

Narrative Statement – June 1, 2010 to May 31, 2012

WETA develops broad and comprehensive recruitment plans for its job openings. Each vacancy is recruited for widely in our community. We continually seek opportunities to strengthen our recruitment practices and to identify new recruitment sources. WETA also supports employee professional development and advancement. A variety of workshops are offered to management staff to support effective management and equal employment opportunities.

A. Diverse Recruitment Sources

WETA advertises its vacancies with a number of different resources to ensure that job vacancy information is widely disseminated to a broad and inclusive pool of candidates. Sources WETA has used to fill positions include the following:

40+ of Greater Washington DC (40+)	Development Resources, Inc
Action Without Borders (idealist.org)	
AdAge	Direct Marketing Association
Aerotek, Inc	Documentarytelevision.com
African American NonProfit Network	Facebook
American University	FILM DC
Association of Fundraising Professionals	Former intern mailing list
Association of Professional Researchers for Advancement	Foundation Center (Philanthropic News Digest)
Arlington Employment Center	George Mason University
Broadcast Institute of Maryland	George Washington University
Career, Inc	Georgetown University
Catholic University	Gorkana group
CEO Update	Greater Washington Association for Financial Professionals (GWAFP)
Chronicle of Philanthropy	Howard University
City Paper	Indeed
Corporation of Public Broadcasting (CPB)	Journalismjobs.com
Craigslist	K Force
Creative Hotlist	Ladders
Cultural Alliance of Greater Washington	LatPro
Current Newspaper	Levine School for Music
DC Networks	Liberal Arts Career Network
DC Office of Motion Picture and TV Development	LinkedIn
DC Web Women	Mandy
	MarylandFilm.org
	Marymount University

Mashable
MD Workforce Exchange
Media Bistro
Media Match
Mergis Group
National Academy of Television Arts
and Sciences (NATASDC)
National Association of Broadcast
Employees and Technicians-
Communications Workers
National Association of Latino
Independent Producers
National Hispanic Media Coalition
National Urban League
New York Film Academy
NonProfit Job Searched
Northern Virginia Society of Human
Resource Management
ProductionHUB
ProGay Jobs
Public Broadcasting Management
Association (PBMA)/ National
Educational Telecommunications
Association (NETA)
Public Broadcasting Service (PBS)

Referrals
Robert H. Smith School of Business
University of Maryland
Society of Broadcast Engineers (SBE)
Society of Human Resource
Management
Society of Motion Picture and Television
Spotlight 24/7
Staffing Advisors
Stephen James Associates
Trinity Washington University
Tvgigsonline
TVJobs.com
Twitter
University of Virginia
VA Workforce Connection
Washington Area Metropolitan Chapter
- American Payroll Association
(WMAC-APA)
Washington Post
WETA internal candidates
WETA.org
Women in Film & Video (WIFV)
Young Nonprofit Professionals Network

B. Elected long term recruitment options

a. Recruitment Program

WETA representatives have attended or submitted information to the following career job and intern fairs in an effort to disseminate relevant information about job openings, internships, and/or volunteer opportunities; provided attendees with information about WETA and its programming; and collected resumes from interested attendees.

- i. National Urban League Job Fair, July 29, 2010. Attended by the Employment Manager, Human Resources Coordinator, and a WETA manager, Director, Research and Marketing.
- ii. Howard University Career Exploration Fair, October 6, 2010. Attended by the Employment Manager and Human Resources Coordinator.

- iii. George Washington University Spring 2011 Career and Internship Fair, March 8, 2011. Attended by the Employment Manager and Human Resources Coordinator.
- iv. NPR Internship, January 28, 2011. Attended by the Employment Manager and Human Resources Coordinator.
- v. George Mason University Job and Internship Fair, February 23, 2011. Attended by the Employment Manager and Human Resources Coordinator.
- vi. Arlington Teen Expo, April 9, 2011. Vacancy and internship announcements were sent to job fair coordinator for distribution to attendees.
- vii. Women in Film and Video, March 12, 2011. Vacancy and internship announcements were sent to job fair coordinator for distribution to attendees.
- viii. Howard University Career Exploration Fair, September 28, 2011. Attended by the Employment Manager and Human Resources Associate.
- ix. George Mason University Job and Internship Fair, October 6, 2011. Attended by the Employment Manager and Human Resources Associate.
- x. Washington DC Career and Internship Connection, January 6, 2011. Attended by the Employment Manager and Human Resources Associate.
- xi. George Washington University Spring 2012 Career Fair, February 1, 2012. Attended by the Employment Manager and Human Resources Associate.
- xii. American University, March 28, 2012. Attended by the Employment Manager and Human Resources Associate.
- xiii. Women in Film and Video Media job Fair, March 24, 2012. Vacancy and internship announcements were sent to job fair coordinator for distribution to attendees.
- xiv. Arlington Teen Summer Expo, April 21, 2012. Vacancy and internship announcements were provided to job fair coordinator for distribution to attendees.

