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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 private foundations)

▶ Do not enter social security numbers on this form as it may be made public
▶ Information about Form 990 and its instructions is at www.IRS.gov/form990

OMB No 1545-0047

2014

Open to Public Inspection

A For the 2014 calendar year, or tax year beginning 01-01-2014 , and ending 12-31-2014

B Check if applicable
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
WOMEN IN CABLE & TELECOMMUNICATIONS GROUP RETURN

Doing business as

Number and street (or P O box if mail is not delivered to street address) 2000 K STREET NO 350 | Room/suite

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 20006

D Employer identification number
36-3539302

E Telephone number
(202)827-4794

G Gross receipts $ 1,822,428

F Name and address of principal officer
MARIA BRENNAN
2000 K STREET NO 350
WASHINGTON,DC 20006

H(a) Is this a group return for subordinates? ☑ Yes ☐ No

H(b) Are all subordinates included? ☑ Yes ☐ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶ 9439

I Tax-exempt status ☑ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW WICT ORG

K Form of organization ☐ Corporation ☐ Trust ☐ Association ☑ Other ▶ ALL CHAPTERS BUT TEXAS ARE UNINCORPORATED

L Year of formation

M State of legal domicile

Part I Summary

1 Briefly describe the organization's mission or most significant activities
TO RESEARCH WOMEN/WORK ISSUES IN THE CABLE AND TELECOMMUNICATIONS INDUSTRY AND REPORT FINDINGS

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	406
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	406
5	Total number of individuals employed in calendar year 2014 (Part V, line 2a)	5	0
6	Total number of volunteers (estimate if necessary)	6	656
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	818,425	639,757
9	Program service revenue (Part VIII, line 2g)	940,944	777,994
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	190	111
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,056	54,172
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,760,615	1,472,034
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	170,682	143,054
14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	0	0
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	1,499,448	1,290,679
18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	1,670,130	1,433,733
19	Revenue less expenses Subtract line 18 from line 12	90,485	38,301

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	1,828,559	1,821,623
21	Total liabilities (Part X, line 26)	0	0
22	Net assets or fund balances Subtract line 21 from line 20	1,828,559	1,821,623

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

Sign Here

****** | 2015-11-09
Signature of officer | Date

MARIA BRENNAN CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
FREDERICK LONGWOOD	FREDERICK LONGWOOD			P00365899

Firm's name ▶ TATE AND TRYON | Firm's EIN ▶ 52-1855942

Firm's address ▶ 2021 L STREET NW SUITE 400
WASHINGTON, DC 20036 | Phone no (202) 293-2200

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

Part III **Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III . . . . . ☑

1 Briefly describe the organization's mission

THE WICT CHAPTERS DEVELOP 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 organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations 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 $ 479,447 including grants of $) (Revenue $ 345,286)

CHAPTER MEETINGS-TO PROVIDE EDUCATIONAL EVENTS AND NETWORKING

4b (Code) (Expenses $ 264,257 including grants of $) (Revenue $ 217,949)

SPECIAL EVENTS-TO PROVIDE SEMINARS AND SESSIONS ON CERTAIN INDUSTRY TOPICS AND TO RECOGNIZE ACHIEVEMENTS OF THOSE IN THE INDUSTRY

4c (Code) (Expenses $ 143,055 including grants of $ 143,055) (Revenue $)

GRANTS, SCHOLARSHIPS, AND AWARDS

See Additional Data

4d Other program services (Describe in Schedule O)

(Expenses $ 546,974 including grants of $) (Revenue $ 214,759)

4e **Total program service expenses** ▶ 1,433,733

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)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI.*	11a		No
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I* (see instructions)	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18	Yes	
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Part IV Checklist of Required Schedules *(continued)*

21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	**21**	Yes	
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	**22**	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	**23**		No
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? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	**24a**		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	**24b**		
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?	**24c**		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	**24d**		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	**25a**		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	**25b**		No
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? *If "Yes," complete Schedule L, Part II*	**26**		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	**27**		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	**28a**		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	**28b**		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	**28c**		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	**29**		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	**30**		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	**31**		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	**32**		No
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? *If "Yes," complete Schedule R, Part I*	**33**		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	**34**	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	**35a**		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	**35b**		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	**36**		No
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? *If "Yes," complete Schedule R, Part VI*	**37**		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O	**38**	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V . . . . . ☑

				Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable . .	1a	0		
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c			
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	2a	0		
b	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 (see instructions)	2b			
3a	Did the organization have unrelated business gross income of $1,000 or more during the year? . . .	3a			No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O* . . .	3b			
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)?	4a			No
b	If "Yes," enter the name of the foreign country ▶ _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . .	5a			No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . .	6a			No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b			
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?	7a		Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			No
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . .	7f			
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8			
9a	Did the sponsoring organization make any taxable distributions under section 4966? . . .	9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . .	9b			
10	**Section 501(c)(7) organizations.** Enter				
a	Initiation fees and capital contributions included on Part VIII, line 12 . . .	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?	12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O	13a			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O* . .	14b			

Part VI **Governance, Management, and Disclosure** *For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.*

Check if Schedule O contains a response or note to any line in this Part VI . . . . . ☑

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	**1a**	406		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O				
b	Enter the number of voting members included in line 1a, above, who are independent	**1b**	406		
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?	**2**		Yes	
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? .	**3**			No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	**4**		Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	**5**			No
6	Did the organization have members or stockholders?	**6**		Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	**7a**		Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	**7b**			No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?	**8a**		Yes	
b	Each committee with authority to act on behalf of the governing body?	**8b**			No
9	Is there any officer, director, 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*	**9**			No

Section B. Policies (*This Section B requests information about policies not required by the Internal Revenue Code.*)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	**10a**		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	**10b**		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	**11a**		No
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**12a**	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	**12b**		No
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	**12c**		No
13	Did the organization have a written whistleblower policy?	**13**	Yes	
14	Did the organization have a written document retention and destruction policy?	**14**	Yes	
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	**15a**		No
b	Other officers or key employees of the organization	**15b**		No
	If "Yes" to line 15a or 15b, 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?	**16a**		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	**16b**		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed ▶ _____

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records ▶THE ORGANIZATION

2000 K STREET NO 350
WASHINGTON, DC 20006 (202) 827-4794

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

Check if Schedule O contains a response or note to any line in this Part VII . . . . . ☐

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- 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, or 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 neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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 Sub-Total . . . . . ▶										
c Total from continuation sheets to Part VII, Section A . . . . ▶										
d Total (add lines 1b and 1c) . . . . . ▶								0	0	0

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶0

			Yes	No
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*	**3**		No
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*	**4**		No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	**5**		No

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 Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶0

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII . . . . . ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . .	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c	213,500			
	d	Related organizations . . .	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	426,257			
	g	Noncash contributions included in lines 1a-1f $					
	h	**Total.** Add lines 1a-1f . . . . . ▶		639,757			
Program Service Revenue			Business Code				
	2a	MEETING FEES	900099	345,286	345,286		
	b	MEMBERSHIP DUES	900099	214,759	214,759		
	c	SPONSORSHIPS	900099	138,414			138,414
	d	SPECIAL EVENTS	900099	79,535	79,535		
	e						
	f	All other program service revenue					
	g	**Total.** Add lines 2a–2f . . . . . ▶		777,994			
	3	Investment income (including dividends, interest, and other similar amounts) . . . . . ▶		111			111
	4	Income from investment of tax-exempt bond proceeds . . ▶					
	5	Royalties . . . . . ▶					
			(i) Real	(ii) Personal			
	6a	Gross rents					
	b	Less rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss) . . . . . ▶					
			(i) Securities	(ii) Other			
	7a	Gross amount from sales of assets other than inventory					
	b	Less cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss) . . . . . ▶					
Other Revenue	8a	Gross income from fundraising events (not including $ 213,500 of contributions reported on line 1c) See Part IV, line 18 . .	a	376,485			
	b	Less direct expenses . . .	b	350,394			
	c	Net income or (loss) from fundraising events . . ▶		26,091			26,091
	9a	Gross income from gaming activities See Part IV, line 19 . . .	a				
	b	Less direct expenses . . .	b				
	c	Net income or (loss) from gaming activities . . ▶					
	10a	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				
	11a	OTHER	900099	28,081			28,081
	b						
	c						
	d	All other revenue					
	e	**Total.** Add lines 11a–11d . . . . . ▶		28,081			
	12	**Total revenue.** See Instructions . . . . . ▶		1,472,034	639,580	0	192,697

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)

Check if Schedule O contains a response or note to any line in this Part IX . . . . . ☐

