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Cablefax

THE MAGAZINE

Innovation > Leadership > The Cable Community

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MOST POWERFUL WOMEN

2023

Smashing Success | p6

Top Women Index | p12

Emerging Wave | p50

Congratulations to our 2023 Most Powerful Women Honorees

Elizabeth Andrion – SVP, Regulatory Affairs

Cameron Blanchard – EVP, Communications

Catherine Bohigian – EVP, Government Affairs

Rhonda Crichlow – SVP, Chief Diversity Officer

Jessica Fischer – Chief Financial Officer

Michelle Hawkins – SVP, Strategic Procurement

Alison Hellman – SVP & GM, Spectrum News

Cheryl Manley – SVP, Employment Law

Sharon Peters – EVP, Chief Marketing Officer

Debi Picciolo – SVP, Field Operations

Eilisa Reid – SVP, Application Platform Services

Jane Rhodes – SVP, Head of Corporate Physical Security

Robyn Tolva – SVP, Video

Rachel Welch – SVP, Federal Affairs

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expanding opportunity strengthens
our company and the industry.

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COMMUNICATIONS



6

Shattering Glass

We've designated 12 women leaders as Glass Breakers for breaking through the glass ceiling and inspiring others to follow suit.



12

Most Powerful Women

Our annual list of distinguished women leaders who are innovating and inspiring in the media and broadband space.

Special Honors

- 24 Women Advancement Champion
Janet Han Vissering of National Geographic
- 38 Mentor of the Year
Terri Hines of Fox Sports



50

Rising Tide

These up-and-comers are making waves in the industry and raising the tide of success for their organizations and others.

Ed Note

PINK THINK

2023 is coming to a close, and it's been a pretty weird year. For the first time in U.S. history, the House voted to remove a Speaker. Donald Trump is facing criminal charges, making him the first U.S. ex-president to be indicted. And with Hunter Biden we have the first child of a sitting president to be charged by the Justice Department. Hollywood writers and actors went on strike together for the first time in six decades.

And amid all this, we have Barbie rising up in her plastic stilettos as some sort of feminist icon and fashion aesthetic. Barbiecore, anyone?

Like many, I trooped off to the theater this summer with my son and daughter to see Greta Gerwig's "Barbie" movie. I was hoping for some laughs, but got so much more with the complicated toy from my childhood evoking conversations on patriarchy and matriarchy—even existentialism. We asked this year's Most Powerful Women what they thought of the film, and while there were a few critics, most found plenty to like.

"I laughed, I cried, and I thoroughly enjoyed. Pink is now a staple in my wardrobe. We can all be Kenough. Work on yourself, build your own dream house and get your life right. That's what matters," declared Cox Communications COO Colleen Langner.

It was also interesting hearing these distinguished leaders reflect on their own childhoods playing with Barbie. CNN Worldwide's Johnita Due recalled how her mother always ensured she had Black dolls to play with, which the Mattel line was lacking in the 1960s and 1970s. "We still played with [Barbie] although I was more interested in Skipper, likely because the one I had had dark hair and tan skin," she said.

Showtime/MTV Entertainment Studios Chief Creative Officer Nina Diaz loved her Barbies growing up, in part because they were women vs baby dolls. "I had all the cultural Barbies: Latin Barbie, Hawaiian Barbie. Whatever shade they had—I wanted it! Those Barbies and their identities fed my imagination. They were aspirational to me," she said.

Little girls playing with Barbie these days can imagine her in myriad different ways thanks in part to the examples women like our honorees are setting for the next generation of Most Powerful Women. They've set a high bar for creativity, determination and altruism, and whether or not they embrace Barbie Pink, these extraordinary leaders could never be placed in a box.



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Congratulations to our **Cablefax Most Powerful Women honorees:**
Amy Campbell, Nina L. Diaz, Cameron Dillavou, Liza Burnett Fefferman,
Angela Heckman, Ashley Kaplan, Wincie Knight, Wendy McMahon,
Ramsey Naito, Jeannie Scalzo, Laurel Weir, Barbara Zaneri.
And our **Rising Tide honoree**, Michelle Lee.



THE GLASS BREAKERS

Once again, we're honoring a cohort of women who have emerged as true "Glass Breakers"—pioneers who not only shattered the glass ceiling but conscientiously lowered a ladder for others to ascend. This distinguished list celebrates 12 visionaries whose extraordinary achievements resonate far beyond individual success, marking them as architects of change in the professional landscape.

These leaders have not only risen to the summits of their respective fields but, crucially, have extended a supportive hand downward, ensuring that the climb becomes more accessible for those who follow.

Join us in recognizing these luminaries, whose impact reaches beyond the boardroom, inspiring a generation to break barriers and build bridges toward a future where glass ceilings are shattered for good.



Italia Commisso Weinand

SVP, Programming & HR
Mediacom Communications

Commisso Weinand has long been known as a force in the industry, but her standing as a cable legend became more official in April with her induction into the Cable Hall of Fame. It's hard to find a part of Mediacom that hasn't felt her influence with her playing a role in operations, HR, marketing and programming.

“Generational childhood poverty continues to hurt us all. I think of one of our engineers in Iowa, Gary Myers, who works himself to the bone for Mediacom yet manages to give back to his community by volunteering his time to teach young people welding skills. If only we could see all our neighbors as part of our extended families. How wonderful the world could be.”

Kristin Dolan

CEO
AMC Networks

Dolan has hit the ground running since taking over AMC Networks in February, ensuring its linear and streaming properties are must-haves for consumers and distributors. AMCN was a launch partner for Comcast's NOW TV package this spring, and Dolan successfully led the launch of AMC+ on Charter's Spectrum TV set-top boxes. Under her leadership, AMCN dabbled in offering shows on streamer MAX and it became the first player to offer live linear inventory for programmatic ad buying. 605, the data analytics firm Dolan founded in 2016, was acquired by iSpot.TV in September.

“I de-stress by spending time outside with my boys. One is a surfer and the other a snowboarder so there is always lots of action to watch. Seeing them do what they love most makes me forget the day-to-day stresses of work and life.”



Rita Ferro

President, Global Advertising
Disney

It was up to Ferro to ensure the launch of Disney+'s ad-supported tier was a success, and she came through. More than 100 domestic launch partners were committed on day one, and more than 50% of new Disney+ subscribers are making the ad-supported option their tier of choice. Her eyes are now on expanding the tier internationally by the close of 2023. With that expansion also come more options for advertisers with Disney working to expand its targeting capabilities and programmatic inventory.

“I look at my daughter, a Gen Zer, and admire the incredible confidence she's built for herself. Her generation leads with an open mind and a belief that everyone is worthy and deserves to be seen. They inspire me.”



Kathleen Finch

Chairman & CEO, U.S. Networks
Warner Bros. Discovery

By the end of the year, Finch's networks will have produced more than 4,000 hours of lifestyle and entertainment programming. With her at the helm, Warner Bros. Discovery continues to attract star power. Under her direction, Investigation Discovery signed Michael Bay to an executive producer deal for a new true crime series and Selena Gomez expanded her cooking journey with two new projects for the Food Network. Sports has been no slouch either, thanks to TNT's coverage of the 2023 NBA Playoffs.

“Gun violence is an issue I wish would get more time on the 2024 presidential campaign trail. The fact that school children undergo active shooter drills—as if a shooter is as unavoidable a danger as an earthquake or a tornado—says a lot about what's wrong with our political system.”

Jessica Fischer

CFO
Charter Communications

Fischer has expertly navigated supplier challenges to ensure that Charter's rural construction initiative is a rousing success, and she now expects its RDOF initiative to yield 1.3 million new passings for the provider. She's sure to play a key role in Charter's participation in the BEAD program in the coming years as well. Beyond that, she's doing everything in her power to ensure that the cost of Charter's massive network evolution plan remains as close to \$100 per passing across the three years it will take to complete.

“We are exploring opportunities to use AI and machine learning to improve the customer experience, by meeting customers where and how they want and continually enhancing tools for our sales and service employees to simplify their jobs.”



Kimberley Harris

EVP
Comcast Corp. General Counsel
NBCUniversal

Harris has a venerable track record at Comcast NBCU, and she's always eager to empower those coming up in her field. This year she launched NBCU BRIEF: Building Relationships in EPIC Form, which paired 16 law firm attorneys with NBCU attorney advisors. Over three months, participants engaged in learning events with NBCU leaders to not only serve as valued members on NBCU matters, but also to promote advancement within their firms.

“Many women hold two full-time jobs—their day jobs and roles managing their home and families, whether it be children, parents or other relatives. We should continue to look for more ways to give women the support they need to do both so that they can stay in the workforce, advance in their careers and help our industry grow stronger.”

Yvette Kanouff

Partner
JC2 Ventures

The first female SCTE chair, Kanouff has long been a champion for women in STEM. She co-founded TechConnect, a partnership between the SCTE Foundation and The WICT Network to encourage women engineers and technologists to explore the cable industry. Beyond giving startups a leg up in the competitive race at her day job, she paves the way forward for the next generation through her service at several industry organizations, offering insights as Vice Chair of the SCTE Foundation, Chair of the Cable TV Pioneers and on the board of the Cable Center.

“ AI is going to be a key part of everything. AI technologies and AI governance will continue to evolve, so we need to purposefully embrace and adapt to how this emerging technology will and can change our business.”



Julie Laulis

President & CEO
Cable One

Laulis has never felt comfortable standing still, and she doesn't allow Cable One to become stagnant either. Over the past three years, the provider has made investments in its infrastructure across its brands totaling more than \$1 billion. She's also ensured that other women have opportunities to grow at Cable One, and 60% of its board members are women. Laulis joined the industry's brightest this year with her induction into the Cable Hall of Fame in April.

“ The last woman I mentored reminded me how hard it can be to be a wife, mom and woman looking to lead. There can be a heavy burden, not just for women, but for anyone looking to up their game, put in the learning and the time when they have other important things pressing in on them. Help and grace are needed for all of us to do more and do better.”

Suzanne Scott

CEO
Fox News Media

Scott continues to be fearless in her management of one of America's largest news organizations. She revamped the Fox News primetime lineup in June, solidifying "Gutfeld!" as a mainstay in the late-night competitive race. It has been averaging more than two million viewers a night, gaining additional momentum thanks to Super Bowl ads and the WGA strike. She's directed 24/7 news coverage of the biggest events around the globe, including Russia's war in Ukraine, Supreme Court rulings and the ongoing conflict in Israel.

“ When I am speaking with a mentee, it inspires me to think differently about the business and the future, taking into account their learning and perspectives. And being a mentor also promotes collaboration and teamwork within your organization, which are critical to growth and success.”





Savalle Sims

EVP & General Counsel
Warner Bros. Discovery

Sims has a track record that's tough to match, taking on some of WBD's biggest challenges and executing them well. She has served as the company's top lawyer in its negotiations with guilds like the WGA and SAG-AFTRA during a time of unprecedented strikes. At the same time, she led the legal teams navigating the combination of HBO Max and discovery+ into one converged streaming product, Max. The service is set to roll out across much of Europe next year.

Dana Walden

Co-Chairman, Disney Entertainment
Disney

Walden is undoubtedly one of the most powerful women in Hollywood, and that was solidified even further in February when she was elevated to her current role. This year, Disney Entertainment programming earned 163 Primetime Emmy nominations, 16 more than it scored in 2022. Walden's influence has grown outside Disney's walls as well, as she was named the only media and entertainment industry representative to President Biden's Export Council, a national advisory committee on international trade.



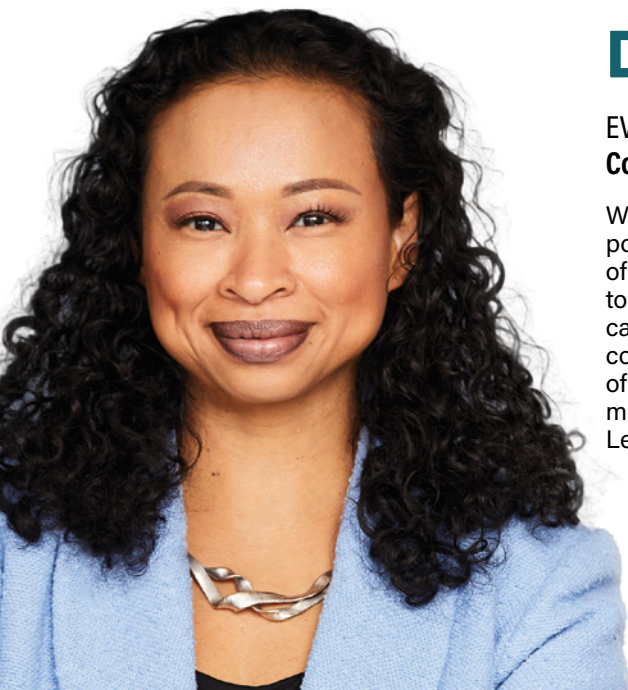
Dalila Wilson-Scott

EVP & Chief Diversity Officer
Comcast Corporation

President
Comcast NBCUniversal Foundation

Wilson-Scott is the queen of giving back, reimagining how Comcast supports its employees and the communities it serves. She oversaw the launch of volunteer program Team UP in 2022, and 8,600 teammates participated to support 5,800 nonprofits in its first year. She has also been leading Comcast's efforts to direct charitable investments toward skills-to-workforce and college readiness organizations that are strengthening the next generation of talent. Under Wilson-Scott's guidance, Comcast awarded more than \$25 million in 2023 to community organizations including the National Urban League and The Hidden Genius Project.

“What I admire most about Gen Z is that they are naturally innovative and inquisitive; they're eager to be a part of solutions to social challenges, while also being clear about boundaries and prioritizing mental health and self-care.”



CONGRATULATIONS!



Italia Commisso Weinand

Executive Vice President, Programming & Human Resources



Dianne Schanne

Vice President,
Consumer Marketing



Kristi Salmon

Vice President,
Marketing - Mediacom Business

Mediacom proudly salutes Italia, Dianne, Kristi, and all of the
2023 Cablefax Most Powerful Women.

Rocco B. Commisso

Founder, Chairman & CEO - Mediacom Communications Corporation

And the 4,000 men and women of the Mediacom Family

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MOST POWERFUL WOMEN 2023

Cablefax's annual curated Most Powerful Women list unveils the trailblazers who have ascended to the pinnacles of their respective industries, leaving an indelible mark on the ever-evolving world of technology, media and communications. Each honoree is profiled, followed by a short quote she provided in answering our Most Powerful Women Q&A. Those questions ranged from "How are you using AI?" to "What did you think of Greta Gerwig's 'Barbie' movie?" Interspersed throughout our list are a few pages dedicated to answers to those questions, which explains why a few of our awardees will not appear in alphabetical order. Join us in applauding the profound contributions of these exceptional leaders, who continue to redefine what's possible in the industry and beyond!

Anju Ahuja

VP, Product Strategy & Insights
CableLabs



A sought-after advocate for those seeking to advance their careers within CableLabs and beyond, Ahuja freely donates her expertise to help others navigate the path to advancement. One of Ahuja's pivotal accomplishments is her role in crafting a "strategy advancement ladder." With this dedicated advancement path, the organization promoted its first "distinguished strategist" this year—a milestone achievement testifying to her commitment and diligence.

"I'm driven to help people navigate self-doubt and ambiguity to achieve something novel and brilliant. Helping someone exceed their expectations of themselves is an honor and a privilege."

