

Annual Report 2015

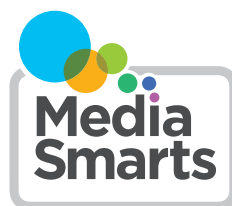


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WHO WE ARE

MEDIASMARTS IS A CANADIAN NOT-FOR-PROFIT CHARITABLE ORGANIZATION FOR DIGITAL AND MEDIA LITERACY. OUR VISION IS THAT CHILDREN AND YOUTH HAVE THE CRITICAL THINKING SKILLS TO ENGAGE WITH MEDIA AS ACTIVE AND INFORMED DIGITAL CITIZENS.



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Charitable Registration No.: 89018 1092 RR0001

2015 AT A GLANCE

 **3.6 million** page views | **1,330,278** visitors

 **9** Ministries that licence use our licensed materials | **8,600+** schools | **78%** of enrolled students

 **75** media interviews | **56** major outlets

 **55,000+** views | Up **53%** from 2014

 **8,700+** followers | **358** mentions

 **Over 4,000** followers

 **23** unique slideshows | **275,000+** total views

DEAR FRIENDS AND SUPPORTERS:

“Don’t talk about us without us” is a mantra for engaging young people in developing meaningful solutions to the issues that matter to them. This is especially true when it comes to their experiences with media, where well-intentioned adults often neglect asking youth themselves how they feel or are affected by this central influence in their lives. But when youth are brought to the table, the narrative that emerges is much richer and nuanced and interventions become more relevant.

Throughout its existence, MediaSmarts has tried to “bring youth to the table” in a number of ways, most notably through our *Young Canadians in a Wired World* research. In 2015, we continued talking to youth: for example, digging deeper into the dynamics of cyberbullying through research conducted over the summer with teens. The findings from this research paint a complex portrait of the roles of witnesses and the choices that they make in deciding whether or not to intervene – and offer tremendous insight into how adults can better support them.

We heard a lot from youth in person as well. The highlight of 2015 was our Digital Youth Summit, which was attended by over 250 students from across the country. Co-hosted with the Information and Communications Technology Council (ICTC), the goal of our

day was to hear directly from teens about skills for living and working in a digital world. Through breakout sessions and a speakers corner, students shared their opinions on how to create respectful and safe online environments. Youth were once again front and center at the launch for Media Literacy Week in November in Winnipeg: from the young videographers who filmed the event, to the youth speakers, performers, and workshop facilitators who inspired those in attendance.

We see all of this as an ongoing dialogue, with our role being to listen and translate what we are hearing into awareness and educational materials for people of all ages. For example, quotes from the speakers corner at the youth summit have been turned into tip sheets for teens.

We also released our first workshops specifically for teens: *Half Girl, Half Face*, about online identity for teenage girls; and *Respecting Yourself and Others Online*, for tweens and teens to help them promote and model respect when social networking. Voices and experiences of youth are also the impetus behind the *Your Connected Life* guide that we developed for students just entering high school.

Young people are helping us to define the skills and competencies that are needed to be digitally literate. The principles underpinning *USE, UNDERSTAND & CREATE*, our ground-breaking digital literacy framework for elementary schools, are based on the themes that emerged in our research with Canadian youth. They include ethics and empathy, privacy and security, community engagement, digital health, consumer awareness, finding and verifying, and making and remixing.

We are very thankful to the organizations that share our vision and join us in our efforts. In 2015, we were honored to partner with PREVNet, ICTC, Canadian Internet Registration Authority (CIRA), Encounters with Canada, and Hive Toronto, among others. We are also grateful to our collaborators in the education sector;

Canadian Teachers’ Federation and teacher associations across the country, who partner with us on initiatives such as Media Literacy Week.

As always, we would like to take this opportunity to thank those companies who generously supported MediaSmarts in 2015. Thank you to Shaw, Bell, Google, TELUS, Rogers, MPA-Canada, Canadian Media Production Association, National Film Board of Canada and Symantec Canada.