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 domestic organizations and domestic governments See Part IV, line 21	54,078	54,078		
2 Grants and other assistance to domestic individuals See Part IV, line 22	88,976	88,976		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
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				
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (non-employees)				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	29,654	29,654		
12 Advertising and promotion	31,267	31,267		
13 Office expenses	75,492	75,492		
14 Information technology	4,165	4,165		
15 Royalties				
16 Occupancy				
17 Travel	14,620	14,620		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	426,864	426,864		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance				
24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a PROGRAMMING	285,884	285,884		
b SPECIAL EVENTS	264,257	264,257		
c SPEAKERS	52,583	52,583		
d COMMUNITY INVESTMENT/ME	44,599	44,599		
e All other expenses	61,294	61,294		
25 **Total functional expenses.** Add lines 1 through 24e	1,433,733	1,433,733	0	0
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X . . . . . ☐

			(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing	1,828,559	1	1,821,623
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D — 10a			
	b	Less accumulated depreciation — 10b		10c	
	11	Investments—publicly traded securities		11	
	12	Investments—other securities See Part IV, line 11		12	
	13	Investments—program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11		15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)	1,828,559	16	1,821,623
Liabilities	17	Accounts payable and accrued expenses		17	
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22	Loans and other 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 to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D		25	
	26	**Total liabilities.** Add lines 17 through 25	0	26	0
Net Assets or Fund Balances		**Organizations that follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**			
	27	Unrestricted net assets	1,828,559	27	1,821,623
	28	Temporarily restricted net assets		28	
	29	Permanently restricted net assets		29	
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ 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	1,828,559	33	1,821,623
	34	Total liabilities and net assets/fund balances	1,828,559	34	1,821,623

Part XI Reconcilliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI . . . . . ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,472,034
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,433,733
3	Revenue less expenses Subtract line 2 from line 1	3	38,301
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,828,559
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	-45,237
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	1,821,623

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII . . . . . ☐

			Yes	No
1	Accounting method used to prepare the Form 990 ☑ Cash ☐ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 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?	2c		
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
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?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b		

Additional Data

Software ID:

Software Version:

EIN: 36-3539302

Name: WOMEN IN CABLE & TELECOMMUNICATIONS GROUP RETURN

Form 990, Part III - Line 4c: Program Service Accomplishments (See the Instructions)

(Code	) (Expenses $	546,974	including grants of $	) (Revenue $	214,759)

