Memo to Members

Volume 21, Issue 40 October 17, 2016

In This Issue:

NLIHC News

- NLIHC's 2017 Housing Policy Forum and Leadership Awards Reception, April 2-4
- Louis Dolbeare, 1916-2016

FAIR HOUSING

- Nonprofits Launch National Campaign against Housing Discrimination
- Webinar on Ensuring Fair Housing for People with Criminal Records
- Webinar on Using HUD's Nuisance Ordinance Guidelines to Keep Domestic Violence Victims Safe

RESEARCH

• Modest Incentives Did Not Prompt Voucher Recipients to Move to Areas of Opportunity in Chicago

FACT OF THE WEEK

Wait Times for Housing Choice Vouchers

FROM THE FIELD

Minnesota Housing Partnership Releases Sold Out Report

EVENTS

- National Housing Conference Policy Convening on Solutions for Affordable Housing
- NeighborWorks Training Institute in Washington, DC in December

MORE NLIHC NEWS

- NLIHC Welcomes New Communications Specialist Lisa Marlow
- NLIHC Seeking Policy, Research, and Communications/Graphic Design Interns for Spring
- Support NLIHC While Shopping Amazon Smile!

NLIHC News

NLIHC's 2017 Housing Policy Forum and Leadership Awards Reception, April 2-4



Registration is now open for NLIHC's 2017 Housing Policy Forum in Washington, DC, April 2-4, 2017. The Forum will provide opportunities to engage with thought-leaders, policy experts, researchers, affordable housing practitioners, low income residents, and leaders from Capitol Hill and the new Administration about the state of the affordable housing crisis in America and its solutions. The 2017 Housing Leadership Award recipients, J. Ronald Terwilliger and Amy Anthony, will be recognized for their contributions to affordable housing at NLIHC's annual Leadership Reception on the evening of April 4.

The Policy Forum will explore challenges and opportunities emerging from the 2016 presidential and congressional elections and the best strategies for

achieving positive affordable housing policy solutions. NLIHC will invite the new HUD secretary to share his or her vision and priorities and to engage with participants about their concerns, aspirations, and recommendations. The Forum will also explore the lessons learned from the first year of implementation of the national Housing Trust Fund; the intersections between housing and health, education, criminal justice reform, and other areas; and ways to rebalance U.S. federal housing investments to end homelessness and housing poverty, among many other topics. The third day of the Forum will provide an opportunity for participants to visit their congressional delegations on Capitol Hill.

At the Leadership Reception on April 4, J. Ronald Terwilliger, chairman emeritus and former CEO of the Trammel Crow Residential Company, will receive the 2017 Edward W. Brooke Housing Leadership Award for his outstanding contributions to the cause of rebalancing federal affordable housing policy. The Brooke Award is named for the late Senator Edward W. Brooke (R-MA), who championed low income and fair housing while in Congress and later served as the chair of NLIHC's Board of Directors. The award is presented to individuals who advocate for affordable housing on the national level. Retired Preservation of Affordable Housing President and Founder Amy Anthony will be the reciⁱpient of the 2017 Cushing N. Dolbeare Lifetime Service Award. The Dolbeare Award is named after NLIHC's founder, considered the godmother of the affordable housing movement. NLIHC presents the Dolbeare Award to individuals for their lifetime of service to affordable housing.

The NLIHC 2017 Housing Policy Forum and Leadership Reception will take place at the Washington Court Hotel in Washington DC. Register at: http://bit.ly/2dnJpnS

A limited number of shared-lodging hotel scholarships will be awarded on a first-come-first-served basis to low income residents who are NLIHC members and who pay their own Forum registration fee ("self-pay participants"). To ensure a broad geographic distribution, no more than two scholarships will be awarded to participants from any one state. To apply for a scholarship, send an email expressing interest to outreach@nlihc.org.