Vonya Alleyne

Chief People Officer
Segra



Alleyne paved the way for 50 women to be hired, 21 women to receive promotions, 12 people of color being promoted and 60 more to

be hired last year. So far in 2023, Segra has hired 33 women, promoted 14 people of color and 30% of all promotions have gone to women. Alleyne continues to strive to bring in employees from all backgrounds, evolve hiring practices and inspire women to lead.

"I have wanted to be a leader ever since I was a little girl. I love leadership because I enjoy helping people and organizations become better."

Elizabeth Andrion

SVP, Regulatory Affairs
Charter Communications



In a demanding regulatory environment, Andrion advances the company's interests before federal regulatory agencies and ensures underserved communities receive broadband funding. For her team, she empowers them to speak up

and gives them the tools to hone their skillsets.

"My tremendous interest in understanding people is what inspired me to be a leader—what motivates them, what discourages them, how to get the best results from them. And my overwhelming urge to find solutions and fix things, which I have found to be much better received in professional settings than personal settings."

Janice Arouh

President, Network Distribution
Allen Media Group



Look at the continued expansion of the AMG media empire and you'll find Arouh at the negotiating table. Securing distribution on Hulu Live TV, sealing the company's pivotal multiyear deal with Google and leading the distribution transition strategy from Black News Channel to TheGrio while maintaining the distribution of 45 million subscribers are just a few of her recent accomplishments.

"A colleague gave me one of the best business books that I've ever read, 'Thinking Fast and Slow' by Daniel Kahneman. His book had a profound impact on how I think about the world, my personal life and work."

Betsy Ayala

Head of Content, Food
Warner Bros. Discovery



Staying ahead of the pack in food-related TV takes know-how, talent and community. Ayala supports teams by giving them a collaborative environment where they can brainstorm ideas to whip up tantalizing programs like "Ciao House," which reached over 13.7M viewers across Food Network and Max/discovery+. She brings in new talent without displacing fan faves and seeks cross-portfolio opportunities like the "Halloween Baking Championship" Batman-themed challenge.

"I loved Greta Gerwig's 'Barbie' movie. I have two tween daughters and we devoured all the positive messaging. We continue to talk about the movie and what it means to be strong and confident and, most important, themselves."

Gina Balian

President
FX Entertainment



One of Balian's most notable impacts on the media industry is her passion for identifying and nurturing creative talent, particularly among women and other underrepresented groups. She has mentored many women throughout her career, several of whom are senior executives who work under her today, where they continue to benefit from her influence and leadership.

"At a certain point in my career, my own successes were no longer as fulfilling as being able to support the success of those around me. I understand the desire to prove what you can do for yourself and others, especially early in your career. Now the numerous wins of the team around me are the best part of my job."



Karen Barroeta

EVP, Production & Development and Head of Telemundo Global Studios
NBCUniversal Telemundo Enterprises

Barroeta has been making moves on the screen and IRL. Her knack for nurturing compelling scripted shows recently delivered ratings darlings, including "La Suerte de Loli" and "Betty en NY." To help support the pipeline for the 800-plus hours of original content Telemundo Global Studios cranks out each year, she also oversaw the launch of a production unit in Mexico City.

“*Something I admire about Gen Z is they inherently possess an awareness of the need for a balance between work and personal life.*”



Katie Beltz-Long

Head of U.S. Demand Sales
Beachfront

Beltz-Long is laser-focused on establishing innovative partnerships, bringing new TV-centric buying controls to CTV and streaming advertising and helping media buyers and data owners drive more efficient private marketplace curation. She has championed other women through initiatives like the Women of Beachfront group and by creating an environment that encourages diversity, promotes gender equality and fosters growth. By implementing and refining policies such as unlimited PTO, she shows her understanding of the importance of employee satisfaction and engagement.



Carolyn Bernstein

EVP, Scripted & Documentary Films
National Geographic

Bernstein continuously elevates the National Geographic brand and pushes storytelling into new realms. She's also a champion for women's stories, helping get Sara Dosa's Oscar-nominated "Fire of Love" off the ground and pursuing the story of Miep Gies, the woman who helped hide Otto Frank and his family from the Nazis during WWII for the Nat Geo scripted series "A Small Light."

“*Much to my surprise, I thought the 'Barbie' movie was delightful, funny, smart and moving. It gave me a whole new perspective on a cultural icon that I had dismissed even as a child.*”



Cameron Blanchard

EVP, Communications
Charter Communications

Blanchard has established herself as a communications expert during her time at Charter, leading the company through a CEO transition, a high-profile programming dispute with Disney and the eventual launch of its new streaming offering, Xumo. She also serves as an executive sponsor for the company's Women Business Resource Group, empowering women at all levels company-wide.

“*Learning is a never-ending journey, and I am constantly reminded that great learning can come from those with fresh eyes and a different point of view.*”



Kathleen Bohan

SVP, Research, Insights & Analytics
TelevisaUnivision

Bohan is an expert at reaching, engaging and measuring the Hispanic audience. She accomplishes it by collaborating with industry partners and constantly seeking ways to boost TelevisaUnivision's media currency beyond the traditional Nielsen footprint. As a mentor, Bohan enjoys helping others follow their strengths to new heights within the industry.

“*Many of those I have mentored have branched out to different parts of the industry. Those relationships have changed over time, providing an important knowledge and relationship network.*”



Catherine Bohigian

EVP, Government Affairs
Charter Communications

This has been a year of milestones for Bohigian, who just celebrated 10 years with Charter and 25 in communications overall. Washingtonian magazine named her among its 500 Most Influential People in Policy. Outside of her impactful work within Charter, Bohigian is a board member for The WICT Network.

“*The WICT Network's Senior Executive Summit at Stanford Graduate School of Business is a must-attend for me. The smart and creative women in your classes make the discussions fun and even more interesting, and you make lasting contacts with people facing many of the same challenges as you.*”

ACA Connects and NCTC congratulate our leaders named to Cablefax's Most Powerful Women 2023

Patricia Jo Boyers

President/CEO & Co-Founder, BOYCOM Vision

Patrice Carroll

President & CEO, ImOn Communications

Italia Commisso Weinand

EVP, Programming & HR, Mediacom

Megan Detz

SVP Human Resources, Cable ONE

Jessica Epley

VP - Regulatory & External Affairs, Ziplly Fiber

Mandy Esposito

SVP Operations & Customer Experience, Hotwire Communications

Kristin Johnson

CEO & Co-Founder, Hotwire Communications

Julie Laulis

President & CEO, Cable ONE

Judy Meyka

Executive Vice President Programming, NCTC

Leslie Peabody

SVP - Chief People Officer, WOW! Internet, TV & Phone

Kristi Salmon

VP of Marketing, Mediacom Business

Dianne Schanne

VP Marketing, Mediacom Communications

Stacey Slaughter

CEO, NCTI

Katy Stafford

EVP of Strategic Initiatives & Chief of Staff, Blue Stream Fiber

**Congratulations also to ACA Connects Associate Member and NCTC
Partner Honorees, and to all Honorees for this amazing achievement!**





Lisa Bonnell

EVP, Comcast Global Audit & General Auditor

Comcast Corporation

With Bonnell at the helm, Comcast's audit function is consistently ranked among the top five internal audit teams across all industries by the big four accounting firms. She encourages her team to gain exposure to different areas of the company and also helps recruit women for open roles by partnering with regional HBCUs.

“Generative AI will significantly transform the internal audit function as well as revolutionize how companies think about real-time risk coverage. Our teams get to work at the forefront of these technologies.”



Alisa Bowen

President
Disney+

Both in her role in the broader industry and within Disney+, for which she helped grow subscribers by 40% since joining in 2022, Bowen is dedicated to championing and empowering women. Notably, she recognized the challenges women and working parents faced during the pandemic's early days and found ways to create supportive spaces for them to cope and process their difficulties.

“Advancement for women takes relationships and allies of all kinds, support with family and caregiving, an incredible team of colleagues, a dynamic range of communication styles and boundless resilience.”



Patricia Jo Boyers

President/CEO/Co-Founder
BOYCOM Cablevision

Boyers knows how to juggle the curveballs cable throws. She helped usher in ACA Connects' new President/CEO last year, working ever since to ensure a smooth transition while also making sure lawmakers understand the challenges smaller operators face. Boyers has shown she "ain't no ordinary farm girl" in her nearly five years as ACAC chair while also keeping Poplar Bluff, Missouri, connected through BOYCOM.

“I am a firm believer in my gut. I never try to overanalyze my gut feeling about anything. This has served me well over the past 45 years in business.”



Kerry Brockhage

EVP, Chief Counsel, Content Distribution
NBCUniversal

Brockhage is a key driver behind NBCU's growth. She recently oversaw the legal work to bring to fruition carriage agreements for nearly 50 of the company's FAST channels with Amazon FreeVee and Xumo Play, among other platforms. She also completed a full-portfolio agreement with a medium-sized distributor that delivered millions in revenue.

“It's always worthwhile to step back and look at things from new perspectives. People bring varieties of skills and approaches to their jobs and mentoring is a real opportunity to see other skillsets and approaches up close.”



Karen Bronzo

Chief Global Marketing Officer, U.S. Networks & News
Warner Bros. Discovery

Before being named Chief Global Marketing Officer in July, Bronzo's team helped the networks average 131 million total viewers per month. Her highly targeted marketing collaborations with WBD properties range from "Barbie" to "Shark Week." Roughly three-quarters of her direct reports are women; Bronzo serves as mentor to some and a role model for all.

“Your role as a mentor is to provide guidance, encouragement and support based on your experience and expertise, to help your mentee find their unique path.”



Karen Dougherty Buchholz

EVP, Administration
Comcast

Buchholz oversaw the development of Comcast's headquarters in Philadelphia (including the city's two tallest skyscrapers) and for nearly a decade led its corporate Diversity, Equity and Inclusion function. Buchholz and her team helped launch and assembled the Joint Diversity Council, introduced Employee Resource Groups and drove meaningful progress in supplier diversity, diverse programming and community impact initiatives. She also established Comcast's first corporate communications infrastructure, leading communications during many company acquisitions.

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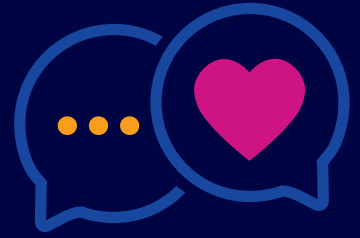
Sandra Carvalho

Cablefax Most Powerful
Women Honoree

We create extraordinary experiences at home and on the go for millions of people around the world, elevating content and how audiences connect with it in a way that is more intelligent, immersive and personal. Our technologies are foundational to the global entertainment ecosystem, and our products and data improve every aspect of the experience - from the devices you use, to the car you drive, to the entertainment you enjoy at home and on the go.

Smarter Technology. Extraordinary Experiences. Exceptional People.

What's something you admire about Gen Z?



“

Gen Z has grown up with technology and is very comfortable using it. They can adapt to new technologies quickly and are often the first to adopt new platforms and trends, which allows them to harness creativity and be innovative. Gen Zers are confident and have a natural belief in themselves that they can do anything, which allows them to adapt to new situations quickly. This makes them excellent employees who can thrive in fast-paced environments.”



Kim Beauvais

EVP, Business Operations & Human Resources

Fox Sports

Beauvais' playbook is packed with successes, chief among them the launch of the inaugural United States Football League (USFL) and its market expansion. Her team was the muscle behind the formation of the teams, the recruitment of training staff and coaches and the creation of an operational hub in Birmingham, Alabama. She also led the negotiation for the collective bargaining agreement for USFL players in the off-season, a victory coming only six months after the players voted to unionize.

Elizabeth Casey

EVP & Deputy General Counsel

Fox Corp.

General Counsel

Fox Sports

Casey helped lead Fox Sports through an unprecedented year of programming including a Super Bowl, World Series and two World Cups on top of a regular sports season including the NFL, college football, NASCAR, FIFA Women's and Men's World Cups and Major League Baseball. She was a key team member in the launch and expansion of the United States Football League, and she led negotiations to sign Derek Jeter as the network's newest Fox MLB analyst.



“

As the mom of several Gen Z young adults, I admire a long list of things. At the top of the list is their fearlessness in taking smart and calculated risks to find their place in the world. Additionally, I admire their willingness to talk about their mental health challenges and to look for resources to help with them.”

Ayo Davis

President

Disney Branded Television

In her role leading all operations for all unscripted, animated and live-action entertainment, Davis oversees a cross-team, collaborative workforce. Not only does she nurture the next generation of inclusive up-and-coming talent, but she is also developing the future of Disney's content for kids and families, featuring relatable characters and championing inclusivity on and off the screen.



“Something I admire about Gen Z is their creativity, passion and tenacity. They care deeply and aren't afraid to express their emotions: if they see something that they don't feel is right, they'll speak out and push for change. Our team creates a lot of content for tween audiences, and I love sitting in the insights meetings, where we dive into the different topics and themes that resonate with them. They look at the world in such an interesting way; they're so expressive and innovative in how they use digital media, and they don't want to be put in a box, which I really admire.”

“

As someone who grew up with encyclopedias as opposed to Google, I admire that Gen Z grew up with easy and quick access to information. As digital natives, they are adept at sifting through a lot of information to find something useful. That can be a great trait in decision making, finding valuable resources and leveraging knowledge discovery to elevate personally or professionally.”



Megan Detz

SVP, Human Resources

Cable One

Under Detz's leadership, Cable One invests in professional development for women, sponsoring associates to participate in programs like JP Morgan's Women on the Move and the National Diversity Council's Women in Leadership Symposium. Cable One was named by Newsweek as one of America's Greatest Workplaces for Women in 2023. She will step into any area needing support and creative ideas, and her energy and intentions are for employees first, but always with the company in mind.

Gina Mingioni

SVP, Strategy & Operations for Comcast Advertising

Comcast

Mingioni plays an integral role in the leadership and development of Xumo, the joint venture between Comcast and Charter, managing strategy, program governance and execution, data solutions and research. On the advertising side, she leads a team that is responsible for key initiatives including measurement innovation and addressable/targeted advertising, playing a key role in forging Comcast's recent renewal agreement with Nielsen and leading industry initiatives like Go Addressable.



“The thing I admire most about Gen Z is their ambition and tenacity. I didn't come into that until later in my career and I love seeing this generation come into their careers with so much drive. I also love their passion for travel and adventure. I have wanderlust, but didn't come into it until my mid-30s, and as much as I love traveling now, it's for a week or two at a time—but it would have been a whole lot of fun doing nothing but traveling around the world for a year in between college and starting my career!”



Amy Campbell

Chief Marketing Officer
Showtime/MTV Entertainment Studios
and Paramount Media Networks

Twenty-year company veteran Campbell sets the marketing direction for beloved programming, including "Yellowstone" and the VMAs. She excels at passing the mic to creators, providing resources but giving them free rein to create content that speaks to authentic experiences. Recent examples include Yellowstone actor Martin Sensmeier's message about Native representation in Hollywood.

“Mentoring is one of my favorite things to do. I have learned that even the smallest gestures of inclusion, encouragement and support go a long, long way.”



Sandra Carvalho

Chief Marketing Officer
Xperi

Carvalho's leadership has led to TiVo making significant progress in penetrating the pay TV ecosystem, and it's also fueled Xperi to reach new heights through targeted initiatives and marketing efforts. Carvalho is an executive sponsor for Xperi's Women in Tech, which offers opportunities for women to elevate their professional journeys.