ALL OTHER ACTIVITY OFFICE ACTIVITIES, PROGRAMMING, MENTORING AND COMMUNITY INVESTMENT, MARKETING

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(1) KIMBER HANRAHAN PRESIDENT - AZ/NM	1 00 0 00	X		X				0	0	0
(1) JANET MANZULLO PRESIDENT - CAROLINA	1 00 0 00	X		X				0	0	0
(2) STEVEN SUSSMAN PRESIDENT - FLORIDA	1 00 0 00	X		X				0	0	0
(3) SABRINA CALHOUN PRESIDENT/VP - FLORIDA	1 00 0 00	X		X				0	0	0
(4) YOLANDA DAY PRESIDENT - GREAT LAKES	1 00 0 00	X		X				0	0	0
(5) KATY WEBER PRESIDENT - GREATER CHICAGO	1 00 0 00	X		X				0	0	0
(6) CHERISH GILLIAM PRESIDENT - GREATER OHIO	1 00 0 00	X		X				0	0	0
(7) JENNIFER FRAGER PRESIDENT - GREATER TEXAS	1 00 0 00	X		X				0	0	0
(8) CHANDNI THAKRAR-OCHOA PRESIDENT - MIDWEST	1 00 0 00	X		X				0	0	0
(9) HOLLY BURGESS PRESIDENT - NEW ENGLAND	1 00 0 00	X		X				0	0	0
(10) INGRID SIMUNIC PRESIDENT - NEW YORK	1 00 0 00	X		X				0	0	0
(11) ANGELA COLEMAN PRESIDENT - NORTHERN CALIFORNIA	1 00 0 00	X		X				0	0	0
(12) THERESSA DULANEY PRESIDENT - PACNW	1 00 0 00	X		X				0	0	0
(13) HEATHER SOKOLLU PRESIDENT - PHILADELPHIA	1 00 0 00	X		X				0	0	0
(14) MARIA POPO PRESIDENT - ROCKY MTN	1 00 0 00	X		X				0	0	0
(15) TRACI GERTH PRESIDENT - SOCAL	1 00 0 00	X		X				0	0	0
(16) KATHY GRAY PRESIDENT - SOUTHEAST	1 00 0 00	X		X				0	0	0
(17) MARY K BUTLER PRESIDENT - VIRGINIA	1 00 0 00	X		X				0	0	0
(18) MONICA LUCERO VILLARINO PRESIDENT - WASHINGTON DC/BALTIMORE	1 00 0 00	X		X				0	0	0
(19) TERRI CASTANEDA VICE PRESIDENT - AZ/NM	1 00 0 00	X		X				0	0	0
(20) MEREDITH GARWOOD VICE PRESIDENT - CAROLINA	1 00 0 00	X		X				0	0	0
(21) KRISTIN QUINN VICE-PRESIDENT - GREAT LAKES	1 00 0 00	X		X				0	0	0
(22) HILDA TOSCANO VICE PRESIDENT - GREATER CHICAGO	1 00 0 00	X		X				0	0	0
(23) LAURA STIRLING VICE PRESIDENT - GREATER OHIO	1 00 0 00	X		X				0	0	0
(24) TARA STOTLAND VICE-PRESIDENT - GREATER TEXAS	1 00 0 00	X		X				0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(26) JADA ROBERTS VICE PRESIDENT - HEARTLAND	1 00 0 00	X		X				0	0	0
(1) ERIN LORENZ VICE PRESIDENT - MIDWEST	1 00 0 00	X		X				0	0	0
(2) LAURA VALENTI VICE PRESIDENT - NEW ENGLAND	1 00 0 00	X		X				0	0	0
(3) STACIE GRAY VICE PRESIDENT - NEW YORK	1 00 0 00	X		X				0	0	0
(4) LILLIAN CASARES VICE PRESIDENT - NORTHERN CALIFORNIA	1 00 0 00	X		X				0	0	0
(5) JONI PIERCE VICE PRESIDENT - PACNW	1 00 0 00	X		X				0	0	0
(6) TRACEY KOPPER-HOURIN VICE PRESIDENT - PHILADELPHIA	1 00 0 00	X		X				0	0	0
(7) LISA PANEPINTO VICE PRESIDENT - ROCKY MTN	1 00 0 00	X		X				0	0	0
(8) HELENE JUCEAM VICE PRESIDENT - SOCAL	1 00 0 00	X		X				0	0	0
(9) LAURIE BAIRD VICE PRESIDENT - SOUTHEAST	1 00 0 00	X		X				0	0	0
(10) LASHONE SANDERS VICE PRESIDENT - VIRGINIA	1 00 0 00	X		X				0	0	0
(11) HOLLY BAZEMORE VICE PRESIDENT - WASHINGTON DC/BALTIMORE	1 00 0 00	X		X				0	0	0
(12) DAWN IMBRIALE TREASURER - AZ/NM	1 00 0 00	X		X				0	0	0
(13) DEANNA LANIER TREASURER - CAROLINA	1 00 0 00	X		X				0	0	0
(14) KUMI SUNGAIL TREASURER - FLORIDA	1 00 0 00	X		X				0	0	0
(15) MAHNJRONWEH NAKLEN TREASURER - FLORIDA	1 00 0 00	X		X				0	0	0
(16) LAKEISHA DULIN TREASURER - GREAT LAKES	1 00 0 00	X		X				0	0	0
(17) LEENA BHOJWANI TREASURER - GREATER CHICAGO	1 00 0 00	X		X				0	0	0
(18) CHRISTINE MACKIN TREASURER - GREATER OHIO	1 00 0 00	X		X				0	0	0
(19) STEPHANIE VEALE-DURAN TREASURER - GREATER TEXAS	1 00 0 00	X		X				0	0	0
(20) TARA NORALS TREASURER - HEARTLAND	1 00 0 00	X		X				0	0	0
(21) MARY K BREITER TREASURER - NEW ENGLAND	1 00 0 00	X		X				0	0	0
(22) JAYNE KOO TREASURER - NEW YORK	1 00 0 00	X		X				0	0	0
(23) STEPHANIE GOOCH TREASURER - NORTHERN CALIFORNIA	1 00 0 00	X		X				0	0	0
(24) CHRISTINA OCAMPO CO-TREASURER - NORTHERN CALIFORNIA	1 00 0 00	X		X				0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(51) KARINA HANSEN TREASURER - PACNW	1 00 0 00	X		X				0	0	0
(1) JIN LIU TREASURER - PHILADELPHIA	1 00 0 00	X		X				0	0	0
(2) LISA VETERE TREASURER - PHILADELPHIA	1 00 0 00	X		X				0	0	0
(3) JAN STENZEL TREASURER - ROCKY MTN	1 00 0 00	X		X				0	0	0
(4) BETH BAYER SR TREASURER - SOCAL	1 00 0 00	X		X				0	0	0
(5) PAMELA YU JR TREASURER - SOCAL	1 00 0 00	X		X				0	0	0
(6) TORRAE LAWRENCE- MITCHELL TREASURER - SOUTHEAST	1 00 0 00	X		X				0	0	0
(7) CHARLENE ANDERSON SR TREASURER - SOUTHEAST	1 00 0 00	X		X				0	0	0
(8) NATHALIE CAPELLUTO TREASURER - VIRGINIA	1 00 0 00	X		X				0	0	0
(9) CLIONA ROBB TREASURER - VIRGINIA	1 00 0 00	X		X				0	0	0
(10) HEATHER JAMES TREASURER - WASHINGTON DC/BALTIMORE	1 00 0 00	X		X				0	0	0
(11) JULIE VANCE SECRETARY - AZ/NM	1 00 0 00	X		X				0	0	0
(12) JENNY BLACKBURN SECRETARY - CAROLINA	1 00 0 00	X		X				0	0	0
(13) CATHERINE VARGAS SECRETARY - FLORIDA	1 00 0 00	X		X				0	0	0
(14) NANCY ALLEN SECRETARY - GREAT LAKES	1 00 0 00	X		X				0	0	0
(15) RUTH MILLER SECRETARY/CHAPTER PROJECT MANAGER - GREATER CHICAG	1 00 0 00	X		X				0	0	0
(16) SHELITHIA JACKSON SECRETARY - GREATER OHIO	1 00 0 00	X		X				0	0	0
(17) VALERIE GARCIA SECRETARY - GREATER TEXAS	1 00 0 00	X		X				0	0	0
(18) JULIE KOPF SECRETARY - HEARTLAND	1 00 0 00	X		X				0	0	0
(19) KATHERINE ATKINSON SECRETARY - MIDWEST	1 00 0 00	X		X				0	0	0
(20) MARY CHINN SECRETARY - NEW ENGLAND	1 00 0 00	X		X				0	0	0
(21) INGRID LAUB SECRETARY - NEW YORK	1 00 0 00	X		X				0	0	0
(22) CARRIE HARMON SECRETARY - NORTHERN CALIFORNIA	1 00 0 00	X		X				0	0	0
(23) ASHLEY POWERS SECRETARY - PACNW	1 00 0 00	X		X				0	0	0
(24) MARIETTA OBFENDA SECRETARY - PHILADELPHIA	1 00 0 00	X		X				0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(76) KATHY TUDISCO SECRETARY - PHILADELPHIA	1 00 0 00	X		X				0	0	0
(1) KEELY BUCHANAN SECRETARY - ROCKY MTN	1 00 0 00	X		X				0	0	0
(2) LORI NAKAMA SECRETARY - SOCAL	1 00 0 00	X		X				0	0	0
(3) MELISSA DIAZ SECRETARY - SOUTHEAST	1 00 0 00	X		X				0	0	0
(4) SARAH KRASLEY SECRETARY - VIRGINIA	1 00 0 00	X		X				0	0	0
(5) STACY HANNAH SECRETARY - WASHINGTON DC/BALTIMORE	1 00 0 00	X		X				0	0	0
(6) SHANNON DULIN IMMEDIATE PAST PRESIDENT - GREAT LAKES	1 00 0 00	X		X				0	0	0
(7) JENNIFER HOLT IMMEDIATE PAST PRESIDENT - GREATER CHICAGO	1 00 0 00	X		X				0	0	0
(8) ANTOINETTE JOHNSON IMMEDIATE PAST PRESIDENT - GREATER OHIO	1 00 0 00	X		X				0	0	0
(9) SARAH DEZELL IMMEDIATE PAST PRESIDENT - MIDWEST	1 00 0 00	X		X				0	0	0
(10) NANCY HAGER IMMEDIATE PAST PRESIDENT - NEW ENGLAND	1 00 0 00	X		X				0	0	0
(11) JAIME SABERITO IMMEDIATE PAST PRESIDENT - NEW YORK	1 00 0 00	X		X				0	0	0
(12) MARGARET RICKARD RUBINACCI IMMEDIATE PAST PRESIDENT - PHILADELPHIA	1 00 0 00	X		X				0	0	0
(13) MOLLY STONE CODY IMMEDIATE PAST PRESIDENT - SOCAL	1 00 0 00	X		X				0	0	0
(14) BARBARA LINEBARGER IMMEDIATE PAST PRESIDENT - SOUTHEAST	1 00 0 00	X		X				0	0	0
(15) ORLENA BLANCHARD IMMEDIATE PAST PRESIDENT - WASHINGTON DC/BALTIMORE	1 00 0 00	X		X				0	0	0
(16) NANCY MURPHY PAST PRESIDENT - AZ/NM	1 00 0 00	X		X				0	0	0
(17) MONICA ALEXANDER PAST PRESIDENT - CAROLINA	1 00 0 00	X		X				0	0	0
(18) SUSAN IVINS PAST PRESIDENT - GREATER TEXAS	1 00 0 00	X		X				0	0	0
(19) TRACY FREEMAN PAST PRESIDENT - HEARTLAND	1 00 0 00	X		X				0	0	0
(20) ANDREA COSTELLO PAST PRESIDENT - PACNW	1 00 0 00	X		X				0	0	0
(21) AMY ATWOOD MARKETING CHAIR - AZ/NM	1 00 0 00	X						0	0	0
(22) WILL MARTINEZ MEMBERSHIP CHAIR - AZ/NM	1 00 0 00	X						0	0	0
(23) YEN VU MENTORING CHAIR - AZ/NM	1 00 0 00	X						0	0	0
(24) KATHY OAKES PROGRAM CHAIR - AZ/NM	1 00 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(101) SHELLY PEMBERTON PROJECT MANAGER - AZ/NM	1 00 0 00	X						0	0	0
(1) CHARLENE KEYS ADVISOR - CAROLINA	1 00 0 00	X						0	0	0
(2) DOUG GEORGE DIRECTOR AT LARGE - CAROLINA	1 00 0 00	X						0	0	0
(3) WENDY SUTTON DIRECTOR AT LARGE - CAROLINA	1 00 0 00	X						0	0	0
(4) WENDYE MARTIN DIRECTOR AT LARGE - CAROLINA	1 00 0 00	X						0	0	0
(5) ASHLEY DAVIS DIRECTOR AT LARGE - CAROLINA	1 00 0 00	X						0	0	0
(6) LISA WELLER DIRECTOR AT LARGE - CAROLINA	1 00 0 00	X						0	0	0
(7) SARA THOMAS DIRECTOR AT LARGE - CAROLINA	1 00 0 00	X						0	0	0
(8) CHARLON MCINTOSH DIRECTOR AT LARGE - CAROLINA	1 00 0 00	X						0	0	0
(9) MELISSA BUSCHER DIRECTOR AT LARGE - CAROLINA	1 00 0 00	X						0	0	0
(10) CAROLE HART EXECUTIVE SPONSOR - CAROLINA	1 00 0 00	X						0	0	0
(11) SANDY HOWE NATIONAL LIAISON - CAROLINA	1 00 0 00	X						0	0	0
(12) JOANNA POPPER ADVISOR - FLORIDA	1 00 0 00	X						0	0	0
(13) MINDY SNIDER DIRECTOR AT LARGE - FLORIDA	1 00 0 00	X						0	0	0
(14) LIZA-MARIE MERIDA DIRECTOR AT LARGE - FLORIDA	1 00 0 00	X						0	0	0
(15) JANICE CALUDA DIRECTOR AT LARGE - FLORIDA	1 00 0 00	X						0	0	0
(16) EVA CALDERON DIRECTOR AT LARGE - FLORIDA	1 00 0 00	X						0	0	0
(17) KEITH WALSH DISTANCE LEARNING DIRECTOR - FLORIDA	1 00 0 00	X						0	0	0
(18) ALICIA THOMPSON MARCOM - FLORIDA	1 00 0 00	X						0	0	0
(19) NINOSKA ZUCCONI MEMBERSHIP CHAIR - FLORIDA	1 00 0 00	X						0	0	0
(20) NATALIE TAYLOR MENTORING CHAIR - FLORIDA	1 00 0 00	X						0	0	0
(21) GLENDA PACANINS MENTORING CHAIR - FLORIDA	1 00 0 00	X						0	0	0
(22) LEAH BROWN PROGRAMMING CHAIR - FLORIDA	1 00 0 00	X						0	0	0
(23) TINA MORRIS PROGRAMMING CHAIR - FLORIDA	1 00 0 00	X						0	0	0
(24) CATHLENE HAMMOND WEBMASTER - FLORIDA	1 00 0 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(126) LISA BIRMINGHAM ADVISOR - GREAT LAKES	1 00 0 00	X						0	0	0
(1) SHAMIKA ANDERSON DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(2) JOHN CENICEROS DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(3) IRMA CLARK DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(4) NANCY CLELAND DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(5) MONICA DRAKE-CARTER DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(6) MARIA HOLMES DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(7) MARY MALIGA-BROWN DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(8) CINDIE ORCHARD DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(9) NYEASHEA REDMOND DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(10) JACOLA SEARSBROOK DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(11) SHONDA SHORTERS DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(12) HELEN TEUTSCH DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(13) TARAJEE WADE DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(14) ALLISON WRIGHT DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(15) MELISSA YONEMURA DIRECTOR - GREAT LAKES	1 00 0 00	X						0	0	0
(16) JEANIE HUNT INTERIM TREASURER - GREAT LAKES	1 00 0 00	X						0	0	0
(17) JILL MEINZER ADVISOR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(18) SCHELLYCE BLAKE-O'NEAL COMMUNICATIONS CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(19) MEGAN WOOD MEMBERSHIP CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(20) SARA WEBB MEMBERSHIP CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(21) KAREN MEERSMAN PROGRAMMING CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(22) ROBYN PETIT RISING STAR MENTORING CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(23) SHARISSE SHERIDAN RISING STAR MENTORING CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(24) PHYLLIS COLGAN SERVICE PROJECT CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0

