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**Vonya Alleyne (Vonya)**  
VP, HR  
Cox Communications, Inc.  
1341 Crossways Boulevard  
Chesapeake VA 23320

Vonya Alleyne is Vice President of Human Resources for Cox Communications, Virginia. In her role, she provides leadership regarding overall HR operation of the Region including, but not limited to, the implementation and alignment of policies, employee and labor relations, onboarding, workforce management, talent review, performance management, coaching and development, and execution of safety and risk management. Cox Virginia is comprised of approximately 2400 employees statewide.

Vonya joined Cox in 2007 as Director of Human Resources for Cox's Northern Virginia operation. In 2010, she took on a focused senior leadership role as statewide Human Resources Director for recruitment and retention. Since 2012, Alleyne has served as Vice President of Human Resources. Vonya has over 20 years of experience working as an HR professional in various industries including retail, telecommunications and government contracting.

She holds a Bachelor's degree in Marketing from James Madison University, a Master's degree in Organizational Management from the University of Phoenix, a certification as a Professional in Human Resources (PHR) and is a Society for Human Resources Management Certified Professional (SHRM-CP). She is a member of Women in Cable Telecommunications (WICT), the Society for Human Resource Management (SHRM) and the National Association for Multi-Ethnicity in Communications (NAMIC).

Vonya resides in Virginia Beach, VA. She has two daughters, Royal and Jordan. Vonya is an avid music enthusiast—all genres. Her hobbies include Zumba, puzzles, word games, reading and gardening. In addition, she volunteers at numerous community based events and serves on the Board for the Cox Employee Relief Fund.



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**Brenda Antonio (Brenda)**  
Dir, Studio Relations & Celebrity Talent  
Viacom Media Networks  
2600 Colorado Ave  
Santa Monica CA 90404

Brenda Antonio joined Viacom in 2004 as the department assistant in Human Resources. A year later, she moved over to MTV Films at Paramount Studios to pursue her passion for film. She now serves as a Director on the Music & Talent team at MTV, VH1, and Logo TV. As the Director of Studio Relations and Celebrity Talent, Brenda has a wide array of responsibilities that include pitching and securing high-profile celebrities for MTV, MTV2, VH1, Logo TV, and MTV Latin America programming across all of their platforms. She is constantly forging new contacts with key industry players (agents, managers, publicist, studio executives) while maintaining existing relationships. In addition to her day to day responsibilities at Viacom Brenda joined Somos, the Latinos/Hispanics employee affinity group.

Upon graduation from California State University Fullerton with a B.A in Communications (emphasis in advertising) and a minor in radio, television, and film, Brenda was excited to start her career at MTV. The brand is one she grew up watching, and continues to be a big fan of today.

Outside of the Viacom office, Brenda volunteers for United Friends of the Children, a non-profit organization that empowers current and former foster youth on their journey to self-sufficiency through service-enriched education and housing programs, advocacy, and consistent relationships with a community of people who care.



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**Brenda Curry (Brenda)**  
Director, HR  
Charter  
7820 Crescent Executive Drive  
Charlotte NC 28277

Brenda brings over 20 years of HR and Recruiting experience in the industries of technology, telecommunications, medical and finance. She has spent the last 10 years in the Carolinas Region with legacy Time Warner Cable with her most recent role as Director of Human Resources providing strategic support to Corporate HR functions in Charlotte, NC.

Prior to joining TWC, Brenda enjoyed a career in Northern Virginia as an Executive Hiring Consultant to government contracting agencies, mortgage/financial companies as well as pharmaceutical firms, ensuring hiring initiatives aligned with all short and long-term goals for those organizations. Her knowledge of business, executive coaching, talent assessment and organization design have branded her as a valued business partner with client leaders in both the operations and support functions.

Brenda completed undergraduate studies in Business Administration at George Mason University. She also holds certifications from the Culinary Institute of America. She is a member of SHRM, WICT, NAMIC and a graduate of the 2014 NAMIC Leadership Development Seminar. Brenda is an active member of several foundations focused on building initiatives for at risk youth.



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#### **Luis Defrank (Luis)**

Dir, Corporate Communications  
BET Networks/Viacom NYC  
1540 Broadway  
New York NY 10036

Luis Defrank is a passionate and strategic communicator who thrives in a creative and learning environment. Luis has risen through the ranks at Viacom from his start in 2003 as Talent Relations intern to his current role as Director of Communications at BET Networks. He publicizes BET Networks programming and its digital, on-air and off-air properties by drafting and executing press plans, press releases and programming notes. Some of his daily duties include pitching national publications for stories and coordinates talent and executive interviews. Projects he manages include "The New Edition Story" miniseries, "Being Mary Jane," "BET News," "The Book Of Negroes" miniseries, "Stay Woke: The Black Lives Matter Movement", "Holler if you hear me: Black and Gay in the Church," "One Shot," BET.com and its editorial and web series content, BET Social Media and BET Mobile. During his 13 year tenure at Viacom Luis has also lead publicity efforts for VH1 and Logo channels and their respective programs and specials including "VH1 Hip Hop Honors," "I Want To Work For Diddy," "The Agency," "I Love the" franchise, "RuPaul's Drag Race," "Viva Hollywood," "Greatest Specials," "The Cho Show" VH1.com, VH1 Mobile and LOGOonline.com. In addition to his day-to day duties he is also a member of the Latino, African American and LGBT employee affinity groups and recipient of the Champion of Diversity Award.

Luis' career experience also includes being an accepted to the NYC Teaching Fellows program and getting certified as a Special Education Bilingual Teacher in the Bronx, NY. His expertise in education includes differentiated instruction across all subject areas for students with special needs that have an Individualized Education Program (I.E.P.) and/or English Language Learners (E.L.L.) in grades 5-9.

Luis has a Bachelors of Science in Mass Media Communications from New York University and a Masters in Education: Special Education and Bilingual from City College of New York.

Luis currently resides in the Bronx, NY and enjoys drawing, traveling in the Caribbean and all things pop culture.



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**Johnita Due (Johnita)**  
Asst Gen Counsel, CNN  
Turner Broadcasting  
One CNN Center  
Atlanta GA 30303

Johnita P. Due is assistant general counsel for CNN. She joined CNN in 2003 and is based in the network's headquarters in Atlanta. From 2005 until 2013, Johnita also served as CNN's chief diversity advisor. As assistant general counsel, Johnita provides guidance and counsel on media law relating to content production and distribution for television and digital clients. Her major clients include CNN Digital, CNN Films, the New York Bureau, and the sports, money and medical units. Johnita serves as a key resource for digital product teams in advising on evolving technological platforms, including iReport, CNN's first ever user-generated content website, and CNNgo, a next-generation digital product which gives users unprecedented control over their TV news consumption. Johnita manages CNN's multinational rights and clearances department.

Johnita has been recognized as one of the "Top Black Voices in Network News" by *Ebony* magazine, one of the "Second 50 Most Influential Minorities in Cable" by *CableFAX* magazine, a "Diversity Champion" by *Diversity Edge* magazine, and as a "Luminary" by NAMIC. She was also presented with the Ida B. Wells Award by the National Association of Black Journalists (NABJ) and the National Conference of Editorial Writers, which cited her "passionate and impactful efforts to promote diversity in staffing and expanded coverage of minority communities and issues at one of the nation's preeminent news outlets, and for championing the cause of diversity beyond her newsroom's doors." Johnita was honored with the corporate award from *NV* magazine, bestowed upon individuals who have "found a way to raise the standard for how their corporation operates by not only protecting the bottom line but increasing the integrity of the brand."

Johnita serves as a board member of the Lawyers' Committee for Civil Rights Under Law and of the Kenny Leon True Colors Theatre Company in Atlanta. She is a member of the American Bar Association (ABA) Forum on Communications Law and a member of the Buckhead Atlanta chapter of Jack and Jill.