“Women need to speak up and ask for what they deserve with confidence—but be prepared before you walk into the room to ask. Write down what you've contributed to the company and know your argument by heart.”



Rose Chambers

Chief Information Officer
Segra

A 25-year telecom veteran, Chambers leads the vision and strategy of Segra's information systems and infrastructure and has recently spearheaded several migrations and implementations. Through her work with organizations like the Dottie Rose Foundation, she helps influence the next generation of women in technology.

“I quickly realized that often leadership success was based not on technical skill or knowledge, but the ability to connect with people and rally them around a vision and mission. That inspired me to raise my hand and pursue opportunities.”



Lynn Charytan

EVP & General Counsel
Comcast Cable

SVP and Sr. Deputy General Counsel Comcast Corp. Leading a legal team that supports the entire cable business and coordinates closely with government affairs, Charytan works with her team members to help elevate their profiles within the company, while creating a sense of inclusion, teamwork and trust. She challenges her team to volunteer for pro bono work and community service initiatives, mentors other women at Comcast and in the industry and volunteers for pro bono work as well as diversity initiatives.

“Something I admire about Gen Z is their willingness to question everything.”



Diane Christman

President & CEO
Syndeo Institute at The Cable Center

Christman set the stage to position Syndeo Institute as the preeminent industry authority on intrapreneurship. In March, the new Syndeo brand was launched as part of the organization's Vision 2025 plan and the second annual Innovation and Intrapreneurship Report was released. A born connector, Christman is building a flexible, people-first culture at Syndeo. In October, she was inducted in the Cable TV Pioneers class of 2023.

“I'm a big believer in risk taking. It can be a small risk, like putting yourself out there, even when it makes you uncomfortable, or things like leaving a job that's not a good fit or volunteering to help on a project.”



Cara Conte

SVP, Affiliate Sales
FETV

It's been quite the year for Conte and FETV. She's been at the center of the network's growth, which has increased its Nielsen household universe by 19% from June 2023 vs June 2022. That expansion helped FETV have its highest household L+7 impressions to date during prime, late night and overnight. Conte is also an engine for FETV's sister network, FMC, which has had its distribution increase by 16 million households over the past 12 months.

“I think Dr. Seuss' 'Oh, the Places You'll Go' is one of the best leadership books. I love the optimism and the sense that throughout our career (and life) you'll have ups and down and that's OK.”



Rhonda Crichlow

SVP, Chief Diversity Officer
Charter Communications

A passionate champion of DEI at Charter, Crichlow has worked to empower underrepresented groups at the company by growing employee resource groups, creating a D&I Foundations for Leaders program, launching new DEI taskforces and overseeing a video series to educate employees on DEI principles. She also supports partnerships like Spectrum Community Center Assist and Spectrum Digital Education.

“As the most racially and ethnically diverse generation to date, Gen Z’s ability to accept and respect everyone, regardless of background or experience, is one we should all emulate.”



Kaitee Daley

VP, Social Media, Content Optimization and ESPN Next
ESPN

Daley has pioneered unique initiatives for social platforms, doubling ESPN and Sportscenter’s social coverage of women’s sports while also amplifying LGBTQ+ voices in the sports community. This eye for inclusivity and diversity extends beyond her role, where she mentors women within and outside ESPN, helping to create feasible paths for growth for women in sports media.

“AI has become part of my everyday routine as a helpful jumpstart or time-saver. I use it most for getting ‘unstuck’ from writing blocks or synthesizing more complex news.”



Noopur Davis

EVP, Chief Information Security & Product Privacy Officer
Comcast Corp.

Over the past 12 months Davis has overseen the Xfinity Cyber Health Report and launched DataBee, which helps fully utilize the power of big data analytics and machine learning. A champion of women in technical and non-technical roles, she naturally motivates with her vision, authenticity, confidence and clear communication.

“If I took a six-month sabbatical, I would travel around the world leisurely—reading, sightseeing, eating and experiencing. Spending time in places where two weeks are not enough—Africa, and New Zealand, for example.”



Nina Diaz

CCO & President of Content
Showtime/MTV Entertainment Studios

Diaz is running with her expanded role overseeing development and production of Showtime and MTV Entertainment Studios content. As part of her commitment to investing in BIPOC and women creators, Diaz entered a JV with producer Lashan Browning to launch production company Antoinette Media, the first partnership to come out of the \$250 million incubator commitment she made in 2021.

“What I loved most about ‘Barbie’ is it showed the power of a female-created, female-led, female-driven piece of content at the box office. It consumed the zeitgeist.”



Cameron Dillavou

CMO, International
Paramount+

Dillavou has a knack for delivering impactful activations that drive brand love. A recent stunt at Heathrow Airport celebrated a partnership between Paramount+ and British Airways with a surprise “Star Trek” takeover of Terminal 5. Another partnership saw Paramount+ branding on the track and character drop-ins at Formula 1 events.

“One thing I learned from mentoring is that we can sometimes, without realizing it, require senior leadership levels of bravery from junior employees who take the risk to speak up and create change within organizations.”



Samantha DiPippo

SVP, Development
Hallmark Media

It’s always the holiday season for DiPippo, who’s responsible for keeping Hallmark’s iconic “Countdown to Christmas” lineup on top. Last year, she added laughs with “Three Wise Men and a Baby” and “Haul Out the Holly,” and made the season more inclusive by incorporating different cultures, lifestyles and beliefs. DiPippo makes it look easy, but it takes a big team all year and a lot of hard work to bring Hallmark’s favorite season to life.

“My de-stresser is cooking and watching classic films. My idea of a perfect Sunday is cooking a family recipe and getting lost in a favorite old movie.”



Eileen Diskin

SVP & Chief Marketing Officer
Comcast Business

Business services is a huge growth driver for Comcast Cable, contributing \$10B to the bottom line. Diskin makes sure that the brand evokes prestige and reliability, launching a new brand campaign and developing strategic partnerships, including sponsorship of the PGA Tour. She has been called a “coach,” “problem solver” and “marketing powerhouse” by colleagues and has been recognized with several industry accolades.

“Gen Z is our first generation of true digital natives and is comfortable challenging the status quo. I’m excited to see the continued impact of this generation as they move into the workforce.”



Pamela Duckworth

Head of Fubo Studios
Fubo

For someone who began her career at NASCAR, Duckworth has raced to the top. Her guidance led to Fubo Sports recording 114% YOY growth from 2021 to 2022, and the Fubo Sports YouTube channel has generated 300 million impressions. Duckworth also helped with the renewals of marquee shows “No Chill with Gilbert Arenas” and “Getcha Popcorn Ready with T.O.”

“It was valuable for me to see my mentee’s viewpoint on work-life balance as well as her take on executive leadership. It opened my eyes to the cultural shifts that have occurred since early in my career.”



Tara Duncan

President
Onyx Collective

After building Onyx Collective from the ground up, it received four Emmy nominations within its first year of eligibility under Duncan’s lead. Leading a passionate team of diverse executives has put Duncan at the forefront of what it’s like as a Black woman leader to support other Black women and ensure their stories are accurately told.

“You should always take risks—that’s how we grow and push ourselves to be better. If we played it safe all the time, our jobs would be boring. You have to be willing to take big swings and push the boundaries.”



Rosalyn Durant

EVP, Programming and Acquisitions
ESPN

Durant’s legacy within the ESPN and Disney realm is solidified over the course of her 24-year career within both organizations, having received numerous honors for her work as a leader with an eye for adapting to trends and flexibility in an ever-changing industry. She prioritizes DEI across all she does, making sure underrepresented groups have a spot at the table.

“I recommend the book ‘The Ride of a Lifetime’ by Bob Iger. Honest reflections and lessons from one of the world’s best.”



Jessica Epley

VP, Regulatory & External Affairs
ZiPLY Fiber

Epley has played a critical role in identifying markets for strategic analysis and her efforts have resulted in the procurement of more than \$50 million in public/private funding, expanding access to ZiPLY’s network to more than 17,000 underserved locations. She encourages her team members to share their insights, striking a balance between different approaches.

“Recognizing an opportunity for someone to elevate their performance is easy, but having the words that they can hear to seize that opportunity can be challenging. AI has helped me vastly improve my coaching and feedback.”



Mandy Esposito

EVP, Operations and Customer Experience
Hotwire Communications

A trailblazer for women in tech, Esposito’s innovative approach reshaped the way Hotwire communicates with customers and how internal central systems communicate with customers’ equipment. Her comprehensive multi-year, multi-department project automation project made Hotwire’s teams more efficient and prepared them for a major growth spurt—and will reduce the company’s carbon footprint.

“It’s time to take a risk in your career when you know your day before it begins. YouTube video, ‘How Do Lobsters Grow,’ has become part of my mantra after a colleague shared it.”



Congratulations

Carolyn Micheli

Executive Vice President, Chief Communications
and Investor Relations Officer

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CABLEFAX'S MOST
POWERFUL WOMEN HONOREES.

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SCRIPPS



Jessica Fang

EVP, Network Distribution & Marketing
Fox Corp.

Fang continues to power up distribution expansion and brand loyalty for the Fox family of programming. She negotiated carriage renewals with Altice, Verizon and DirecTV, among distribution partners, and she led 360-degree partner marketing campaigns supporting Fox's tentpole live-event programming such as Super Bowl LVII, which set an all-time viewing record, and the 2023 FIFA Women's World Cup.

“An often-overlooked issue that I wish would get time on the 2024 presidential campaign trail is the lack of affordable childcare in the U.S., which is contributing to women leaving the workplace.”

Reagan Feeny

SVP, Live TV Content Programming & Partnerships
Hulu



Feeny's influence in the live TV streaming space can be seen across many business models used industrywide. When strategizing, she always considers how her work can impact other elements of the business, and this extends to her work in championing those on her team and beyond.

“I've enjoyed Adam Grant's books and find myself rereading them when I'm faced with difficult situations and in need of a strategy. 'Think Again: The Power of Knowing What You Don't Know' is particularly compelling, as it helps us understand how we change our minds, let go of opinions that no longer serve us and become comfortable with flexibility.”

WOMEN'S ADVANCEMENT CHAMPION

There are few in the programming space who are doing as much to ensure content reflects the world around us as Janet Han Vissering.

As the overseer of National Geographic's entire natural history slate, she has ensured that her teams continue to ask what more they can do to push the genre forward. That doesn't just mean unearthing untold stories from the most isolated corners of the globe. It also means striking partnerships with experts from Minorities in Shark Sciences (MISS) and featuring them during the company's annual Sharkfest and offering a spotlight to women and non-binary scientists whenever possible.

Her relentless desire to expand the natural history space and create room for individuals from all backgrounds has been noticed, and in 2022, she was awarded the Chris Parsons' Outstanding Achievement Award at the Wildscreen Festival.

“I get choked up every time I think about it. I was so surprised that I had a hard time comprehending what had happened. I was literally helped to get up from my chair,” she says. “What it has done is push me to do more, to work harder and strive for excellence, not just in the craft, but also who I'm bringing along to join in future successes. It's now more important for me to focus on what I can do to impact the future of diversity in the industry than what I can do for my own singular achievements.”

Vissering's legacy will be rich with this year serving as just one landmark in a career filled with success. She and Vanessa Berlowitz together originated the idea for “Queens,” the first-ever women-led natural history production, which

premieres on National Geographic in March 2024. The series focuses on matriarchs of the animal kingdom, and it was an instant hit with National Geographic President Courteney Monroe.

“What I do know is that everyone on this project put their heart and soul into it. We all believed in the project and without everyone's effort, it wouldn't have ended the way it did,” she says. “We empowered voices that don't always have the chance to be upfront on stage.”

Over the past 12 months, Vissering has also successfully wrapped the third installment of the Nat Geo Field Ready Program, a project she has spearheaded from the start. The initiative offers a hand to those looking to break into the natural history genre, touting one-on-one mentorships with seasoned filmmakers, master classes with industry leaders and workshops with industry executives. By the end of the program, each participant has a clear path to a role within National Geo, and, to date, early-career storytellers from 15 countries have completed the program. Approximately 60% of participants are working on National Geo productions.

Thinking back on who inspired her in her early days, Vissering credits former boss David Haslingden for being generous with his knowledge and time. But the person who has most influenced how she approaches her work today is her mother.

“She has always been the most positive, generous and humble person in the world,” she says. “She reminds me constantly to give back and to look out for those who could be better off if we gave back a little more.”



Janet Han Vissering

SVP, Development & Production
National Geographic



Melody Smalls
Executive Vice President,
Global Human Resources,
Allen Media Group



Janice Arouh
President,
AMG NETWORKS Group



Nora Zimmett
President,
News & Original Series,
Weather Group

ALLEN MEDIA GROUP

proudly salutes our

MOST POWERFUL WOMEN

colleagues for being recognized by Cablefax for their outstanding dedication and leadership, and we join them in congratulating all fellow 2023 nominees.





Liza Burnett Fefferman

EVP & Head of Communications
Showtime/MTV Entertainment Studios

Co-Head
MTV Documentary Films

Always looking to meet the moment culturally, Fefferman expertly navigated the combining of Paramount+ and Showtime into one streaming service, rolling out a comms plan that targeted key audiences, industry stakeholders and fans. She's central to MTVE's commitment to social impact, including Vote Early Day and the Mental Health Is Health initiative.

“Shari Redstone is a good example of a powerful woman in entertainment, given her strong leadership and support of women. She's a true mensch.”



Laurie Ferneau

SVP, Development
Hallmark Media

In early 2023, Ferneau launched the multi-generational series “The Way Home,” Hallmark Channel's first original scripted series in six years. Not only does the series reflect Ferneau's desire to bring female-centric stories to viewers, it also underscores her support of women behind the camera, like the show's mother-daughter creators Heather Conkie and Alexandra Clarke.

“Maintaining passion for your job is essential. If you ever start to feel bored, complacent or lack excitement, it may be a signal to make a change. I always strive to challenge myself and push boundaries.”



Camilla Formica

Chief Program Officer
Syndeo Institute at The Cable Center

Stepping into her current role less than 18 months ago, Formica has already helped launch the new Syndeo Institute operating brand. An educator at heart, she's developing new skills-based programs and has expanded the Intrapreneurship Academy's roster—one addition being the timely course, “Human Innovation in an AI World.” A dedicated volunteer, Formica prioritizes mentoring and coaching others.

“Mentoring isn't just imparting knowledge and guidance to others, it's also an incredible opportunity for self-reflection and personal and professional growth.”



Amy Geary

SVP, Content Distribution
NBCUniversal

Geary is a seasoned negotiator, having spent seven years as VP of content acquisition at parent company Comcast before joining NBCU in January. Out of the gate, she delivered deals with Verizon and NCTC to launch a premium World Cup experience with the app developed by NBCU Content Distribution. The partnership helped drive record-breaking viewership.

“I read ‘Good to Great’ by Jim Collins and refer to it frequently. The idea of a Level 5 Leader who prioritizes the success of the organization over ego is the type of leader I aspire to be.”



Stephanie Gibbons

President, Creative, Strategy & Digital,
Multiplatform Marketing

FX

Overseeing award-winning marketing campaigns and bringing in FX's most impressive results in a long time, Gibbons has proved herself as one of the most influential marketing execs in entertainment. On top of that, she also mentors many women in the industry, both on her team and within the industry at large.



