

**End-of-the-Year Banquet
Tuesday, June 7, Noon–2:30
Springfield Golf & Country Club
8301 Old Keene Mill Road, Springfield**

Thanks to all who responded to the request to determine your availability to come on June 7. Many of you responded positively, so we should have a good turnout. Bring a friend who might be interested in joining us. We will celebrate the success of our two big events this year, made possible by all of you who contributed your ideas and your time.

We need your reservations by **June 2**, along with a check for \$35 made out to AAUW Fairfax City Branch. Choose from the following meals:

- Chicken marsala with mushrooms, onions, and Marsala wine
- Fillet of salmon with tarragon butter sauce
- For the vegetarians: a vegetable tower around mozzarella cheese

Send your check to Olga Burns, 10623 Timberidge Road, Fairfax Station, VA 22039 by June 2. Indicate your meal choice on either the check or a separate piece of paper.

We will have a brief business meeting at the banquet to elect officers for the coming year. The Nominating Committee presented Kitty Lou Smith and Dianne Blais for co-vice presidents for programs and Anita Light for secretary. Additional names may be put in nomination at the meeting. Our program will include portraits of six notable women presented by our members.

We'll also have a raffle for free national AAUW memberships, which we earned by getting new members through the Shape the Future program. Tickets will be \$5 each or three for \$10. Proceeds from the raffle will be given to AAUW Funds.

Location note: The club's entrance is just past the intersection with Rolling Road when you're going east on Old Keene Mill Road.

Advertise in the Focus

Space is always available in the *Focus* to promote a business or service. The newsletter appears eight times a year between September and May. For an ad the size of a business card, we charge \$25 per year. Larger ads can be negotiated.

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Scholarship Winners

The Scholarship Committee is pleased to announce the selection of two deserving women as recipients of the 2016–17 Beverly Anderson Scholarship awards. Rebekah McCraw and Ashley Rose Alberts are both nursing students at George Mason University who will be completing their bachelor's degrees in the spring of 2017. Members will have an opportunity to meet these ladies at the banquet in June.

Many thanks to everyone who participated in any way in the Book & Author Lunch that made these scholarships possible.

The Scholarship Committee
Paulette Miller, Judy Weltz, Kelly Espy, and
Cheryl Smith

Membership Renewal Time

It's that time again. Dottie will be happy to take your renewal checks. The end-of-the-year banquet on June 7 is a good time to give her one. To renew during May, send your check to Olga Burns at 10623 Timberidge Road, Fairfax Station, VA 22039. You may send your membership renewal check to Olga along with your banquet reservation, but please send a separate check for each. Please renew by June 10.

If you want to use your credit card, you can renew online at www.aauw.org.

How to Use the Online Membership Payment Program

1. Log in with your member ID. Go to the AAUW Fairfax City Branch website, <http://fairfaxcity-va.aauw.net>. Scroll to *AAUW Links* in the right column. Click on *Renew Membership*. Click on Login (top bar, next to Join.) If it's your first time, click on Register. Find your AAUW member ID number on the *Outlook* magazine mailing label, or click on the link below the Login box to retrieve it from AAUW. Enter your member ID and password.

2. Access your personal membership record and renew. Click *Enter Member Services Database*. Please verify your contact information and edit it if needed. In the menu on the left, click *Renew My Membership*. Enter your credit card information.

3. Submit your renewal, verify your entries, and submit again. When you're finished, remember to log out at the top of the renewal page. Look for the confirmation email.

If you have any problems, see the top of the renewal page for the link to the User Guide.

Suzanne Mahoney

It was our lucky day about nine years ago when Olga Brown received a call from a professional woman inquiring about participating in our Career Day. That first year she conducted three workshops and joined the Fairfax City branch.

Since then, Suzanne Mahoney has gotten more involved each year, taking on responsibilities for organizing the presenters, working with the schools, and eventually becoming chair of Technology: Futures Unlimited when Olga Burns retired. She made many positive changes that helped things run more efficiently and successfully.



Suzanne Mahoney

Three years ago we held the event at NOVA for the first time, partnering with AAUW Reston-Herndon Branch. For the last two years we partnered with three other branches and renamed the conference STEMtastics.

Suzanne has been co-chair for these three years, working tirelessly, spending countless hours to make sure the girls had a good experience as they encountered role models in the STEM fields. She volunteered all those hours while she was still working! Her expertise, organizational skills, computer know-how, and problem-solving abilities have resulted in many successful conferences. She remains totally cool and positive when problems arise, keeping the rest of us on track, knowing that everything will turn out right.