Johnita earned a bachelor's degree in psychology from Harvard University in 1989 and a master's degree in psychology in 1991 from the University of Sussex in England where she studied race relations and organizational culture under a Rotary International Ambassadorial Scholarship. She earned her law degree from Cornell Law School in 1994, specializing in international legal affairs. Later that year, she worked in Rome, Italy, as vice president of S.O.S. Razzismo Italia, a non-profit organization that is part of a European network committed to fighting racial discrimination against immigrants and other people of color. Johnita enjoys spending time with her husband Mark, children Jaxon and Jovana, and pets, and traveling abroad and to Florida beaches.



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**Sergio Escobedo (Sergio)**

Sen. Dir, Sourcing Mgmt & Governance Outsourcing  
Comcast  
183 Inverness Drive West  
Englewood CA 80112

Sergio Escobedo joined Comcast West Division in the Spring of 2012 as Director of Vendor Management. When he arrived at Comcast, Sergio brought a new perspective and rigor to the division around outsourcing management and was the pioneer in the West Division at building the framework from which they operate today. With more than twenty years of experience in cable, Telecom, BPO, and the Hospitality industry, Sergio brings a wealth of knowledge and diverse thinking.

A graduate of the International Aviation & Hospitality Institute, he quickly was recognized for this work winning several awards in call center management and hotel management. In the Cable Industry with Comcast, his leadership has yielded best in class outsourced operations in Billing and Spanish call centers as well as continue to build and evolve our Comcast Business outsourced model.



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**Sahil Gambhir (Sahil)**  
Director, Ad Platforms  
Charter - Spectrum Reach, NYC  
1633 Broadway  
New York NY 10019

With a B.A. from The George Washington University, Sahil pursued an advanced Master's degree in Information Science at The George Washington University in Washington, DC.

Sahil is currently a marketing technologist and entrepreneur in the advertising, media, cable and software sectors creating opportunities for advertisers to meet their marketing objectives through strategic and technical innovation. He brings vision, experience and energy to drive above and below the line revenue in an enterprise or start-up environment.

Prior to joining Spectrum Reach in the Fall of 2011, Sahil has held product leadership positions at start-ups and fortune 500's having started his career path at PC Magazine a trusted source of technology reviews where he evaluated and authored reviews of software and services.

Sahil Gambhir joined the NAMIC in the Summer of 2015. Sahil is an IAB double certified member, as well as an Advisory Board Member of BWG Strategy, that brings together senior professionals, do-ers and decision makers in Technology, Media, and Telecom to discuss key trends and gain insights that are integral to their success.



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**Deepti Gupta (Deepti)**  
Senior Director, Financial Planning and Analysis  
Viacom Inc.  
1515 Broadway  
New York NY 10036

Deepti completed her MBA from New York University's Stern School of Management in 2006. Prior to that received her Bachelor of Science in Business Management degree from Boston University in 2002.

Deepti joined Viacom in 2002 soon after completing her undergraduate degree. Although she has been with the same company for over 13 years, she has had various different roles across functions and business units. Starting out as an analyst in Corporate Treasury, then a Business Manager for the Media Networks International division, then moving on to spend six years with BET Networks in FPA, Ad Sales Operations, and Marketing Operations, Deepti has returned to the Viacom Corporate division and is currently a member of their FPA team.

Deepti's current responsibilities include oversight of compensation planning, analysis, and financial operations for the Media Networks and Corporate Divisions. With a team of two other direct reports, Deepti manages the internal compensation planning system used to estimate regular compensation, estimates benefits expense and short term incentive compensation (including commissions for sales employees) for almost the entire company.

Deepti spent her childhood in India and her early adult years all around the east coast from Boston to New York to Washington DC. She currently resides in New Jersey with her family. She lives with her very supportive husband and energetic six-year-old daughter.



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**Belinda Harris-Ramnarace (Belinda)**

VP, Retail Design & Ops  
Charter Communications  
400 Atlantic Street  
Stamford CT 6901

Belinda Harris-Ramnarace has more than 25 years of Marketing experience and leadership in developing numerous programs in the Cable and Telecommunications industry. Accomplishment include developing the business case to invest in a Company Owned Retail strategy, 1st to embark on securing distribution channels to sell Cable products in National Brick & Mortar and eTailers, Customer Engagement programs, and CTAM Promotions to list a few.

She has recently appointed the Vice President of Charter Communications Store Design & Operations in July of this year and oversees the responsibility of 753 stores.

My former reasonability was the Director, Retail Design & Development for Time Warner Cable responsible for transforming service centers to Retail centric stores and with her team supports 400+retail locations across the United States. The new store design features an innovative retail concept aimed at providing customers with exceptional customer service as well as providing an enhanced hands-on experience to learn about and enjoy Time Warner Cable's suite of TV, Internet and Phone products and services.

Her expertise in new Business Development, Operations, Store Design & Floorplan, Operations and Sales has been instrumental in improving the overall customer experience in the retail channel. She is well-known for driving Operational excellence in all areas of the business and driving the integration of Qmatic Customer Flow Management into the Retail Experience. This Retail Strategy and Transformation has allowed our organization to design a store and experience around the customer's needs. Delivering strong results through Customer Experience Tracker, Customer and Sales Associates Satisfaction Studies, and all KPIs improved which strengthen our investment.

Attended Queens College (CUNY), NY studied Information Technology.

Personal Interesting facts:

1. I have traveled quite a bit, including London, Germany, Paris, Belgium, Hawaii, annual trip to Cabo San Lucas Mexico, and many more places.
2. I'm a foodie and I love to try different foods. Plus entertain family & friends and make great cocktails.
3. Something funny; my family owns a 15 acre farm in NC and it's my guilty pleasure to leave the hustle & bustle of NYC and work on the farm + enjoying nature.

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**Matthew Harrison (Matthew)**

Sr. Dir, Talent Mgt  
Comcast  
600 Galeria Parkway  
Atlanta GA 30038

Matthew S. Harrison, PhD currently works at Comcast as Sr. Director, Talent Management for their Central Division. In this role he establishes, coordinates and executes on all talent management initiatives and corresponding programs across the Central Division – supporting ~30,000 employees. Additionally, Dr. Harrison is responsible for all workforce diversity and inclusion initiatives, which includes overseeing the division's Employee Resource Groups (ERGs) and ensuring a diversity lens is incorporated in all talent management strategies.

Prior to his role at Comcast, Dr. Harrison served as VP, Talent Management for The Weather Company (aka The Weather Channel). While there, he served as a key member of the HR Leadership Team (reporting to the Chief Human Resources Officer) providing expertise and leadership on initiatives across all areas of talent management including: performance management, talent reviews, succession planning, corporate learning, employee & leadership development, employee engagement, diversity & inclusion, and organizational development & effectiveness.

Dr. Harrison has also served as an adjunct professor of psychology at The University of Georgia (from 2008-2015). He is a published diversity researcher, and is renowned for his research on the topic of colorism. His master's thesis received wide publicity – being featured on websites such as CNN, CNBC, ABC News, was reported in various newspapers and media outlets across the US (as well as in the United Kingdom), and received an initial inquiry from an executive producer of The Oprah Winfrey Show.



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**Kelli Hill (Kelli)**

Reg. Sr. Dir, Customer Service Strategy & Operations  
Comcast  
8098 Sandpiper Circle  
White Marsh MD 21236

Kelli K. Hill is Sr. Director of Customer Service Strategy and Operations for Comcast's Beltway Region. In this capacity she is responsible for developing and implementing strategies to improve the customer's experience as well as leading efforts in escalation support, quality assurance, and process improvement.