Lee Ann Gliha

EVP & CFO
Nexstar Media Group

Nexstar has become one of the top-performing media and entertainment stocks, generating \$5.2B of revenue and returning a record \$1.02B of its free cash flow to shareholders last year. Gliha oversaw that growth. Her efforts reshaped Nexstar into a leading integrated media company and the largest local TV broadcaster in the U.S. She was also instrumental in creating Nexstar's first-ever ESG Report.

“If you just set expectations clearly and help empower people to execute, the results will come and people will feel good delivering them.”

Kim Granito

Chief Marketing Officer
AMC Networks

Recently named head marketer, Granito earned her role by developing and executing unique marketing, promotion and brand strategies for AMC Networks and its entertainment division, Content Room. Be it the Night Market e-commerce experience tied to "Anne Rice's Interview with the Vampire" or a "Dark Winds" PSA supporting issues vital to indigenous people, Granito's revolutionary approach entices viewers while building meaningful partnerships.

“In marketing, there's always room for risk taking. Audience behavior isn't singular or always predictable, so you must be willing to take risks to create that spark and connection.”



Michelle Hawkins

SVP, Strategic Procurement
Charter Communications

With Charter in expansion mode, Hawkins has been vital in strategic sourcing for a number of companywide projects—including the company's rural buildout and network evolution initiatives—during a challenging global supply chain environment. Her team also oversees Charter's supplier diversity program in an effort to work with more diverse suppliers with the goal of tapping into levels of reach, growth and ideas it otherwise would not have had access to. Her work helping grow and lead the program has supported and impacted numerous diverse- and women-owned businesses.

“As a mentor, I've learned it is more about the questions you ask than the answers you give. It can also be a great approach to utilize with your own team members.”



Alison Hellman

SVP, General Manager, Spectrum Network
Charter Communications

Hellman led the launch of Spectrum News+, the live video news streaming service from Charter, and she's already strategizing how to cover the 2024 elections. She serves as a role model in the local

news industry, mentoring women in media, journalism and cable through her work as a board member of One Day Immersion, which aims to create a more inclusive media industry.

“I'm consistently inspired by Gen Z's ability to marry creativity and passion with resourcefulness and dedication. They are thoughtful advocates, and I feel hopeful knowing our industry is in their hands.”



Zenita Henderson

Chief Marketing Officer
Segra

Henderson is part of Segra's transformational growth plan, responsible for all corporate marketing functions, sales and account management. Her efforts have driven efficiencies across the org while raising brand visibility. She has been a vocal champion of the company's support of the Dottie Rose Foundation, providing a hub for the non-profit's technology and computer science education for girls at Segra's HQ in Charlotte.

“Gen Z knows what they want with no compromise. I admire that. Looking back across my 30+ years in the industry, I wish I had been more bold and fearless in several areas of my career. It might not have taken so long to get to where I am today.”



Alison Hoffman

President of Domestic Networks
Starz

Hoffman's foresight is why Starz didn't struggle to make streaming profitable. She saw consumers shifting to streaming early on and began preparing STARZ for the future. Today, more than 60% of Starz's revenue and subs are digital. She's grown business with bundling deals with Amazon, AMC+, Verizon's +play and reduced churn by optimizing the content schedule, all while staying true to Starz's #TakeTheLead commitment, which prioritized women and underrepresented communities on screen and behind the scenes.

“I really love 'The 15 Commitments of Conscious Leadership' as a manual for how to move away from a fear-based mindset and toward a culture of trust, candor and creativity.”



Sandy Howe

COO
Coravant

Howe's deep knowledge of the telecommunications industry has helped Coravant grow in its early years. She focused on the operational side of things this past year for Coravant while also joining the

board of directors for ATX Networks. Howe is the Previous Past Chair of The WICT Network and continues to serve as a board member for NCTA. Those two roles led to her meeting with the Chair of the FCC regarding PAR data and regulatory matters involving the CHIPS Act and Build America Initiative.

“Being a leader isn't about a title. As an individual contributor earlier in my career as a sales engineer, I learned I could find success and satisfaction by seeking opportunities, saying yes and trusting myself to take action and deliver results.”



What was your reaction to Greta Gerwig's "Barbie" movie?



Maria Brennan

President & CEO

The WICT Network

As head of The WICT Network, Brennan represents women at every company in cable media and has served as a leading voice on issues related to gender diversity for over 25 years. On her watch the organization has doubled down on communications with chapters, stakeholders, sponsors and other members and continues to evolve critical development opportunities and initiatives both domestically and internationally. WICT Network is slated to open its fifth international chapter later this year.



“

I had no real desire to see the Barbie movie, even though I am a huge fan of Greta Gerwig's work. The idea of making Barbie something a grown woman would be interested in seemed foreign to me. However, the reviews and the hype were so positive, my daughter and I went together, almost begrudgingly. Well, we loved it; we laughed, we cried, we applauded. Leave it to a remarkably talented woman to make the Barbie persona relevant and timeless.”

“

Greta Gerwig's 'Barbie' movie was as perfect a movie as I've ever seen. I had the joy of seeing it with my young adult daughters and my husband, all who loved it equally. I think the film's ability to celebrate Barbie as a vessel for the hopes and dreams of young girls and women and establish her as a feminist icon, all while poking fun at the patriarchy, was a masterful achievement.”

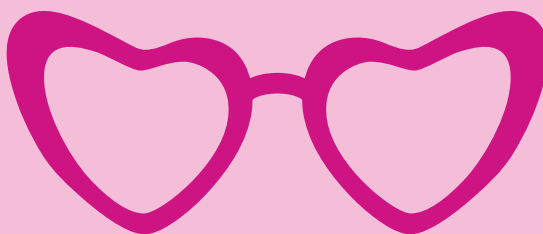


Karey Burke

President

20th Television

After leading her studio to 33 Emmy nominations last year, Burke is proving herself as a leader who can identify and support an inclusive, diverse and talented team. She was a driving force behind the Walt Disney Television's Executive Incubator Program, which is establishing a pipeline of next-generation talent, with a focus on developing underrepresented talent.





“

I didn't own a Barbie, but her undeniable cultural significance was creatively and masterfully represented in the movie. As a female CEO in technology, my journey has often been about breaking molds and defying stereotypes. In fact, I find myself relating more to Barbie's creator, Ruth Handler. Ruth envisioned a world where women could be anything. Barbie was the vehicle, but it is Ruth's determination and steadfast belief in her vision that inspire me."



Patrice Carroll
CEO

ImOn Communications

Carroll attracted significant capital by selling ImOn to Goldman Sachs in 2022, putting that money to work right away. Since then ImOn added more than 60 employees, expanded its reach to an additional 55,000 homes and purchased two providers—Comelec and FiberComm. She has championed women executives both inside the company (where they hold pivotal positions) and outside by supporting organizations like Theater Cedar Rapids, Waypoint and United Way's Women United.

Johnita P. Due

EVP, Integrity and Inclusion
CNN Worldwide

Chief DEI Officer
CNN and WBD Sports

As a Black woman who has worked in law, journalism and media, Due well knows what it's like to be the only woman or person of color at the table. That's why it's her mission to help, support and mentor women and people of color navigate their own careers, notably through her involvement with LIFT (Leaders Impact the Future of Talent), a division-wide mentoring program. Due also uses her voice to help inform, engage and empower others—not only in the workplace, but through the stories they cover.



“

We know from the Clarks' doll studies that were key to overturning legalized segregation how important it is to be represented and see people like you. That's why I was so proud of Greta Gerwig and Warner Bros. Discovery for releasing a movie where even though the main character was literally the stereotypical blonde, so many children around the world saw themselves represented in a positive light by the entire cast and the roles they played."

“

I thought it was a critical, multi-generational commentary on the omnipresent double-bind women continue to have in our society that they must be successful as contributors to society and they must exemplify traditional feminine ideals at the same time. America Ferrara's monologue in the middle of the movie ought to be required junior high school viewing for *all* children."



Nora Zimmett

President, News & Original Series
The Weather Group

The forecast is sunny at The Weather Group with Zimmett helping programming advances and evolving audience reach. She recently secured a distribution deal with Vizio for the network's subscription-based streaming app, and she was a key player in the Weather Group's expanded partnership with Google that includes the launch of the SKYFX Camera Network to gather weather data and visuals that will enhance coverage. Zimmett also played an integral role in securing the 2022 partnership with CBS News.



Loren Hudson

SVP & Chief Diversity Officer

Comcast Cable

Hudson has launched and expanded a number of professional development programs for leaders through partnerships with organizations like CoachDiversity to help create more inclusive teams; Tone Networks to provide online microlearning for female talent and allies; and Latino Leadership Institute, to help develop and elevate Latino leaders.

“If I took a six-month sabbatical, I would travel the world. The opportunity to experience new cultures and meet new people is a passion of mine. It is humbling to immerse myself in the rich history of the places I have read about throughout my life.”



Pearlena Igbokwe

Chairman

Universal Studio Group

It hasn't been an easy year for Igbokwe with the WGA and SAG-AFTRA strikes, but she has done everything in her power to ensure creatives see her studios as a safe place to dream. The four powerhouse studios under Igbokwe's purview—Universal Television, UCP, Universal Television Alternative Studio and Universal International Studios—produce more than 3,000 hours of content for the world's linear and streaming services. Igbokwe is also known for her work on the Television Academy Executive Committee and the Friends Board of the Saban Community Clinic.



Kristin Johnson

Founder & CEO

Hotwire Communications

Johnson loves a challenge. While actively expanding Hotwire's footprint, Johnson is also providing internet access and digital literacy to underserved communities. She played a key role in developing The Underline, a park located beneath the Metrorail commuter line in Miami's Brickell neighborhood, with free high-speed WiFi that might be otherwise unattainable for some area residents.

“A leadership book I recommend is Simon Sinek's 'Start with Why.' I think it helps teams identify the core value they are offering the market—and underscores the need for the emotional connection to a product or company.”



Becky Jones

Chief Marketing & People Officer

Viamedia

Jones led Viamedia to one of its most productive years yet by prioritizing people. She created initiatives like One Team, One Mission—now a company mantra, especially for training and HR purposes—and the Management Engagement Training Program, boosting productivity by 15%. During the 2022 midterm elections, she spearheaded Viamedia's Political Ad Spending Research Initiative.

“Mentoring has taught me the power of words. It's crucial to speak with care to avoid embarrassing or belittling someone. I've also learned the importance of celebrating every achievement, no matter how minor.”



Georgia Juvelis

Chief Communications Officer

AMC Networks

Recently promoted to Chief Communications Officer, Juvelis has worked on campaigns touting spinoffs from the company's long-running "The Walking Dead" franchise as well as its new Anne Rice Immortal Universe properties. She also oversees internal communications for roughly 2,000 employees, creating initiatives and resource groups that foster employee engagement.

“I have a few things that help me de-stress. They include baking with my kids, looking at art, decluttering and micro naps. The key is that whatever it is, I'm forcing myself to put the phone down or step away from the computer.”



Mary Kang

SVP, Chief of Staff, Ad Sales Strategy

A+E Networks

Kang is recognized across the industry for how she has upheld A+E's values—kindness, creativity, collaboration—with a transparent and feedback-oriented leadership style. A first-generation Korean American, she is passionate about DEI, advocating for more women in front of and behind cameras. She serves as executive sponsor of A+E's Prime Timers employee resource group.

“I admire Gen Z's fearlessness and openness. It's amazing how accepting they are of differences. In fact, they embrace them and are unafraid about voicing injustices. I think the world needs a little more of that right now.”



Ashley Kaplan

EVP
Nickelodeon and Awesomeness
Unscripted & Digital Studio

Monthly views for the combined Nickelodeon and Awesomeness YouTube portfolio have tracked four consecutive record years of watch time, with an average of nearly 2 billion views per month. This year Kaplan also continued to broaden Nick fandom through crossover partnerships with the NFL and CBS Sports for the return of the NFL Wild Card Game, NFL Slimetime and Nickelodeon Slime Cup.

“ I recommend the leadership book ‘Four Thousand Weeks: Time Management for Mortals’ by Oliver Burkeman.”



Kim Kelleher

Chief Commercial Officer
AMC Networks

A visionary trailblazer, Kelleher’s ability to see—and seize—opportunities others might miss has solidified AMC Networks’ position as an industry leader in the advertising and partnerships marketplace. Involved in distribution, too, she recently increased the company’s CTV and FAST platforms to 100 feeds on 10 platforms and was integral in the deal making AMC+ content available to Max subscribers for 60 days. Kelleher also leads the way in content monetization.

“ You know it’s time to take a risk in your career when the days seem long, mundane or uninteresting.”



Wincie Knight

SVP, Global Inclusion
Paramount International Markets

Knight works with leadership and across employee resource groups to keep DEI at the forefront both internally and externally. This year she helped spearhead Paramount’s Impact Series, which debuted in Australia with a panel discussion on female representation and leadership in the industry moderated by Shelley Zalis, CEO of The Female Quotient.

“ One woman I really admired was Tina Turner. At 44 she became the oldest female solo artist to top the Billboard Hot 100, with her first number one song, proving to women everywhere that it’s never too late to achieve your goals.”



Colleen Langner

EVP & COO
Cox Communications

Langner drives efficient operations, great service and growth for Cox. She’s helped foster innovative programs, technology and culture and her door is always open to women of all levels. Langner’s ability to move from marketing to ops and work across all levels and divisions is just one of her many strengths.

“ Adaptive Spirit, aka SkiTam, is a must-attend for me. It’s a premier networking and educational event that has been supporting the U.S. Paralympics Ski and Snowboard Team since 1996. I may be biased since I am on the board, but this is one event I try not to miss.”



Lori LeBas

EVP, Platform Distribution Operations
Disney Entertainment

LeBas has established a permanent position at the forefront of Disney Entertainment’s leadership, steering in a way that brings value to it, its partners and consumers alike. Within the organization and outside it, LeBas is a vocal mentor who tries to uplift women and underrepresented groups wherever possible, always remaining available to those she supports through their career journeys.

“ It is extraordinary how many points of connection exist between seeming strangers. Sharing personal stories opens the door to rich conversations and deeper understanding. I’ve learned to be a better friend by being a better mentor.”



Alison Levin

President, Advertising & Partnerships
NBCUniversal

Levin is joining NBCU this month, where she’ll oversee all ad sales initiatives across national, local, SMB, Peacock, sports and Olympics and Paralympics. While she’s exiting her role as VP of Global Media Revenue for Roku, she’s left quite the mark, helping platform revenue increase 11% to \$744 million in 2Q23. She was instrumental in the launch of Roku City Brand Experiences, which has showcased brands like McDonald’s, Paramount+, Mattel and more.

“ When I joined Roku nine years ago as the first ad sales hire, I knew I had a unique opportunity to shape Roku’s early value propositions.”



Vicki Lins

President & CEO
CTAM

Lins continued to make CTAM a powerful marketing arm for the industry in 2023, reducing piracy's financial impact with consumer education and driving users to legitimate TV and movie services via StreamSafety.com. She encourages collaboration and established an educational reimbursement program to help employees fulfill their professional goals.

“CTAM Think is a boutique gathering that focuses on inspiring innovation by bringing key executives together to create a space to delve into relevant topics, fuel creative thinking and shape strategies.”



Jennifer Manner

SVP, Regulatory Affairs
EchoStar

Manner has hit multiple milestones at EchoStar. She helped obtain all required regulatory approvals for JUPITER 3, the largest commercial communications satellite the company has built. She also dedicated time toward obtaining a resolution recognizing gender equality and equity for the Radiocommunications Sector of the International Telecommunications Union.

