

# Intern Brochure

## 2023-2024

Nevada Psychology Internship Consortium  
Dr. Emily Slife, SNAMHS  
1650 Community College Dr.  
Las Vegas, NV 89146

<https://NV-PIC.org>

## Aims:

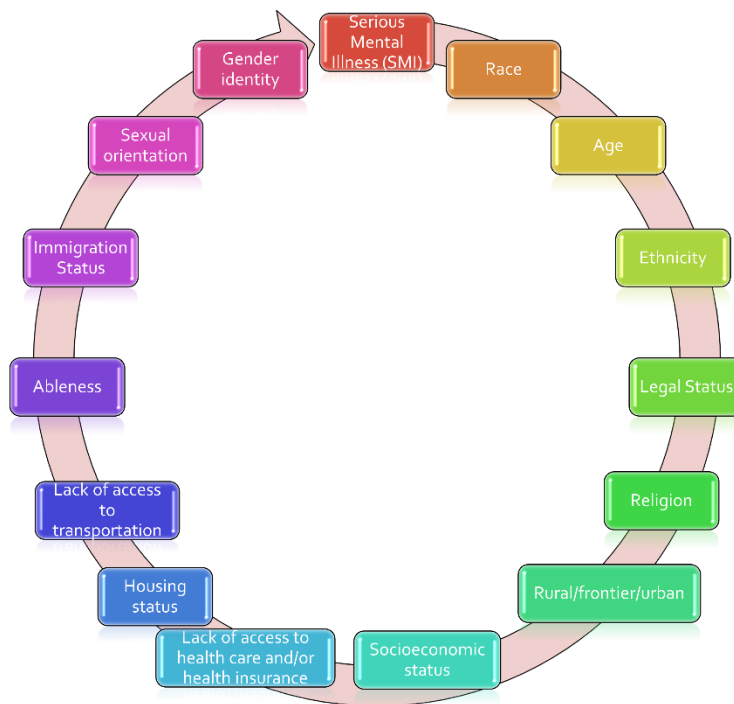
The aims of the Nevada Psychology Internship Consortium (NV-PIC) are to prepare doctoral psychology interns to:

- 1) serve, with cultural humility, broad psychological services to underserved clients in the Nevada public behavioral health system and
- 2) retain NV-PIC graduates to continue to serve the people of Nevada.

The Nevada Psychology Internship Consortium (NV-PIC) is a state-wide workforce development program that represents the collaborative effort of two agencies within one state division, the Division of Public and Behavioral Health (DPBH), to share resources and faculty to provide a diversified educational program for psychology interns. Interns match at one of two training sites in Las Vegas or Carson City.

### NV-PIC is a unique consortium

- Each agency is part of DPBH, but all sites are unique and distinct, as well as in different parts of the state
- We are a public behavioral health system
- We serve an underserved community in an underserved state
- Nevada is designated as a healthcare professional shortage area
- We provide a rich experience in the treatment of marginalized individuals
  - Each client presents with an intersection of multiple diversity factors, for example:



## Accreditation Status

The Nevada Psychology Internship Consortium (NV-PIC) is fully accredited by the American Psychological Association (APA). NV-PIC has been accredited since May 2017.

Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 1st Street, NE, Washington, DC 20002  
Phone: (202) 336-5979 Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

## APPIC Membership Status

NV-PIC is a participating member of APPIC and participates in the APPIC match. NV-PIC abides by all APPIC policies, including the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

## Program Structure

NV-PIC offers a dynamic, one-year, full-time doctoral internship training program. The year typically begins in mid-August. The start date for the 2023-2024 cohort is currently scheduled for August 14, 2023. The consortium provides a range of clinical and didactic experiences of the necessary depth and breadth required for future professional practice within psychology. Interns have a primary placement at one of two sites. Interns are required to complete 2,080 hours of training during the internship year, of which at least 500 hours are spent in the provision of direct face-to-face clinical services. Interns are expected to achieve the internship objectives, as stated below, and to abide by the APA Ethical Principles of Psychologists and Code of Conduct, the requirements of the NV-PIC training program, and the policies and procedures of all NV-PIC training sites.