Kelli joined Comcast in 2001 as Director of the DC Metro Regional Tier 1 Call Center. While in that role she led the customer service team in supporting the migration of the high speed data platform to an in house solution.

During her tenure at Comcast Kelli has led numerous complex business initiatives including implementing a Center of Excellence model with specialized Customer Service teams in support of first call resolution goals; launching Virtual front line agent programs and developing and implementing several cross functional operational strategies for effective handling of customer inquiries.

Prior to beginning her career at Comcast, Kelli held positions of increasing responsibility in Client Services and Operations for a leading tele-services organization. She earned a B.A. in Communications with a concentration in Public Relations from The American University in Washington, DC.

Kelli is a graduate of Comcast's Executive Leadership Forum (ELF); a member of Women in Cable Telecommunications (WICT) and takes an active role in her community as a member of Alpha Kappa Alpha Sorority, Inc.



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**Keith Holmes (Keith)**  
SVP, Field Sales  
Cox Communications, Inc.  
6205 Peachtree Dunwoody  
Atlanta GA 30328

Keith F. Holmes is currently Senior Vice President – Field Sales, Cox Communications. Keith is responsible for driving sales through Cox Owned Retail, MDU, Third Party Retail (Local and Big Box) and Direct Sales Channels.

Prior to his role at Cox, Keith was Vice President and General Manager, AT&T Mobility. Keith had P&L responsibility for the Georgia/South Carolina Market. He delivered sales and service results through the Company Owned Retail, Authorized Retail, and National Retail channels.

Keith was born in Birmingham, Alabama. He received his Bachelor's Degree in Management from Georgia Tech while starting at cornerback on its 1990 National Championship football team. Keith received his MBA from the University of Alabama at Birmingham.

Keith also dedicates a significant amount of time to non-profit community service, having served as mentor and Board member for the Boys and Girls Clubs, Camp Fire Boys and Girls and Camp Twin Lakes. He served as a volunteer for Junior Achievement and as a volunteer high school football coach. Keith currently sits on the board for the Boys and Girls Clubs of Metro Atlanta. Keith authored and published the motivational book, *Soul Food To Go*, and accepts invitations to deliver motivational speeches. Keith also is an avid golfer. Keith, his wife Bridget, and their two children, Kaci and Keith, live in Atlanta.



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**Heather Hutchinson (Heather)**

VP, Business and Legal Affairs  
Scripps Networks Interactive  
75 Ninth Ave  
New York NY 10011

Heather Hutchinson is Vice President of Business and Legal Affairs for Scripps Networks Interactive, home of the leading lifestyle and entertainment brands, *HGTV*, *Food Network*, *Cooking Channel*, *DIY*, *Travel Channel* and *GAC (Great American Country)*. As leader of a team negotiators in Scripps' New York offices, Heather secures the services of many of the networks' most recognizable talent and acquires content for exploitation on a global multi-platform basis. She has also provided ongoing business and legal affairs support to Scripps' programming team in the UK and EMEA, and was part of the launch team of *Food Network Brazil* in 2014. Prior to Scripps, Heather held similar positions at Discovery Communications, including leading the Talent Legal Affairs team, overseeing negotiations for all talent across the domestic networks, and negotiating and drafting agreements for the production, development, distribution and financing of programming for Discovery's US and international networks.

After receiving her Bachelor of Science (Honors) from Queen's University in 1990, Heather received her law degree from the University of Ottawa in 1994. She is a member of both the New York and Ontario bars, and is an active member of a number of trade and professional organizations including the American Bar Association, National Bar Association, Leadership Council on Legal Diversity (LCLD), Black Entertainment and Sports Lawyers Association, Corporate Counsel Women of Color, Women in Cable Telecommunications (WICT), Sports Lawyers Association and NAMIC. Heather is a 2012 Fellow of the LCLD, a Board Member and Co-Chair of the Distance Learning Committee of the Washington DC/Baltimore Chapter of WICT, and serves as a mentor in the Patrick L. Mellon Mentorship Program.

Heather is a leadership and executive coach, certified by Gallup to coach individuals, managers and teams to maximize engagement, performance and profitability as well as individual fulfilment.

Heather recently relocated from Maryland, and now lives in Montclair, NJ, with her husband, Pablo, and her 9-year old son, Kole.

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**Crystal James-Goodwin (Crystal)**  
Director, Programming & Content Management  
International Brand Dev.  
Viacom International Media Networks  
1540 Broadway  
New York NY 10036

Crystal James-Goodwin assumed the role of Director of Programming and Content Management, International Brand Development, Viacom International Media Networks in October 2011. In her role, Crystal oversees the effective rollout of content management for BET, Paramount Channels and Spike as part of Viacom's international channel launch strategy which spans across linear and digital platforms. This strategy includes BET's international footprint which extends across the UK, France and the continent of Africa, 11 international launches of the iconic Paramount movie channel and three channel launches of Spike. The most recent launch includes Viacom's first direct-to-consumer app, BET Play, which is available in 100 countries around the world.

As part of Crystal's career at Viacom, she has traveled abroad to the UK, France and Spain and continues to be the key point person for program rights and management for Viacom's emerging international brands.

Crystal's career at Viacom has also included the role of Director of Sales Operations within the International Program Sales division. In this role, Crystal's responsibilities included contract management and sales operations for the distribution of Nickelodeon, MTV, VH1, Comedy Central, BET and Spike television series to third-party broadcasters around the world.

Crystal currently serves on the senior leadership team for Viacom's UP Mentoring Program which partners Viacom employee mentors with high school students in the New York area to share professional guidance and experience toward their future endeavors.

Crystal is currently completing a B.A. in Business Management at the University of Phoenix.

As a married, mother of three, Crystal still finds time to teach a weekly Soul Line Dancing Class in her community and believes in dancing her way to a healthier life.

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**Ramcess Jean-Louis (Ramcess)**  
Director, Workforce Diversity & Inclusion  
Comcast  
One Comcast Center  
Philadelphia PA 19103

Ramcess Jean-Louis is an attorney and human resources/labor relations professional. He has over 18 years' experience as a change agent delivering human capital solutions primarily between the electronic trading industry on Wall Street and the Federal Government engineering/technology contracting arena. He is passionate about helping all employees reach their full potential and fostering a culture of continual learning and inclusion.

Ramcess is the Director of Workforce Diversity and Inclusion (WDI) at Comcast. Ramcess is responsible for developing and executing strategies that will make Comcast more reflective of the communities served and drive diversity across all levels of the organization. WDI oversees the live national Employee Enrichment Series broadcast, National and Local Partnerships, Outreach Programs, Leadership Programs, Military Hiring and partners with the Diversity Champions to drive an inclusive work culture where employees are fully present and engaged.

Ramcess has served as an Assistant District Attorney in the New York City District Attorney's Office; Director, AG Worldwide/Phenom, a New York based advertising and marketing consulting company where he helped launch the New York Police Department and Con Edison diversity campaigns; Vice President of Global Human Resources at NYFIX/Javelin, Inc.; Vice President of Human Resources at TK Services, Inc., a General Services Agency contract holder which provides engineering and technology services primarily to the Federal Government. He also served as the Corporate Officer of Human Resources at SPIN, a Philadelphia Top Workplace dedicated to securing employment opportunities and full inclusion for people with intellectual and developmental disabilities.

Ramcess spends his time outside work and family on a non-profit called Turning Points for Children which provides adoption and foster care services to children at risk. He is the Vice President of the Board of Directors and sits on the Mergers and Acquisitions Committee. He earned his Juris Doctorate from Columbia School of Law and Bachelors of Science degree in Industrial and Labor Relations from Cornell University.