Louis Dolbeare, 1916-2016



From left: Louis Dolbeare and former NLIHC President and CEO Sheila Crowley at NLIHC's 40th Anniversary Gala in November, 2014

It is will profound sadness that we share the news of the passing of Louis Dolbeare, spouse of NLIHC founder Cushing Dolbeare and a great friend and supporter of NLIHC's work since its creation in 1974. He passed away Saturday, October 15, just a few weeks after his 100^{th} birthday. All of us who knew and loved Louis feel blessed to have been graced by his humor, joy, and intellect – as well as his lifelong passion for social justice. We will miss him dearly.

His obituary:

"Louis Prescott Dolbeare, 100 years and 18 days old, the would-be flaneur-writer, poetaster, sometime urban planner, househusband, family man and dissembler since adolescence, died of cancer on 15 October, in Seattle. He was with his daughter, Mary Oak, and son-in-law, David Fries, when he passed peacefully.

"Born 27 September, 1916, in Brooklyn, NY, Dolbeare was the son of Caro Elizabeth (Prescott) of East Milton, NY and Louis Urban Dolbeare of Norwich, CT. He married Mary Cushing Niles VI (known as Cushing) in

Baltimore's Unitarian church on 1 July, 1956. Two children were born to the couple: Mary Cushing VII in 1958 and Louis Niles in 1960. Cushing predeceased him in 2005. His only sibling, Mary Ellen, died in 2007. He was the grandson of sculptress and occasional poet Katherine Tupper Prescott.

"Dolbeare graduated from Phillips Academy (Andover) in 1935 and Amherst College in 1940. He moved to Washington DC in 1940 to work at the Office of War Information and survived a plane crash in 1942 while en route to open the OWI's office in London. He was sent to Paris after its liberation in 1944 and was in the City of Light in uniform to celebrate V-E day the following year.

"Dolbeare received the degree of Master of City Planning from the Graduate School of Design at Harvard University in 1948. Thence he moved to Philadelphia to start a career in various aspects of planning. However, he never worked for the city planning commission, a false assumption too often made. After a career of 28 years in planning, at 61 he retired and continued to draw a not insignificant pension from the Commonwealth of Pennsylvania for the next 39 years.

"In 1977 he became a house spouse in the row house in Washington, DC that he and Cushing moved to so that she could devote herself to housing activism. The National Low Income Housing Coalition, which Cushing had founded in 1974, benefitted from intern Louis running the mimeograph machine, handling the mail, and the odd scrivening job. Louis volunteered at the nearby headquarters of the ACLU and remained there for 25 years. A lifelong Democrat (to the horror of his parents) he was also active in Americans for Democratic Action and the American Institute of Planning. Though conventional in many ways, Louis was also a homeopath, agnostic, and prodigious writer of letters and, in later years, obituaries for his many friends whom he outlived. He came out in 1995.

"In 2002, Cushing and Louis moved to Collington in suburban Washington DC. In 2009, Dolbeare moved to an apartment he helped design in the basement of his daughter and son-in-law's home in Seattle, where he wrote a two-volume memoir Scenes of a Life. On turning 100 last month, Dolbeare received greetings from President

Obama, Sen. Patty Murray, and dozens of friends and family who were blessed to know him. Besides his children and Niles' partner Robert A. Driscoll of San Francisco, Dolbeare is survived by his grandsons Christopher O'Kane of Portland, OR; Emmanuel O'Kane of various points on the globe (currently Nepal); Kyrian O'Kane of Los Angeles; and granddaughter Rosemary Cushing VIII of San Francisco.

"In lieu of flowers, donations may be made to the Village (Senior Services) at Phinney Neighborhood Center, Providence Hospice of Seattle, the ACLU, or a local community do-gooder organization of your choice.

"Louis' ashes will be buried at the roots of a new tree when the family gathers at his late sister's house in the Catskill Mountains next summer."

Fair Housing

Nonprofits Launch National Campaign against Housing Discrimination

The National Coalition for Asian Pacific American Community Development (National CAPACD) and the National Association for Latino Community Asset Builders (NALCAB) have launched a National Fair Housing Media Campaign to engage and inform communities at risk of housing discrimination about their rights under the federal Fair Housing Act and the assistance available to them from HUD. The campaign will focus on discrimination based on national origin and will engage target audiences through social media, multilingual marketing, local media engagement, and grassroots outreach.