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(151) SHANTA AVERHART SIGNATURE EVENTS CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(1) PAM DREWS SPONSORSHIP CHAIR - GREATER CHICAGO	1 00 0 00	X						0	0	0
(2) MARSHA CONAWAY ADVISOR - GREATER OHIO	1 00 0 00	X						0	0	0
(3) NANCY GESSNER DIRECTOR AT LARGE - GREATER OHIO	1 00 0 00	X						0	0	0
(4) LORI MAXWELL DIRECTOR AT LARGE - GREATER OHIO	1 00 0 00	X						0	0	0
(5) PAMELA MCDONALD DIRECTOR AT LARGE - GREATER OHIO	1 00 0 00	X						0	0	0
(6) CAROL WALKER DIRECTOR AT LARGE - GREATER OHIO	1 00 0 00	X						0	0	0
(7) STEPHANIE SHAWLER MARCOM - GREATER OHIO	1 00 0 00	X						0	0	0
(8) MARY SETNY MARCOM - GREATER OHIO	1 00 0 00	X						0	0	0
(9) CHARLENE THOMAS MEMBERSHIP CHAIR - GREATER OHIO	1 00 0 00	X						0	0	0
(10) JEANNETTE RICHARDSON MENTORING CHAIR - GREATER OHIO	1 00 0 00	X						0	0	0
(11) ERICA ARMSTRONG MENTORING CHAIR - GREATER OHIO	1 00 0 00	X						0	0	0
(12) ZAKI'YA BLACK PROGRAMMING CHAIR - GREATER OHIO	1 00 0 00	X						0	0	0
(13) ANGY VALENCIA PROGRAMMING CHAIR - GREATER OHIO	1 00 0 00	X						0	0	0
(14) TOREY WORRON SPONSORSHIP CHAIR - GREATER OHIO	1 00 0 00	X						0	0	0
(15) SVENJA FUHRIG AMBASSADOR CO-CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(16) FREIDA HENDERSON AMBASSADOR CO-CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(17) AIMEE DOANE ADVISOR - GREATER TEXAS	1 00 0 00	X						0	0	0
(18) KATHY BRABSON ADVISOR - GREATER TEXAS	1 00	X						0	0	0
(19) KELLE SALTER ADVISOR - GREATER TEXAS	1 00 0 00	X						0	0	0
(20) ANDREA NELSON COMMUNICATIONS CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(21) AMY EVANS COMMUNICATIONS CMTE - GREATER TEXAS	1 00 0 00	X						0	0	0
(22) ASHLEY THOMAS COMMUNICATIONS CMTE - GREATER TEXAS	1 00 0 00	X						0	0	0
(23) CRISTELE RICHINS COMMUNICATIONS CMTE - GREATER TEXAS	1 00 0 00	X						0	0	0
(24) RAMONA MARCHAND DIRECTOR - GREATER TEXAS	1 00 0 00	X						0	0	0

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(176) ELIZABETH VIRLIOS DIRECTOR - GREATER TEXAS	1 00 0 00	X						0	0	0
(1) CHRISTINA MONTES DIRECTOR - GREATER TEXAS	1 00 0 00	X						0	0	0
(2) TAMMY REDMAN DIRECTOR - GREATER TEXAS	1 00 0 00	X						0	0	0
(3) EDNA HERRERA DIRECTOR - GREATER TEXAS	1 00 0 00	X						0	0	0
(4) PAT MULLER INSPIRE MENTOR CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(5) NIKIA GREEN LONE STAR EVENT CO-CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(6) YOLANDA GREEN LONE STAR EVENT CO-CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(7) MIRKA GAVALDON LSA CMTE - GREATER TEXAS	1 00 0 00	X						0	0	0
(8) MINNIE HARDCASTLE MEMBERSHIP CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(9) ANN COOMER MEMBERSHIP CMTE - GREATER TEXAS	1 00 0 00	X						0	0	0
(10) EVELYN HALL MEMBERSHIP CO-CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(11) MEREDITH BLACK PROGRAM CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(12) TIFFANY JACKSON PROGRAM CO-CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(13) JULI BLANDA SCHOLARSHIP CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(14) LASHAUN SOLOMON SPONSORSHIP CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(15) KATHERINE TANTON SPONSORSHIP CO-CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(16) ANDREA WEGLEY TECH IT OUT CO-CHAIR - GREATER TEXAS/MDW	1 00 0 00	X						0	0	0
(17) CHRISTY GENEBACHER TECH IT OUT CO-CHAIR - GREATER TEXAS	1 00 0 00	X						0	0	0
(18) JENNIFER BERGMAN ADVISOR - HEARTLAND	1 00 0 00	X						0	0	0
(19) CARA BLAKE COMMUNICATIONS CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(20) KIM ROWELL MEMBERSHIP CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(21) DIANE REEVES MEMBERSHIP CO-CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(22) AMY GEPNER MEMBERSHIP CO-CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(23) KELLY SHERRILL PROGRAM CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(24) SHANNON BAUER PROGRAM CO-CHAIR - HEARTLAND	1 00 0 00	X						0	0	0

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(201) TIFFANI BRUTON PROGRAM CO-CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(1) ANNE HARRIS PROGRAM CO-CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(2) DEBBIE CAPE SPONSORSHIP COORDINATOR - HEARTLAND	1 00 0 00	X						0	0	0
(3) KIM BAILEY SPONSORSHIP/FUNDRAISING CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(4) ANDREA PETZOLD SPONSORSHIP/FUNDRAISING CO-CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(5) JENNIFER NOTEWARE SPONSORSHIP/FUNDRAISING CO-CHAIR - HEARTLAND	1 00 0 00	X						0	0	0
(6) MELANIE KING WEBMASTER - HEARTLAND	1 00 0 00	X						0	0	0
(7) DENISE FARLEY ADVISOR - MIDWEST	1 00 0 00	X						0	0	0
(8) THERESA SUNDE AMBASSADOR - MIDWEST	1 00 0 00	X						0	0	0
(9) PAMELA HERMANN AMBASSADOR - MIDWEST	1 00 0 00	X						0	0	0
(10) SALLY WEST DIRECTOR AT LARGE - MIDWEST	1 00 0 00	X						0	0	0
(11) MELISSA ECKERT DIRECTOR AT LARGE - MIDWEST	1 00 0 00	X						0	0	0
(12) LISA SHEA MARCOM - MIDWEST	1 00 0 00	X						0	0	0
(13) JULIE POTTHAST MEMBERSHIP CHAIR - MIDWEST	1 00 0 00	X						0	0	0
(14) JULIE POZEL MEMBERSHIP CHAIR - MIDWEST	1 00 0 00	X						0	0	0
(15) MARY PORTER MENTORING CHAIR - MIDWEST	1 00 0 00	X						0	0	0
(16) JADA MARCOTTE PROGRAMMING CHAIR - MIDWEST	1 00 0 00	X						0	0	0
(17) SARAH TREIBER PROGRAMMING CHAIR - MIDWEST	1 00 0 00	X						0	0	0
(18) RENE KREMER SPONSORSHIP CHAIR - MIDWEST	1 00 0 00	X						0	0	0
(19) JULIE SPARLIN WEBMASTER - MIDWEST	1 00 0 00	X						0	0	0
(20) PIPIER BEWLAY ADVISOR - NEW ENGLAND	1 00 0 00	X						0	0	0
(21) STEPHANIE HOLMES MARCOM - NEW ENGLAND	1 00 0 00	X						0	0	0
(22) LISA COURTEMANCHE MARCOM - NEW ENGLAND	1 00 0 00	X						0	0	0
(23) DONNA CAPONE MEMBERSHIP CHAIR - NEW ENGLAND	1 00 0 00	X						0	0	0
(24) JEN DUQUETTE MENTORING CHAIR - NEW ENGLAND	1 00 0 00	X						0	0	0