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**Mark Kang (Mark)**  
SVP, Worldwide Distribution  
INSP  
3000 World Reach Drive  
Indian Land SC 29707

Mark Kang currently serves as a Senior Vice President of Worldwide Distribution at INSP, a leading family-friendly cable network with over 82 million subscribers in the US, responsible for all network distribution and affiliate marketing. Prior to INSP, he served as a Senior Vice President of Affiliate Relations at Sportsman Channel to lead all Affiliate Sales and Marketing efforts. Mark started his media career at Court TV (owned by Time Warner Inc. and Liberty Media) what is now Turner's TruTV, as a Vice President of Affiliate Relations.

Mark began his early career at Morgan Stanley as a financial advisor. He moved to Tiedelmann Investment Group as a hedge fund analyst. He has also worked as a talent agent at International Artist Agency, specializing in Grammy Award winning Hip Hop artists.

Mark has received numerous industry honors including Top 100 executives in Cable Television, Top Minorities Leaders in Cable and 20 Rising Stars of Cable TV Executives. He has also served on the Advisory Board of Cable Center Hall of Fame, Director at Large for NYC WICT Chapter and currently serves on a National Board of Directors for NAMIC. Outside the industry, Mark currently serves on a board of a nonprofit organization, The Alex House Project, supporting young single parents and families to successfully transition to parenthood.

Mark received his BA from Wheaton College in Illinois. He was born in South Korea and grew up in New York City, where he currently resides with his wife and three daughters.



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**LaShondia Kendrick (LaShondia)**  
Sr Dir, Customer Care  
Comcast  
12641 Corporate Lakes Drive  
Fort Myers FL 33913

LaShondia Kendrick joined the Comcast Corporation in Summer 2007 after spending 10 years working with MCI as a call center operations leader. LaShondia has been with the company 9 years, she started her career at the Advanced Solutions Center in Madison, MS. The Advanced Solutions Center was Comcast's first CDV call center and eventually began to take repair calls for both CHSI and CDV customers. She transitioned to director of Fort Myers Priority Bulk/Billing in May 2013. LaShondia is an innovative leader who focuses on creating a dynamic workplace culture while building high-performing teams. As Director of the Fort Myers team, LaShondia worked in partnership with the Division and Region Commercial Development teams to pilot and launch support for a segment of Comcast's bulk customers across the Central Division. The pilot blossomed into the universal Priority Bulk Care strategy. LaShondia and her team launched the Net Promoter System in an effort to help Comcast improve the customer experience. The NPS scores for LaShondia's organization began with a +11 starting point.

LaShondia graduated from Tougaloo College in May 1997 with a B.A in Sociology/Social Work. She also spent 1 year studying business at Jackson State University. Lashondia has participated in several Leadership Programs including Half the Sky, Know Your Value and Comcast's Care Director Leadership Program.

Along with her responsibilities for Comcast's Bulk Centers Strategy and Operations, Lashondia is also active in her community. She serves as a mentor to girls in the Big Brother Big Sister Organization. She also has certification in Pilates and Fitness. Lashondia has used her certifications to offer boot camps and fitness seminars to women in her community and churches.

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**Rachman Khan (Rachman)**

VP, Corporate Social Responsibility

Charter

7820 Crescent Executive Drive

Charlotte NC 28217



**Rachman Khan** (*pronounced Rock-mon Kon*) serves as Vice President of Corporate Social Responsibility for Charter Communications/Spectrum, leading its flagship philanthropic and community engagement programs, and setting direction for how employees volunteer with external partners. In this role, he also manages Charter's reputation in the community as well as internally spearheads the company's support for employees through its Disaster Relief Fund. A recent resident on NY, Rahman is based at Charter's headquarters in Stamford, CT.

Before Charter's acquisition of Time Warner Cable, Rahman served as Director of Diversity and Inclusion at TWC where he worked to attract, retain, engage and develop diverse staff. He also partnered closely with sales and marketing teams to attract diverse communities to the company's products and services. Rahman previously held diversity and community relations leadership roles with Compass Group, the largest contract foodservice company in the world, and with Charlotte-Mecklenburg Schools. Rahman is also the founder of GoodWorks Media Group - a television production and awards venture. In this role, he was the creator, executive producer, and host of a TV show about giving back to the community. The program, "*GoodWorks with Rachman Khan*" aired on PBS station WTVI in North and South Carolina. He interviewed notable names such as Dr. Cornel West, Hill Harper, Susan Taylor, Boris Kodjoe, Dr. Iyanla Vanzant, Anthony Hamilton, Tyrese, Stedman Graham, James Worthy, the legendary Winnie Mandela and many others. Rahman also hosted and produced the TV talk show "*Diversity Matters*" where he spoke with leaders such as historian Henry Louis Gates and entrepreneur Bob Johnson. Further utilizing his media skills, Rahman was a contributor for *Mecklenburg Times* where he wrote about solutions to business and diversity issues.

Rahman stays active in the community, and has diligently volunteered with groups like the Charlotte Chamber of Commerce and the Urban League of the Central Carolinas. Rahman is also an active member and supporter of NAMIC (National Association of Multi-Ethnicity in Communications).

Several organizations have recognized his work. In 2016, he was honored by a youth group, Playing for Others, for being a proponent and active participant in giving back. The organization recently released a book, *One More Good Thing*, inspired by Rahman's words about altruism. He was also recognized by Young Black Males Leadership Alliance as a Success Leader for his work promoting good. He was selected several times as an influential leader in "Who's Who in Black Charlotte" and was named a Charlotte Catalyst by Uptown magazine. Rahman received both his Bachelors and Masters degrees from Florida A & M University, and is a member of Alpha Phi Alpha Fraternity, Inc. He serves nationally as a host, emcee, facilitator, and speaker for a variety of organizations. The architect of the GoodWorks Youth Awards, he enjoys speaking to young and seasoned people alike about understanding diversity, creating partnerships, and doing "good" in the community.



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**Keith Ladson (Keith)**

Sr. Director, Customer Ops

Comcast

183 Inverness Drive Englewood CO 80112

Keith Ladson, Sr. Corporate Director Application Management, has been in the Communications Industry for 16 years exclusively with Comcast holding numerous Operational Leadership Roles at the Local Region, Division, and Corporate. Prior to the Corporate Team, Keith Lead the IVR and Desktop integration for the West Division for numerous years. Proceeding to his Communications experience, Keith worked in the Transportation Industry and Professional Athletics. Educational background consist of Bachelors of Science Degree in Marketing/Finance, former NAMIC Leadership Seminar Graduate, along with Comcast Sr. Level Management Training Program, Fundamentals of Leadership.



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**Peter Lav (Pete)**  
Senior Director, Operations Compliance  
Comcast  
1701 JFK Blvd  
Philadelphia PA 19103

Pete Lav joined the Operations Compliance team as Senior Director in August, 2015 after spending 10 years within the Corporate Internal Audit department focusing on cyber security and data privacy. In Pete's current role, he is responsible for developing and driving changes to processes and/or systems to reduce Regulatory complaints and improving the customer experience. Pete also partners with other organizations to leverage efforts and align on strategy and prioritization. Before joining Comcast, Pete started his career at PricewaterhouseCoopers (PwC) as a call center agent and IT technician then joined PwC's Cyber Security practice where he consulted in the Media and Entertainment sector.

Pete obtained his Bachelors of Business Administration (BBA), concentrating in Management Information Systems, from Temple University. He is a Certified Information Systems Auditor, and member of several organizations (The Institute of Internal Auditors (IIA), Information Systems Audit and Control Association (ISACA), International Association of Privacy Professionals (IAPP), Comcast Asian Pacific Americans (APA) Employee Resource Group).

Pete is a Philadelphia native and lives in Ambler PA with his wife and daughter. He enjoys home improvement projects and watching Science Fiction movies.