Looking back over the past year, it’s gratifying to see how much MediaSmarts has accomplished with the support of its dedicated and hard-working staff and Board of Directors. As we look to the future, we will remember the lessons from talking to young people: while they may be very adept at picking up digital skills, they still need their teachers and parents for support and guidance. We know our work of equipping youth with the 21st century skills they need for life and work will only increase in importance.

Suzanne Morin, Interim Chair
Jane Tallim, Co-Executive Director
Cathy Wing, Co-Executive Director



EXPANDING KNOWLEDGE

Research, both independent and collaborative, underpins everything MediaSmarts produces – whether it’s classroom resources, awareness campaigns, parent tip sheets and guides, or workshops and games for youth. Our research lets us share knowledge on the current media climate and new trends and technologies affecting Canadians and in 2015 we undertook several new initiatives which will inform our work moving ahead.

YOUNG CANADIANS IN A WIRED WORLD, PHASE III: TRENDS AND RECOMMENDATIONS REPORT

We started 2015 with the final of nine reports from the most recent phase of our *Young Canadians in a Wired World* study, which has been tracking and investigating the behaviours and attitudes of Canadian students regarding their Internet use since 2000. The *Trends and Recommendations* report for Phase III, which took place between 2012 and 2013, brings together the findings from interviews with children, teens, parents, and teachers and a national survey of students in grades 4 to 11. It includes an analysis of students’ top 50 favourite websites and profiles of students’ online activities organized by grade. The report offers policy recommendations to support young people in meeting the challenges of growing up in the digital age.



YOUNG CANADIANS' EXPERIENCES WITH ELECTRONIC BULLYING

Although studies have been conducted on the role of peers in offline bullying, there is limited research on peer interventions for online bullying. To help us better understand the relationship between peer intervention and electronic bullying among Canadian youth, in 2015 MediaSmarts partnered with PREVNet and TELUS to examine the factors that influence the likelihood of young people intervening in online bullying scenarios; the helpfulness of different ways of intervening; and the motivation and barriers to intervening.

This seminal research is informing the updating of many of our existing resources and will be the foundation for new intervention programs to be developed in 2016.

MAPPING DIGITAL LITERACY POLICY AND PRACTICE IN THE CANADIAN EDUCATION LANDSCAPE

The comprehensive discussion paper, *Mapping Digital Literacy Policy and Practice in the Canadian Education Landscape*, laid the groundwork for the development of the *USE, UNDERSTAND & CREATE* digital literacy framework (grades K - 8). Funded by Google, the report examines where digital literacy and digital citizenship are currently situated in Canadian curricula and highlights best practices for implementation.

CONNECTED TO LEARN: TEACHERS' EXPERIENCES WITH NETWORKED TECHNOLOGIES IN THE CLASSROOM

As part of the *Young Canadians in a Wired World* study, in 2015 MediaSmarts and the Canadian Teachers' Federation initiated a nationwide survey of over 4,000 K - 12 teachers to better understand their attitudes towards and experiences with networked technologies in their classrooms.

The final report, launched in early spring 2016, shows some interesting trends as well as identifying the barriers that teachers face when using technology.

CONNECTING WITH YOUTH

Continuing our commitment to engaging youth in addressing the media issues that affect them, 2015 provided a number of opportunities for us to listen to – and learn from – young people and to enable them to share their knowledge with peers and adults alike.

YOUR CONNECTED LIFE GUIDE

Entering high school is a significant milestone for young teens who, along with juggling more school work and social dynamics, must also balance the demands of their increasingly busy offline lives with their digital lives. With funding from Shaw, MediaSmarts created a guide to help high school students manage their connected lives and find that balance.

Based on what young people told us in our *Young Canadians in a Wired World* study, and interspersed with tips from youth themselves, *Your Connected Life* offers practical advice on a variety of activities teens like to do online, from social networking to shopping, gaming, watching

entertainment, and even school work. The guide helps students spot potential problems and has tips for staying on top of things before they get out of hand.