We will miss her so much when she moves to Seattle next year. Fortunately, she has provided an outline of the many duties she handled, and Gale has offered to join the committee and assure the continuation of these valuable conferences. It will take many of us to accomplish all the tasks that Suzanne handled.

We wish you all the best, Suzanne, and urge you to keep in touch.

2016 AAUW of Virginia State Conference: Women Leading

What a terrific time we had! The conference meant inspiring women leaders, exhilarating brainstorming sessions in the workshops, and wonderful moments with other AAUW members from all across the state. It reminded each of us why we care about AAUW and recharged our batteries for the work we do to support the AAUW mission. Talk to Gale Rogers, Dottie Joslin, Olga Burns, Anita Light, Dianne

Blais, and Leslie Vandivere about specifics from their personal experiences. If you didn't make it this time, be sure to save the date for the AAUW National Conference in Washington, D.C., next summer, June 14–17, 2017.

These are notes from Anita who went to a conference for the first time this year: "I was a first-time attendee at the AAUW of Virginia Conference, and I have to say, I am very glad I went. The programming I participated in was interesting and relevant to what we face as a chapter: trying to connect to younger members, staying abreast of issues related to fairness and equity for women, and our own impact on others when we are in a leadership role."

You can see bios of all the speakers online at <http://aauw-va.aauw.net/conference/>.

Conference Keynote Address

The Honorable Jane Roush was an entertaining keynote speaker with a sense of humor, which served her well throughout a lifetime of many challenges. A 1978 graduate of Wellesley, with a major in political science, Judge Roush earned great praise when she presided over the trial of the Washington, D.C., sniper, Lee Boyd Malvo.



The Honorable Jane Roush

Governor McAuliffe appointed her to the Virginia Supreme Court in August 2015 where she served for eight months. Unfortunately, the General Assembly refused to confirm her, which was the first time since 1901 that such a rejection occurred. She reminded us to "Look for the Open Door" when you face a professional disappointment: turn it into an opportunity. She is now with The McCammon Group doing dispute resolution.

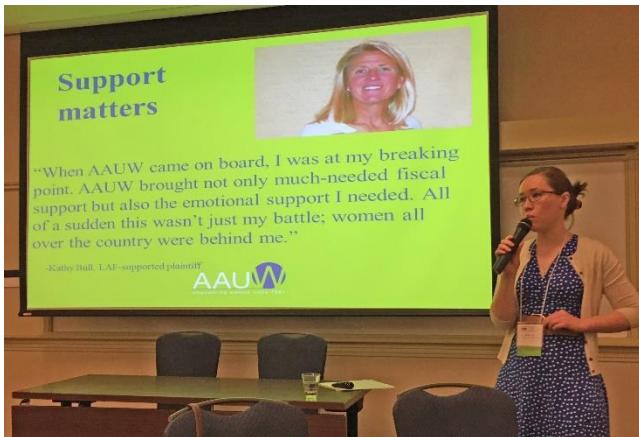
Conference Workshop: Leading on Campus: Programs for College Women

Three current students and one recent graduate served on this panel, along with Dr. Angela Hattery, Director of Women and Gender Studies at George Mason University. Mary Beth Pelosky, AAUW of Virginia College/University (C/U) Partner representative, moderated the panel.

Panelists highlighted the impact of two of AAUW's many programs that target college women: The National Conference of College Women Student Leaders (NCCWSL) and Elect Her. NCCWSL, held annually at the University of Maryland, inspires students through its networking, Capitol Hill tour, workshops, and other activities. Nontraditional students receive support. Encouraged by stories of women who overcame challenges, one panelist, Gracie, learned not to give up. She realized that goals are not as far away as they seem.

Through attending a day-long Elect Her program, Gracie was encouraged to run for office on campus and was elected the student government president at NOVA's Manassas campus. Mabinty, a graduate of George Mason University, interned at AAUW for a year and was inspired to become a political reporter.

The AAUW Falls Church Branch provides scholarships to NCCWSL and supported the viewing of the documentary *Hunting Ground* on campus. The Alexandria branch paid for Elect



Her, an AAUW "Program in a Box," to be presented at NOVA.