b. Internship Program

Throughout the previous two years, WETA has hosted approximately 65 interns from colleges and universities throughout the U.S., including George Washington University, University of Maryland, University of

Virginia, George Mason University, Georgetown University, Harvard University, Howard University, James Madison University, Shepherd University, American University, The Catholic University of America, Columbia University, Ithaca College, Morgan State University, Penn State World Campus Online, The Art Institute of Washington, Towson University, Tufts University, University of California- San Diego, University of Rochester, Northern Virginia Community College, University of Virginia, Wake Forest University, Boston University, University, East Tennessee State University, Wesley College Montgomery College, Morgan State University, Pratt Institute, Southern Methodist University, Temple University, The Art Institute of Washington, University of Delaware, Virginia Commonwealth University, and Virginia Polytechnic Institute & State University. Interns were placed in many departments including National Programming, Digital Media, Production & Creative Services, Learning Media, Corporate Marketing, and Communications. Human Resources worked with each student, his/her school, and departmental supervisors to define components of the work experience that would qualify for college credit, and to ensure that interns gained valuable job skills.

c. Educators' Day in the Workplace

WETA hosted Educators' Day in the Workplace in March and November 2011 for educators who work in elementary, middle, high and post-secondary schools in Fairfax County. The program is designed to assist teachers and administrators in preparing their students to enter today's workforce. At the WETA hosted event, the educators examined trends in the workplace and careers of the future; identified basic, interpersonal, and resource skills necessary for success in the workplace; examined the interrelation of careers; and explored the career paths of employees at WETA. At the conclusion of the presentations, tours of WETA's radio and television production facilities were provided to the educators.

d. WETA Studio Tours

WETA provides tours of its radio and television production facilities to a variety of organizations in the metropolitan Washington, DC area such as viewers, college alumni groups, journalism students, the United States Telecommunications Training Institute, PBS, and the Defense Information School. During these tours, WETA discusses with the groups its operations and opportunities.

D. Nondiscrimination station policies for hiring, recruitment, pay, benefits and promotion

- a. Recruitment strategy and sources are specific to the nature of the job. Job postings are placed where a wide variety of candidates will find them.
- b. Pay rates and benefits are periodically reviewed to ensure equity, consistency and fairness.
- c. Promotions are based upon merit, job changes, department needs and budget resources. Promotions and salary adjustments are reviewed by the Vice President for Human Resources for internal equity and market value and approved by WETA's CFO and/or COO.

E. Responsibility for EEO policies

WETA's Human Resources and Legal Departments oversee EEO policies and organizational compliance. Policies and practices are periodically reviewed and communicated to ensure compliance.

To complement and support EEO policies and practices, WETA has offered a number of training workshops over the past two years, many of which are mandatory for management. The workshops are designed to provide managers with the knowledge and skills to effectively manage staff and to ensure equal opportunity.

- a. Building Teams, January 2012
- b. Time Management, December 2011
- c. Managing Conflict, November 2011
- d. Presentation Skills, October 2011
- e. Coaching For Top Performance, October 2011
- f. Interpersonal Relations, September 2011
- g. Managing Time and Resources, June 2011
- h. Managers and the Law, May 2011
- i. Managing Conflict, May 2011
- j. Strengthening Interpersonal Relations, March 2011
- k. Respectful Workplace Training, March 2011

EEO Public File Report
WETA TV/ WETA FM

June 1, 2011 - May 31, 2012

Note: Please see Recruitment Sources Contact sheet for the organizations' full names.

POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCES	INTERVIEWED	HIRED
Director, Direct Response Fundraising	2/15/2011	6/13/2011	WETA.org		
			CPB		
			PBS		
			40+	1	
			African American NonProfit Network		
			Cultural Alliance of Greater Washington		
			Foundation Center		
			NETA		
			PBWA		
			ProGay		
			Direct Marketing Association of Washington		
			CEO Update		
			National Hispanic Media Coalition		
			DC		
			VA		
			MD		
			referral	3	1
TV Coordinator	5/31/2011	7/1/2011	WETA.org	1	1
			CPB		
			PBS		
			40+		
			ProGay		
			DC		
			VA		
			MD		
			City Paper		
			American University		
			Catholic University		
			George Mason University		
			Georgetown University		
			George Washington University		
			Howard University		
			University of Maryland		
			Cultural Alliance of Greater Washington		
			NETA		
			University of Virginia		
			Women in Film and Video	1	
			National Academy Television Arts and Sciences		

				National Hispanic Media Coalition			
				LinkedIn			
				referral			1
				Interns, Former - mailing list			
Interactive Content Producer	4/21/2011	9/19/2011	WETA.org			2	1
				CPB			
				PBS			
				40+			
				Cultural Alliance of Greater Washington			
				DC Web Women			
				NETA			
				PBMA			
				ProGay			
				Mashable			
				City Paper			
				DC			
				MD			
				VA			
				National Hispanic Media Coalition			
				LinkedIn			
				internal candidate			1
				Media Bistro			1
				Washington Post			1
				Journalism Jobs			1
Project Coordinator, Brainline	6/21/2011	9/19/2011	WETA.org			1	
				CPB			
				PBS			
				40+			
				City Paper			
				ProGay			
				Cultural Alliance of Greater Washington			
				DC			
				MD			
				VA			
				DC Web Women			
				Interns, Former - mailing list			1
				Women in Film and Video			1
				LinkedIn			
				National Hispanic Media Coalition			
				American University			
				Catholic University			
				George Mason University			
				George Washington University			

				Howard University University of Maryland			
Project Manger, Interactive Engagement	8/16/2011	10/17/2011	WETA.org			1	
			PBS				
			CPB				
			40+				
			DC				
			MD				
			VA				
			City Paper				
			NETA				
			Cultural Alliance of Greater Washington				
			National Academy Television Arts and Sciences				
			ProGay				
			DC Web Women				
			Women in Film and Video				
			National Hispanic Media Coalition				
			LinkedIn			2	1
			referral				
Web Producer, Washington Week	9/7/2011	11/21/2011	WETA.org			1	
			CPB				
			PBS				
			National Hispanic Media Coalition				
			NETA/PBMA				
			ProGay				
			40+				
			DC Web Women				
			CAGW			1	
			PND				
			W/F/V				
			Journalism Jobs			1	
			VA				
			MD			2	1
			Indeed				
			referral			2	
Manager, Corporate Marketing	5/10/2011	11/28/2011	WETA.org			4	1
			CPB			1	
			PBS				
			Current				
			40+				
			LatPro				
			Cultural Alliance of Greater Washington				

				Foundation Center		
				NETA		
				PBMA		
				City Paper		
				MD		
				DC		
				VA		
Associate, Traffic and Research	10/24/2011	11/28/2011	WETA.org			1
			CPB			
			PBS			
			CAGW			
			40+			
			National Hispanic Media Coalition			
			Pro Gay			
			City paper			
			DC			1
			Maryland			
			Virginia			
			referral			1
Maintenance Technician	11/11/2011	1/9/2012	WETA.org			1
			PBS			
			CPB			
			MD			
			DC			
			VA			
			City Paper			
			Current			
			Soc. Broadcast Engineering			
			NETA			
			ProGay			
			NATAS			
			Tjobs.com			
			CAGW			
			Mandy.com			
			TVjobsOnline			
			40+			
			DC Office of Motion Picture & TV Development			
			Natl Hispanic Media Coalition			
			Broadcast Institute of Maryland			
			WFEV			
			referral			1
Sr Dir, Major Giving	8/15/2012	1/17/2012	WETA.org	CPB		