Racial and ethnic discrimination against homebuyers and renters is a problem in many communities across the country. For immigrant and limited English speaking communities there is a lack of fair housing information and resources available in their native language. The campaign will raise awareness among those most vulnerable to discriminatory housing practices and urge people to report violations.

In addition to national outreach efforts, the campaign will target 10 local markets combining media engagement and partnerships with community-based organizations. The campaign will focus on communities that are likely to be affected by housing discrimination on the basis of national origin, including Hispanics, Asian Americans, Pacific Islanders, and individuals of African descent. The social media and grassroots outreach efforts aim to connect consumers who face discriminatory housing practices with their local HUD office.

The target markets and organizations are:

Markets:	Grassroots Organizations:
Houston, TX	Neighborhood Centers, Inc. Chinese Community Center
Birmingham, AL	Hispanic Interest Coalition of Alabama
Washington DC & Baltimore, MD	Latino Economic Development Corporation
Chicago, IL	The Resurrection Project Chinese American Service League
New York, NY	Make the Road New York Chhaya CDC
St. Paul, MN	Hmong American Partnership
Seattle, WA	Interim CDA

San Jose, CA	Asian Law Alliance
Los Angeles, CA	East Los Angeles Community Corp. Thai CDC

The federal Fair Housing Act prohibits housing discrimination based on race, color, national origin, religion, sex, familial status, or disability. Persons who believe they have experienced discrimination may file a complaint by contacting HUD's Office of Fair Housing and Equal Opportunity at 800-669-9777(voice) or 800-27-9275 (TTY). Housing discrimination complaints may also be filed at: http://www.hud.gov/fairhousing

For more information about the campaign contact Nahida Uddin, 347.283.1757, <u>nahida@nationalcapacd.org</u>, or Yadira Gonzales, 210.305.5177, <u>ygonzales@nalcab.org</u>.

Webinar on Ensuring Fair Housing for People with Criminal Records

The Sargent Shriver National Center on Poverty Law is sponsoring a free webinar on October 26 about HUD's fair housing guidance regarding the use of criminal records. Three HUD officials will answer questions about the guidance issued on April 11 stating that admission denials, evictions, and other adverse housing decisions based on a person's criminal record may constitute racial discrimination under the Fair Housing Act (see *Memo* 4/11).

Since its release, advocates, housing providers, and others affected by the guidance have wondered what types of housing actions the guidance applies to and how stakeholders can assess whether a criminal record policy is discriminatory. The webinar will address these and other questions and will offer an overview of the guidance, an interview with a HUD official, and a live Q&A session. This webinar supplements the Shriver Center's April 2016 webinar, which focused primarily on federally subsidized housing providers.

Presenters will be:

- Tonya Robinson, acting general counsel, Office of General Counsel, HUD
- Michelle Aronowitz, deputy general counsel for enforcement and fair housing, HUD
- Casey Weissman-Vermeulen, trial attorney, Fair Housing Enforcement Division, Office of General Counsel, HUD
- Marie Claire Tran-Leung, staff attorney for housing justice, Sargent Shriver National Center on Poverty Law

The webinar will take place on Wednesday, October 26, 2:00-3:00 pm ET.

Register for the free webinar at http://bit.ly/2dPPGrK

Webinar on Using HUD's Nuisance Ordinance Guidance to Keep Domestic Violence Victims Safe

A free webinar will be held to discuss HUD's recent guidance about fair housing standards related to nuisance abatement and crime-free housing ordinances (see *Memo*, 9/19). The webinar will also provide an overview of HUD's complaint process. The webinar will be held on October 20, 2016, from 3:00 – 4:30 pm ET.

The webinar will be of interest to domestic violence advocates, crime victim advocates, legal aid attorneys, and anyone who wants to better understand how nuisance abatement ordinances and crime-free housing programs impact victims of domestic violence.

