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Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No 1545-0047

2008Open to Public
Inspection**A For the 2008 calendar year, or tax year beginning**

and ending

B Check if applicable: <input type="checkbox"/> Address change <input checked="" type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Termination <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or print or type See Specific Instructions	C Name of organization		D Employer identification number
		WOMEN IN CABLE AND TELECOMMUNICATIONS		36-3814358
		Doing Business As		
		Number and street (or P.O. box if mail is not delivered to street address) Room/suite 14555 AVION PKWY 250		
		City or town, state or country, and ZIP + 4		E Telephone number
		CHANTILLY, VA 20151-1102		(703) 234-9810
		F Name and address of principal officer: MARIA BRENNAN		G Gross receipts \$ 5,237,266.
		SAME AS C ABOVE		H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
				H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
				If "No," attach a list. (see instructions)
				H(c) Group exemption number ▶
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c) (3) (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527				
J Website: ▶ WWW.WICT.ORG/				
K Type of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶				
L Year of formation 1979 M State of legal domicile IL				

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: <u>WICT DEVELOPS WOMEN LEADERS WHO TRANSFORM OUR INDUSTRY.</u>		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	25
	4	Number of independent voting members of the governing body (Part VI, line 1b)	24
	5	Total number of employees (Part V, line 2a)	15
	6	Total number of volunteers (estimate if necessary)	2
	7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	0.
7b	Net unrelated business taxable income from Form 990-T, line 34	0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 700,946. Current Year 681,017.
	9	Program service revenue (Part VIII, line 2g)	3,759,403.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	195,411. <432,147.>
	11	Other revenue (Part VIII, column (A), lines 5, 6, 8c, 9c, 10c, and 11e)	693,949. 684,667.
	12	Total revenue. Add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,590,306. 4,692,940.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,845. 1,095.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	497,492. 1,560,344.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	
	16b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 244,237.	
Expenses	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	496,752. 3,247,548.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	996,089. 4,808,987.
	19	Revenue less expenses. Subtract line 18 from line 12	594,217. <116,047.>
	20	Total assets (Part X, line 16)	Beginning of Year 2,701,326. End of Year 4,034,164.
Net Assets or Fund Balances	21	Total liabilities (Part X, line 26)	114,451. 919,484.
	22	Net assets or fund balances. Subtract line 21 from line 20	2,586,875. 3,114,680.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Signature of officer: Walter Sisson Date: 1-12-2010

WALTER SISSON, VP OF FINANCE & ADMINISTRATION

Type or print name and title

Preparer's signature: Seidra L. Wood Date: 1/5/2010 Check if self-employed ☐ Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4: TATE AND TRYON
805 15TH STREET, NW SUITE 900
WASHINGTON, DC 20005

EIN ▶ 36-3814358 Phone no ▶ (202) 293-2200

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

832001 12-18-08

LHA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2008)

SCANNED JAN 25 2010

Sign Here

Paid Preparer's Use Only

615 15

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission:

WICT DEVELOPS WOMEN LEADERS WHO TRANSFORM OUR INDUSTRY.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

If "Yes", describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If "Yes", describe these changes on Schedule O.

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses.

Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 605,671. including grants of \$) (Revenue \$ 695,919.)

WICT'S LEADERSHIP CONFERENCE:

OVER 600 ATTENDEES AT A TWO DAY CONFERENCE ON LEADERSHIP FOR WOMEN AT THE CEO, PRESIDENT, VICE PRESIDENT AND DIRECTOR LEVEL IN THE CABLE TELECOMMUNICATIONS INDUSTRY. WOMEN AND MEN LEARN ABOUT BEST PRACTICES FOR SENIOR LEADERS; HOW TO IMPROVE THEIR LEADERSHIP SKILLS; HOW TO MANAGE A TEAM OF EMPLOYEES FROM DIFFERENT DEPARTMENTS.

4b (Code:) (Expenses \$ 587,047. including grants of \$) (Revenue \$ 784,200.)

BETSY MAGNESS LEADERSHIP INSTITUTE:

KNOWN AS BMLI, THIS PROGRAM SUPPORTS 52 WOMEN IN THE CURRENT CLASS AND OVER 250 INSTITUTE GRADUATES. BMLI IS DESIGNED TO ELEVATE WOMEN LEADERS IN THE CABLE AND TELECOMMUNICATIONS INDUSTRY. STRUCTURED INTROSPECTION, GRAPPLING WITH UNIVERSAL PROFESSIONAL CHALLENGES AND THE OPPORTUNITY TO SHIFT PERSPECTIVES WITHIN AN EMPOWERING LEARNING COMMUNITY ENABLES FELLOWS TO MAKE THE TRANSITION FROM EFFECTIVE MANAGERS TO ENDURING LEADERS. BY MAKING GENUINE CONNECTIONS WITHIN THEIR CLASS, FELLOWS EMERGE WITH A COMMITTED PASSION TO SHARE WHAT THEY'VE LEARNED WITH THEIR TEAMS, COMPANIES AND THE INDUSTRY AS A WHOLE.

4c (Code:) (Expenses \$ 120,988. including grants of \$) (Revenue \$ 188,255.)