Conference Workshop: Leading in Philanthropy

According to Ryan Burwinke, AAUW's public relations manager, we can tap into marketing budgets of large corporations for funding. Examples include the Princeton Review (earn funds by giving sample SAT), Tugg (show a film for a percentage of the proceeds), and Nationwide (earn funds by presenting an insurance education seminar or ask them for funding for supporting an SAT exam). Nationwide and the Princeton Review want some advertising out of it. Tugg gets its share of the money. The idea of an SAT exam would link into the chance to work with local PTAs, which might also generate interest from parents in membership in AAUW. Maryland branches are apparently making \$6,000 a year from Princeton Review.

Other firms that we could approach include Target, Macy's, JC Penney, TD Bank (or other banks), and local mom and pop stores. PTAs may be willing to help us along with partnering or asking for sponsorship from Soroptimist, League of Women Voters, Key Clubs, and the National Honor Society.

Conference Workshop: Legal Advocacy Fund

The Legal Advocacy Fund (LAF) workshop was presented by Molly Lam, its general manager. She gave an informative overview of the purpose and accomplishments of LAF.

In 1981 AAUW members in Ithaca helped support Cornell University women faculty members' sex discrimination lawsuits. The project was so successful that AAUW established LAF to support cases concerning sex discrimination in academia. In 2009 lawyer Susan Burke asked AAUW to help her clients: servicemen and servicewomen who were suing the Department of Defense for violating their

constitutional rights. At that point, AAUW expanded LAF to address sexual discrimination, not only in academia, but in all workplaces.

The criteria for supporting a case are that it address gender discrimination, that it offer significance beyond the individual case, that it be filed in a state or federal court, and that the litigants be willing to talk about and allow AAUW to talk about the case. Support does not cover attorney's fees but helps with filing fees, deposition, and other expenses. The emotional support AAUW members provide is important to the plaintiffs' morale. To have someone supporting them financially and personally means a great deal.

Conference Mini-Break Session: Fun Ways to Keep Members

Workshop ideas for retaining members are posted on the AAUW of Virginia website. One idea is that branches could award funding for the first year for new members. The first three years are critical in retaining members. It is the responsibility of *all* members to retain and recruit members, not just the membership VP.

Conference Lean In Session: What Body Language Says About Leadership

Chris Ulrich, the founder of CU in the Moment, presented an overview of effective body language. For example, when you shake someone's hand, face them directly. If you put your hand out first, you are twice as likely to be trusted. Give the person more than just a moment of your time. Look at him or her, shake hands, and engage in a moment of rapport before you move on.

"Frame yourself to fame yourself." The person in the middle of a group is most likely to be successful.

During a conversation in a professional setting you should make eye contact about 60 percent of the time. More is intimidating.

To steeple your hands in front of you with fingers spread is also intimidating. Separating your hands and putting the fingers together as if holding a basketball shows compassion. Keeping your palms up entirely is welcoming. Palms down pushes the audience away. Blocking your face with your hand or other body part indicates you might be overwhelmed and want to be elsewhere. The handgun pose with hands folded together with forefingers pointing up in front of your face is a nonverbal curse.

When you stand with your feet very close together, someone can push you over, and you appear like a "pushover." Instead, make the Wonder Woman pose: an open stance with your hands at the side shows power and confidence.

You had to be in the room for this presentation. Ulrich was very funny and informative.

Northern District Meeting

Caroline Pickens and Susan Burk will run for Northern District representatives for next year in the May election.

Ideas about how to get new leaders were discussed. Some branches use one-year terms. Some have only two elected officers (administrative officer [president] and treasurer) and a coordinating committee. Several branches name committees to work on programs to make that elected position more attractive. Many branches have "co" positions. One branch has program volunteers working alternate months or one person responsible for getting rooms for branch meetings while someone else gets the speakers. Seasonal sharing can be used to cover for someone who travels during winter. One branch does all planning for programs in June so decisions are made before the year starts. Some jobs can be broken up to make them more attractive. One branch split the president's job into local actions versus dealing with all the state and national issues. Ad hoc committees can be used for short-term projects.

AAUW of Virginia will soon do a training program for treasurers. We encouraged them to tape it and share it on DVD to make it easier to recruit treasurers.



*Kathy Batkin, Rebecca Norlander,
Sandy Daniels, and Stacey Kincaid*

Conference Panel Discussion: Women Breaking Through

Panel: DC Divas Quarterback and Homicide Detective Allyson Hamlin, Admiral Sandy Daniels, and Fairfax County Sheriff Stacey Kincaid

Moderator: Rebecca Norlander, AAUW Board of Directors

A sense of perspective is an asset to women breaking into male-dominated fields. Daniels noted that very often questions about supporting your family during deployment are raised only for women parents, not for men. During her campaign for sheriff, Kincaid said people sometimes turned to her husband to address him as the candidate. So she used her middle name "Ann" on the ballot to avoid confusion.

