential. This is one of the primary questions that each manufacturer requests when we approach them to form a partnership with RSVA. By one standard, we blind vendors are the third largest vending organization and by the worst standard, we are the seventh largest one. Either way, this is only a benefit if we all work together to exercise our purchasing power to **maximize our potential** of increasing all of our bottom lines

Listed below are the products and their respective rebates. Please note the \$1.50 per case on the "New Items" offered: Top 12 items (all sizes): If you meet: 95% = \$0.25/case; 100% = \$0.55/case; 105% = \$0.80/case; 110% = \$1.05/case.

The following are the product names for this rebate: Doritos Nacho Cheese / Cheetos Crunchy Snacks / Lay's Classic Potato Chips / Fritos Original corn Chips / Ruffles Cheddar & Sour Cream Potato Chips / Grandma's Vanilla Mini Cookies / Fritos Chili Cheese Corn Chips / Cheetos Flamin Hot Snacks / Cheetos Cheddar Jalapeno / Doritos Cool Ranch T.C. / Sunchips Harvest Cheddar / Rold Gold Tiny Twists.

New Items for Quarter 3 & Quarter 4 = \$1.50/case:

The following are the new product names for this rebate: LSS Funyuns Flamin Hot / LSS Lay's Kettle Cooked Sharp Cheddar / LSS and SS Doritos Late Night Tacos at Midnight / LSS Miss Vickie's Sea Salt and Cracked Pepper / 1 oz Lay's Kettle Cooked / LSS and SS Doritos Late Night All Nighter Cheeseburger / LSS Lay's Kettle Cooked Harvest Ranch / SS Doritos 2nd Degree Burn / LSS and SS Lay's for all Regional Flavors / LSS Cheetos Cheddar BBQ / LSS Doritos 1st Degree Burn / LSS Cheetos Mighty Zingers Ragin' Cajun & Tangy Ranch /

The Value Line Products at (\$0.75 Line) = \$0.05/case:

LSS Chester's Cheese Popcorn / LSS Chester's Butter Puffcorn / LSS Chester's Chili Cheese Fries / LSS Chester's Hot Fries

All Other Products = 95% - \$0.10 100% - \$0.20 105% - \$0.30 110% - \$1.40 / all products not included elsewhere

To qualify for program rebates, all products must be purchased from a qualified distributor or made directly from PFS based on data reported through Brand Advantage. If your account information is not reported by RSVA through Brand Advantage, there will be no qualification for the rebate program.

FRITO REBATES +++++ FRITO REBATES +++++ FRITO REBATES



**FILL OUT THE FORM ON THE FOLLOWING PAGE; MAIL,
FAX, OR EMAIL YOUR ACCOUNT INFORMATION TO THE
RSVA NATIONAL OFFICE**

FRITO LAY REBATE FORM

PLEASE MAIL OR FAX THE INFORMATION LISTED BELOW TO:

RSVA National Office
940 Parc Helene Drive, Marrero, LA 70072-2421
E-mail: kim.venable@att.net
Fax: 504-328-6372

(No correspondence will be sent to your business address)

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**BUSINESS ADDRESS
WHERE YOU GET YOUR DELIVERIES**

CITY STATE ZIP CODE

DISTRIBUTOR NAME DISTRIBUTOR ACCOUNT #

OF SNACK MACHINES # OF DRINK MACHINES

WHAT'S NEW?

By: Ardis Bazyn, RSVB Secretary

(Please note, to submit items for this column, please send the information to Ardis Bazyn, at 2121 Scott Road, Number 105, Burbank, California 91504 or e-mail Ardis at abazyn@bazyncommunications.com. The appearance of any items in this column does not imply any endorsement by the RSVB Board or the Publications Committee.)

POSSIBLE GIFT ITEMS

Braille Calendars

Braille Calendars can be ordered from: calendars@actionfund.org. Be sure you include your full name and address including apartment number if applicable. Calendars are sent "free matter for the blind". This information was found on the Resource Page at www.accessible-devices.com

Braille Chocolate

SWEET TOOTH offers a variety of Braille chocolate including candy bars, chocolate guide dogs & other holiday items that can be customized with Braille. Candy bar greetings include *Happy Birthday, Love You, Thank You, Have a Nice Day, Merry Christmas, and Happy Holidays*. A variety of other chocolate items are available. Contact Judy Davis at judydavis12@rochester.rr.com or 1-585-544-1853.