Part 1 will cover the impact of nuisance abatement ordinances and crime-free housing programs on victims of domestic violence and other vulnerable populations. The presenter will be Sandra Park, senior attorney at the ACLU Women's Rights Project. The ACLU's webpage on nuisance ordinances is at: www.aclu.org/notanuisance

Part 2 will review HUD's new guidance, which is at: http://bit.ly/2cY6oGT. The presenter will be Kathleen Pennington, assistant general counsel for fair housing enforcement, HUD.

Part 3 will be an overview of HUD's complaint process. The presenter will be Lynn Grosso, director of enforcement, Office of Fair Housing and Equal Opportunity, HUD.

Part 4 will be a Q & A session with the presenters. Presenters will be available for an extra 30 minutes for participants who have additional questions and wish to stay on the line.

Accessibility: Live-streaming ASL interpretation will be provided for the webinar.

There is no registration process. Simply join the free webinar at: https://ovw.adobeconnect.com/ovwforum. Participants are urged to join a few minutes early to ensure the webinar works on your computer.

Audio will not play over your computer speakers. For audio, dial 641-715-0700. When prompted, enter the participant code: 577787#. During the webinar, you can participate via the webinar's "chat" feature or over the phone.

Research

Modest Incentives Did Not Prompt Voucher Recipients to Move to Areas of Opportunity in Chicago

A study published by *Housing Policy Debate* titled "Encouraging Residential Moves to Opportunity Neighborhoods: An Experiment Testing Incentives Offered to Housing Voucher Recipients" by Heather L. Schwartz, Kata Mihaly, and Breann Gala found that modest incentives, such as small grants to pay for security deposits or moving costs and low-intensity counseling, did not result in voucher recipients moving to neighborhoods of opportunity in Chicago. The authors suggest a number of barriers may have prevented voucher holders from moving to areas of opportunity, including insufficient available and affordable housing, a lack of landlord recruitment, insufficient incentives, and limited program funding.

Previous research shows the long-term benefits of living in low poverty, high opportunity neighborhoods, especially for children. Approximately 80% of voucher recipients, however, live in neighborhoods of moderate to high rates of poverty. Little research has examined the impact of incentives on encouraging voucher recipients to move to areas with lower rates of poverty and greater access to jobs, better schools, and transit.

The authors tested the impact of incentives in the Chicago Regional Housing Choice Initiative (CRHCI) intended to encourage voucher recipients to move to opportunity neighborhoods. CRHCI was a pilot program implemented by 7 public housing agencies in the Chicago region that included coordination of a regional waiting list and efforts to make portability easier for Housing Choice Voucher (HCV) holders. An opportunity neighborhood was one that scored from 6 to 10 on a scale of 10. The scale was based on neighborhood poverty, housing stability, job access, labor market engagement, school performance, and transit access. Neighborhoods with a score of 1 to 5 were called non-opportunity neighborhoods.

Voucher recipients interested in moving were randomly assigned to one of three types of briefing sessions, which were:

- 1. *Business as usual:* participants were provided a basic overview of the HCV program, family and owner responsibilities, and portability;
- 2. *Briefing* + *Grant*: participants were provided the same information as above plus an explanation of opportunity areas and their benefits, tips about the housing search process, an offer of a \$500 grant for moves to opportunity areas, and a folder with opportunity maps, copies of the Powerpoint presentation, and a flyer about the \$500 offer. The \$500 grant was a reimbursement paid directly to a landlord, moving company, or furniture company to help defray moving costs.
- 3. *Briefing* + *Grant* + *Mobility Counseling*: similar to the previous group but participants were provided free mobility counseling by a family advisor.

The modest incentives had an insignificant impact on moves to opportunity neighborhoods. Among voucher recipients assigned to the typical "business as usual" briefing, 12.2% moved to opportunity neighborhoods. Just 11.4% of recipients eligible for the \$500 grant and 12.1% of those offered the grant plus individual counseling moved to opportunity neighborhoods. While the incentives did not result in a higher rate of moves to opportunity neighborhoods, those households moving to opportunity neighborhoods who received counseling moved on average to slightly lower poverty, higher income neighborhoods. The heads of household that moved to opportunity neighborhoods were more likely to be white, in slightly smaller families, and employed.