				PBS				
				40+				
				DC				
				MD				
				VA				
				City Paper				
				Development Resources Inc			5	1
Officer, Foundation & Government Development	10/27/2011	1/17/2012	WETA.org	Chronicle of Philanthropy			1	
				Association of Fundraising Professionals - DC				
				Nonprofit Job Seeker				
				Foundation Center				
				Idealist				
				LinkedIn				
				CAGW				
				Current				
				City Paper			1	
				PBS				1
				CPB				
				DC				
				Maryland				
				Virginia				
				Young Nonprofit Professionals Network - DC				
				40+				
				Pro Gay				
				Simply Hired			1	
Graphic Designer, Broadcast/Print	11/22/2011	1/23/2012	WETA.org	Creative Hottlist			2	
				WIFV				
				City Paper				
				DC				
				MD				
				VA				
				Washington Post Online				
				40+				
				CPB				
				PBS				
				CAGW				
				ProGay				
				NATAS				
				referral			1	1
				TVJobs			1	

VP, HR	7/22/2011	2/1/2012	WETA.org			
			CPB			
			PBS			
			40+			
			African American Nonprofit Network			
			CAGW			
			NETA			
			PBMA			
			ProGay Jobs			
			WACABA			1
			HRA-NCA			
			National Hispanic Media Coalition			
			MD			
			DC			
			VA			
			LinkedIn			
			SHRM			3
			Staffing Advisors			4
			Indeed			1
			referral			3
Dir, Engineering	10/21/2011	2/13/2012	WETA.org			1
			CPB			
			pbs			
			40+			
			CAGW			
			ProGay			
			SBE			
			TV/Gigsonline			
			City Paper			
			WIFV			
			MD			
			VA			
			DC			
			Current			
			referral			1
Project Coordinator, Latino Americans	12/9/2011	2/13/2012	WETA.org			2
			CPB			1
			PBS			
			DC			
			MD			
			VA			

					City Paper				
					40+				
					Natl Hispanic Media Coalition				
					New York Film Academy				
					Maryland Film Office				
					DC Ofc of Motion Picture & Film Devo				
					CAGW				
					NETA				
					NATAS				
					TVjobsOnline				
					WJFV			1	
					Interns, Former - mailing list				
					Natl Assoc of Latino Independent Producers			2	
					referral			2	
Manager, Development Operations		1/31/2012	4/2/2012		WETA.org			2	
					CPB				
					PBS				
					DC				
					MD				
					VA				
					City Paper				
					40+				
					APRA				
					CAGW			1	
					PND				
					PBMA				
					NETA				
					Internal candidate			1	1
Corporate Marketing Manager		11/9/2011	4/23/2012		WETA.org			4	1
					CPB				
					PBS				
					Current				
					40+				
					LatPro				
					Cultural Alliance of Greater Washington				
					Foundation Center				
					NETA				
					PBMA				
					City Paper				
					MD				
					DC				
					VA				

Accounting Supervisor	3/28/2012	5/14/2012	referral	1	1
			WETA.org		
			CPB		
			PBS		
			40+		
			CAGW		
			PND		
			City Paper		
			WMAC		
			VA		
			DC		
			MD		
			ProGay		
			PMBA		
			NETA		
			National Hispanic Coalition		
			Arlington Employment Center		
			internal candidate	1	1
			referral	1	
			indeed	2	
Audience Services Coordinator	3/27/2012	5/21/2012	WETA.org	1	1
			City Paper		
			CPB		
			PBS		
			DC		
			MD		
			VA		
			40+		
			CAGW	2	
			Pro Gay		
			Young Nonprofit Professionals Network- DC		
			Natl Hispanic Media Coalition		
			Arlington Employment Center		
			American University		
			Catholic U		
			GMU		
			U of Maryland		
			Howard U		
			Liberal Arts Career Network		
			Marymount U		
			U of Virginia		
			Interns, Former - mailing list		
			Creative Hotlist		

				referral		1	1
				indeed		1	
Project Development Executive	11/21/2011	6/4/2012	WETA.org	CPB		2	
				PBS			
				City Paper			
				NETA			
				CAGW			
				40+			
				African American NonProfit Network			
				Foundation Center			
				PBMA			
				ProGayjobs			
				TV/Gigsonline			
				MD			
				VA			
				DC			
				Creative Hotlist			
				AdAge			
				NY Times/monster			
				GW			
				Howard			
				American University			
				GMU			
				Georgetown University			
				UCLA			
				NYU			
				documentarytelevision.com			
				MBA Focus			
				referral		2	
				National Hispanic Media Coalition			
				Women In Film and Video		1	1