SAFETY AND HEALTH

Protect Yourself from Skimmers

According to the Better Business Bureau (BBB), ATM skimming is a growing problem. An estimated one in five people have become victims of skimmers, according to Javelin Strategy & Research. The BBB offers these tips to help fight against identity theft at the ATM: Protect your PIN by covering the keypad with your hand as you type in your number. If the keypad looks different to you, don't use it. False keypads can be placed over the real ones. If parts of the ATM machine look damaged or different to you, give it a wiggle. Skimming devices are generally false panels attached to the ATM, over the card slot. If you notice any new or suspiciously placed cameras or signs, walk away.

Experts recommend using bank ATMs in well-lit, high-traffic areas instead of stand-alone ones in public places. Thieves will also place phony ATMs in public places. Even the most vigilant person can fall victim. Monitor your accounts and carefully examine the itemized breakdown of your charges and debits. If you notice any fraudulent activity, report it to your bank immediately. Protection for debit cards vary, and if you wait too long to report fraud, your account could be cleaned out and your bank might not reimburse you. Skimmers aren't exclusive to ATMs; gas pumps and retailers machines can also be tampered. For an idea of what to watch out for, check out this NY Times story which offers several links to pictures of various skimming devices, at:

<http://bucks.blogs.nytimes.com/2010/08/12/how-to-spot-an-a-t-m-skimmer/?partner=rss&emc=rss>

New Glucose Meter

Sanofi-aventis is releasing a glucose meter for the iPhone/iPod Touch that plugs into the same port as the USB cable: www.bgstar.com/web/ibgstar. Hopefully, the accompanying app will be accessible with VoiceOver.

Product Directions

A new service from the non-profit organization, Horizons for the Blind called *directionsforme*™ is a free online database that lets you look up package instructions and other information. Through a licensing agreement with Gladson, a seller of product databases, Directions features more than 300,000 products in food, health and beauty and general merchandise categories. It provides preparation directions, nutrition facts, ingredients, allergy and drug interaction warnings and more. Users are encouraged to contact companies to add their products to the database and their listings will grow quickly. Check: www.directionsforme.org. Simply type the item name in the search box, or browse the product listings. It's a free service.

Dog Halo

The Lunabright Rechargeable glow-in-the-dark safety collar for your dog emits a beautiful glow for 8-12 hours on a full charge (brightest glow for 3-4 hours). The best part is that it will charge in 5-15 minutes in natural or artificial light. It's extremely low-maintenance, no batteries, no bulbs, no wiring. You can even toss it in the washing machine if it gets dingy. Glow is 50% brighter than the other glow collars on the market. The flexible light tube technology is comfortable to wear with the regular collar. It comes in sizes: extra-small (10"), small (14"), medium (20") or large (26"). Check: www.thinkgeek.com/homeoffice/pets/e434/.

Audible Electric Car

Infiniti's new M35 Hybrid will be the first hybrid on the market with an audible pedestrian warning system. While the National Highway Traffic Safety Administration (NHTSA) is working on a standard for such systems, Nissan is forging ahead with audible warnings on this new Infiniti as well as on its all-electric Nissan Leaf. The issue has been a hot button for advocacy groups for pedestrians, children, and especially the blind. The M35 Hybrid uses a new hybrid drivetrain with a single motor and two clutches that can travel very short distances at high speeds in electric mode. The audible warning sounds like an amplified electric motor whine. If the car is in reverse, the sound is pulsed, similar to the beep of a large truck backing up.

BOOKS AND BOOK RESOURCES

Microsoft Word 2007 with Jaws

"Exploring Microsoft Word 2007 with Jaws" is available in Braille, eBraille, Large Print, or ASCII Text/Word. Author Toni Fraser wrote the book using Word 2007, JAWS 11, and Windows 7, but the book's lessons apply to any version of Windows that can run Office 2007 with JAWS versions 8 and above. It covers the Microsoft Word and JAWS keystrokes, showing how JAWS "speaks" what many things are. Learn how to use style sheets, create a table of contents, do a mail merge, add automatic page numbers, password-protect your documents - and much more. The ASCII Text edition also includes a Microsoft Word edition. Select "ASCII Text" - either CD-ROM or Download - from the drop-down list, and you will receive both the ASCII Text and Word editions. Order any of our books online at www.nbp.org/ic/nbp/publications/index.html

Travel Assistance

In her book "Sites Unseen", Wendy David helps you decide where to go, when to go, how best to get there, how to find accessible travel websites and social Networks, gives tips for navigating busy airports, sleeping overnight on trains, enjoying today's more comfortable bus lines, selecting a theme-based cruise, using accessible GPS, and more. With this book, you can travel the world with confidence. It's available in Braille, eBraille, accessible PDF, and DAISY (text-to-speech audio). To purchase, go to: www.nbp.org/ic/nbp/publications/index.html. To order any books, send payment to: NBP, 88 St. Stephen Street, Boston, MA 02115-4302 or call and charge it: toll-free (800) 548-7323 or (617) 266-6160 ext 520.