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(226) NICOLE PELAEZ-DANDREA MENTORING CHAIR - NEW ENGLAND	1 00 0 00	X						0	0	0
(1) GINA IACOMINI PROGRAMMING CHAIR - NEW ENGLAND	1 00 0 00	X						0	0	0
(2) KIMBERLY WEBBER PROGRAMMING CHAIR - NEW ENGLAND	1 00 0 00	X						0	0	0
(3) GIANFRANCA FOCARETA PROGRAMMING CHAIR - NEW ENGLAND	1 00 0 00	X						0	0	0
(4) JENNIFER WILLIAMS PROGRAMMING CHAIR - NEW ENGLAND	1 00 0 00	X						0	0	0
(5) KIMBERLY LODE SPONSORSHIP CHAIR - NEW ENGLAND	1 00 0 00	X						0	0	0
(6) HILLARY LONDON WEBMASTER - NEW ENGLAND	1 00 0 00	X						0	0	0
(7) VALERIE GRUBB ADVISOR - NEW YORK	1 00 0 00	X						0	0	0
(8) SUZANNE ALTSHULER DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(9) ELIZABETH KRESSEL DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(10) ESTHER AYORINDE DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(11) CARLA LEWIS-LONG DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(12) YASMIN MOORMAN DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(13) SARA CLARKE DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(14) ALLISON RADZIN DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(15) CRISTINA CHIANESE DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(16) NICOLE SIEGEL DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(17) ANDREA JOMIDES DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(18) COLLEEN STEWART DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(19) PEGGY KIM DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(20) MARIE SVET DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(21) JENNIFER BALL DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(22) SUSANNE MCAVOY DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(23) ELISABETH MORSE DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0
(24) EVAN SHAPIRO DIRECTOR AT LARGE - NEW YORK	1 00 0 00	X						0	0	0

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(251) MEEKA BONDY PROGRAMMING CHAIR - NEW YORK	1 00 0 00	X						0	0	0
(1) ELAINE BARDEN ADVISOR - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(2) SHANE PORTFOLIO CO-ADVISOR - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(3) JEN FRANKLIN CO-MARKETING CHAIR - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(4) KEN MAXEY DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(5) DAWN NEEDELMAN DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(6) KERRI DUPRAY DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(7) DEBBIE KLAVA DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(8) LISA HERMANSKY DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(9) FAITH LAU DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(10) LAVEL BRADY DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(11) JAIME MONTES DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(12) XANIA PENDLEY-MORRIS DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(13) LISA CORNELIUS DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(14) KALPA SUBRAMANIAN DIRECTOR AT LARGE - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(15) LYNN BIXBY MARKETING DIRECTOR - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(16) DENISE PERRY MEMBERSHIP CHAIR - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(17) CATRINA LUNDEBERG MEMBERSHIP CHAIR - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(18) ELIZABETH MUNOZ PROGRAMMING CHAIR - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(19) JOAN MESKER PROGRAMMING CHAIR - NORTHERN CALIFORNIA	1 00 0 00	X						0	0	0
(20) MARIAN JACKSON ADVISOR - PACNW	1 00 0 00	X						0	0	0
(21) JAN WACHHOLZ COMMUNICATION - PACNW	1 00 0 00	X						0	0	0
(22) THERESA SMITH DIRECTOR AT LARGE - PACNW	1 00 0 00	X						0	0	0
(23) JACQUE HILLSBERY DIRECTOR AT LARGE - PACNW	1 00 0 00	X						0	0	0
(24) KATHLEEN MARTIN DIRECTOR AT LARGE - PACNW	1 00 0 00	X						0	0	0