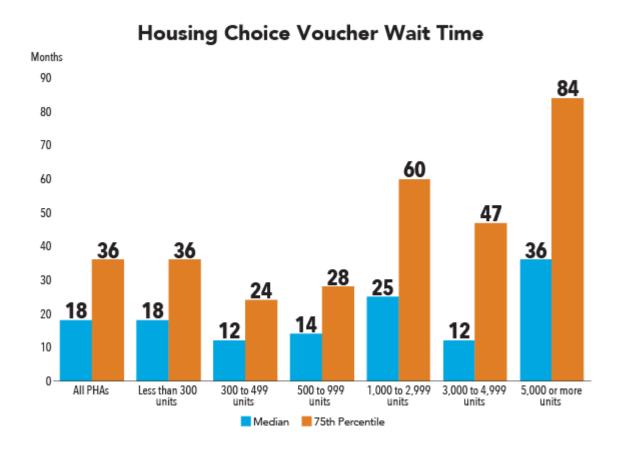
The findings suggest significant barriers in the Chicago metro area for vouchers holders moving to opportunity neighborhoods. One barrier is a lack of available affordable rental housing. Other possible barriers are related to the design and implementation of CRHCI's mobility program, including a high standard by which opportunity neighborhoods were defined, the lack of landlord recruitment, an offer of incentives too late in the housing search process to be significant, insufficient incentives, client-led counseling that was too low in intensity, and limited program funding that caused resources to be stretched too thin.

The authors offer detailed recommendations for further research on mobility counseling and landlord recruitment to test ways to increase the rate of moves to opportunity neighborhoods among voucher recipients.

"Encouraging Residential Moves to Opportunity Neighborhoods: An Experiment Testing Incentives Offered to Housing Voucher Recipients" is available at: http://bit.ly/2dzHCK3

Fact of the Week

Wait Times for Housing Choice Vouchers

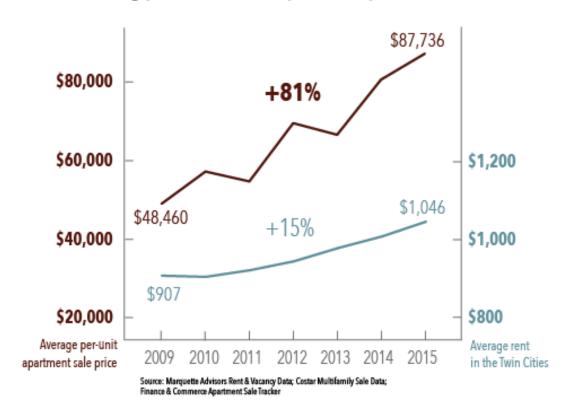


From the Field

Minnesota Housing Partnership Releases Sold Out Report

Housing advocates in Minnesota have a new resource to better understand the recent rapid rise in rents throughout the Twin Cities metropolitan area with the Minnesota Housing Partnership's release of *Sold Out* on October 3. The report illustrates the increase in rental property sales and the neighborhoods most impacted. Key findings show that the average purchase price of apartment properties increased by 56% between 2010 and 2015 to \$87,700 per unit. Between 2014 and 2015 sales of rental properties increased 36% from the preceding two-year period. *Sold Out* also reveals that neighborhoods with moderate median incomes and higher rates of racial diversity are more likely to have high rates of turnover. These sales are often followed by modifications and improvements that constitute "upscaling" of the properties and leads to abrupt rent increases followed by resident displacement.