NV-PIC trains psychologists who are effective consumers of research and who utilize scholarly inquiry to inform their practice. NV-PIC offers generalist training and specialized training that varies across training sites. More information about each training site and the resources and opportunities offered by each is provided below.

NV-PIC has a comprehensive Due Process and Grievance procedure which outlines the procedure for addressing concerns about intern performance as well as interns' concerns about training. These procedures are provided to all interns prior to starting the internship, during orientation, and are available for download through an internal NV-PIC OneDrive folder, and at [www.nv-pic.org/](http://www.nv-pic.org/) under the menu item Policies and Procedures.

## NV-PIC Training Sites

The consortium includes two Division of Public and Behavioral Health (DPBH) agencies: Rural Clinics Carson City (RCCC) and Southern Nevada Adult Mental Health Services (SNAMHS).

**Mission:** It is the mission of the Division of Public and Behavioral Health to protect, promote and improve the physical and behavioral health and safety of all people in Nevada equitably, so that everyone can live the safest, longest, healthiest, and happiest life regardless of circumstances.

**Vision:** Our vision is a Nevada where preventable health and safety issues no longer impact the opportunity for all people to live life in the best possible health.

**Purpose:** Simply stated, our purpose is to make everyone's life healthier, happier, longer and safer.

**Mantra:** All in good health.

Goals for the Division include:

- Provide evidence-based forensic services consistent with nationally established legal and clinical standards.
- Continue to improve health services using a population-based approach to address community health needs, minority health and disparities to promote healthy people and vibrant communities.
- Improve behavioral health through promotion, prevention, early intervention, and access to quality behavioral health services.

## Southern Nevada Adult Mental Health Services (SNAMHS)

Inpatient Assessment and Intervention track APPIC Program Code: 2323-11 (1-2 positions)

Forensic Evaluation track APPIC Program Code: 2323-15 (1-2 positions)

### General Information:

Southern Nevada Adult Mental Health Services (SNAMHS) is a behavioral health system that consists of Rawson-Neal Psychiatric Hospital, a civil inpatient psychiatric hospital, and Stein Forensic Facility, a forensic inpatient hospital; and four outpatient community mental health clinics. Currently, Stein is accepting just over 100 patients and Rawson-Neal is accepting between 50-60 patients. Nevada, like many states across the country is responding to the increasing need for forensic services and has made dynamic adjustments to maximum census numbers.

SNAMHS provides inpatient and outpatient psychiatric and behavioral health services to a diverse population of underserved adults in Southern Nevada, primarily in Las Vegas with SMI. Services include:

- Inpatient Services at Rawson-Neal Psychiatric Hospital for patients experiencing a mental health crisis
- Inpatient Forensic Services at Stein Forensic Hospital for patients committed for adjudicative competency concerns
- Assisted Outpatient Treatment (AOT)
- Services for patients in mental health court programs
- Services for patients in a misdemeanor diversion program
- Housing and Residential programs
- Consumer Drop-In Centers
- Medication management, counseling, and supportive services at outpatient clinics

The Department of Forensic and Civil Psychology at SNAMHS provides a variety of services including:

- Psychological evaluation and testing (e.g., malingering, personality, cognitive, differential diagnosis)
- Suicide and violence risk assessments
- Comprehensive assessment in violence, differential diagnosis, and competency evaluations
- Clinical interviews
- Evidence-based group and individual interventions
- Current psychology groups include Rational Decision-Making (forensic), DBT (civil & forensic), anger management (civil), CBT for psychosis (civil), Mindfulness (forensic), and Working with your Attorney (forensic). Future groups include Cognitive Rehab
- Individual interventions include both brief, time-limited interventions and long-term therapy
- Developing and implementing positive behavior support plans and individualized token economy programs
- Participation on multidisciplinary team meetings
- Opportunity to work on an admissions/intake unit
- Client-specific consultations