All the panelists indicated they had been told by a parent or a mentor that they could be anything they wanted. They also had good role models. Asked how they felt to *be* role models, Hamlin noted that with leadership comes the responsibility of carrying themselves professionally both on duty and off. You also

need to act confident even if you feel unsure. It is a duty and an honor to be a role model.

Daniels noted that she had good "virtual" role models like Amelia Earhart, Queen Elizabeth I, and military women that she never met. She now mentors both men and women. If you are pursuing your passion, being a role model is easier.

Asked about how they will try to change their organization to make it more welcoming to all, Kincaid said that it was her job to "disappoint people at a rate they are comfortable with" and change will necessarily be slow. Daniels said it was important to start with the fact that we are all human and much more alike than different. Courage and compassion are neither male nor female.

When asked if women make better collaborators, Daniels noted that we are socialized to be that way and so sometimes we need to remember when not to do that. Hamlin noted that in male-dominated workplaces women often develop that skill. Asked if they have run into women who are so competitive that they step on other women rather than raise them up, Daniels said that she tries to teach women that leadership is setting the conditions for success for people on your team.

Save the Date: Summer Party

Our annual summer party will be held on **July 23**, rain or shine, at the home of Olga and Bob Burns. Come around 3 p.m. and stay until dark. Take a swim, float with a noodle, or just hang out and gab and eat marvelous food prepared by our spectacular cooks. Come by yourself or with a husband or friend.

Once again Kelly Espy will engineer our feast. Please contact her before the 4th of July to discuss what you can bring, as she will be away until shortly before the party, or she will get in touch with you. This will be a true American celebration, falling, as it does, between the two

conventions. All elephants and donkeys welcome.

2015–16 Named Honorees

The generosity of AAUW branches, states, and individual donors enables AAUW to continue its important mission to advance equity for all women and girls through advocacy, education, philanthropy, and research. These gifts provide support for the fellowships and grants program, groundbreaking research, and other vital activities that expand educational and career opportunities for the next generation of women. AAUW gratefully acknowledges all donors for their dedication and commitment.

The generous contributions from AAUW Fairfax City Branch members in calendar year 2015 allowed us to honor six people in recognition of their dedication and service to our branch.

They are

- **Alan Wilkinson**, a generous member of the community for his financial support of STEMtastic for several years
- **Gale Rogers**, for her exceptional leadership as branch president
- **Joan Dimengo** for several leadership positions
- **Sonja Palomaki** for outstanding work on the Book & Author Silent Auction
- **Leslie Vandivere** for her years as *Focus* editor and for her state leadership work
- **Suzanne Mahoney** for her years as chairman of STEMtastics

These honorees were recognized at the state convention on April 16, 2016. We are proud to have them represent the Fairfax City branch.

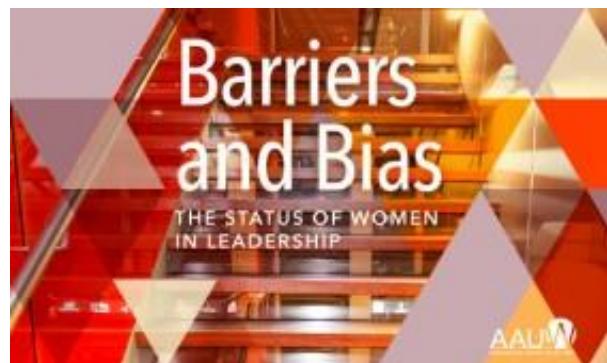
Barriers and Bias

AAUW's latest research report explores the widespread and persistent gender imbalance in leadership in government, business, academia, law, unions, and other areas. Women of color

are more underrepresented in leadership roles than are white women. The report explains the gender disparity by

1. The pipeline problem. Women have only in recent decades attained the educational qualifications and work experience to achieve leadership positions.
2. Persistent sex discrimination. Gender bias—some subtle, some overt—operates at all levels of the workforce.
3. Caregiving and women's "choices." "Women are usually the primary (if not the only) parent caring for children and other family members during their peak years in the workforce" (p. 18). They are more likely than men to take time off, work part time, or leave a job to follow a partner in order to provide care for family or keep the family together.
4. Lack of effective networks and mentors.
5. Stereotypes and bias. Male stereotypes such as independence, aggression, competitiveness, rationality, dominance, and objectivity correlate with characteristics of leadership. On the other hand, the stereotype of women as nurturers and caregivers makes them less suited for leadership roles.