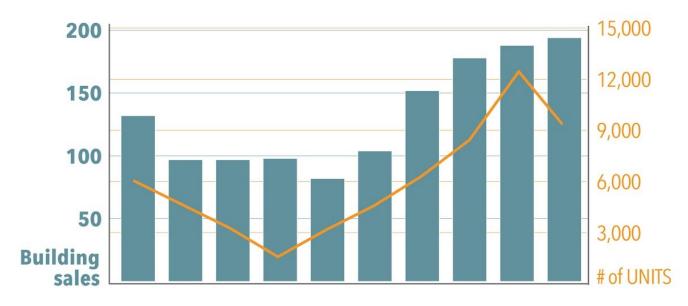
Rising price of rent and per-unit apartment sales



The rapid increase of rental property sales in the Twin Cities area is largely driven by an extremely low vacancy rate - just 2.6% in 2015. The Twin Cities rental housing market has had vacancy rates below 5% since 2010. Demographic changes in renter households also contribute to the growing perception of rental housing as a lucrative investment for purchasers. The fastest growing segments of the rental population were those with incomes between \$50,000 and \$99,000, which added 14,600 households between 2010 and 2015 at a growth rate of 19%, and those with incomes above \$100,000, which increased by 70% over the same time period but in smaller numbers.

Sold Out utilizes multiple data sources to track and analyze the sale of 62,209 rental units between 2006 and 2015, plotting the location of each sale. While the central cities of Minneapolis and St. Paul account for 42% of the region's total rental housing, only 37% of units sold were located in those cities. While property sales were much more frequent in the central city neighborhoods, the suburban properties sold had many more units per property—83 units per sale in suburban areas versus 32 units per sale in Minneapolis or St. Paul. Sales of larger properties in suburban areas often accounted for a larger portion of a given community's rental housing stock, and the displacement of renters was more disruptive and visible.

Number of buildings and units sold per year



Sold Out also provides profiles of Twins Cities renters, advocates, and service providers working to manage the rapid changes resulting from the rising sales of properties. The report recognizes some of the positive impacts of apartment property sales, which include extending the usable life of aging properties and increasing property tax revenues that can fund services. The report highlights the need for more resources to preserve unsubsidized affordable housing options, featuring the work of the Greater Minnesota Housing Fund's pilot project to preserve naturally occurring affordable housing (NOAH) by purchasing properties at risk of being converted to upscale housing.

"After hearing stories of hundreds of families being displaced, we created the *Sold Out* report to better understand the changes occurring in the region's rental market," said Chip Halbach, Executive Director of the Minnesota Housing Partnership. "What we found should be a call to action, and we'll continue to work with local partners to find solutions."

For more information about *Sold Out*, contact Carolyn Szczepanski, Minnesota Housing Partnership's communications and marketing manager at carolyn.szczepanski@mhponline.org.

Read Sold Out at: http://www.mhponline.org/publications/sold-out

Events

National Housing Conference Policy Convening on Solutions for Affordable Housing

The National Housing Conference is holding its national housing policy convening, "Solutions for Affordable Housing," on December 14, 2016. The event will chart a course for federal housing policy to empower the affordable housing community after the November presidential and congressional elections. Featuring national and local leaders in the affordable housing field, the convening will address how community needs connect to national housing policy. The conversation will focus on how new leadership creates opportunity for policy change guided by evidence and informed by the needs of people, communities, and the organizations working in affordable housing to serve them. Sessions will also highlight emerging best practices for practitioners to expand and improve their affordable housing work and will feature workshops on a wide range of pressing

housing policy issues, like placemaking and mobility, floods and disasters, the future of public housing, and more.

View the agenda and find links to register, sponsor and book a hotel room at a discount on NHC's website.

NeighborWorks Training Institute in Washington, DC in December

The next NeighborWorks Training Institute (NTI) takes place December 12-16, 2016 in Washington, DC. The NTI offers more than 100 courses in affordable housing development and financing, housing asset management, community engagement, community revitalization, housing counseling, nonprofit management and leadership, and many other areas. The Wednesday symposium at the NTI is titled "Creating Economic Opportunities: Sharing Strategies" and will explore practical ways of addressing individual, geographic, and systemic drivers of economic disparities in communities across the country.