- Implementation of a hospital-wide token economy system
- Training for hospital staff
- Hospital-wide program development
- Committee work

Psychologists on forensic units conduct specialty evaluations, including adjudicative competence and comprehensive risk assessments. The psychology team also provides training and support for the competency restoration program and facilitates rational decision-making groups for patients. Psychology outpatient services at SNAMHS include outpatient competency restoration and may include psychological evaluations and consultation.

The psychology department has regularly scheduled staff meetings and team meetings that focus on continued training, case consultation, program development, and administrative tasks. The most prevalent diagnoses for individuals at SNAMHS fall under the categories of Psychosis, Mood Disorders, Personality Disorders, and substance use disorders. SNAMHS serves an exclusively adult population (18 and older), with 93% of clients between 21-64 years of age. The population served is approximately 64% male and 35% female. About 44% of the clients reported their race to be White, 26% as Black or African American, and 20% as Hispanic or Latino. During the 2020 calendar year, 2% of inpatient clientele were insured solely through private insurance, about 36% of clients had no insurance, and 63% of clients were insured through Medicaid and/or Medicare.

### Internship Experience:

#### Focus of training

- Ψ Develop skills and competencies in the assessment and treatment of serious mental illness (SMI), co-occurring disorders, and personality disorders
- Ψ Develop and enhance skills in the areas of professional development and clinical consultation
- Ψ Enhance clinical skills in diagnostic assessment, consultation, and treatment with a diverse, urban, marginalized population
- Ψ Individualized training plan, that is regularly reviewed & updated as needed, for each intern that creates a unique training experience
- Ψ Develop skills as a member of interdisciplinary treatment team
- Ψ Provide consultation and crisis intervention support
- Ψ Learn to write and implement Positive Behavior Support Plans (PBSPs) and Individualized Token Economy (ITE) programs
- Ψ Enhance skills in educating an audience outside psychology (e.g., staff trainings) with oral and written communication
- Ψ Focus on clinical interviewing, assessment, intervention, record reviews, report writing, and diagnostics

#### Training Setting

- Ψ Rich training opportunities in our two psychiatric hospitals and outpatient clinics
- Ψ Standard Monday-Friday, 8:00-5:00, workweek; no on-call services required
- Ψ Extensive library of psychological testing materials and books available to interns

#### Supervision & Didactics

- Ψ DBT supervision and DBT interventions are a focus of the training year. All interns will receive experience in both
- Ψ Varied theoretical orientations of training faculty psychologists, including psychodynamic, DBT, CBT, ACT
- Ψ In-depth training in conducting record reviews, assessments, and report writing
- Ψ SNAMHS participates in weekly site didactic trainings and case presentations with early career psychologists, postdocs, practicum students, and undergraduate field placement students facilitated primarily by Dr. Bradley and guest speakers

- Ψ Previous didactic topics have included: expert testimony, civil commitment, malingering, PAI, motivational interviewing, and board complaints/malpractice lawsuits
- Ψ Observe expert testimony and participate in testimony preparation

For 2023-2024, the SNAMHS internship site has been updated with the following tracks for a total of 3 positions:

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All interns receive extensive training in assessment (broadly defined- record review, clinical interviews, psychological testing, report writing), Dialectical Behavior Therapy, and other evidence-based interventions (adapted for our clinical population). All interns will work with one or more long-term therapy clients for the duration of the training year. Our agency is a dynamic environment that addresses the crisis between mental health and the criminal justice system. The internship tracks at SNAMHS provide an opportunity to work in a setting that contributes to change, including policies, regulations, and committee work.

Upon arrival to internship, focus areas will be determined regarding whether an intern will be placed in one or both hospitals. Depending on the interests of the interns, needs of the site, and availability of supervisors, adjustments may be made to meet their specific training goals during the year.