HALF GIRL, HALF FACE WORKSHOP

With funding from the Social Sciences and Humanities Research Council of Canada, MediaSmarts launched a new workshop for girls in grades 7 - 9 that explores issues of online identity and cyberbullying. The *Half Girl, Half Face* workshop tells the story of a young girl whose image has gone viral and the resulting repercussions. Students are encouraged to consider the tension between online privacy and publicity; social rules and expectations about how you should – and should not – represent yourself, and how others represent you; and social media as an extension and affirmation of inclusion and popularity. The workshop, which can be presented in both school and community settings, includes a video and comprehensive facilitator's guide.

RESPECTING YOURSELF AND OTHERS ONLINE WORKSHOP

The *Respecting Yourself and Others Online* workshop was created to provide tweens and young teens with strategies and knowledge so they will respect themselves, respect others, and respect the space when using social media.

Through a series of activities and presentations that are grounded in best practices of digital citizenship and digital literacy, young participants develop critical thinking skills and strategies to make wise decisions when using social media. *Respecting Yourself and Others Online* includes a slide show and guides for both adult and youth facilitators. The workshop was supported with funding from Bell.



REACHING NEW AUDIENCES

Digital and media literacy are important concerns for all Canadians. At MediaSmarts, we look for new and meaningful ways to collaborate with partners and engage a broad audience in our work. In 2015, we continued our successful events like Media Literacy Week, as well as exploring new ways for community engagement.

DIGITAL YOUTH SUMMIT

To better understand the skills that young Canadians need as citizens and workers in the digital age, MediaSmarts and the Information and Communications Technology Council hosted a national Digital Youth Summit in Ottawa on October 22, 2015. The summit provided an opportunity to explore the skills young people need to be digitally literate citizens and the challenges and barriers they face in acquiring these skills. In partnership with Encounters with Canada and Hive Toronto, 130 students from across the country came together to hear from high profile speakers, engage in panel discussions and breakout sessions, and learn new skills through hands-on activities. A report, video, and tip sheet were the outcomes of the day.

MEDIA LITERACY WEEK 2015

November 2-6, 2015 marked the 10th anniversary of Media Literacy Week, which is co-hosted annually by MediaSmarts and the Canadian Teachers' Federation. This year's theme - Respect in a Digital World - encouraged young people to be responsible and ethical digital citizens.

The launch event, which was held at the Canadian Museum for Human Rights in Winnipeg, brought together education leaders, technology and media organizations, teachers, and an outstanding student presence from Winnipeg's Sisler High School. We were also delighted to receive official proclamations for the week from the Saskatchewan Minister of Education, the Northwest Territories Minister of Education, Culture and Employment, and Manitoba's Minister of Education and Advanced Learning.

MLW 2015 included over 100 collaborators across Canada, including organizations such as CIRA, Girl Guides of Canada, Mozilla Foundation, National Film Board of Canada, Office of the Privacy Commissioner of Canada, TFO, TVO, YWCA Canada and many more.

Our collaborators' activities included:

- Check Your Head & OpenMedia launched a new media awareness workshop
- Twitter, Instagram, Trend Micro & Fuel hosted an industry panel discussion
- National Girls Learning Code Day was hosted in cities across Canada
- The Manitoba Teachers' Society organized events in classrooms across the province

2015 was particularly exciting as our long-time friends and collaborators from the U.S.-based National Association for Media Literacy Education launched the inaugural national Media Literacy Week in the United States. It was a huge success, with more than 100 organizations taking part in the first year!

“ YEAR AFTER YEAR, I WAS INSPIRED WATCHING THE SUCCESS OF MEDIA LITERACY WEEK IN CANADA. THE INSPIRATION LED ME AND MY ORGANIZATION, NATIONAL ASSOCIATION FOR MEDIA LITERACY EDUCATION, TO LAUNCH THE FIRST EVER U.S. MEDIA LITERACY WEEK IN 2015. WITHOUT OUR CANADIAN NEIGHBOURS LEADING THE WAY, IT WOULD NEVER HAVE HAPPENED.

- Michelle Ciulla Lipkin, Executive Director
National Association for Media Literacy Education (NAMLE)





FACEBOOK GUIDE FOR ABORIGINAL YOUTH AUDIENCES

With support from Facebook and the Aboriginal Peoples Television Network (APTN), our popular *Think Before You Share* tip sheet was translated into Ojibwe, Cree, and Inuktitut. The resource, which is aimed at teens, explains the dos and don'ts for sharing over social media. While *Think Before You Share* was already available in over a dozen languages worldwide, we were excited to work with APTN and Facebook to make it available in three indigenous languages for Canadian Aboriginal youth.