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(276) BEVERLY WILMORE DIRECTOR AT LARGE - PACNW	1 00 0 00	X						0	0	0
(1) JULIE STEWART MEMBERSHIP - CO - PACNW	1 00 0 00	X						0	0	0
(2) NANCY DIFRANCIA MEMBERSHIP - CO - PACNW	1 00 0 00	X						0	0	0
(3) WHITNEY JOLY OUTREACH - PACNW	1 00 0 00	X						0	0	0
(4) KAJSA MOE PROGRAMMING - PACNW	1 00 0 00	X						0	0	0
(5) CINDY RICCARDO SPONSORSHIP -CO - PACNW	1 00 0 00	X						0	0	0
(6) WENDY MIZUTANI SPONSORSHIP -CO - PACNW	1 00 0 00	X						0	0	0
(7) CHRISTIE WOLGAMOTT WEBMASTER - PACNW	1 00 0 00	X						0	0	0
(8) JENNIFER YOHE WAGNER ADVISOR - PHILADELPHIA	1 00 0 00	X						0	0	0
(9) SHERRI JURGENS DIRECTOR AT LARGE - PHILADELPHIA	1 00 0 00	X						0	0	0
(10) JOAN RITCHIE DIRECTOR AT LARGE - PHILADELPHIA	1 00 0 00	X						0	0	0
(11) JODI FRIEDMAN DIRECTOR AT LARGE - PHILADELPHIA	1 00 0 00	X						0	0	0
(12) BEVERLEY DECAIRES DIRECTOR AT LARGE - PHILADELPHIA	1 00 0 00	X						0	0	0
(13) TRACY PITCHER EXECUTIVE CHAMPION - PHILADELPHIA	1 00 0 00	X						0	0	0
(14) BILL HANRAHAN EXECUTIVE CHAMPION - PHILADELPHIA	1 00 0 00	X						0	0	0
(15) THERESA HENNESY EXECUTIVE CHAMPION - PHILADELPHIA	1 00 0 00	X						0	0	0
(16) BETSY BRIGHTMAN EXECUTIVE CHAMPION - PHILADELPHIA	1 00 0 00	X						0	0	0
(17) RINA HAYASHI MARCOM - PHILADELPHIA	1 00 0 00	X						0	0	0
(18) JULIE ROHMER MARCOM - PHILADELPHIA	1 00 0 00	X						0	0	0
(19) TRACY HASLETT MEMBERSHIP CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(20) URSULA KEATING MEMBERSHIP CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(21) DIONNE VERNON MENTORING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(22) ANDREA AGNEW MENTORING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(23) IRENE PHILIPS PROGRAMMING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(24) JERI SHELTON PROGRAMMING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(301) LORELEI ADAIR PROGRAMMING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(1) LAURA ESCOBAR PROGRAMMING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(2) KAREN GRANDMONT PROGRAMMING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(3) AMY BENNETT PROGRAMMING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(4) DEB KENT PROGRAMMING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(5) CAROL ANN SWEENEY PROGRAMMING CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(6) JENNIFER SULLIVAN SOCIAL MEDIA DIRECTOR - PHILADELPHIA	1 00 0 00	X						0	0	0
(7) MELISSA MERRIMAN SPONSORSHIP CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(8) HEATHER DAVIDSON SPONSORSHIP CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(9) JACQUELYN SMITH TECH IT OUT CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(10) YVETTE THORNTON TECH IT OUT CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(11) ZENITA HENDERSON TECH IT OUT CHAIR - PHILADELPHIA	1 00 0 00	X						0	0	0
(12) JILL STARK ADVISOR - ROCKY MTN	1 00 0 00	X						0	0	0
(13) MACKENZIE ROEBUCK-WALSH DIRECTOR CHAPTER INVESTMENT & COMMUNITY IMPACT -	1 00 0 00	X						0	0	0
(14) ERICA HULINGS DIRECTOR GENERAL PROGRAMMING - ROCKY MTN	1 00 0 00	X						0	0	0
(15) JENELLE CHAMPLIN DIRECTOR LEADERSHIP PROGRAMMING - ROCKY MTN	1 00 0 00	X						0	0	0
(16) SUSIE TOMENCHOK DIRECTOR MARKETING & COMMUNICATIONS - ROCKY MTN	1 00 0 00	X						0	0	0
(17) CHRISTINE FISKE DIRECTOR MEMBERSHIP - ROCKY MTN	1 00 0 00	X						0	0	0
(18) KELLY PERCIN DIRECTOR MENTORING - ROCKY MTN	1 00 0 00	X						0	0	0
(19) JACYN MEYER DIRECTOR MENTORING ALUMNI - ROCKY MTN	1 00 0 00	X						0	0	0
(20) FABER TERRY DIRECTOR MENTORING ALUMNI - ROCKY MTN	1 00 0 00	X						0	0	0
(21) SHELLY HUMPHREYS DIRECTOR SPONSORSHIP - ROCKY MTN	1 00 0 00	X						0	0	0
(22) SHANNON SAVIERS DIRECTOR TECH IT OUT - ROCKY MTN	1 00 0 00	X						0	0	0
(23) LAUREL GILBERT DIRECTOR TECH IT OUT - ROCKY MTN	1 00 0 00	X						0	0	0
(24) KRISTIN CROCKETT DIRECTOR WALK OF FAME - ROCKY MTN	1 00 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(326) LESLIE ELLIS INDUSTRY ADVISOR - ROCKY MTN	1 00 0 00	X						0	0	0
(1) ROBIN THOMAS ADVISOR - SOCAL	1 00 0 00	X						0	0	0
(2) MICHELLE MCGUIRE CHRISTIAN ADVISOR - SOCAL	1 00 0 00	X						0	0	0
(3) KEVIN STONE COMMUNICATIONS CO-CHAIR - SOCAL	1 00 0 00	X						0	0	0
(4) EMILIO RANGEL COMMUNICATIONS CO-CHAIR - SOCAL	1 00 0 00	X						0	0	0
(5) GABRIELA MARROQUIN-CHAPARRO DIRECTOR-AT-LARGE - SOCAL	1 00 0 00	X						0	0	0
(6) LYNN NANTANA DIRECTOR-AT-LARGE - SOCAL	1 00 0 00	X						0	0	0
(7) ERIKA NOLTING DIRECTOR-AT-LARGE - SOCAL	1 00 0 00	X						0	0	0
(8) CHI SAVAGE DIRECTOR-AT-LARGE - SOCAL	1 00 0 00	X						0	0	0
(9) JENNIFER YOUNG JR MEMBERSHIP CHAIR - SOCAL	1 00 0 00	X						0	0	0
(10) KEISHA BAKER JR SPONSORSHIP CHAIR - SOCAL	1 00 0 00	X						0	0	0
(11) SOPHIE HARRIS LEA AWARDS ADVISOR - SOCAL	1 00 0 00	X						0	0	0
(12) ANDREA ARCHER MENTORING CO-CHAIR - SOCAL	1 00 0 00	X						0	0	0
(13) KATE TRAUTMANN MENTORING CO-CHAIR - SOCAL	1 00 0 00	X						0	0	0
(14) KIM LATOUR PROGRAM CO-CHAIR - SOCAL	1 00 0 00	X						0	0	0
(15) LIZZY PAULSON PROGRAM CO-CHAIR - SOCAL	1 00 0 00	X						0	0	0
(16) NICOLE MUZZIO RESERVATIONS CHAIR - SOCAL	1 00 0 00	X						0	0	0
(17) RON SAYKIN SR COMMUNICATIONS CHAIR - SOCAL	1 00 0 00	X						0	0	0
(18) GLORIA JOLLEY SR MEMBERSHIP CHAIR - SOCAL	1 00 0 00	X						0	0	0
(19) AILEEN THOMAS SR SPONSORSHIP CHAIR - SOCAL	1 00 0 00	X						0	0	0
(20) BRITTANY SMITH DIRECTOR, PARTNERSHIP - SOUTHEAST	1 00 0 00	X						0	0	0
(21) CANDICE LOWE DIRECTOR, PROGRAMMING - GA - SOUTHEAST	1 00 0 00	X						0	0	0
(22) ANNE LOESCHER DIRECTOR, PROGRAMMING- GA - SOUTHEAST	1 00 0 00	X						0	0	0
(23) JESSICA CRAMER DIRECTOR MKT/COM- GA - SOUTHEAST	1 00 0 00	X						0	0	0
(24) BETH PARKS DIRECTOR MKT/COM-TN - SOUTHEAST	1 00 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(351) DEE-DEE ATTA DIRECTOR, MEMBERSHIP- GA - SOUTHEAST	1 00 0 00	X						0	0	0
(1) MEREDITH CRAWFORD DIRECTOR, MEMBERSHIP- TN - SOUTHEAST	1 00 0 00	X						0	0	0
(2) SARA EGERT DIRECTOR, MENTORING- GA - SOUTHEAST	1 00 0 00	X						0	0	0
(3) MELISSA ROBERTS DIRECTOR, MENTORING -TN - SOUTHEAST	1 00 0 00	X						0	0	0
(4) MARILYN ALTMAN DIRECTOR, OUTREACH - SOUTHEAST	1 00 0 00	X						0	0	0
(5) JAMIE MILLER DIRECTOR, PROGRAMMING - TN - SOUTHEAST	1 00 0 00	X						0	0	0
(6) MAYA BROOKS DIRECTOR, RED LETTER AWARDS - SOUTHEAST	1 00 0 00	X						0	0	0
(7) LISA MINARDI DIRECTOR, TECH/DESIGN - SOUTHEAST	1 00 0 00	X						0	0	0
(8) DENISE GOUGH DIRECTOR-AT-LARGE - SOUTHEAST	1 00 0 00	X						0	0	0
(9) KATHY HATALA DIRECTOR-AT-LARGE - SOUTHEAST	1 00 0 00	X						0	0	0
(10) MELISSA INGRAM DIRECTOR-AT-LARGE - SOUTHEAST	1 00 0 00	X						0	0	0
(11) ALINA SINGER DIRECTOR-AT-LARGE - SOUTHEAST	1 00 0 00	X						0	0	0
(12) SHERI MCGAUGHY NATIONAL MENTOR - SOUTHEAST	1 00 0 00	X						0	0	0
(13) BECKY WINDLE SPECIAL EVENTS DIRECTOR - SOUTHEAST	1 00 0 00	X						0	0	0
(14) JAMELIA SMITH SR DIRECTOR MENTORING - SOUTHEAST	1 00 0 00	X						0	0	0
(15) EILEEN LICHTENFELD SR DIRECTOR MKT/COM - SOUTHEAST	1 00 0 00	X						0	0	0
(16) KIMBERLY LINSLEY SR DIRECTOR, PARTNERSHIP - SOUTHEAST	1 00 0 00	X						0	0	0
(17) NATALYN DIXON SR DIRECTOR, PROGRAMMING - SOUTHEAST	1 00 0 00	X						0	0	0
(18) PERDITA JORDAN SR DIRECTOR,MEMBERSHIP - SOUTHEAST	1 00 0 00	X						0	0	0
(19) GARY MCCOLLUM ADVISOR - VIRGINIA	1 00 0 00	X						0	0	0
(20) DANA HUGHES MARCOM - VIRGINIA	1 00 0 00	X						0	0	0
(21) KIRSTEN SWEET BURGESS MEMBER AT LARGE - VIRGINIA	1 00 0 00	X						0	0	0
(22) STACIE VEST MEMBER AT LARGE - VIRGINIA	1 00 0 00	X						0	0	0
(23) KAREN NEWMYER MEMBERSHIP CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(24) GINA WHEELING MEMBERSHIP CHAIR - VIRGINIA	1 00 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(376) BARBARA COWAN MENTORING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(1) KIM MOSLEY MENTORING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(2) ANGELA WASHINGTON PROGRAMMING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(3) ASHLEY GLADING PROGRAMMING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(4) TERRY ELLIS PROGRAMMING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(5) PAM TAPSCOTT-LASSITER PROGRAMMING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(6) BECKY MULLINGS CROSETTO PROGRAMMING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(7) ROSALYN DOAKS PROGRAMMING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(8) TONI STUBBS PROGRAMMING CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(9) JOHN D'ANTONIO SPONSORSHIP CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(10) HYUN BERGLUND SPONSORSHIP CHAIR - VIRGINIA	1 00 0 00	X						0	0	0
(11) JENNIFER ZEILE WEBMASTER - VIRGINIA	1 00 0 00	X						0	0	0
(12) VICKIE FIALA ADVISOR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(13) MICHELLE RICE ALUMNI COMMITTEE - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(14) SUZANNE UNDERWALD ALUMNI COMMITTEE - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(15) LISA CLARK DIRECTOR AT LARGE - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(16) TERRI LEFTWICH DIRECTOR AT LARGE - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(17) COLLEEN MERCER DIRECTOR AT LARGE - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(18) LISA VEGA DIRECTOR AT LARGE - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(19) LINETTE HWU DIRECTOR AT LARGE - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(20) ANNE THOMPSON DIRECTOR AT LARGE - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(21) ROBERT STODDARD EXECUTIVE CHAMPION - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(22) JACKIE HEITZER MARCOM - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(23) SHANI BOONE MEMBERSHIP CHAIR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(24) HEATHER HUTCHINSON MEMBERSHIP CHAIR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(401) JESSICA JONES MENTORING CHAIR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(1) KAT STEWART PROGRAMMING CHAIR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(2) VANDITA ARORA PROGRAMMING CHAIR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(3) SUSANNE FORNO SOCIAL MEDIA DIRECTOR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(4) MONIQUE KENNEDY SPONSORSHIP CHAIR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0
(5) MEGHAN RODGERS SPONSORSHIP CHAIR - WASHINGTON DC/BALTIMORE	1 00 0 00	X						0	0	0

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SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Information about Schedule A (Form 990 or 990-EZ) and its instructions is at *www.irs.gov/form990*.**