“It is critical that men and women are judged on similar criteria if there is to be the ability for more women to break through to the highest ranks of the public and private sectors.”



Wendy McMahon

President & CEO
CBS News, CBS Television Stations and
CBS Media Ventures

McMahon's promotion in August renders her the first woman to lead CBS' 27 owned and operated TV stations and the second woman ever to lead CBS News. Under her watch, 11 of 13 broadcast stations are now No. 1 or No. 2 in late local news, and CBS Stations' local streaming channels viewership is up 61% year over year. She's also committed to a diverse workforce. Of the 11 new local GMs she hired at CBS Stations, eight are women and/or people of color.



Judy Meyka

EVP, Programming
National Content & Technology
Cooperative (NCTC)

NCTC's members have Meyka to thank for negotiating countless programming agreements. It's a process that's only gotten more complicated in this world of streaming, but Meyka has built up the expertise with more than a decade of experience at the co-op under her belt, not to mention stints at operators such as AT&T Broadband, MediaOne and Adelphia.

“If I took a six-month sabbatical, I would learn how to speak Italian, rent a villa in pretty much any city in Italy within walking distance of the local tavern and eat bread. Friends and family heartily welcome to join.”



Courtney Monroe

President
National Geographic

This year, Monroe's role expanded to include National Geographic's print and digital outlets and its social media, where she cultivates creative talent that know how to tell unique and meaningful stories. She's helped transform the brand into a modern digital outlet for storytelling, which includes bringing more underrepresented voices and stories to the platform.

“As a mother of two Gen Zers, I find them to be passionate, outspoken, caring of our planet and outraged by social injustice. I have faith in them!”



Ramsey Naito

President
Paramount Animation and Nickelodeon
Animation

Those new “Teenage Mutant Ninja Turtles” and “PAW Patrol” blockbuster franchise films? Fans have Naito to thank. Apart from shepherding those projects, she's completely transformed the animation pipeline at Paramount and Nickelodeon. In fact, since her return to Nickelodeon in 2018, she's expanded projects in the works from nine to more than 70 series and movies.

“If I took a six-month sabbatical, I would spend it with my family and in my art studio, and I would think deeply about the world and find movies I was to make and see.”



Allison Page

Global President
Magnolia Network

Page's talent for telling engaging stories through unscripted home and lifestyle content served her well in developing Magnolia's current slate of 700+ hours of programming—including 56 new original series. When overseeing this year's launch of Magnolia Network on Max, Page showed other linear networks how to curate, develop and launch unscripted streaming content in a meaningful way.

“ I see assumptions vs biases as the bigger problem for women's advancement—particularly when people assume what women want or need as it relates to parenting.”



Kia Painter

EVP, Chief People Officer
Cox Communications

Painter drives employee acquisition, retention and engagement strategy to effectively compete in a rapidly changing technology landscape. She is very involved in organizations like WICT and NAMIC and is known as an approachable and transparent executive. She also finds time to mentor women at Cox and across the industry.

“ The fictional character I most identify with is Betty Suarez from 'Ugly Betty.' Betty had an unshakable determination to reach her career dreams. She also brought the same passion for her career to taking care of her family.”



Leslie Peabody

SVP and Chief People Officer
WOW! Internet, TV & Phone

As the advocate for WOW's award-winning DEI program, Peabody spearheaded changes to the company website that ensure potential candidates “see themselves” on the page as well as ensuring that talent acquisition personnel are trained to engage and recruit a diverse pool of candidates.

“ I don't recall thinking I wanted to pursue a leadership role, but my passion for personal growth to leverage the knowledge attained to positively impact my organization resulted in moving into roles with increasing responsibility.”



Tina Perry

President
OWN TV Network & OTT Streaming

Perry's unique blend of professionalism, strength, grace and empathy motivates her in creating content that reflects the experiences of Black women. She propelled OWN into the leading destination for Black audiences and Saturday night's #1 cable network for African American women 25-54. This year Perry added two OWN Spotlight series, “Time of Essence” and “Rebuilding Black Wall Street,” and championed OWN's special initiatives, including “Juneteenth: A Global Celebration for Freedom.”

“ I recommend the book 'Grit' by Angela Duckworth. It is a fascinating look into the psychology of success.”



Sharon Peters

EVP, Chief Marketing Officer
Charter Communications

Peters has been on the forefront of Charter's marketing innovation, leading the go-to-market launch of connectivity offering, Spectrum One. Under her leadership, Charter's multicultural marketing team has scored several hits, including a tongue-in-cheek music video for “The One” (Spectrum One) that has received more than 1.1 million views on YouTube. Peters has also played a crucial role in ensuring the success of the Spectrum Women group.

“ One thing that stands out from mentoring is everybody doesn't have the same goals and ambitions, and as a mentor it is important to take that into account.”



Deborah Picciolo

SVP, Field Operations
Charter Communications

Whether it's the uncertainty of the pandemic or looming extreme weather, Picciolo serves as a beacon of guidance for her teams, most recently following the devastating fires in Hawaii. She is passionate about creating a path for growth for women in the industry, working to create more opportunities for women in senior leadership roles.

“ Supporting others in their pursuit of career success and helping them reach or exceed their goals has always been what I love most about being a leader. I'm so proud of the many people I've had the privilege of working with over the course of my career and happy to see all that they have achieved.”

“

Now more than ever in our industry, there are women leading major news organizations: ABC, NBC, CBS, MSNBC, AP, NYT, WSJ, to name a few. The industry needs to adapt to the changing workforce, become intentionally flexible and seek out the voices of women in the workplace who have new ideas about how to make professional and personal work. You can be excellent at both. They are not mutually exclusive.”



Kim Godwin

President
ABC News

As the first Black woman in a network news president role, Godwin is breaking down barriers left and right, delivering content that puts diversity at the forefront and ensuring the teams behind the scenes are equally representative. Her passion for telling relatable, representative stories is clear from the slate of programming available on ABC under her leadership and is also apparent from the deeply diverse and inclusive team she has cultivated.

A MCKINSEY REPORT FOUND WOMEN ARE LEAVING THEIR COMPANIES AT THE HIGHEST RATE IN YEARS.



How can the industry help reverse this trend?

María Martínez-Guzmán

EVP, News
TelevisaUnivision

TelevisaUnivision’s “Noticiero Univision,” its morning show “Despierta América,” and the longest-running Spanish-language daily news magazine in the U.S., “Primer Impacto,” all share Martínez-Guzmán’s innate curiosity and desire to uncover the truth. Her commitment to accurate journalism sets the tone for the TelevisaUnivision news team, on camera and off, and led to increased viewership and 16 National News Emmy nominations, solidifying TelevisaUnivision’s position as the nation’s top news source for Hispanic Americans.



“

Companies must be more flexible. Women are looking for a balance between work and their personal life. By instituting policies promoting flexible work schedules and fostering a culture prioritizing work-life balance, companies can offer women the chance to spend quality time with their families. This, in turn, will lead to increased employee retention and encourage women to rejoin the workforce.”

Hania Poole

SVP, Digital and Product

WBD Sports

Poole successfully managed live coverage of all 67 March Madness NCAA games with efficiency, grace and ratings success. Not only is she committed to delivering premium live sports content—like TNT and TBS’s 2022 Stanley Cup Playoffs coverage, which drew 41% more viewers than the previous year—she mentors women and people of color through WBD and WBD Sports mentoring programs, using her own experiences to help other mothers readjust to the workplace.



“

Our industry is so powerful in helping shape norms and creating change. I believe we can and should lead the way on equal pay as well as innovative solutions for caregiving. This could be through job-share programs that provide full benefits, flexibility with remote work, universal childcare, senior care programs, meal prep/grocery benefits, etc. Why can't we think outside the box? Just because it worked one way prior to the pandemic doesn't mean it's the only way.”

“

By providing women equitable access to senior leaders, mentors and sponsors. To reach the highest levels of leadership, women need allies and advocates within their organizations to help them navigate their ascent up the corporate ladder. When leaders fail to cultivate strong relationships with women in their organization, they inadvertently constrain women's careers and don't learn what they're capable of.”



Lisa Richardson

EVP, Business & Legal Affairs and Associate General Counsel

Fox Corp.

Richardson oversees the legal components for multiplatform content distribution for all Fox brands, including Fox Entertainment, Fox Sports and Fox News Media. Her plate has been full the past 12 months leading her legal team through a heavy renewal cycle for the company's distribution agreements. An adept negotiator, she's fostered strong relationships with both her colleagues and those sitting across the table, and she's an active mentor within Fox and the larger industry.

“

Women often require flexibility to navigate their demanding lives. I wholeheartedly endorse hybrid work arrangements. We can coordinate around these events and, in doing so, extend our working hours into the evening to ensure that everything is accomplished in the office. Moreover, if we can achieve fair and equitable pay for all, I can confidently say that fewer women will leave the workforce.”



Jeannie Scalzo

EVP, Brand Partnership

Showtime/MTV Entertainment Studios

Scalzo is a pro at connecting the dots between sales and content. Among recent moves, she developed Super Franchise packages for “Yellowstone,” “RuPaul’s Drag Race” and “The Challenge” that drove substantial sales revenue from partners including RAM, Diageo, Molson Coors and Hilton Hotels. She also introduced a new integration strategy for the sales team, allowing them for the first time to monetize integrations into premium content for a fee that ultimately goes back to the studios.

Gita Rebbapragada

COO
Crunchyroll

Rebbapragada has been a catalyst of transformation at Crunchyroll after helping navigate the company through its acquisition by Sony. For the 2023 Anime Awards, her team developed a spatial experience for partners on the ground and for fans at home, leading to 18 million votes cast worldwide. On the service itself, she's led the expansion into areas such as India. Rebbapragada also devotes time to Crunchyroll's ERGs centered on AAPI and women.



“Gen Zers have opinions about change, and specifically the rate at which things need to change—which is markedly different. It is inspiring.”

Eilisa Reid

SVP, Application Platform
Services
Charter Communications

After a recent promotion, Reid hit the ground running in formulating a plan to automate lifecycle management in network operations. This isn't the only time she's helped contribute technological advances to the industry at large—look at her work advising vendor partners. Reid is a champion for finding opportunities to advocate for more diversity in STEM roles.

“When I mentor, I am constantly reminded that I will never be the most intelligent person in the room, nor will I ever have all the answers. I will always be learning.”



Jane Rhodes

SVP, Head of Corporate Security
Charter Communications

Rhodes' role boils down to protecting Charter, providing essential training and security protection for the company's facilities and employees. Not a particularly easy task, but after years in the FBI, she remains

calm under pressure. Rhodes oversees a diverse team at Charter and is passionate about bringing junior-level women into roles and helping them to develop.

“From my early years of bossing around my little brothers and being bossed around by my big sisters, being part of the solution is important to me. I am proud of my ability to bring disparate views together with a focus on an important mission in demanding environments.”



Romina Rosado

EVP and GM, Hispanic Streaming
NBCUniversal Telemundo
Enterprises

Rosado spearheaded the launch of Tplus, an exclusive content brand on Peacock that features scripted and unscripted programming tailored to Latino sensibilities across a number of genres and formats. She and her team also are closely involved in the launch of Telemundo's two FAST channels, Telemundo Deportes and Noticias Telemundo, and she leads development on a pipeline of projects including “Daddy Yankee Presents: The Story of Reggaeton.”

“Human nature means we are comfortable around people who are ‘like us.’ It's incumbent on leaders to get uncomfortable and get women, and other minorities, bigger seats at the table.”



Noga Rosenthal

General Counsel/CPO
Amperсанд

This year has witnessed the storm of AI, and Rosenthal is at the eye of the hurricane. She held an instrumental role in drafting the IAPP's first AI certification test and continues to consult with members of the House of Representatives and the Senate regarding the introduction of privacy bills. At Amperсанд, her all-female legal team is crucial in creating new standards and technologies for consumer data security. Rosenthal is also an active member of IAPP's Women Leading Privacy Advisory Board and the IAB Privacy Working Group.

“Working in your comfort zone may sound good to some, and that's OK. But to me it is a sign to move on to a new job. I want to keep learning about new technologies like Generative AI.”



Shannon Ryan

President, Marketing
Disney Entertainment Television

Overseeing an astounding 200-plus titles annually, Ryan takes an audience-first approach that has established Disney Entertainment Television as a steady presence in an ever-changing media landscape. She is passionate about bringing women into leadership roles, both internally and within the industry at large, setting a model to follow with her own diverse team.

“Mentoring is a great opportunity to build strong connections; to help provide insight, support and encouragement; to share knowledge and skills that can impact growth; to utilize experiences and learnings to help provide guidance and to give advice that can help shape a young person's life.”





Marci Ryvicker

EVP, Investor Relations
Comcast Corp.

A long-time research analyst—Ryvicker spent 16 years as Managing Director and Senior Equity Analyst at Wells Fargo Securities and served as Managing Director and Senior Equity Analyst at Wolfe Research prior to joining Comcast in 2020—she has brought her leadership and talents to the company’s strong investor relations and finance teams. In the past year, she has continued to communicate Comcast’s strategy and business initiatives to the investor and shareholder community.



Kristi Salmon

VP, Marketing
Mediacom Business

In the wake of the pandemic, Salmon enhanced products and services to capture SMB demand, leading the rollout of connectivity solutions that resulted in revenue at Mediacom Business trending at an 18% increase to date. She’s now focused on a new arm—Mediacom Premiere Communities—targeting commercial MTE owners, managers and developers. Salmon consistently mentors female interns and new hires.

“Beth Dutton in ‘Yellowstone’ is my hero. I love her tenacity, fearlessness and ferociousness. When Beth walks in a room, people take notice, and she surely can hold her own in any situation.”



Colleen Schmidt

EVP, Human Resources
Altice USA

Over the past 12 months, Schmidt has led the onboarding of a new leadership team, bringing in dozens of new execs to help steer Altice USA into its next era. Her team has launched new programs to drive employee experience and engagement. She is committed to turning feedback into action, implementing change with an employee-first approach while leading teams that deliver results.

“I was inspired to pursue a leadership role because I have been fortunate to have been surrounded by great leaders as I grew in my career. I want to pay it forward.”

Congratulations

to Hallmark Media’s women of programming



Elizabeth Yost
SVP, Development



Laurie Ferneau
SVP, Development



Samantha DiPippo
SVP, Development



Toni Judkins
SVP, Programming
Development

and all of this year’s Cablefax Most Powerful Women!



Simran Sethi

EVP, Programming & Content Strategy

ABC Entertainment and Freeform

ABC's "Abbott Elementary" is a cultural phenomenon and Sethi has served as a guiding force for the series. She added Freeform back to her purview in February and helped "Cruel Summer" make a splash with its second season. Sethi's a mentor to many and recently launched Freeform's official Greenlight Committee, designed to provide access and opportunity to employees who would not typically have a seat at the table.

"It's not strictly a leadership book, but I recommend 'Mary and Lou and Rhoda and Ted' by Jennifer Keishin Armstrong. 'The Mary Tyler Moore Show' still contains unbelievably relevant lessons for contemporary women leaders."