Guide Dog Book

Read the E-book about applying for, obtaining or owning a guide dog, along with other great articles and information, at: <http://guidedogmanual.weebly.com>.

Christian Devotionals

“Talks for Growing Christians” includes Daily Devotions with audio and study guides and can be found at: www.growingchristians.org/rfgc/index.html.

Free eBooks

A website for free eBooks and more is: www.archive.org. This site features free eBooks from Project Gutenberg and other American and children's libraries. Also movies, historical accounts, music, and concerts are all free. The books are in epub and txt formats so they are intended for visually impaired persons.

ADA Transportation Guides

New Topic Guides on ADA Transportation were developed by the Disability Rights Education & Defense Fund (DREDF) and TranSystems Corporation. The guides are available online at www.dredf.org/ADAtg/index.shtml.

Books and Beyond

All Books and Beyond shows will be archived at www.accessibleworld.org on the Books And Beyond archives page. You can still call 773-572-3166 and hear them on the phone.

New Email Book List

To join a new email book discussion list, send a blank email to pagesplus-subscribe@yahogroups.com and then reply to the confirmation request.

New NLS Player Case

Executive Products now offers a water-resistant Italian faux leather case for the NLS Digital Talking Book Player. The case fits snugly but offers complete access to all the keys, ports, and cartridge area. An outside zipper pocket can hold up to three spare cartridges. It includes a shoulder strap and hand carry strap. This case fits both the standard and advanced NLS digital book players. For more information, visit www.ExecutiveProductsInc.com or call (818) 833-8822. Executive Products offers similar cases for many assistive technology products.

PHONE & TECHNOLOGY INFO

Verizon Haven

An affordable, fully accessible phone via Nuance speech is available from Verizon Wireless stores. The speech package is already installed in the phone and ready for use out of the box. When you purchase, tell the clerk for the phone to be audible these features need to be turned on through the voices called read outs, located under settings, then sounds, and down to voices: Menu read out, digit read out, alert read out, flip open and talk, text message read out, and full read out. You will be able to enter the contact list to make a call, enter your call list of choice and edit, find out how much battery strength you have, and how many voice mails or missed calls you have. You can use the alarm clock, set the time, use the calculator or tip calculator, and send and read texts. You are prompted through the functions.

A Braille manual is available through Samsung. Get the hex number from Verizon Wireless so you can call Samsung at 888-987-4357 along with your address and it will take about one month to receive the manual. You can also purchase an extended battery which lasts one and one half times longer than the standard battery. When the phone is in the base charger it says "charging" or "charge complete". If you are eligible for a Verizon upgrade, you can get the phone for free or new contract customers will pay \$40.00 complete with speech software included. A podcast with details is at www.sendspace.com/file/kckby2.

Assistive Technology Assistance

The Assistive Technology Projects are based in each state and are administered by RESNA, under a grant from the RSA. A link to the web site which tells about the projects and lists contact information for TAP in each state is: www.resnaprojects.org/nattap/at/statecontacts.html.

Free Directory Assistance

Microsoft has a free directory assistance called Bing 411. It has even more features. Besides directory assistance, Bing 411 provides news, weather, sports, stock quotes, traffic reports, movie times, and more. When using Bing 411 for directory assistance, you will receive a text of the requested phone number or you will be connected to the number for free. Try Bing 411 at 1-800-246-4411. 1800-yellowpages (1-800-935-5697). Works well and has been around longer. They will even let you search residential listings. No human assistance is available, it's strictly automated.

ENTERTAINMENT

Christian Music Lyrics

You can find Christian music song lyrics at ShareSong.org: www.sharesong.org/.