OMB No 1545-0047

2014

Open to Public Inspection

Name of the organization
WOMEN IN CABLE & TELECOMMUNICATIONS GROUP RETURN

Employer identification number
36-3539302

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 (For lines 1 through 11, check only one box)

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).**

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 Part III)

10 ☐ An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

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 in lines 11a through 11d that describes the type of supporting organization and complete lines 11e, 11f, and 11g

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

f Enter the number of supported organizations . . . . . _____

g Provide the following information about the supported organization(s)

(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 listed in your governing document? Yes	(iv) No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
Total						

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 or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	288,315	992,795	766,733	1,055,559	854,516	3,957,918
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 through 3	288,315	992,795	766,733	1,055,559	854,516	3,957,918
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)						
6 **Public support.** Subtract line 5 from line 4						3,957,918

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
7 Amounts from line 4	288,315	992,795	766,733	1,055,559	854,516	3,957,918
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	861	383	205	190	111	1,750
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 VI)	33,627	223,637	93,604	1,056	28,081	380,005
11 **Total support** Add lines 7 through 10						4,339,673

12 Gross receipts from related activities, etc (see instructions)	12	3,840,803

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** . . . . . ▶☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2014 (line 6, column (f) divided by line 11, column (f))	14	91 200 %
15 Public support percentage for 2013 Schedule A, Part II, line 14	15	87 770 %

16a **33 1/3% support test—2014.** 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 ▶☑

b **33 1/3% support test—2013.** 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 ▶☐

17a **10%-facts-and-circumstances test—2014.** 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 VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶☐

b **10%-facts-and-circumstances test—2013.** 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 VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶☐

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 ▶☐

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 or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(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 through 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 $5,000 or 1% of the amount on line 13 for the year						
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) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(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 VI)						
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 2014 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2013 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2014** (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from **2013** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2014.** 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—2013.** 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 ▶☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 11 of Part I If you checked 11a of Part I, complete Sections A and B If you checked 11b of Part I, complete Sections A and C If you checked 11c of Part I, complete Sections A, D, and E If you checked 11d of Part I, complete Sections A and D, and complete Part V)

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in* ***Part VI*** *how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in* ***Part VI*** *how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer (b) and (c) below.*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in* ***Part VI*** *when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in* ***Part VI*** *what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations. . . .*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in* ***Part VI.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990) .*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? *If "Yes," complete Part II of Schedule L (Form 990).*	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509 (a)(1) or (2))? *If "Yes," provide detail in* ***Part VI.***	9a		
b	Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in* ***Part VI.***	9b		
c	Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in* ***Part VI.***	9c		
10a	Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).*	10b		
11	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?	11a		
b	A family member of a person described in (a) above?	11b		
c	A 35% controlled entity of a person described in (a) or (b) above? *If "Yes" to a, b, or c, provide detail in Part VI.*	11c		

Part IV Supporting Organizations (continued)

Section B. Type I Supporting Organizations

		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? *If "No," describe in* ***Part VI*** *how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in* ***Part VI*** *how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.*	2		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in* ***Part VI*** *how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).*	1		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (1) a written notice describing the type and amount of support provided during the prior tax year, (2) a copy of the Form 990 that was most recently filed as of the date of notification, and (3) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in* ***Part VI*** *how the organization maintained a close and continuous working relationship with the supported organization(s).*	2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in* ***Part VI*** *the role the organization's supported organizations played in this regard.*	3		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year **(see instructions)**

- **a** ☐ The organization satisfied the Activities Test Complete **line 2** below
- **b** ☐ The organization is the parent of each of its supported organizations Complete **line 3** below
- **c** ☐ The organization supported a governmental entity Describe in Part VI how you supported a government entity (see instructions)

			Yes	No
2	Activities Test **Answer (a) and (b) below.**			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* ***Part VI identify those supported organizations and explain*** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	2a		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* ***Part VI*** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	2b		
3	Parent of Supported Organizations **Answer (a) and (b) below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *Provide details in Part VI.*	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*	3b		

Part V – Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970 **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E

Section A - Adjusted Net Income

			(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	**Adjusted Net Income** (subtract lines 5, 6 and 7 from line 4)	8		

Section B - Minimum Asset Amount

			(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1		
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (explain in detail in Part VI) _____			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 035	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

Section C - Distributable Amount

				Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		
7	☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)			

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 **Total annual distributions.** Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2014 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2014	(iii) Distributable Amount for 2014
1 Distributable amount for 2014 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2014 (reasonable cause required--see instructions)			
3 Excess distributions carryover, if any, to 2014			
a From 2009.			
b From 2010.			
c From 2011.			
d From 2012.			
e From 2013.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2014 distributable amount			
i Carryover from 2009 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2014 from Section D, line 7 $ _____			
a Applied to underdistributions of prior years			
b Applied to 2014 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2014, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2014 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 **Excess distributions carryover to 2015.** Add lines 3j and 4c			
8 Breakdown of line 7			
a From 2010.			
b From 2011.			
c From 2012.			
d From 2013.			
e From 2014.			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME	OTHER MISCELLANEOUS INCOME

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SCHEDULE G (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.

▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Information about Schedule G (Form 990 or 990-EZ) and its instructions is at *www.irs.gov/form990*.**

OMB No 1545-0047

2014

Open to Public Inspection

Name of the organization
WOMEN IN CABLE & TELECOMMUNICATIONS GROUP RETURN

Employer identification number
36-3539302

Part I **Fundraising Activities.** Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

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

- **a** ☐ Mail solicitations
- **b** ☐ Internet and email solicitations
- **c** ☐ Phone solicitations
- **d** ☐ In-person solicitations
- **e** ☐ Solicitation of non-government grants
- **f** ☐ Solicitation of government grants
- **g** ☐ Special fundraising events

2a 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

	(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col **(i)**	**(vi)** Amount paid to (or retained by) organization
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
Total . . . . . ▶							

3 List all states in which the organization is registered or licensed to solicit contributions 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 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

		(a) Event #1 ROCKY MOUNTAIN GALA (event type)	(b) Event #2 TEXAS LONE STAR EVENT (event type)	(c) Other events 6 (total number)	(d) Total events (add col (a) through col (c))
Revenue	1 Gross receipts	196,900	82,175	310,910	589,985
	2 Less Contributions	92,000	71,500	50,000	213,500
	3 Gross income (line 1 minus line 2)	104,900	10,675	260,910	376,485
Direct Expenses	4 Cash prizes			2,175	2,175
	5 Noncash prizes		2,646	1,983	4,629
	6 Rent/facility costs	85,699	22,476	138,763	246,938
	7 Food and beverages		28,235	252	28,487
	8 Entertainment			500	500
	9 Other direct expenses	29,004	8,063	30,597	67,664
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				(350,393)
	11 Net income summary Subtract line 10 from line 3, column (d) ▶				26,092

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	☐ Yes ____% ☐ No	☐ Yes ____% ☐ No	☐ Yes ____% ☐ No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary Subtract line 7 from line 1, column (d) ▶				

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

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain _____

11 Does the organization conduct gaming activities with nonmembers? . . . . . ☐ Yes ☐ No

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

13 Indicate the percentage of gaming activities conducted in

a	The organization's facility	**13a**	%
b	An outside facility	**13b**	%

14 Enter 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? . . . . . ☐ Yes ☐ No

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 of the third party

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? . . . . . ☐ Yes ☐ No

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 ▶ $

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information (see instructions).

Return Reference	Explanation

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Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

▶ **Information about Schedule I (Form 990) and its instructions is at *www.irs.gov/form990*.**

OMB No 1545-0047

2014

Open to Public Inspection

Name of the organization
WOMEN IN CABLE & TELECOMMUNICATIONS GROUP RETURN

Employer identification number
36-3539302

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . ☐ Yes ☑ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.

Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than $5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) WOMEN IN CABLE & TELECOMMUNICATIONS 2000 K STREET NW 350 WASHINGTON, DC 20006	36-3814358	501(C)3	54,078				PAR INITIATIVE

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . ▶ 1

3 Enter total number of other organizations listed in the line 1 table . . . . ▶ 0

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" to Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
(1) SCHOLARSHIPS & DONATIONS		88,976			

Part IV **Supplemental Information.** Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.