RISING LEADERS PROGRAM:

WICT'S RISING LEADERS PROGRAM (RLP) SEEKS INDUSTRY PROFESSIONALS WHO ARE READY TO CHALLENGE THEIR SKILLS AND TAKE THE NEXT STEP TOWARDS DESIGNING THEIR INDIVIDUAL LEADERSHIP BLUEPRINT. DURING AN INTENSIVE WEEK-LONG IMMERSION PROGRAM, PARTICIPANTS WILL TAKE PART IN LEADERSHIP ANALYSIS, CASE STUDY WORK, CABLE BUSINESS ACUMEN AND TACTICAL PERSONAL LEADERSHIP SKILL DEVELOPMENT. THIS PROGRAM IS LIMITED TO TWO CLASSES OF 30 WOMEN. PARTICIPANTS ACCEPTED INTO RLP HAVE DEMONSTRATED THEIR POTENTIAL, AS WELL AS THEIR DESIRE, FOR LEADERSHIP AND CAREER ADVANCEMENT. THEY MUST BE APPROVED AND SUPPORTED BY THEIR COMPANIES TO PARTICIPATE IN RLP AS THIS IS A COMPETITIVE APPLICATION BASED PROGRAM.

4d Other program services. (Describe in Schedule O.)

(Expenses \$ 1,468,314. including grants of \$) (Revenue \$)

4e Total program service expenses ► \$ 2,782,020. (Must equal Part IX, Line 25, column (B).)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>	N/A	
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	X	
13 Is the organization a school as described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the U.S.?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? <i>If "Yes," complete Schedule F, Part I</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>		X
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>		X

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Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34	X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35	X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X

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Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	0	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0	
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	21	
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
3b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
4b	If "Yes," enter the name of the foreign country: _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Did the organization solicit any contributions that were not tax deductible?		X
6b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
7a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?	X	
7b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
7c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7d	If "Yes," indicate the number of Forms 8282 filed during the year		
7e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
7f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
7g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
7h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	N/A	
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.		
9a	Did the organization make any taxable distributions under section 4966?	N/A	
9b	Did the organization make a distribution to a donor, donor advisor, or related person?	N/A	
10	Section 501(c)(7) organizations. Enter: N/A		
10a	Initiation fees and capital contributions included on Part VIII, line 12		
10b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter: N/A		
11a	Gross income from members or shareholders		
11b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	N/A	

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Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)**Section A. Governing Body and Management**

		Yes	No
For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.			
1a	Enter the number of voting members of the governing body	25	
1b	Enter the number of voting members that are independent	24	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	X	
5	Did the organization become aware during the year of a material diversion of the organization's assets?		X
6	Does the organization have members or stockholders?	X	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	X	
7b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9a	Does the organization have local chapters, branches, or affiliates?	X	
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	X	
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990		X
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		X

Section B. Policies

		Yes	No
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?		X
12c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	X	
13	Does the organization have a written whistleblower policy?	X	
14	Does the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:		
a	The organization's CEO, Executive Director, or top management official?	X	
b	Other officers or key employees of the organization?	X	
Describe the process in Schedule O. (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **IL**

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☐ Own website ☒ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **WALTER SISSON - (703) 234-9810**
14555 AVION PKWY, STE 250, CHANTILLY, VA 20151

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors
Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

• List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
BENITA FITZGERALD MOSLEY PRESIDENT & CEO	40.00	X		X				273,954.	0.	25,609.
JENNIFER DANGAR CHAIR	4.00	X						0.	0.	0.
ELLEN EAST VICE CHAIR	4.00	X						0.	0.	0.
LYNNE CONSTANTINI SECRETARY	4.00	X						0.	0.	0.
SHERITA CEASAR TREASURER	4.00	X						0.	0.	0.
SHIRLEY POWELL APPOINTED	4.00	X						0.	0.	0.
JEANNINE SOMMER CHAPTER DEVELOPMENT DIRE	4.00	X						0.	0.	0.
LISA CHANG AT-LARGE DIRECTORS	4.00	X						0.	0.	0.
SANDRA COLONY AT-LARGE DIRECTORS	4.00	X						0.	0.	0.
DENISE DENSON AT-LARGE DIRECTORS	4.00	X						0.	0.	0.
NICOLE GRUENEBAUM AT-LARGE DIRECTORS	4.00	X						0.	0.	0.
LANDEL HOBBS AT-LARGE DIRECTORS	4.00	X						0.	0.	0.
PAMELA MACKENZIE AT-LARGE DIRECTORS	4.00	X						0.	0.	0.
KATHY PAYNE AT-LARGE DIRECTORS	4.00	X						0.	0.	0.
SALAAM COLEMAN SMITH AT-LARGE DIRECTORS	4.00	X						0.	0.	0.
WALTER SISSON VP, FINANCE & ADMINISTRA	40.00			X				131,533.	0.	6,122.
PARTHAVI DAS SVP, STRATEGY & INITIATI	40.00					X		121,720.	0.	11,138.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Total								527,207.	0.	42,869.

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ▶ 3

- 3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4	X	
5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization.