The report identifies several strategies that have been used to lessen the gender gap in leadership. In addition to training, getting to know your biases can help counteract them. Hiring goals and reform of hiring practices can also make a difference.



No easy solutions will correct the lack of women in positions of leadership, the report indicates. Individuals can engage in effective leadership training programs, such as AAUW's Elect Her for college women. They can learn to negotiate salaries and benefits and find a leader to sponsor them. It will help if women plan for possible career interruptions. Volunteer work often provides opportunities for developing leadership skills. This includes offering to chair a major event or take a board position in your AAUW branch.

Policymakers have a role to play in lessening this disparity. The Equal Economic Opportunity Commission and Department of Justice can enforce existing laws that promote workplace fairness. Equal pay laws and leave policies could be strengthened, and compensation could be more transparent. Educational programs that prepare workers for career advancement should be supported. The Department of Education needs funding to fully enforce Title IX provisions.

Read the report for yourself at
www.aauw.org/research/barriers-and-bias/.

STEM Colleges for Women

Writing for *Forbes* magazine, Natalie Sportelli checked out the data in the publication's best value rankings for colleges and came up with a list of the schools that have the highest enrollment in STEM fields. Topping the list is the University of California, Davis, which has a student body that is 56 percent female, of which 29 percent are specializing in STEM fields. Second is Cornell University, with 51 percent female enrollment and 30 percent in STEM fields. Rounding out the top five are Johns Hopkins, Washington University in St. Louis, and Princeton University.

What makes a difference at these schools, Sportelli says, is the support women students get for their choices. UC Davis has a project that is part of the National Science Foundation's

ADVANCE initiative, designed to increase the diversity of the workforce in science and engineering. Cornell has an annual one-day seminar called "Empowering Women in Science and Engineering." This gives female students a chance to network and look for mentoring opportunities (go to www.engineering.cornell.edu/diversity/events/e_wise.cfm).

Source: Natalie Sportelli, *Forbes*, March 29, 2016, "13 Most Important STEM Colleges for Women."

STEMtastics After Suzanne

Well, the time has come. Early next year, Suzanne Mahoney will be leaving us to move to the West Coast.

As most of you know, she has been one of the driving forces behind STEMtastics. The extraordinary success of this event is in large part due to Suzanne, and she will be missed. But we owe it to her and to the other three sponsoring branches of AAUW to hold up our end of this important project.

I am putting my time where my mouth is by volunteering to serve on the STEMtastics planning committee, but I can't do it alone given my other commitments. So I am calling for three or four members from the branch willing to give an average of an hour a week every week between October and March to ensure that STEMtastics is as successful as it has been. I would like it if those three or four members are NOT currently serving on the board.

Please consider working with me (and Suzanne until she leaves) to ensure continuity. So much has been put in place by the current committee that breaking down the work and spreading it around should not be difficult. I look forward to hearing from you by email:
gale.rogers@denkifuro.com.

Interest Groups

Afternoon Lit

Wednesday, May 25, at 1 p.m.

Home of Jean Arnold

14611 Algretus Drive, Centreville

arnoldjh52@aol.com, 703/830-8189

Please let Jean know by Sunday, May 22, if you plan to attend. The group will discuss *Many Lives, Many Masters*, by Brian Weiss. Please bring your suggestions for books for next year's reading.

Great Decisions—Salon Discussion Group

Friday, May 13, at 12 noon

Home of Kay Corbett

7226 Clifton Road, Clifton

Kaycorbett1@msn.com, 703/222-6012

We will be discussing the fourth topic in the 2016 Foreign Policy Association briefing book, "International Migration," which is a global issue. We will watch the accompanying DVD. It provides a great summary of the material with insights from many experts on the subject.

Please let Kay know if you will be coming to the meeting. Bring a light lunch. Marilyn Parker will be providing the dessert and the hostess, the drinks and snacks. Please let the hostess know that you will be attending.

Musical Notes

Friday, May 27, at 1 p.m.

Home of Olga Burns

10623 Timberidge Road, Fairfax Station

rubato12@aol.com, 703/239-2876

We have not yet chosen which opera we will watch, but please let Olga know if you can come.

Night Owls

Tuesday, May 10, at 6:30 p.m.

Home of Barbara Klementz

8102 Briar Creek Drive, Annandale

brbklm5@verizon.net, 703/978-3961

Light supper will be followed by our discussion of *The Septembers of Shiraz* by Dalia Sofer, led by Ida Portland. Please let Barbara know if you will be attending.