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**Rahsan-Rahsan Lindsay (Rahsan)**  
EVP, Advertising Sales and Marketing  
TV One

Rahsan-Rahsan Lindsay currently serves as EVP, Sales and Marketing for TV One. In his role, Rahsan oversees the national ad sales, direct response and pricing & planning teams. Prior to joining TV One in late 2011, Rahsan-Rahsan spent almost 8 years at Viacom, where he worked in both business development and client strategy positions across MTV, VH1, Comedy Central, Spike TV, CMT and TV Land among others. Before joining Viacom, Rahsan-Rahsan served as SVP, Sales and Marketing for African Heritage Network, where he spent 6 years. He started his career at Leo Burnett, USA in Chicago, where he toiled as an account executive on the McDonald's account.

Rahsan has a bachelor's degree in biology from Brown University.

On a personal note, Rahsan-Rahsan serves as co-chair of the board of directors for the Harlem based youth organization, The Brotherhood/Sister Sol. He has also managed to produce two feature films, a happy marriage and twin boys. He's proud to say he can still beat his kids in a foot race, although they're quickly closing the gap!



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**Diane Martinez (Diane)**  
Sr. Director, Xfinity Home  
Comcast  
4400 Belle Oaks Dr  
N. Charleston SC 29405

Diane Martinez joined the telecommunications industry in 1991, as a Customer Service agent. In the last 25 years Diane has held many leadership roles in the telecommunication industry. Started up the first of its kind National Spanish Language Center of Excellence for Comcast. The Call Center was focused on Spanish speaking customers, that allowed for Diane to utilize her Call Center leadership and skill set, but also focus on organizational effectiveness when servicing our Hispanic markets within our footprint. Then moved to start a new National Xfinity Home Center of Excellence, focused on Comcast's new security product.

With a B.A. from Phoenix University, and participation in numerous Leadership programs over the last 15 years. She is also a member of the Charleston Member of Commerce.

Diane lives in Mt Pleasant, South Carolina with her husband and daughter. Spends a great deal of time watching her daughter Gaby play gold all over the Southeast. Also, spends time hiking and boating.



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**Ken Maxey (Ken)**  
Director, Government Affairs  
Comcast  
8470 Pardee Dr  
Oakland CA 94621

Ken Maxey joined Comcast as the Director of Government Affairs, January 2010. In his capacity, Ken serves on numerous organizations as a board of directors. He is the youngest Chair for the Boys & Girls club of Oakland board of directors. Prior to his tenure with Comcast, Ken spent over a decade as a key political strategist and advisor to numerous campaigns and elected officials. Some of the most recognizable elected officials he has worked for include Presidential candidate Barack Obama, Mayoral candidate Antonio Villaraigosa, Presidential candidate Al Gore and Los Angeles County Supervisor, Yvonne Brathwaite-Burke.

Ken received his B.A. in Political Science from Notre Dame de Namur University, where he served as President of the Student Body. His academic prowess continued with a MA in International Peace and Conflict Resolution from American University and a MA in Public Administration from Howard University.

In addition to his responsibilities at Comcast, Ken Maxey is a community organizer that focuses on children economic development. Ken is the recipient of the Southern Christian Leadership Conference Emerging Leaders Award, Friends of South Asia Communities Mahatma Gandhi Humanitarian Award and the Bay Area Most Influential 40 Black Americans.



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**Waldo McMillan (Waldo)**  
VP, Legislative Affairs  
Charter Communications  
1099 New York Avenue, NW  
Washington DC 20001

Waldo McMillan is the Vice President for Legislative Affairs at Charter Communications, where he is responsible for advocating the company's policy initiatives on Capitol Hill and the White House. He most recently served as Founder and Managing Director of Capstone Counsel Group, a federal government relations firm based in Washington, DC. Prior to founding his firm, Mr. McMillan was a Counsel in the Public Policy and Government Affairs practice group at Bryan Cave LLP, and before that he served as Vice President for Public Policy and General Counsel at the broadband technology nonprofit One Economy Corporation. Mr. McMillan began his career as a Counsel in the office of U.S. Senate Democratic Leader Harry Reid of Nevada.

Mr. McMillan is a graduate of Howard University and the University of Pennsylvania Law School. He resides in Maryland with his wife and three children.



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**Tracye Mingo (Tracye)**  
Sr Dir, Customer Care  
Comcast  
10100 Woodward Ave  
Woodridge IL 60517

Tracye Mingo has been a Customer Care professional with Comcast since she joined the company in 1996. She joined the customer service team as phone agent and worked her way up through the organization. After spending time as a phone representative and team leader, Tracye joined the Comcast University Team. She held positions in Comcast University as a new hire instructor, instructional designer, and Leadership Development Trainer. Tracye developed a passion for leadership development during her time with Comcast University. It was this passion that fueled her decision to rejoin the customer care operations team in an effort to help leaders transfer leadership theory to practical application. Tracye rejoined the customer care team as a New Hire Manager in the Spring of 2004. In this role she was responsible for designing and implementing onboarding strategies for new customer service agents. Tracye's success in this experimental role led to permanent establishment of the New Hire Manager role across all call centers in the Greater Chicago Region. While in the manager role Tracye also designed a Bench Strength Development Program that served as a formal program to develop high potential front-line employees, designed a course that taught supervisors how to organize their day so that they maximized coaching and engagement efforts with their employees, and launched the Virtual CAE project for her work location. In Summer 2011 Tracye was promoted to Director of Customer Care in Tinley Park, IL. In this role Tracye launched the first Billing Center of Excellence in the Greater Chicago Region, piloted a national transitional sales program, and prepared the team to be the first site in the Chicago Region to take calls from other regions within the Central division. It was in this role that Tracye began to make a real connection between the importance of Diversity and Inclusion and employee performance. In the spring of 2013 Tracye was a semi-finalist for the prestigious Comcast Circle of Success - Excellence in Inclusion Award. In the Summer of 2014 Tracye was promoted to her current role as Senior Director where she currently leads a Technical Support Center of Excellence. In her current role Tracye continues to innovate in the areas of talent selection, onboarding for leaders, employee engagement, and diversity and inclusion. Tracye also serves as a mentor for new leaders across the organization.

Tracye is an ASTD and DDI certified instructor and is currently pursuing her formal degree from Ashford University.

Tracye is very dedicated to serving the community she is the Community Service chairperson for the Comcast Women's Network Employee Resource Group. Outside of Comcast, Tracye is a board member of The Ecologic Outreach Program of Chicago. This program engages at risk youth in the city of Chicago through urban ecologic efforts such as designing and building community gardens that provide organic produce to the surrounding community.

Tracye is also a dedicated wife and mother and resides with her husband and two children in Chicago's South Loop community.

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**Sandy Nunez (Sandy)**

Coordinating Producer, Los Angeles *SportsCenter*  
ESPN, Inc.  
1011 Figueroa St  
Los Angeles CA 90015

Sandy Nunez joined ESPN in 2007 where she worked as a Coordinating Producer on *SportsCenter* in Bristol for two years before moving back to the west coast. In addition, to supervising the show, she also oversees the Studio Production department based at the ESPN facility at L.A. Live downtown. The launch of *SportsCenter* in Los Angeles on April 6, 2009 marked the first time ESPN's flagship show was broadcast outside of the headquarter office in Bristol, Conn.

Nunez came to ESPN from ABC News in Los Angeles where she covered domestic and international news for nine years. Her work was shown on *World News Tonight*, *Good Morning America* and *Nightline*. Assignments included Immigration Reform, Hurricane Katrina, President Reagan's Funeral, the World Trade Center bombings and several political democratic and republican conventions. Internationally, she covered suicide bombings and violence in the occupied territories in Israel in 2002 and healthcare in Taiwan for Peter Jennings' special series in 2003. She was also posted in Turkey and Qatar for several months during ABC's 2003 war coverage.