(A) Name and business address	(B) Description of services	(C) Compensation
COBALT 10 PRINCE STREET, ALEXANDRIA, VA 22314	SOFTWARE DATABASE PROGRAMS, CONSULTING	399,072.
CENTER FOR CREATIVE LEADERSHIP PO BOX 26300, GREENSBORO, NC 27410	PROVIDES LEADERSHIP TRAINING THROUGH A V	350,310.
SUSQTECH PO BOX 825, WINCHESTER, VA 22604	PROVIDES SOFTWARE, WEBSITE DEVELOPMENT,	148,360.

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization ▶ 3

Form 990 (2008)

Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c	330,000.				
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	351,017.				
	g Noncash contributions included in lines 1a-1f \$						
	h Total. Add lines 1a-1f			681,017.			
Program Service Revenue	2 a CONFERENCES & SEMINARS	Business Code	900099	2,171,329.	2,171,329.		
	b MEMBERSHIP DUES & REBA		900099	1,132,322.	1,132,322.		
	c PROFESSIONAL EDUCATION		900099	355,560.	355,560.		
	d CHAPTER DEVELOPMENT		900099	74,650.	74,650.		
	e PUBLICATIONS		900099	25,542.	25,542.		
	f All other program service revenue						
	g Total. Add lines 2a-2f			3,759,403.			
	3 Investment income (including dividends, interest, and other similar amounts)			100,848.			100,848.
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
Other Revenue	6 a Gross Rents	(i) Real	(ii) Personal				
		90,340.					
	b Less: rental expenses						
	c Rental income or (loss)	90,340.					
	d Net rental income or (loss)			90,340.	90,340.		
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b Less: cost or other basis and sales expenses						
	c Gain or (loss)						
	d Net gain or (loss)			<532,995.>			<532,995.>
	8 a Gross income from fundraising events (not including \$ 330,000. of contributions reported on line 1c). See Part IV, line 18	a	1123758.				
	b Less: direct expenses	b	544,326.				
	c Net income or (loss) from fundraising events			579,432.	579,432.		
	9 a Gross income from gaming activities. See Part IV, line 19	a					
	b Less: direct expenses	b					
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances	a					
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue			Business Code				
11 a MISCELLANEOUS		900099	14,895.			14,895.	
b							
c							
d All other revenue							
e Total. Add lines 11a-11d			14,895.				
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e			4,692,940.	4,429,175.		0.<417,252.>	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	1,095.	1,095.		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	437,218.	223,615.	182,997.	30,606.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	905,918.	463,192.	377,375.	65,351.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	217,208.	115,256.	87,095.	14,857.
10 Payroll taxes				
11 Fees for services (non-employees):				
a Management				
b Legal	41,675.	101.	41,574.	
c Accounting	29,620.		29,620.	
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees	30,373.		30,373.	
g Other	1,124,237.	678,939.	315,298.	130,000.
12 Advertising and promotion				
13 Office expenses	316,928.	211,093.	103,790.	2,045.
14 Information technology	123,638.	102,585.	21,049.	4.
15 Royalties				
16 Occupancy	350,133.		350,133.	
17 Travel	270,062.	202,317.	66,371.	1,374.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	397,348.	384,076.	13,272.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	55,634.	7,105.	48,529.	
23 Insurance	12,570.		12,570.	
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a SPEAKERS/FACILITATOR	195,925.	195,925.		
b PRINTING	111,254.	107,942.	3,312.	
c BANK FEES	69,018.		69,018.	
d MARKETING FEES	48,702.	48,702.		
e DUES/SUBSCRIPTIONS	26,925.	13,744.	13,181.	
f All other expenses	43,506.	26,333.	17,173.	
25 Total functional expenses. Add lines 1 through 24f	4,808,987.	2,782,020.	1,782,730.	244,237.
26 Joint Costs. Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year	(B) End of year
Assets	1 Cash - non-interest-bearing	1	1,113,511.
	2 Savings and temporary cash investments	2,275,357.	2 308,387.
	3 Pledges and grants receivable, net	3	
	4 Accounts receivable, net	43,554.	4 209,502.
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L	5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L	6	
	7 Notes and loans receivable, net	7	
	8 Inventories for sale or use	8	16,259.
	9 Prepaid expenses and deferred charges	13,758.	9 198,572.
	10a Land, buildings, and equipment: cost basis	10a 1,114,334.	
	b Less: accumulated depreciation. Complete Part VI of Schedule D	10b 447,131.	10c 667,203.
	11 Investments - publicly traded securities	11	1,513,983.
	12 Investments - other securities. See Part IV, line 11	368,657.	12
	13 Investments - program-related. See Part IV, line 11	13	
	14 Intangible assets	14	6,747.
	15 Other assets. See Part IV, line 11	0.	15 0.
16 Total assets. Add lines 1 through 15 (must equal line 34)	2,701,326.	16 4,034,164.	
Liabilities	17 Accounts payable and accrued expenses	59,451.	17 685,421.
	18 Grants payable	18	
	19 Deferred revenue	55,000.	19 234,063.
	20 Tax-exempt bond liabilities	20	
	21 Escrow account liability. Complete Part IV of Schedule D	21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L	22	
	23 Secured mortgages and notes payable to unrelated third parties	23	
	24 Unsecured notes and loans payable	24	
	25 Other liabilities. Complete Part X of Schedule D	25	
	26 Total liabilities. Add lines 17 through 25	114,451.	26 919,484.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.		
	27 Unrestricted net assets	2,025,738.	27 2,524,359.
	28 Temporarily restricted net assets	104,757.	28 133,941.
	29 Permanently restricted net assets	456,380.	29 456,380.
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.		
	30 Capital stock or trust principal, or current funds	30	
	31 Paid-in or capital surplus, or land, building, or equipment fund	31	
	32 Retained earnings, endowment, accumulated income, or other funds	32	
	33 Total net assets or fund balances	2,586,875.	33 3,114,680.
	34 Total liabilities and net assets/fund balances	2,701,326.	34 4,034,164.