#### *SNAMHS Inpatient Assessment and Intervention Track (APPIC Program Code: 2323-11) – 1-2 positions*

Interns on the SNAMHS Inpatient Assessment and Intervention Track have exposure to and gain knowledge of a psychiatric inpatient population in one or both hospitals. Interns engage in activities to support patients and treatment teams, such as providing psychological assessments, individual and group intervention services, program development, and consultation services. Assessments may include personality, malingering, cognitive, intellectual, differential diagnosis, suicide risk, and violence risk. While the focus of this track is not intended to be forensic competency evaluations, all interns get exposure to the competency restoration and evaluation process.

#### *SNAMHS Forensic Evaluation Track (APPIC Program Code: 2323-15) – 1-2 positions*

Interns on the SNAMHS Forensic Evaluation track work with individuals in an inpatient forensic facility who were court-ordered for evaluation and treatment competency restoration. Interns learn case law related to adjudicative competence and learns how to conduct thorough record reviews, write forensic evaluations, interview forensic patients, and conduct psychological and forensic testing when applicable. Interns can learn forensic assessment instruments such as the ECST-R, M-FAST, SIMS, SIRS, MacCAT-CA, and TOMM, to name a few. Interns also learn to conduct comprehensive risk-assessments for self-harm and violence. Interns receive training in intervention with the forensic population.

#### Contact Information

Site Director: Shera D. Bradley, Ph.D.

Email address: [sbradley@health.nv.gov](mailto:sbradley@health.nv.gov)

Phone number: (702) 486-6466

Mailing address: 6161 West Charleston Blvd, Las Vegas, Nevada 89146

**Rural Clinics** not active for 2023-2024

APPIC Program Code: 2323-14

**General Information:**

The Rural Clinics agency provides behavioral health care to underserved individuals with serious behavioral health needs located within 12 of the rural counties served in Nevada. The Rural Clinics includes 10 full-service clinics and 6 partial-service/mobile outreach clinics. The intern will be working out of the Carson City clinic. Located at the foot of the Sierra Nevada Mountains and approximately 30 minutes from the Reno area, Carson City is the State's capital and is home to just over 56,000 residents. RCCC employs four full-time psychologists as well as master's level clinicians, psychiatric nurses, psychiatric case managers, psychiatrists, and psychiatric nurse practitioners. RCCC often serves as a training site for practicum students and interns of various disciplines.

The professional staff at RCCC provide services in person and via telehealth to clients based in more remote areas of the state. RCCC staff provide behavioral health on-call coverage via telehealth to emergency rooms in rural hospitals throughout the state. Staff at RCCC are involved in several community partnerships including Mobile Crisis, Mental Health Court, and Juvenile Justice Diversion.

**Internship Experience:**

Interns will be expected to work Monday through Friday during standard business hours; no on-call services required. Interns placed at RCCC work as part of an interdisciplinary team at an outpatient community behavioral health clinic. The intern provides intervention and assessment services to clients in-person in Carson City and to individuals located in additional rural and frontier communities throughout Nevada via telehealth. Interns provide individual and group therapy and provide comprehensive psychological assessments. Interns may occasionally travel to provide behavioral health supports, such as psychological assessment, to other clinics in rural areas. The intern placed at RCCC receives in-person supervision from one primary supervisor, as well as in-person and/or tele-supervision from other RCCC and/or NV-PIC secondary supervisors.