Stacey Slaughter

CEO
NCTI

Renewing NCTI's partnership with NCTC in late 2022 and joining the ACA Connects board of directors are impressive feats, but what really separates Slaughter from other executives is her willingness to dive in to help whenever and however needed. Whether that means filling in for a sales team member who's on medical leave or assuming marketing duties after one employee leaves and before the next is hired, everyone at NCTI knows she literally has their backs.

"I am particularly inspired by the college-age women I meet within my volunteer roles. I see in them an unparalleled belief they really can be the change they want to see in the world. I can't help but take that to heart and want to do better myself."



MENTOR OF THE YEAR

Hines would never have entered into the world of PR if it hadn't been for a mentor who believed in her from the start and eventually had enough faith in her to recommend her as his successor despite her having no experience in the field and a background solely in marketing.

It was during her time at Nissan North America that she encountered him, and her curiosity and his willingness to take her under his wing led to her shadowing him for a five-month period. At the end of the stint, her mentor ensured she was introduced to an executive who would later hire her into her first job in PR.

"When I talk about mentoring being a part of the fabric of who I am, it's because of that experience," she says. "It's because someone opened a door for me that he didn't have to. He saw something in me that I probably didn't see in myself at the time... and it just opened the door for so many things."

Since then, Hines has opened her door and welcomed in a multitude of mentees from across industries and her wards have gone on to become executives at companies like Mattel and Amazon. Not all of them have come across her path from traditional conversations or even chance meetings in an elevator. In recent years, folks have begun reaching out on LinkedIn asking for informational interviews around her career journey, and those have just as often turned into mentor-mentee relationships.

In her mind, the best mentor-mentee relationships are those that are built on authenticity and genuine interest. "I usually get very excited when I see something in someone's background or something in their journey that

strikes a chord with me, and then I know how to tailor my advice for that person," she says.

But she doesn't stop there. For those who are interested in pursuing a career outside Hines' expertise, she tries to connect mentees to at least one or two other people who could push them on to the next step of their journey. "I'm always thinking forward because you just never know who is going to be that person that can help you open a door or whose advice is going to land squarely between the eyes and really assist you in your journey."

Within Fox Sports, it is hard to find a program Hines isn't involved in. She is a co-founder of the Fox Sports Inclusion Council, which is on the frontlines of shaping culture within the Fox Sports community and celebrating diversity through panels, mentorship opportunities and the celebration of moments throughout the year, like Black History Month. Hines backed the creation of Fox Sports Voices, an episodic series spotlighting diverse sports stories. She serves as executive sponsor of the BLK+ employee resource group and has taken a deep interest in the company's summer internship program.

"What I love so much about talking to young people [is] their curiosity... I'm always asking people questions, and curiosity, I think, keeps you fresh and keeps you on the forefront. For me, that's meant keeping me on the forefront of trends, culture, what's happening in the social space. What are young people watching as it relates to sports, and what gets them excited?" she asks. "I get excited when a mentee can inspire me."



Terri Hines

EVP, Communications
Fox Sports

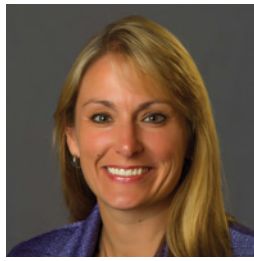


Melody Smalls

EVP, Chief Human Resources Officer
Allen Media Group

Smalls' focus during the past year has been on AMG employees' holistic health. She created monthly newsletter AMG Cares to provide tools and tips for employees to live a more balanced life including physical, financial and mental wellness. Smalls also championed recruiting efforts during the 2022 launch and expansion of The Weather Channel en Español as well as for The Grio.

“*Something I admire about Gen Z is they focus on living and enjoying life in the moment and on their terms. They live for themselves and not others, which is so freeing.*”



Rachel Solomon

SVP, Technical Operations and Engineering
Comcast West

In addition to leading a team of nearly 1,300 techs and engineers, Solomon serves on several community boards and seeks out women who may not fit traditional cable conventions. Her selection of an aerospace engineer to fill a Director of Engineering post represents what Solomon feels the industry needs more of: women who don't fit the traditional mold, but who dive in to quickly make a difference.

“*I was inspired at a young age to pursue a leadership role by my parents, who have always been incredible leaders.*”



Beatrice Springborn

President
UCP & Universal International Studios

Springborn's double-duty as head of both UCP and Universal International Studios means she's able to steer even more storytelling into the public eye. With UCP titles including "Based on a True Story," the No. 1 scripted original series across all streaming (A18-49) during its launch week on Peacock, it's clear she knows how to resonate with audiences.

“*I recommend the book 'Quiet: The Power of Introverts in a World That Can't Stop Talking' by Susan Cain. Leaders don't all have to be commanding, loud and aggressive. Being able to listen is much more powerful than not being able to stop talking.*”



Katy Stafford

EVP, Strategic Initiatives & Chief of Staff
Blue Stream Fiber

Among Stafford's biggest 2023 hits was serving as project sponsor and strategic advisor for the Blue Stream's Customer Experience Excellence project, which created a new service model that ensures operational efficiency. She also helped form Blue Stream's Manager Leadership Training Program and was a driving force behind reimaging operations and HR teams.

“*I identify with Maggie Green from 'The Walking Dead.' Her journey from a vulnerable survivor to a commanding leader mirrors the experiences of many female execs who've climbed the corporate ladder in industries traditionally dominated by men.*”



Casey Stone

SVP, Programming
Altice USA

Stone is a driving force within the programming department, rising from Manager of Programming Acquisition to one of the unit's senior leaders. Over the past 12 months, she has overseen many critical programming-related developments, distribution negotiations and agreements covering all content platforms. She leads by example, serving as a lead sponsor of Altice's D&I affinity group—HER Impact network.

“*My corporate leadership role enables me to promote inclusion and a sense of belonging among my team and those with whom we collaborate.*”



Marybeth Strobel

EVP, Ad Sales
Warner Bros. Discovery

It's not easy maintaining a positive, collaborative vibe during a period of extreme change, but Strobel did just that while overseeing the newly merged Discovery and WarnerMedia salesforce. Leading by example and encouraging colleagues to embrace change, Strobel created a powerful sales team that serves some of the top-rated cable networks and brands in the country.

“*'Who Moved My Cheese?' was a book suggested to me early in my career that I continue to refer to for simple leadership lessons as we manage through change and uncertainty. Sniff and Scurry!*”

What book on leadership do you recommend?



Amy Entelis

EVP, Talent and Content Development

CNN Worldwide

CNN's highest-ranking content executive brought investigative journalism like "The Whole Story with Anderson Cooper" and docuseries like "Eva Longoria: Searching for Mexico" to the news network, and acquired, commissioned or executive-produced over 60 titles for CNN Films—40% by female filmmakers. Entelis—appointed to CNN's interim leadership team during a period of global turmoil—was a driving force behind the documentary "Navalny," released theatrically and on HBO Max, which won an Academy Award in March.



“

Katharine Graham's autobiography, "Personal History," is a master class in leadership. A rather unlikely person to ascend to the top level of journalism, she forged her own path in a male-dominated newsroom. Her command of the professional turbulence that was the Watergate saga—during which she put everything at risk to do what she felt was right—remains an inspiration to me and an important lesson about courage and perseverance.”

“

Recently, I had the opportunity to read a book called 'The 15 Commitments of Conscious Leadership: A New Paradigm for Sustainable Success,' which left me feeling truly inspired. The book is filled with many actionable, paradigm-shifting concepts, but what resonated with me was the realization that fear-based leadership is not sustainable. In contrast, trust-based leadership can yield results beyond our imagination.”



Toni Judkins

SVP, Programming Development
Hallmark Media

Having dedicated her career to giving voice to underrepresented creators, especially Black women, Judkins seems tailor-made for her current job. She turned Hallmark's iconic century-old Mahogany greeting card brand into a content powerhouse complete with Hallmark Media's first scripted podcast series, "Crimson Hearts Collide," and original movies like the company's first Gracie-winning made-for-TV movie, "Unthinkably Good Things"—all told through the lens of Black culture.



This book is not about leadership per se—it’s about women’s brains as we age and how to thrive. ‘The Upgrade,’ by Dr. Louann Brizendine, is a wonderfully insightful, helpful and even comforting book for women working to understand the chemical changes in their brain as they move through their 40s, 50s and beyond. I even started a group at Scripps where we discussed it, and it’s created a wonderful learning circle and support system.”



Carolyn Micheli

EVP & Chief Communications and Investor Relations

The E.W. Scripps Company

Since Scripps announced its reorg plan in January, Micheli has headed the team of strategic communication and change management professionals charged with developing and implementing strategies that define and clarify those changes—including the company’s increased emphasis on news. She also oversees the iconic Scripps National Spelling Bee, which premiered on Scripps Networks in 2022; its semi-finals and finals drew 9.2M viewers this year, a 22% increase over its 2022 debut on ION.

Debra OConnell

President, Network & TV Business Operations
Disney Entertainment Television

OConnell’s contributions to the broadcast industry are known far and wide as she’s helped establish standards for local television. As a leader, she uplifts and prioritizes her staff, championing women within the organization whenever possible, trying to find opportunities to get younger, underrepresented talent on a path for growth, supporting initiatives like the Get Reel Foundation to achieve that goal.



I’m currently reading ‘Multipliers: How the Best Leaders Make Everyone Smarter’ by Liz Wiseman. After being highly recommended, Liz came to my senior leadership summit in October and talked to my team about how to be a ‘multiplier,’ which she defines as talent magnets, liberators, challengers, debate makers and investors. She had fantastic advice about how to develop these winning attributes in yourself and how to foster an environment that empowers others.”



One of my favorite books on leadership for companies would be ‘Good to Great’ by Jim Collins. I read it after hearing Jack Welch mention it. It really provides exceptional best practices to take companies from good performance to great performance, and I refer to some of the principles in the book often. I often use Jim Collins’ quote, “Good is the enemy of Great.” I never settle for less than great and never settle for mediocrity.”



Michelle Rice

President
TV One

It’s been another year of growth for Rice and TV One, which celebrates its 20th anniversary next year. Rice helped launch “Thursdays Are for Lovers,” a branded night that features two new dating reality series, “The One” and “Asking for a Friend.” Rice also led the network to join the FAST channel frenzy, having launched a true-crime FAST channel and a branded channel on Tubi. The distribution moves didn’t stop there. TV One completed its first CTW deal with Vizio and will expand that partnership come 2024.



Julie Taylor

Chief of Content Strategy & Insights,
U.S. Networks

Warner Bros. Discovery

Taylor makes leading a team working from three cities look easy. The skills she uses to manage her sprawling team undoubtedly help in planning a linear scheduling strategy that spans nearly 30 networks. Cross-network stunts—such as airing “Puppy Bowl” on three channels and two streamers to reach 13.4M viewers—keep people tuning in, which helped the company’s networks account for over one-third of all 2Q23’s adult 25-54 primetime cable viewers.

“You know it’s time to take a risk in your career when you have little fear of the outcome.”



Lauren Tempest

General Manager
Hulu

Tempest has guided Hulu’s content business through a changing media landscape since being named GM in July. She’s been part of Hulu for eight years, previously serving as SVP, Content Partnerships, Acquisitions and Scheduling, where she oversaw Hulu’s robust library and acquired titles such as “Schitt’s Creek.” While Tempest can navigate change with ease, she also helps establish change by advocating for women at large.

“Mentoring is one of the easiest ways to put yourself in someone else’s shoes and participate in problem solving based on someone else’s experiences and perspectives.”



Aisha Thomas-Petit

Chief People & Diversity Officer
AMC Networks

A true changemaker, Thomas-Petit’s efforts are focused on creating an inclusive and supportive workplace. This year, she worked with AMC Networks’ streaming team to curate a wider range of content geared to important cultural moments. She helped reorganize the company by breaking down internal barriers and silos, creating a streamlined, cross-functional, multi-brand approach to creating, promoting and monetizing content.

“There is an assumptive idea that a woman’s allegiance will need to be split between the decisions she makes in her personal life and her work. These things are not mutually exclusive.”



Tina Thornton

EVP, Creative Studio and Marketing
ESPN

With nearly 30 years at ESPN, Thornton oversees all its marketing efforts and is an established staple within the senior leadership team. She has spearheaded numerous efforts to allow women to leave their mark on the media industry, including the ESPN Next Program, which focuses on nurturing and advocating for early-career talent.

“I like to explore new opportunities when I’m happiest in my current role. It gives you space to evaluate a risk while you’re in a positive place and allows you to make informed decisions about your career without jumping blindly into the unknown.”



Melissa Tolchin

SVP, Partner Marketing, Content
Distribution
NBCUniversal

Tolchin led team efforts to create World Cup marketing hubs that delivered seamless experiences for partners and contributed to record-breaking viewership of numerous FIFA Men’s and Women’s matches. She also oversaw the development of innovative partnerships, including with Verizon and creative agency Trigger on an augmented reality experience that enabled fans to interact with NBC series “La Brea.”

“Through mentoring, I’ve found there are so many shared experiences between generations that shape our workplace experience.”



Robyn Tolva

SVP, Video
Charter Communications

The processes and standards Tolva has implemented at Charter have notably improved team collaboration and efficiency. This year, she oversaw the go-to-market plan for Xumo’s October debut. Her passion for doing things the right and best way can also be seen in her fierce championing for DEI initiatives. Not only does Tolva mentor junior female staffers, but she also helps with advocating for and recruiting diverse new talent.

“Leadership has taken a few different forms during my career, with each phase seeming to correspond and complement the balance with my family time.”



Erin Underhill

President
Universal Television

Underhill oversees an ambitious and ever-swelling slate. Universal Television currently produces 40-plus primetime comedies and dramas for a variety of broadcast, cable and streaming platforms. She's a strong supporter of female-fronted projects. "The Equalizer," "The Gilded Age," "Girls5eva," "Hacks" and "Loot" are just some of the programs she's recently shepherded.

“ If I took a sabbatical, I'd work with Global Volunteers and move to an underserved community in the U.S. or abroad. Muhammad Ali's quote, 'Service to others is the rent you pay for your room here on earth,' is one I preach to my kids.”



Jennifer Vaux

VP, Content Acquisition and Programming
Roku Media

Vaux leads the team behind The Roku Channel's content strategy, acquisition, programming and scheduling, and it's had itself quite the year. She led the charge on a deal that brought Warner Bros. Discovery FAST channels to the platform, as well as a partnership with NBCUniversal Local to bring local news channels to Roku. The result of these moves? The Roku Channel being the No. 1 FAST service by active account reach on the Roku platform in the U.S.

“ MIPCOM is a must-attend for me as it's a great way to see our international partners in one go and work on the content plans for the following year.”



Allison Wallach

President, Unscripted Programming
Fox Entertainment

Unscripted programming is thriving at Fox with Wallach at the helm. It contributed to a year of ratings wins, with celebrity competition series "Special Forces: World's Toughest Test" back for a sophomore run and the 10th season of "The Masked Singer" underway this fall. Her purview also includes "Next Level Chef," whose post-Super Bowl Season 2 premiere delivered 17M viewers, TMZ, and in-house studio Fox Alternative Entertainment.

“ What's been eye-opening about the young professionals I've mentored is that they're fearless and confident from the outset.”

NCTI

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Stacey Slaughter

along with all of the 2023

Cablefax Most Powerful Women

honorees.

Thanks to each of you for leading our industry into a brighter future!