In 2001, Nunez helped establish a new bureau in Seattle (2001-2005) where she was responsible for news coverage in the northwest region as well as daily production for all ABC show platforms. In addition to her work at ABC and ESPN, Nunez also worked as a news writer for KABC and a producer for CNN. In 2004, Nunez was nominated for an Emmy for her work on healthcare in Taiwan.

Nunez, a native of California, resides with her husband in Torrance, California.



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**Anish Patel (Anish)**

VP, Implementation-Next Generation Access Networks  
Comcast  
1306 Goshen Parkway  
West Chester PA 19380

Anish Patel is Vice President of Implementation on the Comcast Next Generation Access Networks team. In this capacity, he is responsible for supporting the West Division Engineering and Construction teams in implementing projects primarily focused on Fiber Deep network upgrades and fiber to the home service delivery. He works closely with Division and Region leadership to communicate architecture and design standards for NGAN technology that will shape future delivery of Comcast services to its customers.

Prior to joining the Next Generation Access team, he served as the Executive Director of Operations for Comcast Spotlight, the advertising sales division of Comcast Cable. In this role, Anish had overall leadership responsibility of multiple departments including Information Services, Master Control, and Field Operations. These departments provide 24x7x365 services to Spotlight East Division Ad Sales which carry a \$500 million annual revenue budget.

Anish is a graduate of Comcast's 2012 Executive Leadership Forum (ELF) in which he and his team spearheaded the "Movies to Own" product. Prior to joining Comcast in April 2007, Anish held multiple Director Positions at Level 3 Communications, an international fiber-based communication service provider. In these roles, Anish was responsible for the engineering and construction of local, regional, and national fiber networks and data centers.

Anish received his Bachelor of Science in Electrical Engineering from Drexel University. Anish lives in Glen Mills, PA with his wife and two children. In his spare time, you will most likely find Anish traveling with his family, coaching youth sports, playing golf, or rooting on one his beloved Philadelphia sports teams.



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**Prakash Patel (Kash)**  
VP, Head of Int'l Tech, Strategy & Ops  
A&E Network  
235 E. 45th Street  
New York NY 10017

Prakash Patel joined A+E Networks in 2013 as the VP, Sales, Promo & Production Systems. In this role, he built the team that is responsible for the systems that support a multi-billion dollar revenue stream and led that team through a time of significant change. Prakash has over 16 years of media industry experience and has successfully led technology teams to deliver mission critical systems in 3 different organizations in that time. He has a proven track record to quickly and efficiently remediate multi-million dollar projects spanning Finance Systems (ERP), Linear/Digital Ad Sales Systems & International Broadcast Management Systems as well a demonstrated ability to build high performing teams. Most recently, Prakash has taken on a new role as Head of International Technology, IT Strategy and Operations where he is charged with building a global Technology team to support A+E Networks' International ambitions, lead IT strategic projects and manage the Enterprise Media Applications group which is responsible for supporting production operations, digital asset management workflows and systems.

Prakash received his B.S. degree in Biology from Rowan University where he also played baseball until an injury shortened his college athletic career. After graduating, Prakash had planned to go to dental school. While interviewing with dental schools, Prakash was offered a position at a small start-up company that changed the course of his career from dentistry to technology.



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**Teresa Perera (Teresa)**  
Sr. Dir, Product Design  
ESPN, Inc.  
545 Middle Street  
Bristol CT 06010

Teresa Finch Perera is currently Senior Director, Product Design at ESPN, providing cross-platform product design solutions for many of the ESPN brands including Fantasy, WatchESPN, ESPNCricinfo and International ESPN Editions and products within the ESPN.com global site.

Prior to joining ESPN, Teresa worked for NBCUniversal, providing native and web design solutions to all of the 30 NBCUniversal businesses, including NBC.com, NBC News, CBNC, Bravo, USA Network, Syfy, Telemundo, and Universal Orlando Parks and Universal Pictures Home Entertainment.

Teresa started her career at NBCU in 2006 as Design Director for the NBBC digital distribution businesses and the design lead for the Hulu NBC/News Corp. joint venture. Upon Hulu's launch in the fall of 2007, Teresa moved into the role of Design Director for the User Experience Design Team (UXD), leading a team of designers and art directors on initiatives ranging from interactive design to complete rebranding of applications and company websites. In 2009, Teresa's role expanded to include the User Experience Design team.

Before her time at NBCU, Teresa was Principal of Gemini Studio, a one-stop design and development house. Clients included AOL, Scholastic, Inc. and CenturyTel.

Teresa attended the University of the North Carolina at Chapel Hill, where she studied Studio Art and Biology. Though she currently lives in Connecticut with her husband and two children she remains a Tarheel at heart.

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**J. Rajin Persaud (Rajin)**  
VP, Mobile & TV Apps  
CNN  
One CNN Plaza  
Atlanta GA 30303

Rajin Persaud is currently Head of Mobile and TV Products for CNN Worldwide.

Rajin has a diverse background, which spans Strategy, Product and Technology. Today he leads a world-class Digital Product team at CNN. Previously, he was involved in corporate technology strategy, software architecture and software development.

At CNN, he sets strategic product direction for CNN Digital's Applications across all platforms including mobile, streaming media devices, set-top-boxes, desktop etc. Rajin is leading teams comprised of product, design, editorial and technology professionals to deliver industry-leading products such as CNN Apps on iOS and Android, CNNgo and Great Big Story among others. These products deliver television (via TVE) as well as digital first content to consumers whenever and wherever they want. The set of products Rajin has delivered is responsible for driving significant monetization opportunities and revenue for CNN Worldwide.

Rajin has developed a knack for incubating, developing and delivering start-ups from within the "belly of the beast". CNNgo and recently CNN's Great Big Story are two examples.

Prior to CNN, Rajin was part of Turner Broadcasting's Strategic Planning Group where he led strategic technology initiatives working with senior leaders of the company. As part of that, he was also involved in the identification and acquisition of technology companies that fit our overall strategic business vision.

Rajin has earned an MBA from Georgia Tech's Scheller College of Business.

Multiple patents pending associated with providing Enhanced Media Presentations.

If he won the lottery today, Rajin would go teach kindergarten.

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**Julie Regalado (Julie)**

Dir, Program Mgt Office – Greater Chicago Region  
Comcast Cable Communications Inc.  
1500 McConnor Parkway  
Schaumburg IL 60107

Julie D Regalado is the Director of the Program Management Office in the Greater Chicago Region of Comcast Cable and, in that capacity, is responsible for managing and executing against the region's project portfolio and for driving the standardization of the project management processes. She is also the co-lead for the UNIDOS Employee Resource Group, a group whose mission is to create more awareness and familiarity with the Latino culture and community within Comcast in order to better support the Latino communities we serve and tap into potentially billions in new revenue.

Prior to joining the Greater Chicago Region of Comcast, Julie served as the Vice President of Engineering and Project Management Office of the Data Solutions Business Unit at Rovi Corporation in Radnor, Pennsylvania, where she led the transformation of sustained engineering, production support, and project management processes.

Before joining Rovi Corporation in 2011, Julie held positions at Comcast's Corporate Headquarters as an Executive Director of Testing & Quality Assurance, Senior Director in Video and Voice Engineering, and in Project Management. Julie joined Comcast as part of the AT&T Broadband acquisition in 2002. Prior to joining AT&T Broadband, she served in various Research & Development and Service Delivery positions at AT&T Bell Laboratories – most of those in the area of introducing Speech Recognition technologies into the AT&T network.