Interns receive training to meet the needs of a smaller community by learning to practice as a generalist working with a wide array of clients. Common presenting issues include trauma, depression, anxiety, psychosis, co-occurring disorders, family distress, interpersonal skill deficits, and factors prevalent in small communities such as social isolation, poverty, and social stigma regarding mental illness. Interns at RCCC are expected to work with clients across the age spectrum but may be provided some flexibility to focus their caseload predominantly on adults or youth, if desired. Additionally, the intern may have the opportunity to receive exposure to community-based activities such as outreach, education, prevention, and criminal justice diversion programs (i.e., mental health court). Mental health court (MHC) is a voluntary intensive outpatient program aimed to serve clients who committed a crime and have a mental health diagnosis. Interns will have the opportunity to work with the MHC multidisciplinary team, while providing individual therapy to clients. Please note that RCCC is not considered a forensic setting although clients with current/pending legal charges may be on an intern's caseload. Finally, interns may have some opportunities to witness and/or participate in state-legislative proceedings, including policy work on issues specific to psychology or behavioral health in general.

**Contact Information:**

Site Director: Josette Iribarne, Psy.D.

Email address: [jiribarne@health.nv.gov](mailto:jiribarne@health.nv.gov)

Phone number: 775-687-0877

Mailing address: 1665 Old Hot Springs Road, Ste 150, Carson City, NV 89706-0668

## Supervision

All interns receive a minimum of 4 hours per week of supervision by licensed psychologists. However, our interns generally receive more than the minimum requirement and often can receive training and supervision from multiple psychologists.

Interns receive a minimum of 2 hours of individual supervision each week from a licensed psychologist at their site. Licensed supervisors provide interns with experientially based clinical training. All NV-PIC interns are observed directly (either live or electronic) by at least one supervisor during each evaluation period.

Group supervision is conducted two hours a week with all interns. Group supervision focuses on case presentations, the provision of supervision, topic-focused discussion, intern-led didactics, and professional development.

## Intern Project

Each intern is expected to complete at least one research, program development/evaluation, or teaching project during the year, as approved by their primary supervisor and the Training Committee. The focus of the intern project is specific to public behavioral health and may include a proposal for a programmatic change to enhance clinical service delivery. Interns will be guided through the process by their primary supervisor (or another faculty member assigned by the primary supervisor) per approval by their primary supervisor and Training Committee. The primary supervisor (or assigned faculty member) will work with the intern to discuss progress, offer guidance and assistance, and to ensure the project is on schedule. Each intern will propose their project to the Training Committee at the in-person Mid-Year Meeting and will present their final project at the end of the year to both the Training Committee and to a larger audience.

Additional research opportunities and program development projects vary by site.

## Stipend, Benefits, and Resources

The annual internship stipend across all consortium sites is \$33,000. Through a contract with the State of Nevada Division of Public and Behavioral Health, interns are employed by the Western Interstate Commission for Higher Education (WICHE). WICHE is an intergovernmental organization that provides consultation to the NV-PIC program and serves as the fiscal agent for the internship. Health benefits and 120 hours of paid time off (PTO) are provided to each intern. Interns also receive eleven paid Nevada state holidays and are eligible for up to three days of Professional Development Release Time, which can include conferences, trainings, dissertation time, graduation, or other, as approved by supervisors, the Site Director, and the Training Director.

NV-PIC interns have access to numerous resources. Funding for travel (including air, lodging, food) within the state of Nevada is provided for interns to complete required training experiences, such as in-person orientation, mid-year meetings, and graduation. Assessment and other necessary training materials are provided at each training site. Each intern has access to administrative and IT support. Each intern is provided with a desktop computer and laptop, Dragon dictation software, headsets, recorders, office space, and other office materials.



## Nevada Area Attractions

NV-PIC is a consortium program with sites across the diverse landscapes and cultures of Nevada. Interns are placed at one site for the full internship year but have the opportunity to travel and experience the diverse and unique ecosystems of Nevada for in-person internship training activities. In addition to experiencing the beauty of Nevada, interns who choose to stay in Nevada following internship would have opportunities for loan repayment and/or loan forgiveness (<http://nhsc.hrsa.gov/>).

One of our internship sites (SNAMHS) is in the heart of Las Vegas. Las Vegas is well known for its world-class entertainment, day-spas, auto shows, nightclubs, retail, golfing, and fine dining.