Tuesday, June 14, at 6:30 p.m.

Home of Joan Dimengo

13536 Heathrow Lane, Centreville

jdimengo@gmail.com, 703/815-1586

This is our annual planning meeting. All members are reminded to come prepared to suggest great books for our upcoming year of reading. Be sure to let Joan know if you can attend.

Tuesday, July 12, at 6:00 p.m.

Home of Olga Burns

10623 Timberidge Road, Fairfax Station

Rubato12@aol.com, 703/239-2876

We will likely reconsider the choice of books for this discussion. Please let Olga know if you plan to be there. Come at this earlier hour for a dip in the pool before our light supper and book talk.

New members are always welcome! Please contact Paulette Miller for more information (703/250-0876; psmiller10847@verizon.net).

Calendar

AAUW Federal Lobby Day

Thursday, May 12

AAUW of Fairfax City Branch Annual Banquet

Wednesday, May 18, at noon

Springfield Golf & Country Club

Membership Renewal Deadline

June 30

Branch Summer Party

Saturday, July 23, at 3 p.m.

Home of Olga and Bob Burns

Our Mission

Advancing equity for women and girls through advocacy, education, philanthropy, and research.

**AAUW FAIRFAX CITY BRANCH
MEMBERSHIP APPLICATION and RENEWAL**

Membership is open to all graduates who have a two-year, RN, four-year, or higher degree from an accredited institution. AAUW values and seeks a diverse membership.

You can join or renew online at www.aauw.org. Click on *Membership> Join/Renew> Branch Member*. Follow the prompts. We are “VA3042 Fairfax City.”

Or, Complete the application below and mail it with your check to the treasurer.

Name: _____

Address: _____

City, State, Zip: _____

Phone: (H) _____ (W) _____ (C) _____

E-Mail: _____

Degree: _____ College: _____ Field: _____

Degree: _____ College: _____ Field: _____

This information will be published in our directory and newsletter, unless you indicate items to omit.

DUES: \$82 (\$49 national, \$15 state, \$18 branch) for membership through June 30, 2017.

Note: \$46 of the national dues is tax deductible.

If transferring from National Membership or another branch, submit dues to the treasurer:

If your National membership expires in 2016, remit \$82.

If your National membership expires in 2017, remit \$33.

Contact Joan Dimengo: C 703/203-2765 H 703/815-1586 or email jdimengo@gmail.com for verification of the dues amount.

AAUW ID #, if known: _____

Dues enclosed for transfer: _____ National membership expiration date: _____

Make check payable to AAUW Fairfax City Branch.

Send this form and your check to the treasurer: **Dottie Joslin**

11110 Del Rio Dr.

Fairfax, VA 22030-5339

j.joslin@verizon.net or 703/591-9035

Would you be willing to bring someone to our meetings and events if she lives in your area? Yes or No

Do you need transportation to our meetings and events? Yes or No

Branch Website: <http://fairfaxcity-va.aauw.net/>

Directory Updates

New Member:

Fozia Ibrahim
8415 Chaucer House Ct.
Lorton, VA 22079
fozia2us2002@yahoo.com, 03-582-8675
Pharmacy, Howard U.

Directory Update:

Marjorie Rowley
rowleymarjorie2@gmail.com
Marjorie checks email infrequently

Officers:

President: Gale Rogers
gale.rogers@denkifuro.com
Program Vice President:
Olga Burns
rubato12@aol.com
Membership Vice President:
Joan Dimengo
idimengo@gmail.com
Secretary: Vacant
Treasurer: Dottie Joslin
jjoslin3@verizon.net
AAUW Funds and Scholarship:
Paulette Miller
psmiller10847@verizon.net
Communication: Leslie Vandivere
lvandivere@cox.net
Newsletter Editor: Jan Humphrey
dandjhumph@aol.com
Web Manager: Leslie Vandivere
lvandivere@cox.net

Branch Event Chairs

Book and Author Luncheon:

Barbara Klementz
brbklm5@verizon.net
Suzanne Mahoney
suzanne070946@mac.com
STEMtastics: Suzanne Mahoney
suzanne070946@mac.com

Interest Group Chairs

Afternoon Literature: Jean Arnold

arnoldjh52@aol.com
Night Owls: Paulette Miller
psmiller10847@verizon.net
Salon Discussion Group : Kay Corbett
kaycorbett1@msn.com
Musical Notes: Olga Burns
rubato12@aol.com



Penny C. Welke

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