Teresa Ward-Maupin

SVP, Digital and Customer Experience
Comcast Business

Ward-Maupin has led a digital and customer experience strategy for Comcast Business that has picked up recognition from dotCOMM, Webby and American Business Awards. But more important, it's resonating with customers, surpassing internal goals. She also led the launch of Comcast RISE, a program to support minority-owned SMBs that's bestowed more than \$125 million in support since its launch in 2020.

“ I regularly attend SXSW to see the latest tech advancements, innovations and other cutting-edge developments and to think about how I can apply them to my work.”



Laurel Weir

EVP & Head of Programming, Strategic Insights & Research

Showtime/MTV Entertainment Studios & Paramount Media Networks

Weir, who recently expanded her purview to include Showtime programming and strategic insights, continues to drive significant results across the company. Paramount Media Adult Networks grew seven years in a row during Weir's tenure, and the company's hot streak continues with the likes of "Yellowstone," "South Park" and "RuPaul's Drag Race."

“ Gen Z is a unique generation in that they define their identity through passions and talents rather than age and gender like older generations have done.”



Rachel Welch

SVP, Federal Affairs
Charter Communications

Welch has been an essential part of helping Charter expand broadband to rural communities and has been able to suss out potential issues with ease with her years of experience, particularly her background in communications law. She's an advisor on all things related to the \$42 billion in BEAD funding. And Welch serves as a role model to her team and others, promoting professional development opportunities whenever possible.

“ If I took a sabbatical, my priority would be more time with family. I recently did some hiking on the Appalachian Trail. Having more time off the grid would help me recharge.”

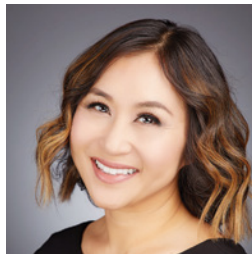


Christine Whitaker

President, Central Division
Comcast Cable

The first female division president in Comcast history, Whitaker continues to set new milestones. As head of Comcast's largest division—21,000 employees and more than 20 million customers—Whitaker is an inclusive leader who champions embracing different perspectives and collaboration. Seeking to connect and unify team members, she developed a rallying cry that summarizes the Division's priorities: Lead. Grow. Deliver.

“ My parents raised five children and modeled the transformative impact of leading authentically and serving others with a strong work ethic and grit.”



Monica Williams

SVP, Digital Products & Operations, Content Distribution
NBCUniversal

Williams led efforts to construct, launch and optimize the user experience for nearly 50 FAST channels from the NBCU portfolio with Amazon FreeVe and Xumo Play—a move that generated a multimillion-dollar revenue return in 2023. She also spearheaded the creation of the first-ever tentpole app for distribution partners Verizon and NCTC to use to enhance consumer experiences with NBCU's World Cup coverage last year.

“ If I took a six-month sabbatical, I'd live abroad somewhere to experience another culture and learn another language.”



Vicki Williams

Chief Human Resources Officer
NBCUniversal

The wellbeing of NBCU employees is top of mind for Williams, and this year she continued to put thoughts into action. Among employee programs she oversees are unlimited sick days, caregiving days, increased bereavement time, onsite counseling, a wellbeing hub, access to 10 counseling sessions per year at no cost and access to the Calm app for employees and their dependents. She also spent significant time and resources on trainings for NBCU managers.

“ I think Gen Z has a much healthier perspective on work-life balance than my generation.”

Leigh Woisard

Chair, Board of Directors
The WICT Network



A consummate communicator—she directed Cox Communications' internal, media and product public relations for decades—Woisard has played a pivotal role in guiding The WICT Network and its members through the pandemic and its rebranding initiative, which positioned the organization to be inclusive of more women from the industry. As chair of The WICT Network, chair of the Leadership Planning Committee and on multiple industry boards, she serves as a role model to women in the business.

“From sharpening your negotiating skills to improving your technical prowess to finding more work-life balance, The WICT Network Leadership Conference focuses on issues that matter most to women leaders. I never miss it.”



Jennifer Yohe

SVP, Chief Procurement Officer
Altice USA

A seasoned and well-respected leader in the cable procurement industry, Yohe brings 25 years of experience in core infrastructure hardware and software deals for large cable and technology companies. She challenges the status quo and compels her team to do the same. A leader in the procurement space, colleagues say her ability to see around corners, anticipate what is next while leading teams to deliver on business metrics is unparalleled.

“When it comes to must-attend industry events, SCTE Cable-Tec Expo is an important event that brings operators and technology together. In particular for procurement, it is important to get other operators' perspectives and spend time learning about the next generation of technology from the operator and partner community.”



CONGRATULATIONS TO OUR THREE Cablefax Most Powerful Women Honorees



Vonya Alleyne

Chief People Officer



Zenita Henderson

Chief Marketing Officer



Rose Chambers

Chief Information Officer

AND THANK YOU TO ALL THE POWERFUL WOMEN
making a difference in the media and broadband industry.

“

My dad recently retired and started writing a memoir, detailing how he, a child of Chinese immigrants, became a civil rights lawyer, eventually serving as Assistant Attorney General for Civil Rights. As his biggest fan, I'd love to spend time helping him tell his story so the next generation of our family knows his dedication to creating a more just world.”

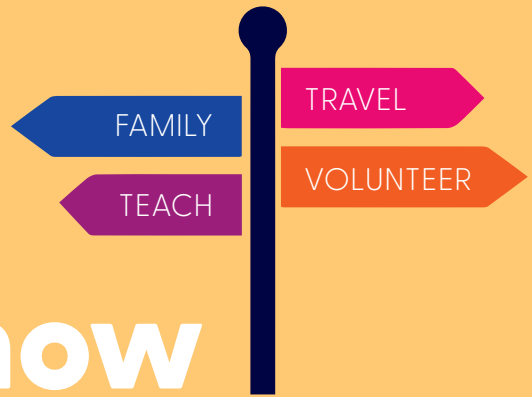


Angela Heckman

SVP, International Distribution, Strategy & Business Development
Paramount Streaming

Heckman's role recently evolved to include strategy leadership for Paramount's streaming services in international markets, and she played a crucial role in distribution expansion in France, Germany, Austria and Switzerland this past December. She also guided the Canadian launch of Paramount's FAST service, Pluto TV, in December, a move that saw the streamer's largest content offering at launch to date via a partnership with Corus Entertainment.

If you took a six-month sabbatical, how would you spend it?



Amy Lynch

President, Northeast Division
Comcast Cable

A 25-year telecom veteran, Lynch was named President of the Northeast division in January after serving as SVP Customer Experience and Customer Operations for the company's West Division. Through her experience leading diverse teams across the company, she brings a wealth of experience, knowledge and guidance to anyone who needs it. Lynch also has worked with many employees in various mentor-mentee relationships, leveraging the "pay it forward" mentality and approach to mentoring.



“

As a lifelong learner and a firm believer in the importance of investing in girls in STEM, I would travel wherever needed in the U.S. and abroad teaching skills in robotics, science, math and more, especially with impactful organizations like Girls, Inc. that are helping to prepare our future leaders.”

Cheryl Manley

SVP, Associate General Counsel –
Employment Law

Charter Communications

Manley oversees a diverse team of attorneys that spans Charter's entire company, ensuring compliance with employment laws and providing legal counsel on harassment, discrimination and other employment-related complaints, achieving numerous successes over the past year. She is also a member of the Spectrum Women and Spectrum Multicultural business resource groups, where she mentors up-and-coming leaders in the company.



I would travel around the globe recording everything that makes life on this earth beautiful. Whether sitting by the ocean, ziplining through a Hawaiian rainforest, tracking a leopard roaming the African countryside, shopping in European boutiques I've only dreamed about, dining al-fresco along the Ponte Vecchio, discovering treasures hidden in the world's museums, marveling at the world's remarkable architecture or embracing a young girl who's grateful to have been rescued from sex trafficking, a six-month sabbatical would be food for my soul."



I'd volunteer on a biodiverse farm. I would love to help an independent farm create food in an ecologically supportive way and at the same time get my hands in the dirt and learn more about gardening."



Robyn Polashuk

Partner/Co-Chair, Media
& Entertainment Industry Group

Covington & Burling

Having more than 20 years of experience in network distribution and content licensing, Polashuk's knowledge is relied upon by many networks and content owners including AMC Networks, Walt Disney, Fox, Paramount Global and many more. In November 2022, she assisted Disney and ESPN in their renewal agreement with DISH. Polashuk also helps lead Covington's Women's Forum in L.A., which seeks to cultivate greater interaction among women lawyers at all levels.

Dianne Schanne

VP, Acquisition Marketing

Mediacom Communications

Schanne worked to increase marketing's contribution to new customer growth by 10% YOY via a combination of increase in media spend and changes in tactical mix. On her watch, the marketing department's impact on new connects was its highest in five years. Her team also launched five new acquisition tactics in 2023, increasing total weekly new connects by 2%: Schanne leads by example, and colleagues describe her management style as "active, engaged, a work-with approach."



Access to a quality K-12 education has deteriorated for too many U.S. children, especially in inner cities. For example, in Baltimore city public schools, only 27% of high school students tested at or above the proficient level for reading and only 4% for math. I'd like to raise money for organizations committed to expanding tuition-free, or low-tuition private school choice options, that are funded through philanthropic donations."

Elizabeth Yost

SVP, Development
Hallmark Media



Yost works on popular productions like Hallmark Movies & Mysteries' "Hannah Swensen" and "Curious Caterer" movie series, and the "Aurora Teagarden" prequel. Her team also developed "Color My World with Love," which is the company's first movie focused on characters with Down syndrome, all played by actors with Down syndrome. She makes things happen: After reading two different scripts involving the Air Force—one with technical authenticity, the other with the Hallmark voice—she merged the two scripts into "Come Fly with Me."

“Companies can reverse the trend of women leaving the workforce by adopting a more family-friendly mindset, implementing flexible work schedules, parental leave policies and support programs for employees managing caregiving responsibilities.”



Barbara Zaneri

Chief Programming Acquisitions
Officer
Paramount

Veteran exec Zaneri picked up a new title this year that reflects her moxie as a negotiator. She led acquired

negotiations in support of the CBS Broadcast Network's fall '23 schedule, securing multiplatform rights to the original U.K. version of "Ghost," included U.S. broadcast and streaming premieres for seasons 4 and 5, among programming, and her group is targeting almost \$300 million in movie acquisitions this year.

“I've learned that mentoring is a personally fulfilling experience. It only takes one person to see the spark in you that propels you forward. You get more when you give more.”



Andrea Zapata

EVP, Head of Research, Data & Insights
Warner Bros. Discovery

Zapata embodies her belief that data and research lead to creating better consumer and advertising experiences. After much research and

measurement, her team enabled alternative currencies for national ad transactions at the 2023-24 upfront, and a partnership with Comscore and Video-Amp signaled Warner Bros. Discovery's commitment to cutting-edge measurement and currency solutions. Her team issued a white paper about it, and another on the selection of attribution and campaign effectiveness partners.

“'Barbie' was refreshing, revolutionary and necessary. Also, thank you Greta Gerwig for creating a new and relevant way of telling the story of women in the world.”

Dana Zimmer

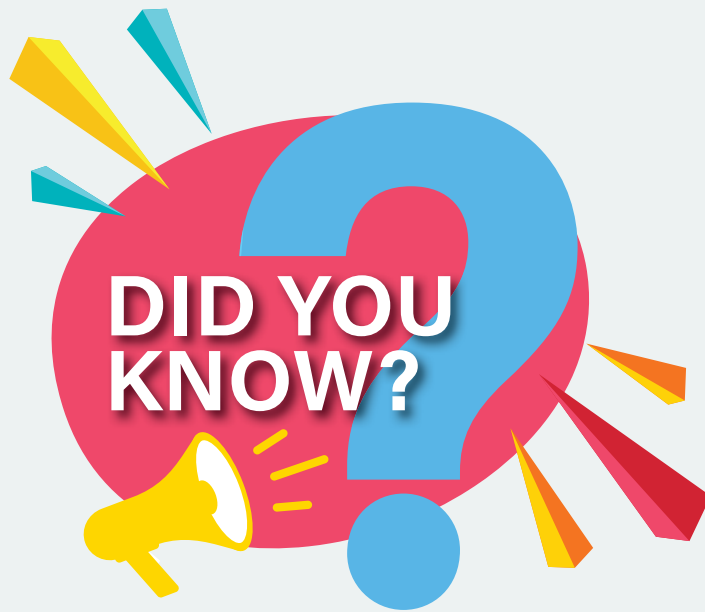
President, Distribution
Nexstar Media Group

Whether striking carriage deals, negotiating unprecedented agreements with platforms like Hulu, YouTube and Fubo, or securing national household coverage

for NewsNation, Zimmer's uncanny ability to identify and understand complex details—and build trust with distribution partners—played a huge role in Nexstar's exponential growth. Her efforts generated \$2.6B, nearly half of the company's 2022 revenue. She also prioritizes DEI and hiring, promoting and retaining skilled women, both at Nexstar and as an Advisory Board member for the Newhouse School of Communications.

“I loved the 'Barbie' movie and watched it with my daughter and son the night before college dropoff. It was the perfect time to reinforce the message to live with purpose, which is our family credo. The movie also highlighted that women are unstoppable when they work together. Can I get a heck yeah!”





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THE RISING TIDE

The Rising Tide symbolizes the upcoming generation of influential women. Endorsed by seasoned executives who understand their prowess, these rising stars are forging strong currents .

Wendy Brundige

SVP, Content Strategy
CNN Worldwide



From her time growing up on a dairy farm in Kentucky and wrangling runaway cows, Brundige has long been prepared to tackle any adversity thrown her way. It's the inspiration for her phrase "drive past the cows," which is meant to encourage her and her colleagues at CNN to avoid distractions and focus on their core mission. It's something that's guided Brundige since her arrival at CNN in 2014 and was relevant when she stepped in as interim Chief Digital Officer in October 2022 amid sweeping changes at the leadership level. "Upon my arrival, it was clear that Wendy not only stepped up when the organization needed it most, but she gracefully guided the digital teams during a difficult and tumultuous time and served as a steady hand," Chief Digital Officer Athan Stephanopoulos says. Brundige is responsible for CNN's digital content strategy across all storytelling formats. Her knowledge of news, content and CNN's audiences has been crucial to the network's coverage of breaking news events like the ongoing conflicts in Ukraine and the Middle East. For Brundige, that expertise is cultivated by putting herself in the shoes of someone who doesn't work in the journalism industry. "I read, watch and listen to a variety of sources on a lot of different platforms to get a sense of what's out there," she says. "I also believe you really need to use a platform to understand it—for example, I intentionally spent more time on TikTok as we were developing our strategy there because that's the only way to learn what users there expect."

CHAMPION: ATHAN STEPHANOPOULOS

"Wendy has consistently remained a trusted advisor that I turn to for advice daily and a key and essential leader in the organization, impacting the future of CNN."



CHAMPION: DAVID WILLIAMS

"I have seen that despite any obstacle or roadblock, Morgan brings solutions and optimism to the table and seamlessly guides her team forward to new levels."