WEB AWARENESS WORKSHOPS IN QUEBEC LIBRARIES

In 2015, MediaSmarts provided free licences to libraries across Quebec for its *Web Awareness Workshop Series*. Tackling a wide range of Internet issues, the workshops are intended for use as professional development tools for librarians or as a community resource for library users to learn how to support young people as they navigate the digital world.

To help librarians get the most out of these resources, the *Web Awareness Workshop Series* is supported by training through online webinars.



MEDIASMARTS HELPS CHILDREN AND YOUTH MAKE INFORMED DECISIONS ABOUT AREAS THAT COULD IMPACT THEIR LIVES AND THOSE OF THEIR FRIENDS AND FAMILY. BEING ON THE BOARD OF DIRECTORS FOR MEDIASMARTS AND CEO OF ABORIGINAL PEOPLES TELEVISION NETWORK (APTN), I BELIEVE DIGITAL AND MEDIA LITERACY ARE VITAL FOR CANADA'S NEXT GENERATIONS TO DEVELOP POSITIVE INTERACTIONS WHEN THEY PLUG INTO A MULTI-PLATFORM WORLD.

- Jean La Rose, APTN Chief Executive Officer



In 2016, we will extend the licences for these workshops to French public library systems in New Brunswick and Manitoba. This program is supported by Bell.

PRESENTATIONS

MediaSmarts staff are well regarded, in Canada and internationally, as experts in digital and media issues. MediaSmarts staff made 25 presentations to over 1,200 people in 2015. These included workshops, keynote addresses, plenary sessions, panels, and webinars.

The main topics of these presentations were the *Young Canadians in a Wired World* research, our new elementary digital literacy framework, social media use, and mental health and cyberbullying.

Highlights include:

Montreal, QC: Association des bibliothèques publiques du Québec, provincial conference: YCWW research presentation

Ottawa, ON: Canadian Library Association, 70th national conference: YCWW research presentation

Philadelphia, PA: National Association for Media Literacy Education, national conference: MediaSmarts' elementary digital literacy framework presentation

Vancouver, BC: Information and Privacy Commissioner of British Columbia, Privacy and Access 20/20 conference: Youth Privacy and Cyberbullying panel

Bangkok, Thailand: National Broadcasting and Telecommunication Commission of Thailand, Media and Information Literacy in the Digital Era conference: Digital literacy presentation

SUPPORTING PARENTS

As new technology emerges, it can be hard for parents to keep up with the latest apps, websites, and social media. Raising digital and media literate children requires that parents be informed about not only new trends, but best practices and approaches to parenting in the digital age. MediaSmarts plays an important role in informing and educating parents and we work hard to provide trusted and practical resources for Canadian families.

PARENTS' GUIDE TO CYBERBULLYING

While most parents are familiar with the issue of cyberbullying, many feel at a loss of what to do if their child is being bullied online. Our new cyberbullying guide gives parents tools to help their children by explaining:

- how to tell if your child is being cyberbullied
- how to minimize the risk of this happening to your child
- what to do and what not to do if your child is being bullied online

The connected world of kids and teens is a mystery to many adults who may not communicate online in the same way or with the same platforms. Even more

challenging is the reality that there's always something new coming around the corner.

HELPING OUR KIDS USE THEIR SMARTPHONES SAFELY

In 2015, we partnered with TELUS and GetCyberSafe to produce an easy-to-navigate guide for parents and caregivers to help them positively guide young people when they are starting to use mobile technologies. Included in the guide is helpful information on what children are doing online, guidelines to ensure your child is ready to have a smartphone, family online rules, and general safety and ethical considerations for smartphone use.