Part XI Financial Statements and Reporting

- 1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
- b Were the organization's financial statements audited by an independent accountant?
- c If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits?

	Yes	No
2a	X	
2b	X	
2c	X	
3a		X
3b		

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1)

nonexempt charitable trusts.

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

OMB No 1545-0047

2008
Open to Public
Inspection

Name of the organization

WOMEN IN CABLE AND TELECOMMUNICATIONS

Employer identification number

36-3814358

Part I Reason for Public Charity Status (All organizations must complete this part.) (see instructions)

The organization is not a private foundation because it is: (Please check only **one** organization.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 ☐ A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E.)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**. (Attach Schedule H.)
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete the Part III.)
- 10 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**. (see instructions)
- 11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box that describes the type of supporting organization and complete lines 11e through 11h.
- a ☐ Type I b ☐ Type II c ☐ Type III - Functionally integrated d ☐ Type III - Other
- e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**.
- f ☐ If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box ... ☐
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?
- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?
- (ii) A family member of a person described in (i) above?
- (iii) A 35% controlled entity of a person described in (i) or (ii) above?
- h Provide the following information about the organizations the organization supports.

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U.S.?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
Total									

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule A (Form 990 or 990-EZ) 2008

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	374,440.	626,410.	528,400.	700,946.	681,017.	2911213.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 - 3	374,440.	626,410.	528,400.	700,946.	681,017.	2911213.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						645,068.
6 Public Support. Subtract line 5 from line 4						2266145.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	374,440.	626,410.	528,400.	700,946.	681,017.	2911213.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	32,607.	89,700.	174,973.	236,215.	191,188.	724,683.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)				1,931.	14,895.	16,826.
11 Total support. Add lines 7 through 10						3652722.
12 Gross receipts from related activities, etc. (see instructions)					12	8,970,662.
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	62.04	%
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	61.60	%
16a 33 1/3% support test - 2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ <input checked="" type="checkbox"/>			
b 33 1/3% support test - 2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
17a 10% -facts-and-circumstances test - 2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
b 10% -facts-and-circumstances test - 2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>			

Schedule A (Form 990 or 990-EZ) 2008

Part III Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I)**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 - 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 11, and 12.)						

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ▶ ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15		%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16		%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17		%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18		%

19a 33 1/3% support tests - 2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐

b 33 1/3% support tests - 2007. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶ ☐

Schedule D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**▶ Attach to Form 990. To be completed by organizations that
answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008Open to Public
Inspection

Name of the organization

WOMEN IN CABLE AND TELECOMMUNICATIONS

Employer identification number

36-3814358

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the
organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or pleasure)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items:

a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a ☐ Public exhibition
 b ☐ Scholarly research
 c ☐ Preservation for future generations

- d ☐ Loan or exchange programs
 e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	504,041.				
b Contributions	55,945.				
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses	7,946.				
g End of year balance	552,040.				

2 Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ▶ _____ %
 b Permanent endowment ▶ 83.00 %
 c Term endowment ▶ 17.00 %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations
 (ii) related organizations

	Yes	No
3a(i)		X
3a(ii)		X
3b		

b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		35,102.	7,472.	27,630.
d Equipment		60,064.	46,283.	13,781.
e Other		1,019,168.	393,376.	625,792.
Total. Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				667,203.

Schedule D (Form 990) 2008

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	4,692,940.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	4,808,987.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	<116,047.>
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	643,852.
9	Total adjustments (net). Add lines 4-8	9	643,852.
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	527,805.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	5,206,893.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	544,326.
e	Add lines 2a through 2d	2e	544,326.
3	Subtract line 2e from line 1	3	4,662,567.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	30,373.
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	30,373.
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5	4,692,940.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	5,322,940.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	544,326.
e	Add lines 2a through 2d	2e	544,326.
3	Subtract line 2e from line 1	3	4,778,614.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	30,373.
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	30,373.
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5	4,808,987.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

PART V, LINE 4: WICT'S ENDOWMENT FUND INCLUDES A PERMANENTLY

RESTRICTED FUND THAT IS A TRADITIONAL DONOR-RESTRICTED ENDOWMENT FUND

ESTABLISHED TO SUPPORT WOMEN'S LEADERSHIP PROGRAMS.

PART XI, LINE 8 - OTHER ADJUSTMENTS:

ADJUSTMENT TO PRIOR YEAR NET ASSETS DUE TO MERGER: 643852.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

Part XIV Supplemental Information (continued)

SPECIAL EVENT EXPENSES: 544326.