Morgan Collins

SVP, Consumer Sales
Optimum



Collins oversees a team of more than 2,000 workers and frontline agents from 21 states across all sales channels at Altice USA's Optimum, and all 2,000+ have had the words "Be the Buffalo" instilled as a primary motivator. "To me, this rallying cry signifies the importance of facing challenges and opportunities head-on, with courage and resilience, rather than avoiding or fleeing from them," Collins says. Since joining Optimum in March, Collins helped with the launch and implementation of the company's converged internet and mobile offering, Optimum Complete. The launch signaled a shift in Optimum's sales teams approaches, but Collins is one to not only be open to change, but to embrace it head-on. "I encourage my team to embrace change, which I believe fosters a culture of adaptability and innovation," she says. "By listening to our customers, analyzing data and collaborating with passionate colleagues, we navigate the evolving landscape with agility and authenticity, ensuring our company's ongoing growth and success." Collins gained 16 years' worth of experience at AT&T, where she was involved in areas like digital transformation, sales and marketing, operations, customer service and finance. Her ability to wear many hats is how she's made waves at Optimum at a time when the company is looking to embark on rapid growth. After AT&T she stepped into the Chief Commercial Officer and then Chief Customer Officer seats at Progress Residential. One thing is for certain: No matter the situation, Collins charges forward like a buffalo. "In only a short amount of time, she has spearheaded key initiatives and developed successful strategies that are delivering incredible results across the company," says Optimum CRO David Williams.



Wokie Daboh

Director, Diversity Equity & Inclusion

ESPN

ESPN's commitment to DEI and increased representation have plenty of Daboh's influence. In under five years with the sports giant, she's developed and advanced DEI strategy across ESPN's content, culture and people to make sure it remains relevant and intriguing to its audience. Daboh has also led the creative and implementation efforts for ESPN's Diversity Division Action Plans, which span seven divisions and 13 functions. "Diversity, Equity, and Inclusion are key strategic business pillars, and we consider them foundational to everything we do," Daboh says. "We also have worked to develop an integrated and holistic approach—we work to ensure that diversity, equity and inclusion are fully integrated, mobilized and sustained into our organization." She also developed the ESPN Sports Media Summit program, which provides an in-depth look into what it takes for the network to remain at the top of the sports world, as well as the Inclusive Content Committee, which further enhances inclusive content across ESPN platforms. Her commitment to DEI even extends beyond the walls of ESPN and Disney, having made an external partnership framework to bolster the company's external stakeholder partnerships including the National Association of Black Journalists, National Association of Hispanic Journalists, Asian American Journalists Association and others. Previously, Daboh sat on the Tri-State Diversity Council Board as well as the University of Minnesota Alumni Association Board's Inclusion and Belonging Committee. "Wokie is capable of doing anything that she strives to achieve professionally," says ESPN SVP, HR Judy Agay. "She is well on her path to becoming an even more senior business leader, heading up Diversity, Equity and Inclusion and continuing to inspire future generations."

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CHAMPION: JUDY AGAY

"Wokie will continue to be a role model for others internally and externally, creating and influencing the organization to lead with empathy and prioritizing an inclusive environment where everyone feels they belong."



CHAMPION: MORGAN NEWMAN

"Alison is a true team player, and her positive attitude and dedication to elevating her colleagues make her a valuable asset that any company would be proud to have on their team."



Alison Hill

Director, Social Media

INSP

It's been quite the journey for Hill since her beginnings as a news photographer for ABC's Myrtle Beach affiliate, WPDE. From stints at Charlotte's WBTV (CBS) to Speed Channel as a NASCAR Social Media Producer, her journey landed at INSP back in August 2014. Since then, Hill has been the epitome of an X-factor. "I started my career as a local news photographer, editing daily turns on tape-to-tape linear editing systems, then would go home to watch the new Netflix DVD that just came in the mail. We've certainly come a long way from that," Hill says. "But through all the innovation—the removal of wires, the shrinking in size of gadgets and devices, the accessibility to content—the mission never wavered: to see what media can do differently to entertain in a more convenient way." Hill holds the responsibility for being at the forefront of shaping the brand identity of INSP. Her leadership has led to INSP seeing heightened engagement and brand loyalty. She's been recognized as a Women to Watch by The WICT Network Carolinas and was a part of the association's Rising Leaders class of 2019. Hill's colleagues see her as a multi-faceted go-getter, but INSP Digital Product Manager Morgan Newman sees Hill's impact encapsulated in one word: transformative. "Alison is not only an asset to our team, but to the entire company. She is an inventive and inspirational leader, whose excellence drives campaigns that reach industry recognition and awards," Newman says. "From ideating new processes to pitching developmental practices, her ideas extend far beyond the digital content and social media team. Her approach is marked by inclusivity and a genuine commitment to helping others succeed."



**CHAMPION:
BECKY JONES**

“What truly stands out is Madeline’s passion for people and her gracious manner of delivering her powerful messages.”



Madeline Kissel

VP, Business Development & Affiliate Relations
Viamedia



They say never forget your roots, but Kissel does more than remember the early days of her career. On top of her purview spanning more than 60 sales partnerships across 70 cities, she’s heavily involved in Viamedia’s internship program—something Kissel was a member of back in 2012. She’s helped numerous interns transition to full-time roles during her time, but her dedication to fostering the next generation of talent extends to Kissel sponsoring a local internship with a college senior whose project centered on women thriving in male-dominated fields. “It’s essential for students to experience professional organizations before embarking on their careers,” she says. “Over the years, I’ve mentored more than six interns. Guiding and supporting young women, helping them navigate the corporate world, has been especially rewarding.” The past year has seen Kissel create 11 new partnerships for Viamedia while maintaining a 100% renewal rate for existing contracts. She also led the charge on an initiative that gauged and tracked the trends in political ad spending during the 2022 mid-term election cycle. Additionally, she is part of Viamedia’s Leadership Team and the 401K Committee to help her colleagues with their professional and financial growth. She accomplishes whatever she puts her mind to, and that mindset spreads to everyone she deals with. “This woman could crush anything she wanted to do. If she said she wanted to be president—I wouldn’t be surprised if she made it happen,” says Becky Jones, Viamedia’s Chief Marketing & People Officer. “She consistently accomplishes and exceeds everything she sets her mind to. Frankly, I am in awe of her and blessed to work with her. She has a deep grasp of all facets of our business, from technology to digital transformation, and she truly understands our customers’ issues, always finding and implementing affordable and powerful solutions.”



Michelle Lee

Associate Creative Director
Paramount Media Networks & MTV Entertainment Studios

It can be challenging having to constantly find new and exciting ways to formulate creative campaigns, but that doesn’t seem to be the case for Lee. Take her

work with “RuPaul’s Drag Race,” where she played a big role in spicing up a 15-season-old series that recently had its highest ratings since its inception. But even Lee attributes her success to overall collaboration. After all, teamwork is what she feels helps her think one step ahead. “Collaboration and curiosity are crucial to being able to adapt creatively. And the ethos that’s always kept me ahead of the curve: If we stay excited about what we’re doing... everyone else will too,” she says. “Being on the cutting edge means being a part of the cultural and artistic conversation... and by putting our campaigns through the lens of today’s universal experiences, we can be the ones to shape that conversation.” Lee has been in the Viacom family since April 2015, when she started as a production associate before rising to senior writer/producer for ViacomCBS and overseeing all MTVE networks including Paramount+ and Showtime in October 2020. She started her current position in April 2022 and is responsible for the strategy behind major tentpole campaigns like the Video Music Awards, “The Challenge” and “RuPaul’s Drag Race.” “She cares deeply about her work and it is evident in her thoughtful and innovative approach,” says Amy Campbell, CMO for Showtime/MTV Entertainment Studios & Paramount Media Networks. “I trust her to deliver creative results with unwavering dedication—always raising her own high bar.”

**CHAMPION:
AMY CAMPBELL**

“No matter where she goes or what she does, Michelle will continue to bring her fresh perspective, innovative spirit and creative brilliance.”



Ashley McFarlin

VP, Development & Original Production

ALLBLK/WE tv



McFarlin's career is filled with moments that show her prowess in programming. Since joining AMC Networks in 2019, she's grown her role to oversee several current and new unscripted series as an executive producer, including two of its popular shows, "Brat Loves Judy" and "A La Carte." She stays ahead of the curve by watching a lot of TV and movies on her own to remain in touch with what ALLBLK and WE tv viewers want. The other side to that equation is being open to criticism so that McFarlin and her team can make adjustments to remain relevant and accurate. "Ashley is an authentic and valued leader who has had an incredible impact on AMC Networks," AMC Networks Chief People & Diversity Officer Aisha Thomas-Petit says. "She's brought with her an extensive level of rich experience in the unscripted programming and production space that's contributed to both our unscripted and scripted efforts across WE tv and ALLBLK." Along with that expertise in production comes a passion in DEI. McFarlin quickly got to work at AMCN by becoming an Executive Sponsor for the network's Black business employee ERG "VIBE." Since then, she's served on several committees dedicated to diversifying programming choices and consulting culturally sensitive content development. Furthermore, McFarlin helps through her own company Bird's Eye Entertainment by hosting producer boot camps at various film festivals and college campuses. "I've literally been talking about diversity and inclusion since I was 14 years old and started attending a predominantly white prep school in Atlanta," she says. "As a little Black girl in the vastly white South, I found myself at the center of conversations around the importance of multicultural education, as I advocated for a curriculum and academic experience that looked and felt more like the world I was coming from—predominantly Black and unapologetically proud of our cultural contributions to this world."

CHAMPION: AISHA THOMAS-PETIT

"I've been very happy to partner with Ashley on important diversity, equity and inclusion initiatives that have helped broaden our diverse pipeline of talent both in our offices and in our original productions."



CHAMPION: JAMIE POWER

"Lily's unwavering drive to achieve results for our clients is an inspiration to all those that collaborate with her."



Lily Panchasarp

National Sales Director
Disney



In an advertising market that's been tough to wrangle as of late, Panchasarp stays ahead of the pack. It's why Disney had her lead and build out its West Coast-based programmatic sales team, thus making her mark in the company's "Programmatic Playbook." "The only thing that's constant in this industry is change," she says. "I live with the motto of do things within your control and things will work out. Those two ideas influence my mindset every day and I believe with the power of communication and collaboration, my team will succeed." Panchasarp currently guides the programmatic business for Disney's largest agency holding company partner while managing her team at the Disney Advertising West Coast office. This past year saw Disney add over 1,000 advertisers who access the company's portfolio programmatically, in addition to the more than 5,000 advertisers across its streaming platforms where over one-third buy advertising programmatically. Beyond her job responsibilities, she's embraced a leadership role on Disney's Listening and Education Committee and is involved in groups such as the L.A. Culture Committee and the SalesHub Task Force. While her two mantras fuel her fortitude, she also leads by example. Her thorough knowledge of advertising strategies is one to model after, but her dedication to setting the standard includes making sure everybody is ready to go. "When I first joined Disney, Lily was one of the first people to welcome me to the company, introducing me to other team members and helping me hit the ground running," says Disney SVP, Addressable Sales Jamie Power. "It was from that early moment I recognized Lily was an instrumental member of our team."

INDEX

Ahuja, Anju	13	Ferneau, Laurie	26	Perry, Tina	33
Alleyne, Vonya	13	Ferro, Rita	7	Peters, Sharon	33
Andrion, Elizabeth	13	Finch, Kathleen	8	Picciolo, Deborah	33
Arouh, Janice	13	Fischer, Jessica	8	Polashuk, Robyn	47
Ayala, Betsy	13	Formica, Camilla	26	Poole, Hania	35
Balian, Gina	13	Geary, Amy	26	Rebbapragada, Gita	36
Barroeta, Karen	14	Gibbons, Stephanie	26	Reid, Eilisa	36
Beauvais, Kim	18	Gliha, Lee Ann	26	Rhodes, Jane	36
Beltz-Long, Katie	14	Godwin, Kim	34	Rice, Michelle	41
Bernstein, Carolyn	14	Granito, Kim	27	Richardson, Lisa	35
Blanchard, Cameron	14	Harris, Kimberley	8	Rosado, Romina	36
Bohan, Kathleen	14	Hawkins, Michelle	27	Rosenthal, Noga	36
Bohigian, Catherine	14	Heckman, Angela	46	Ryan, Shannon	36
Bonnell, Lisa	16	Hellman, Alison	27	Ryvicker, Marci	37
Bowen, Alisa	16	Henderson, Zenita	27	Salmon, Kristi	37
Boyers, Patricia Jo	16	Hill, Alison	51	Scalzo, Jeannie	35
Brennan, Maria	28	Hines, Terri	38	Schanne, Dianne	47
Brockhage, Kerry	16	Hoffman, Alison	27	Schmidt, Colleen	37
Bronzo, Karen	16	Howe, Sandy	27	Scott, Suzanne	9
Brundige, Wendy	50	Hudson, Loren	30	Sethi, Simran	38
Buchholz, Karen Dougherty	16	Igbokwe, Pearlana	30	Sims, Savalle	10
Burke, Karey	28	Johnson, Kristin	30	Slaughter, Stacey	38
Campbell, Amy	20	Jones, Becky	30	Smalls, Melody	39
Carroll, Patrice	29	Judkins, Toni	40	Solomon, Rachel	39
Carvalho, Sandra	20	Juvelis, Georgia	30	Springborn, Beatrice	39
Casey, Elizabeth	18	Kang, Mary	30	Stafford, Katy	39
Chambers, Rose	20	Kanouff, Yvette	9	Stone, Casey	39
Charytan, Lynn	20	Kaplan, Ashley	31	Strobel, Marybeth	39
Christman, Diane	20	Kelleher, Kim	31	Taylor, Julie	42
Collins, Morgan	50	Kissel, Madeline	52	Tempest, Lauren	42
Commisso Weinand, Italia	7	Knight, Wincie	31	Thomas-Petit, Aisha	42
Conte, Cara	20	Langner, Colleen	31	Thornton, Tina	42
Crichlow, Rhonda	21	Laulis, Julie	9	Tolchin, Melissa	42
Daboh, Wokie	51	LeBas, Lori	31	Tolva, Robyn	42
Daley, Kaitee	21	Lee, Michelle	52	Underhill, Erin	43
Davis, Ayo	19	Levin, Alison	31	Vaux, Jennifer	43
Davis, Noopur	21	Lins, Vicki	32	Vissering, Janet Han	24
Detz, Megan	19	Lynch, Amy	46	Walden, Dana	10
Diaz, Nina	21	Manley, Cheryl	47	Wallach, Allison	43
Dillavou, Cameron	21	Manner, Jennifer	32	Ward-Maupin, Teresa	44
DiPippo, Samantha	21	Martínez-Guzmán, María	34	Weir, Laurel	44
Diskin, Eileen	22	McFarlin, Ashley	53	Welch, Rachel	44
Dolan, Kristin	7	McMahon, Wendy	32	Whitaker, Christine	44
Duckworth, Pamela	22	Meyka, Judy	32	Williams, Monica	44
Due, Johnita P.	29	Micheli, Carolyn	41	Williams, Vicki	44
Duncan, Tara	22	Mingioni, Gina	19	Wilson-Scott, Dalila	10
Durant, Rosalyn	22	Monroe, Courteney	32	Woisard, Leigh	45
Entelis, Amy	40	Naito, Ramsey	32	Yohe, Jennifer	45
Epley, Jessica	22	OConnell, Debra	41	Yost, Elizabeth	48
Esposito, Mandy	22	Page, Allison	33	Zaneri, Barbara	48
Fang, Jessica	24	Painter, Kia	33	Zapata, Andrea	48
Feeney, Reagan	24	Panchasarp, Lily	53	Zimmer, Dana	48
Fefferman, Liza Burnett	26	Peabody, Leslie	33	Zimmett, Nora	29



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