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
 June 1, 2011 - May 31, 2012

RECRUITMENT SOURCES	Contact	INTERVIEWED	HIRED
40+ of Greater Washington DC (40+) 1718 P Street, NW, Suite T-2 Washington, DC 20036	jobpostings@40plus-dc.org		1
Ad Age	http://jobs.adagetalentworks.com		
African American NonProfit Network 1201 15th Street Nw Suite 420 Washington, DC 20005	http://www.aanexchange.org/		
American University 5th floor Butler Pavilion 4400 Massachusetts Ave, NW Washington, DC 20016	www.american.edu/careercenter/		
Association of Professional Researchers for Advancement (APRA)	http://www.aprahome.org		
Arlington County Employment Center 2100 Washington Boulevard, 1st Floor Arlington, Virginia 22204	http://www.arlingtonva.us/departments/HumanServices/EconomicIndependence/EmploymentCenter/HumanServicesEmploymentEmploymentCenterIndex.aspx		
Association of Fundraising Professionals 4300 Wilson Blvd, Suite 300, Arlington, VA 22203	http://www.afpnet.org/		
Broadcast Institute of Maryland	http://www.bim.org/		
Catholic University 620 Michigan Ave., N.E. Washington, DC 20064	http://careers.cua.edu/		
CEO Update	http://www.ceupdate.com/employers/		
Corporation of Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20006	www.cpb.org	2	
Chronicle of Philanthropy 1255 Twenty-Third Street, N.W. Seventh Floor Washington, D.C. 20037	http://philanthropy.com/section/Home/172/	1	
City Paper	http://classifieds.washingtoncitypaper.com/washington/Results?section=oid%3A3	1	1
Creative Hoilist 110 Constitution Drive Menlo Park CA 94025	http://www.creativehoilist.com/		
Cultural Alliance of Greater Washington ("CAGW") 1436 U Street NW, Suite 103 Washington, DC 20009	www.cultural-alliance.org	4	

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Current Newspaper 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	http://www.current.org/		
DC Networks Dept. of Employment Services (DC) Government of the District of Columbia 64 New York Avenue NE Suite 3000 Washington, DC 20002	https://www.dcnetworks.org/ http://film.dc.gov/DC/FILM/		1
DC Office of Motion Picture & TV Development	http://www.dcwebwomen.org/		
DC Web Women	1601 N. Kent Street, #1200 Arlington VA 22209 703-294-6684		5
Development Resources Inc			1
Direct Marketing Association 1615 L St. NW, Suite 1100 Washington, DC 20036	http://www.the-dma.org		
documentarytelevision.com	http://www.documentarytelevision.com/		
Foundation Center (Philanthropic News Digest ("PND")) 1627 K Street, NW, Third Floor Washington, DC 20006-1708 202-331-1400	http://foundationcenter.org/		
George Mason University 4400 University Drive Fairfax, VA 22030	careerhp@gmu.edu		
George Washington University The GW Career Center (GW) Old Main, Suite 200 1922 F Street, NW Washington, D.C. 20052	www.alumni.gwu.edu/career/index.html		
Georgetown University One Leavey Center, Box 571086, Washington, DC 20057 202-687-3493	http://careerweb.georgetown.edu/		
Greater Washington Association for Financial Professionals (GWAFFP) P. O. Box 11169 McLean, Virginia 22102-9169	www.gwafp.org		
Howard University 525 Bryant Street, NW #230 Washington DC 20059	Carol Dudley cdudley@howard.edu		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
 June 1, 2011 - May 31, 2012