Julie holds a Bachelor of Arts in Computer Studies and Mathematics as well as a Master of Science in Computer Science from Northwestern University. She also holds a Paralegal Certificate from Villanova University and lives in Streamwood, Illinois with her husband, Dennis Felton and their two dogs, Lance and Max.



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**James Rollins (James)**

VP, Affiliate Partnership Development & Ops  
Disney and ESPN Media Networks  
ESPN Plaza  
Bristol CT 06010

James Rollins currently serves as Vice President, Affiliate Partnership Development and Operations for the Affiliate Sales and Marketing department at Disney and ESPN Media Networks. In this role, James is responsible for identifying and cultivating new product opportunities as well as driving the distribution of digital products and services with affiliates on behalf of the Disney and ESPN Media Networks. James is based at the Disney and ESPN Media Networks offices in Bristol, CT.

Most recently, James served as Senior Director, Digital Video Distribution, where he worked extensively on numerous product initiatives including the company's suite of authenticated TV Everywhere products, video on demand delivery, dynamic ad insertion and new service providers like SlingTV and Playstation Vue. He has also been a significant contributor in renewal efforts by securing distribution of the TV Everywhere products and other digital services across The Walt Disney Company in several agreements. James began his career at Disney/ESPN in 2008 as a sales account executive in Affiliate Sales before joining the Digital Video Distribution team and then moving to Affiliate Partnership Development and Operations. He was awarded the ESPN Sales and Marketing Leadership Awards in 2011 and 2012.

Prior to that, he served in the United States Navy as a supply officer from 2001-2006. While serving his country, he was honored with military decorations including two Navy and Marine Corps Achievement Medals and a Meritorious Unit Commendation.

James earned his MBA from the University of South Carolina and a Bachelor of Science degree in Finance from Virginia Tech.



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**Kevin Sawchuk (Kevin)**  
Director, Conditional Access, XOC  
Comcast  
183 Inverness Drive West  
Aurora CO 80012

Kevin Sawchuk has been with Comcast for 12yrs and is currently the Senior Director of Specialized Service Desk (SSD) for the West Division XOC. He has an Org with ~50 Engineers that are responsible for maintaining and support of all Comcast West Divisions core video, routers and CMTS's. The team handles all BAU upgrades, break-fix, golden configuration, operations, etc. The team supports ~8,500 devices that are deployed across the entire West Division. In this role Kevin plays an integral part of bringing all controller support from the Regions to a Divisional Level, establishing Golden Configurations and gaining efficiencies. His team was key in developing the wave approach in STB guide deployment that was adopted by the National team. There have been many milestones during his time with the team including DNCS to EC upgrades, Major DAC releases, moving all equipment to the Unified Engineering Network (UEN) & cDVR launch & support.

Kevin Attended Louisiana Tech University on an Athletic scholarship and studied Computer Information Systems.

Along with his responsibilities with Comcast, Kevin is a Mentor for others within the company and youth. He is active in the community with Comcast Cares and supports United Way and Wounded Warriors. Kevin is married with three boys that are very active. He has one son that started college this year on a track & field scholarship and the two other boys are involved with football and track & field also. He continues his passion by coaching youth football and track & field. He also enjoys hiking and photography on the side.

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**Mikel Slater (Mikel)**  
VP, HR-Heartland Reg  
Comcast  
41112 Concept Dr  
Troy MI 48085

Mikel currently serves as the Vice President of Human Resources for Comcast Corporation's Heartland Region. In this role, Mikel is responsible for creating and implementing strategies for labor relations, employee engagement and workforce development for employees in Indiana, Michigan and Kentucky.

Mikel has an extensive background in all these topics in these areas (as well as talent acquisition and engagement), which he garnered through leading HR operations for companies with employees in North and South America, Europe, China and other international locations.

Overall Mikel has more than 16 years' of HR leadership experience earned at several Fortune 500 companies, including DTE Energy, Meritor, Inc. and a French-based leading global designer and manufacturer of automotive fuel systems, Plastic Omnium Inc., where he served as Vice President of Human Resources, Americas for their Auto Inergy Division.

Prior to Plastic Omnium, Mikel spent 13 years at Meritor Inc. where he served as Vice President, Global Human Resources.

A native of Battle Creek, MI, Mikel has earned a Master's Degree in Human Resources Management from the University of Phoenix and a Bachelor's Degree in Interpersonal Communication with a minor in Business Marketing from Eastern Michigan University.

As part of his commitment to personal development and community outreach, Mikel is an active member of the Southfield Alumni Chapter of Kappa Alpha Psi, Inc. He's also a board member of the Southfield Kappa Foundation, which provides financial assistance to deserving minority students in Southeast Michigan.

Mikel also has an avid interest in running and has competed in three half marathons. Additionally, he and his wife share a passion for travel, which has resulted in summer vacations to France, Spain, England, Italy and other destinations abroad.

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**Stan Soong (Stan)**  
VP, Sales  
Scripps Networks Interactive  
1180 Ave of the Americas  
New York NY 10036

Stan Soong graduated with a BA in Corporate Communications from Baruch College in 1994. Before entering the Media industry, Stan was working in the music industry at Capital EMI records.

Stan started his career in the television business since 1994, working at NBC in Primetime as a Sales Assistant. He moved into Cable television's A&E Networks in 1998 and began his career in cable and moved on to Scripps Networks Interactive (SNI) in 1999 as part of the Food Network team. During his time at SNI he has dealt with senior-level clients across all areas of media buying, planning and corporate clients. He has effectively built a large network of industry contacts during the course of his 16-year tenure with SNI/Food Network. Stan manages a team of four Sales Account Executives and works closely with the Food Network in-house ad sales marketing teams to conceptualize and design "big ideas" pitches, while also collaborating with digital sales management team to create convergent platforms to pitch in TV, digital, and print.

Having seen so much during his time at SNI, Stan has been in the mentorship program at SNI as a mentor for the past 3 years providing insight to future stars in the company. He has also participated in the following management courses at SNI:

- Foundations of Leadership
- Covey 7 Habits for Highly Effective Managers
- Leading@SNI- SNI leadership class

During his down time, Stan enjoys sports, music, video games and technology. He plays drums in a media band and enjoys going to video game conventions with his family. When it's nice out he enjoys playing beach volleyball doubles.



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**Sheila Stallings (Sheila)**

Exec Director, People Strategies  
Cox Communications, Inc.  
6205 Peachtree Dunwoody  
Atlanta GA 30328

Sheila Stallings joined Cox in 2000 where she currently holds the position of Executive Director of People Strategies. She is responsible for the strategic direction and development of Cox employment compliance programs, policies and process standardization, AAP and Employee and Labor Relations activity. She and her team serves as the COE in designing and delivering consistent programs, policies and practices in support of the employees and people leaders experience. Sheila also served for many years on Cox's National Diversity & Inclusion Council where she continues to be an advocate.

Prior to joining Cox, Sheila worked for First Union Corporation for over 16 years where she held the positions of Vice President, State Employee Relations Manager and Employee Relations and Compliance Consultant. Her responsibilities included the management of employee relations, employment compliance and Affirmative Action Planning.

Sheila is a graduate of Morris Brown College where she holds a B.S degree and has participated in several continuing education and leadership development programs.

Sheila is a member of NAMIC and actively participates in community programs with her sorority, Alpha Kappa Alpha and her church.



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**Christie-Lee Tanaka (Christie)**  
Director, Strategic Sales  
Charter Communications  
745 Fort Street  
Honolulu HI 96813

Christie Tanaka, Strategic Sales Director, joined Time Warner Cable in 2008 as an intern for Hawaii Residential Marketing. Upon graduating from University of Hawaii's Shidler College of Business with a Bachelors of Business Administration in Marketing, she was offered a position to join full-time as Residential Marketing Analyst. She jumped at the opportunity to join Business Services in 2009 as Operations Manager; her role was critical to getting commercial services started in Hawaii, leading initiatives such as launching Salesforce.com and building a dedicated Sales Support team for the market. To further help the growth of the Hawaii Market, Christie was promoted to Marketing Manager where she led product launches, aligned services with national, and was responsible for all MARCOM and budgeting.