Learn Chess

You Can Learn to Play Chess Absolutely free. Check the Website of the United States Braille Chess Association: <http://AmericanBlindChess.org> or subscribe to the email List: USBCA-subscribe@yahoo.com. This is a group of Blind or Visually Impaired Chess enthusiasts who enjoy playing Tournaments or just Friendly Games with those of their own strength and knowledge of this sport of Chess, using email messages or computer voice communication programs or even over the phone. To join, or for more information about how to enroll in a completely free Beginning Chess Course, through the Hadley School for the Blind, in either Braille or Audio Cassette format and receive your free full size high quality accessible chess set, contact: Alan Dicey, President, United States Braille Chess Association – USBCA. Email: adicey@bellsouth.net

Media Access Group

Learn about closed captioned and described films directly from the Media Access Group at WGBH. You can subscribe at <http://ncam.wgbh.org/receive-email-announcements>. Mainstream movies as well as programs that aired on PBS that are now on DVD can both be accessed through this page of our site: www.describedmovies.org. Other helpful Links are: www.mopix.org for a list of theaters that list accessible films and showtimes on their sites. The captionfish.com site searches for captioned, subtitled and/or described films based on your zip code. Plot descriptions are from imdb.com.

MISCELLANEOUS

Disabilities At Work Radio

Tune into Disabilities At Work Radio every Wednesday at Noon EST on VoiceAmerica. Disabilities At Work Radio highlights businesses that go beyond compliance' in hiring practices or that support people with disabilities in other ways, and details the benefits companies receive. Call: 908-975-3211 or info@DisabilitiesAtWork.org. Visit: www.DisabilitiesAtWork.org.

Cane Outreach

Global Cane Outreach for the Blind is looking for Christian blind individuals, in the United States, that would like to join together to train their local missionaries basic cane mobility skills. The missionaries would then take this knowledge, along with donated canes, to the mission field. This is a way to reach out to help the blind of poorer countries gain more independence. For more information on the outreach, call: 831-440-1897 or 831-588-8776. Email: bevie.k@comcast.net.

The Blind Post

The Blind Post (formerly Connections for the Blind) places monthly ads and announcements at www.theblindpost.com. The ads stay up until the next month's issue is published. The Blind Post will now come in the form of a Word attachment for those receiving it via email. Send a message to: foodlady@theblindpost.com, if you'd prefer it in the email itself. Announcements and links of interest are now free. The Blind Post is free to subscribers. You can post an ad to the electronic magazine, that is emailed to all subscribers and it will also be posted on the website. If you have an item to sell and have a picture, and you can send it to me via an attachment, I can also post that along with your ad at www.theblindpost.com. All ads need to be submitted and purchased by the 5th of each month to appear in that month's issue. Your first ad of 50 words or less is free. Any additional ads, of the same size, are \$5.00 each. Ads over 50 words but less than 100 words are \$10.00 per ad. Please email: foodlady@theblindpost.com. Then, go to PayPal and under the link "Send money" you can pay for the ad using: foodlady@theblindpost.com and also put in the message field a duplicate of your submission. This is so there is no mistake on which payment goes with which ad. You can also go to the website and purchase your ads using PayPal, a credit card, or a debit card.



* * * *

***BEST WISHES FOR
A WARM, WONDERFUL HOLIDAY SEASON!***

YOUR VENDORSCOPE STAFF

***Donnie Anderson, Ardis Bazyn, Ron Eller,
Kim Venable and Hazel Harmon.***



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Awards:

**Constitution & By Laws: Ardis Bazyn (CA) 818-238-9321
*abazyn@bazyncommunications.com***

Convention: Filo Tu (HI), *f.tu@bvoihawaii.com*

Credentials: Terry Camardelle (LA) 504-416-8392, *rsvaterry@juno.com*

Finance & Budget: Terry Camardelle (LA) 504-416-8392, *rsvaterry@juno.com*

Legislative: Ron Eller, (NC) 828-726-0025, *mreller1@charter.net*

Membership: John Gordon (IL) 312-491-0752, *ICBV@sbcglobal.net*

Publication: Donnie Anderson (IL) 312- 805-7500, *vendyboy@me.com*

Public Relations: Donnie Anderson (IL) 312- 805-7500, *vendyboy@me.com*

Resolutions:

Ways & Means: David Hanlon (CA) 858-610-0825 *d_hanlon@san.rr.com*

AD HOC COMMITTEES

Bingo: Terry Camardelle (LA) 504-347-7876, *rsvaterry@juno.com*

Legal: John Gordon (IL) 312-491-0752, *ICBV@sbcglobal.net*

**National Accounts: Dan Sippl (WI) 715-839-8591 (home), 715-839-8591
(work) 715-828-9088 (cell), *sippl@charter.net***

**Oasis Project/Roadside Rest Areas: Roy Harmon (CA) 760-419-0885
*reharmon@gmail.com***

**Planning: Ardis Bazyn (CA) 818-238-9321
*abazyn@bazyncommunications.com***



**RANDOLPH - SHEPPARD VENDORS OF AMERICA
MEMBERSHIP APPLICATION**



YEAR FIRST JOINED _____ NEW MEMBER RENEWAL

HOME

First Name _____ Last Name _____

Address _____

City _____ State _____

Zip Code _____ Phone _____

Fax _____ E-mail _____

BUSINESS

Business name _____

Work Address _____

Work City _____ Work State _____

Work Zip Code _____ Work Phone _____

Cellular _____ Beeper _____

MEMBERSHIP

(Please Check One)