This 24-hour city offers:

- Wildlife habitats
- Fine art
- museums (Springs Preserve, the Wetlands, the Neon Museum, The Mob Museum, natural history, art, and more).
- Downtown Las Vegas has a cultural center which includes The Smith Center for Performing Arts, a nonprofit organization that hosts a variety of performances to include world-renowned Broadway shows, family-friendly events, local theatre, dance companies from all over the world, the Nevada Ballet Theatre, the Las Vegas Philharmonic, amongst others.
- Recreation within the natural wonders of the nearby Nevada desert includes breathtaking landscapes and spectacular rock formations, such as Red Rock Canyon in the Mohave desert, Lake Mead, the Valley of Fire, and Mount Charleston. The Las Vegas Ski & Snowboard Resort is located on Mt. Charleston, which is the 8th highest peak in Nevada at 11,916 feet. Snow season generally lasts from November through April.
- Daytrip destinations include: the Grand Canyon, Lake Havasu, the Extraterrestrial Highway and Area 51, Mojave National Preserve, Zion National Park, and Dixie National Forest.

The other internship site (RCCC) is in Carson City, in the northern region of the state. Carson City, the state capital, small but big in stature, is home to many historical sites.

- Close by are Lake Tahoe to the west, Virginia City to the east, Reno to the north, and Genoa to the south.
- Reno, “the Biggest Little City in the World,” is 30 minutes away from Carson City and a two- to four-hour drive from major metro areas in northern California (including Sacramento and San Francisco).
- Northern Nevada is a year-round recreation destination. Activities include skiing, snowboarding, fishing, boating, hiking, wilderness camping, mountain biking, horseback riding, swimming, water sports, and golf. Area outdoor recreation venues include the Truckee River, a variety of lakes, including beautiful Lake Tahoe, and the mountain range known as the Sierra Nevada. Lake Tahoe has long been considered the “Jewel of the Sierras,” not only for its contribution to the scenic majesty of the area, but also for the adventure that can be found in the region, which includes the largest concentration of ski slopes in the United States and endless hiking and mountain biking trails, including Lake Tahoe’s famous rim trail.

Nevada has a rich arts and cultural scene:

- Annual events in Las Vegas include the City of Light Jazz Festival, World Series of Poker tournament, Annual Academy of Country Music Awards, Vegas Uncork’d, Rock ‘n’ Roll Marathon, Electric Daisy Carnival, Motor Trend Auto show, Cirque Du Soleil, Wrangler National Rodeo Finals, Life is Beautiful festival, UNLVino, and the Word Food Championships.
- In Northern Nevada, Artown in Reno includes a month of live music on the river and other venues around town. Other annual community events include the Reno River Festival, Street Vibrations, Hot August Nights, The Great Reno Balloon Race, National Championship Air Races, Best of the West Rib Cook-off, Virginia City Camel Race, Carson Valley Days Festival, Street Vibrations, Reno Rodeo, and the Burning Man Festival held just a few hours east.

## Application Process and Selection Criteria

The Consortium will offer three full-time positions, two positions for the forensic track at SNAMHS and one position for the generalist track at SNAMHS. Students interested in applying for the internship program should submit an online application through the APPIC website ([www.appic.org](http://www.appic.org)). NV-PIC is listed in APPIC under Program Code 2323.