PART XIII, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENT EXPENSES: 544326.

Department of the Treasury
Internal Revenue Service

▶ **Attach to Form 990 or Form 990-EZ.** Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ, line 6a.

OMB No. 1545-0047

Open To Public Inspection

Name of the organization

WOMEN IN CABLE AND TELECOMMUNICATIONS

Employer identification number

36-3814358

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a ☐ Mail solicitations

- b** ☐ Email solicitations

- c** ☐ Phone solicitations

- d** ☐ In-person solicitations

- e ☐ Solicitation of non-government grants**

- ☐ Solicitation of government grants

- g ☒ Special fundraising events**

- 2 a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

☐ **Yes**☒ No

- b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table.

[illegible]**Total**

- 3** List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing.

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other Events	(d) Total Events (Add col. (a) through col. (c))
		GALA (event type)	(event type)	NONE (total number)	
Revenue	1 Gross receipts	1,453,750.			1,453,750.
	2 Less: Charitable contributions	330,000.			330,000.
	3 Gross revenue (line 1 minus line 2)	1,123,750.			1,123,750.
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes				
	6 Rent/facility costs	243,571.			243,571.
	7 Other direct expenses	300,755.			300,755.
	8 Direct expense summary. Add lines 4 through 7 in column (d)				544,326.
9 Net income summary. Combine lines 3 and 8 in column (d)					579,424.

Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7 Direct expense summary. Add lines 2 through 5 in column (d)					()
8 Net gaming income summary. Combine lines 1 and 7 in column (d)					

9 Enter the state(s) in which the organization operates gaming activities: _____

a Is the organization licensed to operate gaming activities in each of these states?

b If "No," Explain:

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?

b If "Yes," Explain:

11 Does the organization operate gaming activities with nonmembers?

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

	Yes	No
9a		
10a		
11		
12		

13 Indicate the percentage of gaming activity operated in:**a** The organization's facility**13a** %**b** An outside facility**13b** %**14** Provide the name and address of the person who prepares the organization's gaming/special events books and records:

Name ► _____

Address ► _____

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?**15a****b** If "Yes," enter the amount of gaming revenue received by the organization ► \$ _____ and the amount of gaming revenue retained by the third party ► \$ _____.**c** If "Yes," enter name and address:

Name ► _____

Address ► _____

16 Gaming manager information:

Name ► _____

Gaming manager compensation ► \$ _____

Description of services provided ► _____

☐ Director/officer☐ Employee☐ Independent contractor**17** Mandatory distributions:**a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?**17a****b** Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ _____

Schedule G (Form 990 or 990-EZ) 2008

**SCHEDULE J
(Form 990)**Department of the Treasury
Internal Revenue Service**Compensation Information**For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees▶ Attach to Form 990. To be completed by organizations that
answered "Yes" to Form 990, Part IV, line 23.

OMB No 1545-0047

2008Open to Public
Inspection

Name of the organization

WOMEN IN CABLE AND TELECOMMUNICATIONS

Employer identification number

36-3814358

Part I Questions Regarding Compensation**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990,
Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

b If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision
of all of the expenses described above? If "No," complete Part III to explain**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors,
trustees, and the CEO/Executive Director, regarding the items checked in line 1a?**3** Indicate which, if any, of the following the organization uses to establish the compensation of the organization's
CEO/Executive Director. Check all that apply.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a:

- a** Receive a severance payment or change of control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.**5** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation
contingent on the revenues of:

- a** The organization?
- b** Any related organization?

If "Yes," to line 5a or 5b, describe in Part III.

6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation
contingent on the net earnings of:

- a** The organization?
- b** Any related organization?

If "Yes" to line 6a or 6b, describe in Part III.

7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments
not described in lines 5 and 6? If "Yes," describe in Part III**8** Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the
initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

X

X

X

X

X

X

X

X

X

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2008

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

► Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

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FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

PROFESSIONAL EDUCATION 227,545

MEMBERSHIP 142,977

OTHER PROGRAM SERVICES 1,097,792

EXPENSES \$ 1468314. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION A, LINE 4: THE WOMEN IN CABLE AND
TELECOMMUNICATIONS MERGED INTO THE WOMEN IN CABLE AND TELECOMMUNICATIONS
FOUNDATION EFFECTIVE JANUARY 1, 2008. THE CURRENT ORGANIZATION IS THE
FOUNDATION, WHICH SUBSEQUENTLY CHANGED ITS NAME TO WOMEN IN CABLE
TELECOMMUNICATIONS.

FORM 990, PART VI, SECTION A, LINE 6: THE SEVEN MEMBERSHIP CLASSES ARE AS
FOLLOWS:

REGULAR MEMBERSHIP- SUCH MEMBERS ARE ENTITLED TO ONE VOTE AND MAY HOLD
OFFICE AND SERVE ON THE NATIONAL OR CHAPTER LEVEL BOARD OF DIRECTORS.