Regular Member: Dues \$10.00. Any legally blind person who manages or is an employee in a facility.

Associate Member: Dues \$10.00. Any interested person, business or organization wishing to support the aims and goals of R.S.V.A.

Life Member: Free, retired, 5-year member nominated by state affiliate. Or any member in good standing wishing to become a Life Member for a one time donation of \$1,000.00.

Corporate Member: Any business or organization wishing to support the goals of R.S.V.A. Please contact the national office for details.

(Over)



MEMBER PROFILE



Vendor Spouse

Administrator Employee

Other _____

Blind Partial Sighted

VENDORSCOPE

Large Print Duplicate (Do not send)

Cassette E-mail

BRAILLE FORUM

Large Print Cassette

Braille Disk

DONATIONS

Randolph-Sheppard Vendors of America \$ _____

Durward K. McDaniel Memorial Fund \$ _____

A legacy of legal support

SIGNATURE _____ DATE / /

Dues are due January 1st, delinquent March 1st of each year.

Please mail this form with your check made out to:

RSVA National Office

Terry Camardelle, Treasurer

940 Parc Helene Drive

Marrero, LA 70072-2421

Phone: 504-328-6373

Fax: 504-328-6372

Toll-Free: 800-467-5299

E-mail: Kim.Venable@att.net

(Over)

RSVA OFFICERS

Dan Sippl, President

3151 Terry Lane
Eau Claire, WI 54703-1242
715-839-8591 (home)
715-839-0671 (fax)
715-828-9088 (cell)
sippl@charter.net

Warren Toyama, 2nd Vice-President

1255 Nuuanu Ave, Apt E-1102
Honolulu, HI 96817
808-521-6213 (home)
808-833-4026 (work)
808-861-1308 (fax)
toyamaj005@hawaii.rr.com

Ardis Bazyn, Secretary

2121 Scott Road # 105
Burbank, CA 91504
818-238-9321 (home/work/fax)
818-209-8684 (cell)
abazyn@bazyncommunications.com

John Gordon, 1st Vice-President

P.O. Box 5338
Chicago, IL 60680
312-491-0752 (work)
312-663-3008 (fax)
312-217-0752 (cell)
ICBV@sbcglobal.net

Terry Camardelle, Treasurer

1029 Parc Helene Drive
Marrero, LA 70072
504-347-7826 (home)
504-416-8302 (work/cell)
504-340-7754 (fax)
rsvaterry@juno.com

Charles Glaser, Past President

6124 Windsong Way
Stone Mountain, GA 30087
770-925-1822 (home, work, fax)
678-521-2976, 770-570-0126 (cell)
cglaser@bellsouth.net

BOARD OF DIRECTORS

Charles L. Carroll (AL) 205-280-7581 (home), 205-688-6216 (work/cell)
cc3054@bellsouth.net

Myles Tamashiro (HI) 808-626-0535 (home), 808-329-4547 (work)
808-284-6744 (cell) tamashirm006@hawaii.rr.com

Ron Eller (NC) 704-528-9834 (home), 828-291-2003 (cell)
mreller47@att.net.

David Hanlon (CA) 858-277-7964 (home), 858-610-0825 (work/cell)
d_hanlon@san.rr.com

Donnie Anderson (IL) 708-660-0600 (home), 708-458-5666 (work)
312-805-7500 (cell), wendyboy@me.com

David Alstatt, Sr. (OK) 405-227-7202 (home, work, cell),
dalstattsr@yahoo.com

John Burt (LA) 985-851-2365 (home), 985-447-4856 (work),
985-856-1499 (cell), burtsvending@gmail.com

Randy Hauth (OR) 503-317-3852 (home, work, cell),
randy.hauth@comcast.net

**NATIONAL OFFICE
940 Parc Helene Drive
Marrero LA 70072 - 2421**

**FREE MATTER FOR THE
BLIND & HANDICAPPED**