More information about the NTI and symposium are at: http://bit.ly/2aVM07A

NLIHC News

NLIHC Welcomes New Communications Specialist Lisa Marlow

NLIHC is pleased to announce that Lisa Marlow has joined our team as our new communications specialist. Lisa worked previously with AABB, an organization dedicated to advancing the practice and standards of transfusion medicine and cellular therapies to optimize patient and donor care and safety, as a communications coordinator for the CEO. In this role, she focused on messaging and presentations for the CEO and revamping the brand of the organization. Prior to AABB, Lisa served as a program associate for PICO National Network, a faith-based grassroots non-profit, where she assisted with web development, managed social media, and coordinated organization-wide events. Lisa also worked at The Endocrine Society as manager of public policy and public affairs where she started the Society's clinical practice guidelines program and published 15 guidelines at the end of her tenure. Lisa graduated from American University with a Master's degree in Strategic Communication after receiving her Bachelor's degree in Mass Communication from Towson University. Join us in welcoming Lisa to the NLIHC team!

NLIHC Seeking Policy, Research, and Communications/Graphic Design Interns for Spring

NLIHC is seeking applications for our spring intern positions. Interns are highly valued and fully integrated into our staff work. We seek students passionate about social justice issues, with excellent writing and interpersonal skills.

The available positions are:

- Policy Intern. Tracks new legislation, attends and summarizes Congressional hearings for the *Memo to Members* newsletter, participates in visits to Congressional offices, develops materials for use in lobbying the House and Senate to achieve NLIHC's policy agenda, and updates the NLIHC Congressional database.
- **Research Intern**. Assists in ongoing quantitative and qualitative research projects, writes weekly articles on current research for *Memo to Members*, attends briefings, and responds to research inquiries. Quantitative skills and experience with SPSS a plus.
- Communications/Graphic Design Intern. Prepares and distributes press materials, assists with media research and outreach for publication releases, works on social media projects, maintains a media database, and tracks press hits. Also assists with sending out e-communications; revising collateral print

material such as brochures, flyers, and factsheets; and updating content on the NLIHC website. Some graphic design experience and experience with Adobe Creative Cloud a plus.

Spring interns are expected to work 25 hours a week from January to May. NLIHC provides modest stipends.

A cover letter, resume, and writing sample are required for consideration. In your cover letter, please specify the position(s) for which you applying and that you are interested in a spring 2017 internship.

Interested students should send their materials to: Paul Kealey, chief operating officer, National Low Income Housing Coalition, 1000 Vermont Avenue, NW, Washington, DC 20005 via email to pkealey@nlihc.org.

Support NLIHC While Shopping Amazon Smile!

Fall is here and Halloween is just around the corner! As you prepare for cooler weather and Halloween festivities, you can support NLIHC by shopping on Amazon Smile.

Amazon Smile is a simple and automatic way for you to support NLIHC and our mission to ensure that the lowest income households in America have access to affordable and decent homes. When you shop through Amazon Smile, Amazon will donate a portion of the purchase price to NLIHC at no additional cost to you!

Click here to start supporting NLIHC's work while shopping: http://smile.amazon.com/ch/52-1089824

Thank you for your support and happy shopping!

NLIHC Staff

Andrew Aurand, Vice President for Research, x245 Josephine Clarke, Executive Assistant, x226 Dan Emmanuel, Research Analyst, x316 Ellen Errico, Creative Services Manager, x246 Ed Gramlich, Senior Advisor, x314 Stephanie Hall, Field Intern/MSW Practicum Fellow x230 Sarah Jemison, Housing Advocacy Organizer, x244 Paul Kealey, Chief Operating Officer, x232 Joseph Lindstrom, Senior Organizer for Housing Advocacy, x222 Lisa Marlow, Communications Specialist, x239 Sarah Mickelson, Director of Public Policy, x228 Youness Mou, Graphic Design Intern, x250 Khara Norris, Director of Administration, x242 James Saucedo, Housing Advocacy Organizer, x233 Jacob Schmidt, Policy Intern, x241 Pia Shah, Communications Intern, x252 Christina Sin, Development Coordinator, x234 Elayne Weiss, Senior Housing Policy Analyst, x243 Renee Willis, Vice President for Field and Communications, x247 Diane Yentel, President and CEO, x228

·