EXECUTIVE MEMBERSHIP- THESE MEMBERS ARE ENTITLED TO ONE VOTE AND MAY HOLD
OFFICE AND SERVE ON THE NATIONAL OR CHAPTER LEVEL BOARD OF DIRECTORS.

CHARTER MEMBERSHIP- SUCH MEMBERS MAY UPGRADE THEIR STATUS TO EXECUTIVE IF
THEY MEET EXECUTIVE MEMBERSHIP CRITERIA.

ENTRY LEVEL MEMBERSHIP- THESE MEMBERS DO NOT HAVE VOTING RIGHTS AND CANNOT
SERVE IN AN APPOINTED OR ELECTED OFFICE.

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

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EXECUTIVE LIFE MEMBERSHIP- SUCH MEMBERS ARE ENTITLED TO ONE VOTE AND MAY HOLD OFFICE AND SERVE ON THE NATIONAL OR CHAPTER LEVEL BOARD OF DIRECTORS.

HONORARY MEMBERSHIP- THOSE CONFERRED HONORARY MEMBERSHIP DO NOT RECEIVE A VOTE AND CANNOT SERVE IN AN APPOINTED OR ELECTED OFFICE.

STUDENT MEMBERSHIP- STUDENT MEMBERS DO NOT HAVE VOTING RIGHTS OR THE RIGHTS TO SERVE IN AN APPOINTED OR ELECTED OFFICE.

FORM 990, PART VI, SECTION A, LINE 7A: MEMBERS OF THE FOLLOWING CLASSES MAY USE THEIR VOTING RIGHTS TO ELECT NOMINEES FOR POSITIONS IN THE GOVERNING BODY:

-REGULAR MEMBERS

-EXECUTIVE MEMBERS

-EXECUTIVE LIFE MEMBERS

FORM 990, PART VI, SECTION A, LINE 10: THE FORM 990 TAX RETURN IS REVIEWED BY THE VP OF FINANCE & ADMINISTRATION AND BY THE OUTSIDE ACCOUNTING FIRM.

FORM 990, PART VI, SECTION B, LINE 12C: BOARD MEMBERS MUST COMPLETE A FORM DISCLOSING CONFLICTS, IF ANY, OR SUBMIT A STATEMENT THAT NO CONFLICTS EXIST. IF A CONFLICT OR POTENTIAL CONFLICT OF INTEREST IS DISCLOSED, IT IS UP TO THE EXECUTIVE COMMITTEE OF THE BOARD TO DETERMINE WHETHER A CONFLICT EXISTS. IF SO, A BOARD MEMBER IS NOT PERMITTED TO VOTE ON ANY DECISIONS

RELATED TO THE TRANSACTION

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.
832211
12-18-08

Schedule O (Form 990) 2008

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

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36-3814358

FORM 990, PART VI, SECTION B, LINE 15: THE SALARY FOR THE EXECUTIVE, INCLUDING BASE SALARY, MERIT INCREASES, AND BONUSES IS NEGOTIATED AND AGREED UPON BY THE EXECUTIVE AND WICT'S CHAIRS FOLLOWING THE ANNUAL PERFORMANCE REVIEW. THE PERFORMANCE OF THE EXECUTIVE WILL BE REVIEWED ANNUALLY BY WICT'S CHAIRS PRIOR TO THE ANNIVERSARY DATE OF THE EMPLOYMENT AGREEMENT BASED ON PERFORMANCE CRITERIA AND GOALS PROVIDED IN WRITING TO THE EXECUTIVE AT THE BEGINNING OF THE PERIOD UNDER REVIEW. THE PRIMARY ELEMENTS OF THE REVIEW WILL INCLUDE PERFORMANCE IN (A) BUDGET MANAGEMENT (B) MEMBERSHIP GROWTH (C) FUNDRAISING AND (D) FURTHERING THE MISSION OF WICT.

FORM 990, PART VI, SECTION C, LINE 19: THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENT ARE AVAILABLE UPON REQUEST.

FORM 990, PART XI, LINE 2C

THE AUDIT COMMITTEE IS RESPONSIBLE FOR OVERSEEING THE ANNUAL FINANCIAL AUDIT OF THE ORGANIZATION AS WELL AS THE SELECTION OF AN INDEPENDENT ACCOUNTANT. THE FINANCE COMMITTEE ASSUMES RESPONSIBILITY FOR THE REVIEW OF THE ORGANIZATION'S FINANCIAL STATEMENTS. WICT'S METHODS HAVE NOT CHANGED SINCE THE PRIOR YEAR.

PLAN AND AGREEMENT OF MERGER BETWEEN

WOMEN IN CABLE & TELECOMMUNICATIONS

AND

WOMEN IN CABLE & TELECOMMUNICATIONS FOUNDATION

This Plan and Agreement of Merger, made and entered into this 16th day of November, 2007, by and between WOMEN IN CABLE & TELECOMMUNICATIONS FOUNDATION, an Illinois not-for-profit corporation ("FOUNDATION") and WOMEN IN CABLE & TELECOMMUNICATIONS, an Illinois not-for-profit corporation ("WICT"), said corporations being hereinafter sometimes referred to jointly as "constituent corporations,"

WITNESSETH:

WHEREAS, FOUNDATION is a not-for-profit corporation organized and existing under the laws of the State of Illinois, its Articles of Incorporation having been filed in the office of the Secretary of State of Illinois on August 27, 1991; and

WHEREAS, WICT is a not-for-profit corporation organized and existing under the laws of the State of Illinois, its Articles of Incorporation having been filed in the office of the Secretary of State of Illinois on December 30, 1988; and

WHEREAS, the board of directors of each of the constituent corporations deems it advisable that WICT be merged into FOUNDATION on the terms and conditions hereinafter set forth, and in accordance with the applicable provisions of the General Not-for-Profit Corporation Act of the State of Illinois, which permit such mergers; and

WHEREAS, neither of the constituent corporations has members entitled to vote on mergers.