### A complete application consists of the following materials:

1. A completed online AAPI (APPIC's standard application)
2. Cover letter (part of online AAPI) stating your preferred training site(s) and why you are interested in those sites specifically. Applicants can indicate their interest in more than one site within the consortium in one cover letter.
3. A current Curriculum Vitae (as part of the online AAPI)
4. Three standardized reference forms, **at least two of which must come from individuals who have directly supervised your clinical work** (as part of the online AAPI)
5. Official transcripts of all graduate coursework (as part of the online AAPI)
6. REQUIRED supplementary materials: Include an integrated assessment report. Please redact appropriately.
7. OPTIONAL voluntary materials: Applicant Affirmative Action Information Form – Interns who match with NV-PIC are the employees of the Western Interstate Commission for Higher Education (WICHE). It is the policy of WICHE to provide equal employment opportunity to all qualified applicants. As an Affirmative Action Employer, WICHE is required to invite all applicants to complete certain forms. Completion of the forms is voluntary and will not subject you to any adverse treatment. The information on these forms is confidential and will be maintained separately from your application. If you choose to do so, please visit NV-PIC's website (<http://nv-pic.org/application-procedure>) to download the form and upload it with your application. Remember that completion of this form is voluntary and in no way affects the decision regarding your application for employment.

All application materials must be received by **November 1, 2022** to be considered. Applicants who are invited to interview will be notified by email on or before the **December 15** deadline. Virtual and in-person interviews will be held in early January 2023. Introduction to NV-PIC sessions will be held on each interview day.

NV-PIC requires that applicants are in good-standing, currently enrolled in a psychology doctoral program, and have completed the following by the application deadline:

1. A minimum of 400 doctoral intervention hours
2. A minimum of 100 doctoral assessment hours
3. A minimum of 5 integrated reports
4. A minimum of 1 hour of individual supervision received by a licensed psychologist for every 10 practicum hours (approximately 10:1 ratio of total hours and supervision hours)
5. Successful dissertation proposal by the application deadline

NV-PIC also invites applicants who have experience or special interest in working with underserved or diverse populations. Per Mental Health America's 2022 Final Report, Nevada ranks 51st in the nation for both adult and youth measures of multiple factors, such as prevalence of mental illness and access to care. In addition to the requirements noted above, NV-PIC takes into consideration the potential commitment or interest of any prospective intern to remain in Nevada following internship. Developing a strong behavioral health workforce is an important consideration for the state, and an interest in remaining in Nevada to join the workforce is considered a benefit in a potential intern.

Questions regarding the application or interview process may be directed to NV-PIC's Training Director, Dr. Emily Slife ([dpbhnpic@health.nv.gov](mailto:dpbhnpic@health.nv.gov)). All interns who match to NV-PIC sites must provide proof of eligibility to work in the United States. NV-PIC does not sponsor work visas. Interns must successfully pass a fingerprint-based background check before beginning employment and must provide results from a recent tuberculosis (TB) screening test. Instructions for providing this information or completing

the background check and TB screening will be sent out to all who match after the match is complete. NV-PIC will reimburse these costs.

Please note: if HR has a concern about the results of a background check, employees have 30 days to explain. Many factors are considered and HR handles this on a case-by-case basis based on the state division's policy.

In addition, all NV-PIC interns whose agencies will seek Medicaid reimbursement for services provided are required to register with the Nevada Board of Psychological Examiners. Information on board registration, including cost, can be found at: <https://psyexam.nv.gov/Forms/Psychological/>. NV-PIC will reimburse the cost of registration.

## Consortium Contact Information

For more information about NV-PIC, feel free to contact:

Emily Slife, Ph.D., NV-PIC Training Director – [dpbhnpic@health.nv.gov](mailto:dpbhnpic@health.nv.gov) or go to <https://nv-pic.org/>.

## NV-PIC Competencies

By the conclusion of the internship year, interns are expected to have achieved competence across the following 10 areas:

1. Research
2. Ethical and Legal Standards
3. Individual and Cultural Diversity
4. Professional Values, Attitudes, and Behaviors
5. Communication and Interpersonal Skills
6. Assessment
7. Intervention
8. Supervision
9. Consultation and Interprofessional/Interdisciplinary Skills
10. Public Behavioral Health

### Behavioral Health Program

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[www.wiche.edu](http://www.wiche.edu) • [www.nv-pic.org/](http://www.nv-pic.org/)