THE PARENT NETWORK: SOCIAL MEDIA AND YOUR KIDS WORKSHOP

With funding from Bell, MediaSmarts created *The Parent Network*, a workshop that helps parents better understand how their kids are using social networking and provides them with tips and tools to help their kids minimize negative experiences and find a healthy balance between their online and offline life. The workshop includes a presentation and facilitator's guide with post-workshop activities that give parents a chance to reflect and build on what they've learned.

The Parent Network can be presented in a school or community setting as a stand-alone event or alongside the companion *Respecting Yourself and Others Online* workshop for teens.

EQUIPPING TEACHERS

Providing curriculum-based resources and support to Canadian teachers is a guiding mandate of MediaSmarts: each year, we spend considerable time and effort designing new materials that meet curricular outcomes for digital and media literacy in every province and territory. MediaSmarts is also a Canadian leader in driving – and defining – the skills and competencies that are needed by our students for digital life and work. Much of our efforts in 2015 focused on creating digital literacy and digital citizenship classroom resources to support 21st century learning outcomes.

USE, UNDERSTAND & CREATE: A DIGITAL LITERACY FRAMEWORK FOR CANADIAN SCHOOLS

To be active and engaged digital citizens, young Canadians need to know how to make good choices about privacy, ethics, safety, and verifying information when they're using digital media.

To help them achieve these outcomes, in 2015 MediaSmarts launched *USE, UNDERSTAND & CREATE: A Digital Literacy Framework for Canadian Schools*. Funded through the .CA Community Investment Program, the framework is based on six key

aspects of digital literacy – ethics and empathy, privacy and security, community engagement, digital health, consumer awareness, and finding and verifying. This comprehensive resource for grades K - 8 gives elementary teachers a roadmap for teaching digital literacy, supported by lessons and interactive resources. The framework also features accompanying resources for parents to reinforce digital literacy learning in the home.

“AS A PIONEER IN THE MEDIA AND DIGITAL LITERACY SPACE, MEDIASMARTS HAS EMPOWERED A GENERATION OF CANADIAN YOUTH WITH THE SKILLS AND KNOWLEDGE THEY NEED TO SAFELY AND SUCCESSFULLY NAVIGATE THE EVER-CHANGING DIGITAL WORLD. THEIR INCLUSIVE APPROACH TO DIGITAL LITERACY EDUCATION WILL ENSURE OUR CURRENT GENERATION OF YOUTH WILL BE LEADING CONTRIBUTORS TO CANADA'S DIGITAL ECONOMY TODAY AND IN THE FUTURE.”

- Byron Holland, President and CEO
Canadian Internet Registration Authority (CIRA)



ETHICS AND EMPATHY

Cyberbullying; sharing other people's content; SEL skills; empathy



PRIVACY AND SECURITY

Sharing your own content; data privacy; cybersecurity; digital footprint



COMMUNITY ENGAGEMENT

Influencing positive social norms; understanding your rights; understanding channels for engagement and activism



DIGITAL HEALTH

Life balance; managing screen time; handling identity and sexuality, mental health, body image issues; recognizing and maintaining healthy relationships



CONSUMER AWARENESS

Recognizing and decoding advertising; understanding Terms of Service and Privacy Policies; knowing means of redress



FINDING AND VERIFYING

Search and authentication skills



MAKING AND REMIXING

Creating and modifying digital content; understanding copyright and user rights; using networked technology to collaborate

TEAM

MediaSmarts Staff

JANE TALLIM

Co-Executive Director

CATHY WING

Co-Executive Director

LYNN HUXTABLE

Director, Corporate Affairs

MATTHEW JOHNSON

Director of Education

THIERRY PLANTE

Media Education Specialist

JULIA LADOUCEUR

Project Manager

BELEN S. MULUGETA

Project Manager (Interim)

DIANE TREPANIER-VAN RENS

Web Manager

MAYA SHOUCAIR

Communications Manager

SKYE CAMERON

Office Manager

Executive Committee

Suzanne Morin

Interim Chair

VP and Associate General Counsel

Quebec and Enterprise Chief

Privacy Officer

Sun Life Financial

Serge Carrier

Vice-Chair

Director, Business Development

Société de formation à distance

des commissions scolaires du

Québec (SOFAD)

Colin McKay

Interim Vice-Chair

Head, Public Policy and

Government Relations, Canada

Google Inc.