Christie's operational and marketing background gave her a strong foundation which contributed to her success in Sales. She joined the Sales Team as Vertical Sales Manager in 2012 where she was recognized as the #1 Sales Manager in the Nation in her first year as a Sales Manager. She was again recognized in 2013 and 2014 as a top performing Sales Manager in the Nation prior to being promoted to her current role as Sales Director. Most recently, Christie oversaw three sales teams in Hawaii which included Enterprise, Mid-Market and Telesales. Under her leadership, the Hawaii Sales team was successful in increasing both YoY revenue and rep productivity.

Outside of work, Christie is also an active member in the community, serving as the committee chair for Time Warner Cable since 2011 for the annual Visitor Industry Charity Walk and is a proud supporter of the Aloha United Way. Christie is enjoying her time being a new mother to her one year old son, Carsen, and spending time with her family. Her family loves traveling and adding more international stamps on Carsen's passport!



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**Robert Thompson (Robert)**  
VP, SMB Field Sales - West Division  
Comcast  
9601 E. Panorama Circle Englewood CA 80112

Robert Thompson is the West Division Vice President of Field Sales SMB for Comcast Business. In this role, Thompson leads go-to-market and channel strategy for the SMB Field Sales Organization, and is responsible for partnering with Sales Operations, Marketing and Product Management to build programs and initiatives to improve sales productivity.

Prior to his time at Comcast, he served in a series of roles with increasing responsibility at tw telecom (formerly Time Warner Telecom), most recently having served as Regional Vice President, Midwest. Thompson brings more than 20 years of experience in the business-to-business cable/telecommunications industry, with a background in sales strategy, market development, customer life cycle management, multi-channel sales management, and sales leadership development.

Thompson received a Bachelor of Business Administration degree from Howard University. He is a member of the Kappa Alpha Psi Fraternity and in his spare time, enjoys competing in triathlons, playing golf, and spending time with his wife and kids.



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**Guillermo Torres (Gil)**

Senior Director, Legal & Business Affairs and Marketing and Promotions  
Counsel

A&E Network

235 E. 45th Street

New York NY 10017

Gil Torres is a Senior Director of Legal & Business Affairs and Marketing and Promotions Counsel of A&E Television Networks (AETN). In this role, Gil works as the in-house counsel for the Marketing departments negotiating and drafting all marketing, sponsorship and promotion related agreements for the AETN channels, which includes A&E, History, Lifetime and fyi. Gil also serves the in-house counsel for the Community Outreach, Ad Sales, Social Media and Communications departments as well as a member of AETN's Multicultural Insights Team.

Gil graduated from American University, Washington College of Law with a Juris Doctorate and from the University of Florida with a B.A. in Criminology. Gil was born in Chicago, IL, grew up in the Ft. Lauderdale, FL area and currently resides with his partner in New York, NY.

On his free time, when Gil is not obsessing about politics, he serves on the board of Housing Works Thrifts, which is a non-profit with a mission of ending the dual crises of homelessness and HIV/AIDS through relentless advocacy, the provision of lifesaving services, and entrepreneurial businesses that sustain their efforts.



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**Emory Walton III (Emory)**  
VP, Distribution  
A&E Network  
2049 Century Park East  
Los Angeles CA 90067

Emory Walton is Vice President, Distribution at A+E Networks. Walton has been with A+E for over 17 years, starting his career as an Assistant in Affiliate Sales. In his current role, Walton is one of A+E Network's senior distribution team leaders, overseeing business strategy and relationships across an array of platforms with U.S. and International based content distributors.

Emory received a BA in Communications Studies with a specialization in Business from the University of California, Los Angeles. He also received an Executive Master of Business Administration degree from Loyola Marymount University and was inducted into Beta Gamma Sigma; the international honor society for business schools that recognizes outstanding academic achievement. In addition, he has attended NAMIC's ELDP Seminar and CTAM's Cable Executive Management program at Harvard University.

Throughout his career Emory has been actively involved with NAMIC, having served as the Southern California Chapter President and currently as a board member of NAMIC's Multi-cultural Marketing Committee. He is also a mentor for NAMIC's L. Patrick Mellon Mentorship Program. In 2010 and 2013, he was named as one of NAMIC's Most Influential Minorities in Cable and was recognized as a NAMIC Luminary in 2012. He also is a recipient of the 2012 WICT (Women in Cable and Television) Advocate Leader Award.

Growing up in the suburbs of Los Angeles with the dynamic cultural combinations of African-American and Puerto Rican heritage, Emory is a true "Cali Rican" guy. He loves Soul Food and Mofongo, R&B and Salsa. Outside of the office you can find him working on his website development and coding skills, developing ideas and pitches for film and TV projects with his "creative team", and involved with his frat Alpha Phi Alpha Fraternity, Inc.



NAMIC's EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM  
CLASS XVI  
BIOGRAPHICAL INFORMATION

**Dan Wang (Dan)**

Vice President – Technology Analytics & Strategy  
Comcast Innovation Lab  
Comcast Cable Communications  
One Comcast Center  
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Dan is a member of the Technology and Product team at Comcast and member of Comcast Innovation Labs (CIL) in Philadelphia. He is responsible for market research, business analysis and financial modeling of emerging technology opportunities, including IMS, IP video, Channel Store, technology trending, and etc.

Previously, Dan was responsible for business development and product strategy in Comcast Cable Division's Business Development and Product Development organizations for consumer video, high-speed Internet and digital voice services. He provided in-depth analyses in areas of inter-connection peering strategy, mobile video, valuation of potential acquisitions, recession forecasting and corresponding product marketing impact. He joined Comcast as VP of Business Development in 2005. Prior to Comcast, Dan worked at Motorola, Sprint PCS and started Verizon Wireless' Wisconsin operations.

Dan received his Bachelor of Science degree in Quantum Electronics from Peking University in Beijing, China; Master of Science degree in Computational Physics from the University of Missouri; Master of Science degree and Ph.D. degree in Nuclear Science from MIT in Cambridge, Massachusetts.



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**BIOGRAPHICAL INFORMATION**



**Alaka Williams (Alaka)**

Senior Vice President, Network Human Resources  
Scripps Networks Interactive  
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Alaka Williams serves as Senior Vice President of Network Human Resources at Scripps Networks Interactive. In this role, she is responsible for HR leadership of Scripps Networks' Home, Travel and Food categories domestically.

Prior to her current role, Williams served as Vice President of Human Resources and was responsible for providing organizational, leadership and individual performance counsel to various business units, facilitating change and transition with these units through the assessment, design, facilitation and implementation of appropriate organizational intervention, and being in touch with employee needs and human resources communities and systems for her customers.

Williams arrived at Scripps Networks in 2010 after eight years with Live Nation as both Director of Human Resources and Director of Employee Relations. She also served as a human resources manager for Clear Channel Communications. She began her career as a regional human resources manager for KinderCare Learning Centers, Inc.

Williams is a graduate of James Madison University with a bachelor's degree in mass communications and is a Certified Human Resources Professional. She's also involved in the Emma Bowen Foundation's Youth and Young Professionals program and the Year Up program in the Washington, D.C. metropolitan area. In spring 2016, Williams was selected to attend the WICT Senior Executive Summit at Stanford University. Additionally, has been named to the 2016 NAMIC Luminaries Class, for her commitment to fostering multi-ethnic diversity.