NOW, THEREFORE, in consideration of the premises and of the agreements, covenants and conditions hereinafter set forth, FOUNDATION and WICT, by their respective boards of directors, hereby agree each with the other as follows:

ARTICLE I ,

FOUNDATION and WICT shall be merged into a single corporation, in accordance with the provisions of the General Not-for-Profit Corporation Act of the State of Illinois, by WICT merging into FOUNDATION, and FOUNDATION shall be the surviving corporation of the merger.

ARTICLE II

Upon the merger becoming effective:

1. The constituent corporations shall be a single corporation and the name of the surviving corporation shall be changed to Women in Cable Telecommunications.
2. The separate existence of WICT shall cease, except to the extent provided for by the laws of the State of Illinois in the case of a corporation after its merger into another corporation.
3. The surviving corporation shall thereupon and thereafter possess all the rights, privileges, immunities and franchises of each of the constituent corporations, and all property, real, personal and mixed, and debts due on whatever account, and all choses in action, and every other interest belonging to or due to each of the constituent corporations shall be taken and deemed to be transferred to and vested in FOUNDATION as the surviving corporation, without further act or deed; and the title to any real estate, or any interest therein, vested in any of the constituent corporations shall not revert to or be in any way impaired by reason of the merger but shall vest in the surviving corporation.
4. The surviving corporation shall thenceforth be responsible and liable for all of the liabilities and obligations of each of the constituent corporations; and any claim existing or action or proceeding pending by or against any of the constituent corporations may be prosecuted to judgment by the surviving corporation as if the merger had not taken place, or the surviving corporation may be substituted in place of the constituent corporations. Neither the rights of creditors nor any liens upon the property of any of the constituent corporations shall be impaired by the merger.
5. The Articles of Incorporation of FOUNDATION, as existing and constituted immediately prior to the effective date of the merger, shall be the Articles of Incorporation of the surviving corporation, with the following amendments:

Article 1 shall be amended to read as follows: "The name of the corporation is Women in Cable Telecommunications."

Article 4 shall be amended as follows:

Article 4(1) shall read: "The purpose of this corporation shall be, within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or any corresponding provision of any future United States Internal Revenue law), to act as a professional society supporting career growth of women in the cable telecommunications industry through educational programs, research, and other activities appropriate for Section 501(c)(3) organizations."

Article 4(2) shall read: "The corporation shall be organized and operated exclusively within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or any corresponding provision of any future United States Internal Revenue law), and no part of the net earnings of the corporation shall inure to the benefit of any director, officer, or other private person, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered."

Article 4(3) shall read: "Upon the dissolution of the corporation, the Board of Directors shall, after paying or making provision for the payment of all the liabilities of the corporation, dispose of all the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations as shall at that time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or any corresponding provision of any future United States Internal Revenue law), as the Board of Directors shall determine."

Article 4(4) shall read: "No substantial part of the activities of the corporation shall consist of the carrying on of propaganda, or otherwise attempting, to influence legislation, and the corporation shall not participate in, or intervene in, (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office."

Article 4(5) shall be deleted.

Article 4(6) shall become new Article 4(5) and shall read: "The corporation shall not adopt any practice, policy or procedure which would result in discrimination on the basis of race, religion or creed."

6. Each of the members of WICT shall be considered a member of FOUNDATION, without further action.
7. The effective date of the merger shall be deemed to be January 1, 2008.

ARTICLE III

The surviving corporation shall pay all expenses of carrying this Plan and Agreement of Merger into effect and accomplishing the merger provided for herein.

ARTICLE IV

The assets and liabilities of WICT, at the effective date of the merger, shall be taken on the books of the surviving corporation at the amounts at which they, respectively, shall, on such date, be carried on the books of WICT.

The officers and directors of the surviving corporation shall be the persons indicated in Exhibit B hereto, and such persons shall hold office until their respective successors are elected according to the bylaws of the surviving corporation.

ARTICLE VI

The address of the surviving corporation where copies of process may be served by the Illinois Secretary of State shall be 120 South Riverside Plaza, Suite 1200, Chicago, Illinois 60606.

ARTICLE VII

If at any time the surviving corporation shall consider or be advised that any further assignment or assurance in law is necessary or desirable to vest in the surviving corporation the title to any property or rights of any of the constituent corporations, the proper officers and directors of the constituent corporations shall execute and deliver all such proper assignments, conveyances and assurances in law and do all things necessary or proper to vest such property or rights in the surviving corporation, and otherwise to carry out the purposes of this Plan and Agreement of Merger.