Erika Kramer

Treasurer

Vice-President, Production,

Distribution and Administration

TVO

Dr. Arlette Lefebvre

Member-at-Large

Staff Psychiatrist, Division of

Child Psychiatry, Toronto

Hospital for Sick Children

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Bill Abbott

Assistant General Counsel and

Bell Privacy Ombudsman

Bell Canada

Mary Cavanagh

Associate Professor, School of

Information Studies

University of Ottawa

Kevin Chan

Head of Public Policy, Canada

Facebook Inc.

Jérôme Dufour

Director General, Distribution,

Communications and Marketing

National Film Board of Canada

(NFB)

David Fowler

Director, Marketing and

Communications

Canadian Internet Registration

Authority (CIRA)

Michael Hoehsmann

Associate Professor and Chair

of Education Programs

Lakehead University

Jean La Rose

CEO

Aboriginal Peoples Television

Network (APTN)

Craig McTaggart

Director, Broadband Policy

TELUS Communications

Company

Rita Shelton Deverell

Independent Producer;

Adjunct Professor

Mount Saint Vincent University

Mark Sikstrom

Consultant, On-Call News

Services

Heather Smith

President

Canadian Teachers'

Federation (CTF)

Carolyn Wilson

Canadian Representative for

MENTOR

International Media

Education Association

Official Observers

Natalie Frank

Manager, Policy

Workplace Partnerships

Directorate

Employment and Social

Development Canada

Nanao Kachi

Director, Social and Consumer

Policy

Policy Development and

Research

Canadian Radio-television and

Telecommunications

Commission (CRTC)

Mark Matz

Director, Policy and Issues

Management

National Cyber Security

Public Safety Canada

Sheila Smail

Manager, Access Programs and

Policies

Digital Policy Branch

Innovation, Science and

Economic Development

Canada

Committee Members

Alan Bent

Financial Consultant

Monika Ille

APTN

Mark Buell

CIRA

Kate Baillie

TELUS

Jeff Phaneuf

CBC

Jeff Rohrer

TV Ontario

Greg Shortall

Taxi

We would like to extend our thanks and appreciation to the following Board members who retired in 2015: Susan Bower (Treasurer), Jameel Aziz, Josie Brocca, Kristine Collins, Claude Doucet, and Dianne Woloschuk.

INDEPENDENT AUDITOR'S REPORT

To the Members of MediaSmarts

REPORT ON THE FINANCIAL STATEMENTS

I have audited the accompanying financial statements of MediaSmarts, which comprise the statement of financial position as at December 31, 2015 and the statements of changes in net assets, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence that I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

OPINION

In my opinion, these financial statements present fairly, in all material respects, the financial position of MediaSmarts as at December 31, 2015 and of its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

RAY FOLKINS, CA
Chartered Professional Accountant /
Licensed Public Accountant

Ottawa, Ontario
May 6, 2015

FINANCIAL SUMMARY *DECEMBER 31, 2015*

	\$ 2015	\$ 2014
ASSETS		
Current Assets	1,280,334	1,522,847
Capital Assets	13,368	12,766
	1,293,702	1,535,613
LIABILITIES		
Accounts Payable and Accrued Liabilities	50,540	50,689
Deferred Revenue	256,368	476,123
	306,908	526,812
NET ASSETS		
Unrestricted	986,794	1,008,801
	986,794	1,008,801
	1,293,702	1,535,613
REVENUE		
Sponsorships	317,117	195,224
Benefactors	199,857	371,286
Contributions	151,382	244,422
Licences	328,618	384,124
Donations and In-Kind Contributions	68,384	134,430
Other	17,615	29,674
	1,082,973	1,359,160
EXPENSES		
Administration	126,375	114,564
Programs	211,623	292,063
Salaries and Benefits	766,982	698,716
	1,104,980	1,105,343
NET REVENUE (EXPENSES)	(22,007)	253,817

2015 SPONSORS

PLATINUM



GOLD



BENEFACTOR



SILVER



BRONZE



ASSOCIATE