Return Reference	Explanation
SCHEDULE I, PART III	THE INDIVIDUAL GRANTS/ASSISTANCE WAS PROVIDED BY MULTIPLE CHAPTERS TO A VARIETY OF RECIPIENTS

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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.
▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2014

Open to Public Inspection

Name of the organization	Employer identification number
WOMEN IN CABLE & TELECOMMUNICATIONS GROUP RETURN	36-3539302

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART IV, LINE 21	
FORM 990, PART IV, LINE 22	THE FOLLOWING CHAPTERS DID NOT MAKE GRANTS OF MORE THAN $5,000 TO DOMESTIC INDIVIDUALS -G REATER OHIO -GREATER CHICAGO -GREAT LAKES/MICHIGAN -MIDWEST -NEW ENGLAND -NEW MEXICO/ARIZO NA -NEW YORK -HEARTLAND/OKLAHOMA -ROCKY MOUNTAIN -NORTHERN CALIFORNIA -PACIFIC NORTHWEST - FLORIDA -SOUTHERN CALIFORNIA
FORM 990, PART IV, LINE 18	THE FOLLOWING CHAPTERS DID NOT HAVE GROSS REVENUES FROM FUNDRAISING EVENTS OF $15,000 OR M ORE -GREATER CHICAGO -GREAT LAKES/MICHIGAN -HEARTLAND -NEW MEXICO/ARIZONA -NORTHERN CALIF ORNIA -NEW YORK -GREATER OHIO -PACIFIC NORTHWEST -SOUTHERN CALIFORNIA -VIRGINIA -WASHINGTO N DC/BALTIMORE
FORM 990, PART V, LINE 7A & 7B	THE FOLLOWING CHAPTERS EITHER DID NOT RECEIVE PAYMENTS IN EXCESS OF $75 MADE PARTLY AS A C ONTRIBUTION AND PARTLY FOR GOODS/SERVICES, OR DID NOT PROVIDE WRITTEN STATEMENTS INDICATIN G THE AMOUNT OF NON-DEDUCTIBLE GOODS/SERVICES RECEIVED -GREATER CHICAGO -GREAT LAKES/MICH IGAN -HEARTLAND -MIDWEST -NEW ENGLAND -NEW MEXICO/ARIZONA -NORTHERN CALIFORNIA -NEW YORK - GREATER OHIO -PACIFIC NORTHWEST -ROCKY MOUNTAIN -SOUTHERN CALIFORNIA -TEXAS
FORM 990, PART VI, SECTION A, LINE 2	GREAT LAKES CHAPTER LAKEISHA DULIN, SHANNON DULIN - FAMILY RELATIONSHIP
FORM 990, PART VI, SECTION A, LINE 4	THE ONLY CHAPTER TO MAKE SIGNIFICANT CHANGES TO ITS GOVERNING DOCUMENTS WAS VIRGINIA THE BYLAWS WERE UPDATED TO REFLECT THE OFFICER-LEVEL OF THE ASSISTANT TREASURER, AND TO INCLUD E REVISED LANGUAGE REGARDING ELECTIONS ALL OTHER CHAPTERS DID NOT MAKE ANY CHANGES TO THE IR BYLAWS AND/OR ARTICLES OF INCORPORATION, AS APPLICABLE
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 DIREC TORS 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 MEMBE RS 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 APPOINTE D OR ELECTED OFFICE 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 ME MBERSHIP- 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 RIGHT S 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 POSITIO NS IN THE GOVERNING BODY -REGULAR MEMBERS -EXECUTIVE MEMBERS -EXECUTIVE LIFE MEMBERS
FORM 990, PART VI, SECTION A, LINE 8B	THE FOLLOWING CHAPTERS DID NOT CONTEMPORANEOUSLY DOCUMENT THE MEETINGS HELD OR WRITTEN ACT IONS UNDERTAKEN DURING THE YEAR BY EACH COMMITTEE WITH AUTHORIT TO ACT ON BEHALF OF THE GO VERNING BODY, OFTEN BECAUSE THERE ARE NO SUCH COMMITTEES -FLORIDA -GREAT LAKES/MICHIGAN - NORTHERN CALIFORNIA -PHILADELPHIA -SOUTHEAST -SOUTHERN CALIFORNIA -VIRGINIA -WASHINGTON DC /BALTIMORE
FORM 990, PART VI, SECTION B, LINE 11	THE FORM 990 TAX RETURN IN REVIEWED BY THE VP OF FINANCE & ADMINISTRATION AND BY THE OUTSIDE ACCOUNTING FIRM
FORM 990, PART VI, SECTION C, LINE 19	THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST
FORM 990, PART VI, LINE 2	ALL CHAPTERS EXCEPT GREAT LAKES HAD NO FAMILY OR BUSINESS RELATIONSHIPS AMONG OFFICERS, DIRECTORS, OR EMPLOYEES
FORM 990, PART VI, LINE 4	THE ONLY CHAPTER TO MAKE SIGNIFICANT CHANGES TO ITS GOVERNING DOCUMENTS WAS VIRGINIA THE BYLAWS WERE UPDATED TO REFLECT THE OFFICER-LEVEL OF THE ASSISTANT TREASURER, AND TO INCLUD E REVISED LANGUAGE REGARDING ELECTIONS ALL OTHER CHAPTERS DID NOT MAKE ANY CHANGES TO THE IR BYLAWS AND/OR ARTICLES OF INCORPORATION, AS APPLICABLE
FORM 990, PART VI, LINE 12A	THE FOLLOWING CHAPTERS DID NOT HAVE CONFLICT OF INTEREST POLICIES -CAROLINAS -GREAT LAKES /MICHIGAN -NEW ENGLAND -PACIFIC NORTHWEST -PHILADELPHIA -ROCKY MOUNTAIN -SOUTHEAST -SOUTHE RN CALIFORNIA -GREATER TEXAS -VIRGINIA -WASHINGTON DC/BALTIMORE
FORM 990, PART VI, LINE 12B	THE FOLLOWING CHAPTERS DID NOT REQUIRE OFFICERS, DIRECTORS, AND KEY EMPLOYEES TO DISCLOSE ANNUALLY INTERESTS THAT COULD GIVE RISE TO CONFLICTS -NEW MEXICO/ARIZONA -NEW YORK
FORM 990, PART VI, LINE 12C	THE FOLLOWING CHAPTERS DID NOT REGULARLY AND CONSISTENTLY MONITOR AND ENFORCE COMPLIANCE W ITH THEIR CONFLICT OF INTEREST POLICY -GREATER CHICAGO -MIDWEST -NEW MEXICO/ARIZONA -NEW YORK
FORM 990, PART VI, LINE 13	THE FOLLOWING CHAPTERS DID NOT HAVE A WRITTEN WHISTLEBLOWER POLICY -CAROLINAS -GREAT LAKE S/MICHIGAN -NEW ENGLAND -PACIFIC NORTHWEST -PHILADELPHIA -ROCKY MOUNTAIN -SOUTHEAST -SOUTH ERN CALIFORNIA -GREATER TEXAS -VIRGINIA -WASHINGTON DC/BALTIMORE
FORM 990, PART VI, LINE 14	THE FOLLOWING CHAPTERS DID NOT HAVE A WRITTEN WHISTLEBLOWER POLICY -CAROLINAS -GREAT LAKE S/MICHIGAN -NEW ENGLAND -PHILADELPHIA -ROCKY MOUNTAIN -SOUTHEAST -SOUTHERN CALIFORNIA -GRE ATER TEXAS -VIRGINIA -WASHINGTON DC/BALTIMORE

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SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990.
▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2014

Open to Public Inspection

Name of the organization
WOMEN IN CABLE & TELECOMMUNICATIONS GROUP RETURN

Employer identification number
36-3539302

Part I Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512 (b)(13) controlled entity? Yes	(g) Section 512 (b)(13) controlled entity? No
(1) WOMEN IN CABLE AND TELECOMMUNICATIONS 14555 AVION PARKWAY CHANTILLY, VA 20151 36-3814358	DEVELOPING WOMEN LEADER IN TELECOMMUNICATIONS	IL	501(C)(3)	170(B)(1)(A)(VI)			No

Part III **Identification of Related Organizations Taxable as a Partnership** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No

Part V **Transactions With Related Organizations** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

		Yes	No
Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule			
1 During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity	1a		No
b Gift, grant, or capital contribution to related organization(s)	1b		No
c Gift, grant, or capital contribution from related organization(s)	1c		No
d Loans or loan guarantees to or for related organization(s)	1d		No
e Loans or loan guarantees by related organization(s)	1e		No
f Dividends from related organization(s)	1f		No
g Sale of assets to related organization(s)	1g		No
h Purchase of assets from related organization(s)	1h		No
i Exchange of assets with related organization(s)	1i		No
j Lease of facilities, equipment, or other assets to related organization(s)	1j		No
k Lease of facilities, equipment, or other assets from related organization(s)	1k		No
l Performance of services or membership or fundraising solicitations for related organization(s)	1l		No
m Performance of services or membership or fundraising solicitations by related organization(s)	1m		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n		No
o Sharing of paid employees with related organization(s)	1o		No
p Reimbursement paid to related organization(s) for expenses	1p		No
q Reimbursement paid by related organization(s) for expenses	1q		No
r Other transfer of cash or property to related organization(s)	1r		No
s Other transfer of cash or property from related organization(s)	1s		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

Part VI **Unrelated Organizations Taxable as a Partnership** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization See instructions regarding exclusion for certain investment partnerships

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R (see instructions)

Return Reference	Explanation