ARTICLE VIII

Anything herein or elsewhere to the contrary notwithstanding, this Plan and Agreement of Merger may be abandoned by either of the constituent corporations by the adoption of an appropriate resolution by either board of directors abandoning the merger, at any time prior to the filing of the Articles of Merger by the Secretary of State of Illinois, and by notifying the other constituent corporation of the adoption of such resolution.

ARTICLE IX

This Plan and Agreement of Merger shall be submitted to the directors of FOUNDATION and the directors of WICT (neither of the constituent corporations having members with the right to approve mergers), as provided by law, and shall take effect and be deemed to be the Plan and Agreement of Merger of said corporations upon the approval or adoption thereof by the vote of the board of directors of WICT and the board of directors of FOUNDATION in accordance with the requirements of the General Not-for-Profit Corporation Act of the State of Illinois, and upon the execution, filing and recording of such documents and the doing of such acts required to accomplish the merger under the provisions of the General Not-for-Profit Corporation Act of the State of Illinois.

IN WITNESS WHEREOF, FOUNDATION and WICT have caused this Plan and Agreement of Merger to be approved by their boards of directors and signed and acknowledged by their Presidents, and attested by their Secretaries, as of the day and year first above written.

FOUNDATION

X By: [Signature]
Its: President

ATTEST: [Signature]

X FOUNDATION Secretary

WICT

X By: [Signature]
Its: President

ATTEST: [Signature]

X WICT Secretary

City/County of Loudoun
Commonwealth of Virginia

Given under my hand this

16th day of November, 2007.

City/County of Loudoun
Commonwealth of Virginia

Given under my hand this.

16th day of November, 2007.

by [Signature]
as President of FOUNDATION

by [Signature]
as President of WICT

[Signature]
Notary Public

Notary registration number 337529

My commission expires 8/21/2011

[Signature]
Notary Public

Notary registration number 337529

My commission expires 8/21/2007



I, Landel Hobbs, Secretary of FOUNDATION, a corporation organized and/or existing under the General Not-for-Profit Corporation Act of the State of Illinois, hereby certify, as Secretary of FOUNDATION, that the Plan and Agreement of Merger to which this Certificate is attached was adopted by the board of directors of that corporation as provided for in Section 108.15 and Section 111.15 of the General Not-for-Profit Corporation Act of the State of Illinois, there being no members having voting rights as to mergers, and is the duly adopted agreement of FOUNDATION, pursuant to the provisions of the General Not-for-Profit Corporation Act of the State of Illinois.

Witness my hand this 16 day of November, 2007.


FOUNDATION Secretary

I, Ellen East, Secretary of WICT, a corporation organized and/or existing under the General Not-for-Profit Corporation Act of the State of Illinois, hereby certify, as Secretary of WICT, that the Plan and Agreement of Merger to which this Certificate is attached was adopted by the board of directors of that corporation, as provided for in Section 108.15 and Section 111.15 of the General Not-for-Profit Corporation Act of the State of Illinois, there being no members having voting rights as to mergers, and is the duly adopted agreement of WICT, pursuant to the provisions of the General Not-for-Profit Corporation Act of the State of Illinois.

Witness my hand this 16 day of November, 2007.


WICT Secretary

- If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** and check this box ☒ **X**

Note. Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** (on page 1).

Part II Additional (Not Automatic) 3-Month Extension of Time. Only file the original (no copies needed).			
Type or print File by the extended due date for filing the return. See instructions.	Name of Exempt Organization WOMEN IN CABLE AND TELECOMMUNICATIONS FOUNDATION		Employer identification number 36-3814358
	Number, street, and room or suite no. If a P.O. box, see instructions 14555 AVION PKWY, NO. 250		For IRS use only
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. CHANTILLY, VA 20151-1102		

Check type of return to be filed (File a separate application for each return):

- ☒ Form 990
 ☐ Form 990-EZ
 ☐ Form 990-T (sec. 401(a) or 408(a) trust)
 ☐ Form 1041-A
 ☐ Form 5227
 ☐ Form 8870
☐ Form 990-BL
☐ Form 990-PF
☐ Form 990-T (trust other than above)
☐ Form 4720
☐ Form 6069

STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.

THE FOUNDATION

- The books are in the care of **14555 AVION PKWY, STE 250 - CHANTILLY, VA 20151**

Telephone No. **(703) 234-9810**

FAX No.

- If the organization does not have an office or place of business in the United States, check this box ☐

- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) . If this is for the whole group, check this box ☐. If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension is for.

4 I request an additional 3-month extension of time until **NOVEMBER 15, 2009.**

5 For calendar year **2008**, or other tax year beginning , and ending

6 If this tax year is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

7 State in detail why you need the extension

THE INFORMATION NECESSARY TO FILE A COMPLETE AND ACCURATE RETURN HAS NOT YET BEEN OBTAINED.

8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	8a	\$
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868.	8b	\$
c Balance Due. Subtract line 8b from line 8a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	8c	\$ N/A

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form

Signature **Sulmini H. Wood** Title **CPA**

Date **8/9/09**

Form 8868 (Rev 4-2009)