Human Resource Associates (HRA)	http://www.hra-nca.org/job_resources/		
Idealist Action Without Borders/idealist.org 302 Fifth Avenue, 11th Floor New York, NY 10001 United States	http://www.idealists.org/		
Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	http://www.indeed.com/	6	1
Interns, Former - Mailing List, Employment Manager, WETA, 3939 Campbell Avenue, Arlington, VA 22206	www.weta.org	1	1
Journalismjobs.com 510-653-1521 Berkeley, California.	http://www.journalismjobs.com/	2	
LatPro	http://www.latpro.com/		
Liberal Arts Career Network	http://www.lacnjobs.org/		
LinkedIn 2029 Sterlin Court Mountain View, CA 94043	http://www.linkedin.com/		
MBA Focus 5980 Wilcox Place Dublin, Ohio 43016	http://www.mbafocus.com/		
Marymount University 2807 North Glebe Road Arlington, Virginia 22207-4299	http://www.marymount.edu/		
Mandy 85-87 Bayham Street, London NW1 0AG, England.	www.mandy.com		
MD Workforce Exchange (MD) 1100 N. Eutaw Street, Rm 209 Baltimore, MD 21201	https://mwe.dlr.state.md.us/		
Marylandfilm.org 401 East Pratt Street, 14th Floor Baltimore, MD 21202	http://www.marylandfilm.org/		
Mashable	http://mashable.com/		
Media Bistro	http://www.mediabistro.com/employers	1	
National Academy of Television Arts and Sciences (NATAS) 9405 Russell Road Silver Spring, MD 20910	www.natasc.org		

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National Association of Broadcast Employees and Technicians-Communications Workers 501 3rd Street NW, Washington, DC 20001	http://www.nabetcwa.org/		
National Hispanic Media Coalition 55 S Grand Avenue Pasadena CA, 91105	http://www.nhmc.org/		
Natl Assoc of Latino Independent Producers	http://www.nalip.org/		
National Educational Telecommunications Association	http://www.netaonline.org/jobs.htm		
New York Film Academy	http://www.nyfa.edu/		
New York Times/Monster 212-556-3656	www.NYTimes.com/postajob		
New York University Wasserman Center for Career Dev	http://www.nyu.edu/careerdevelopment/about.php		
Nonprofit Job Seeker	http://www.nonprofitjobseeker.com/		
ProGay Jobs 1800 Market Street #26 San Francisco, CA 94102	http://www.progayjobs.com/		
Public Broadcasting Management Association (PBMA) PO Box 50008, Columbia, SC 29250	maryanne@netonline.org		
Public Broadcasting Service (PBS) ATTN: HR/Recruiting 2100 Crystal Drive Arlington, VA 22202	connect.pbs.org/		
Referrals		22	6
Robert H. Smith School of Business University of Maryland Van Munching Hall College Park, MD 20742	www.rhsmith.umd.edu		
Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	www.sbe.org		
Society of Human Resource Managers (SHRM)	http://jobs.shrm.org/		3
Simply Hired	http://www.simplyhired.com/		1
Staffing Advisors	http://www.staffingadvisors.com/		4
Tvqigsonline The Maslow Media Group, Inc. 2134 Wisconsin Avenue, NW Washington, DC 20007	postajob@tvqigsonline.com		1

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
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TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	www.tvjobs.com	1	
UCLA Career Center 501 Westwood Plaza Los Angeles, CA 90095-1573	http://career.ucla.edu/Employers/Overview		
University of Virginia P.O. Box 400314, Charlottesville, VA 22904	http://www.alumni.virginia.edu/CareerServices.aspx		
VA Workforce Connection (VA) 703 E. Main St Richmond, 23219 804-786-1485	https://www.vawc.virginia.gov/		
Washington Post P.O. Box 17370 Arlington, VA 22216	www.washingtonjobs.com	1	
WETA Internal Candidates 3939 Campbell Avenue, Arlington, VA 22206	n/a	3	2
WETA.org 3939 Campbell Avenue, Arlington, VA 22206	www.weta.org	26	6
Washington Area Compensation and Benefits Association (WACABA) PO Box 15616 Alexandria, VA 22309	http://www.wacaba.org/	1	
Washington Metro Area Chapter of the American Payroll Association (WMAA) 5765-F Burke Centre Parkway #328 Burke, VA 22015	http://www.wmac-apa.org		
Women in Film & Video (WIFV) 1233 20th Street NW, Suite 401 Washington, DC 20036	www.wifv.org	4	1
Young Nonprofit Professionals Network ynpnational@gmail.com	http://ynpn.org/		