

NAMIC'S EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM  
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**Richard Aleong (Rich)**  
Executive Director, Technology and Product  
Comcast  
1717 Arch Street  
Philadelphia PA 19103

Rich Aleong is part of the Product Quality team within the Technology & Product organization at Comcast and owns the customer experience improvement roadmap for the High-Speed Internet and Home Security products. Rich performed similar responsibilities as part of Comcast's Data, Communications, and Mobility business organization before moving into the Product Quality team.

Prior to joining Comcast, Rich spent 11 years with Accenture's Communications and High Tech group – engaged primarily with Comcast working on multiple programs including inter-MSO network and data migrations, product management and deployments, and executing various operational cost reduction initiatives.

Rich received his B.S. in Engineering from Swarthmore College and his M.S. in Electrical Engineering from Penn State University, specializing in telecommunications and microwave antenna design. Rich was born and raised in Trinidad & Tobago prior to immigrating to the United States during his time at Swarthmore.

Outside of his day-to-day responsibilities, Rich maintains a leadership role with the Out @ Comcast employee resource group. Rich previously led Accenture's US LGBT ERG and served on the Board of the William Way LGBT Community Center in Philadelphia.

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**James An (James)**  
VP, Business Integration & Implementation  
Charter Communications, Inc.  
400 Atlantic Street  
Stamford CT 06901

James An is the Vice President of Business Integration & Implementation for Spectrum Enterprise with national responsibility for the testing and launch of all new products and services, as well as the systems and tools that support the Spectrum Enterprise business unit.

James started with Time Warner Cable NYC in 1999 as an IT Project Manager. Shortly thereafter, he joined the newly-formed Road Runner department, becoming part of the original launch team for high speed data services in the NYC market. After successfully launching Road Runner, he then worked with AOL, EarthLink, and NY Connect to introduce their high speed data services in NYC. In 2005 he was also given responsibility for the management of TWC's digital phone service.

In 2008, James assumed responsibility for all Customer Operations for the commercial business unit in NYC, with oversight of customer service, order management, sales support, and technical support, as well product management, for the NYC market. Following the acquisition by Charter in 2016, he added the Systems & Tools team to his organization, with responsibility for systems support, testing, and maintenance for CSG, ICOMS, Salesforce, as well as a number of other business and operations support systems.

James also serves as the executive sponsor for the NYC chapter of APIC (Asian Pacific Islander Collective) and works closely with the Board to support its continued growth and success.

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**Amit Bagga (Amit)**  
VP, Research & Development  
Comcast  
1110 Vermont Avenue NW  
Washington DC 20005

Amit Bagga serves as Vice President of Research and Development at Comcast. In this capacity, Amit manages the AI/ML Center of Excellence for Comcast that develops algorithms using Artificial Intelligence and Machine Learning techniques for applications and products. In addition, Amit manages Comcast's Voice Remote team from hardware design to software including both product and engineering. The work done by Amit's teams has been instrumental in Comcast winning two technical Emmy awards, the first for Personalization in 2014, and the second for the Voice Remote in 2017. Amit joined Comcast in 2007 as Senior Director of Research.

Prior to joining Comcast, Amit spent four years at Ask.com, most recently as Sr. Manager of Search. During his tenure at Ask.com, Amit helped lead the Relevance, NLP, and Vertical Search groups. Prior to joining Ask.com, Amit worked as a Research Scientist first at GE's Global Research Labs and then at Avaya Labs Research conducting research in multimedia technologies.

Amit holds a Bachelor of Science in Computer Science and Mathematics from Manhattanville College and a Ph.D. in Computer Science from Duke University. Amit has authored approximately 50 technical publications and papers, given numerous invited talks at conferences and workshops worldwide, has been awarded 5 patents, and is the co-author of an additional 7 patent applications.

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**Cynthia Brown (Cindy)**  
SVP, Program Planning and Strategy  
Scripps Networks Interactive  
9721 Sherrill Blvd  
Knoxville TN 37931

Cindy Brown serves as SVP of Program Planning & Strategy for Scripps Networks Interactive's Home category brands, HGTV, DIY and GAC Networks. In this role, she synthesizes information received from program development, marketing, scheduling, research, and finance to develop long-range plans for the networks. She also manages the day-to-day scheduling operations across the SNI portfolio.

Brown began her long tenure at SNI as an administrative assistant for Scripps Productions. Her responsibilities soon expanded to include collaborating with the company's IT group to develop and implement an improved programming and scheduling database for DIY Network. Later, she assumed the role of scheduling manager, where she was involved in the development of new systems and procedures for tracking programming initiatives for HGTV, DIY Network and Great American Country. She became vice president of the group in 2013.

Born and raised in Northern California, Cindy has since lived in Ballston Spa, N.Y. and now resides in Knoxville, Tenn. She enjoys exercising, reading, watching TV, going to the movies and spending quality time with family and her dog, Jax.

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**Danielle Brown (Danielle)**  
**Senior Director, Multimedia Sales**  
**ESPN, Inc.**  
**77 West 66th Street**  
**New York NY 10023**

Danielle Brown is Senior Director, Multimedia Sales at ESPN. In this role, she oversees three multimedia sales teams that drive revenue growth and create cross-platform customer solutions for clients across ESPN television networks, ESPN.com and *ESPN The Magazine*.

Brown joined ESPN as a sales planner in May 2000. She was promoted numerous times before assuming her current role in July 2015. Over the years, she has worked extensively on upfront strategies and negotiations and developed years of experience presenting sponsorship opportunities and custom ideas to clients and agencies. Prior to ESPN, she began her career as an assistant buyer at Universal McCann.

Beyond her day-to-day responsibilities, Brown is an active contributor in supporting and advancing diversity in the workplace. She is currently the co-champion of Diversity and Inclusion for the ESPN Sales and Marketing group and was previously a member of the ESPN Learning Council to foster talent within the organization. Brown also participated in Disney Junior Achievement Day as a featured speaker. Outside of ESPN, she has served as a judge for the AAF Most Promising Multicultural Student Program.

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**Robert Burton (Rob)**  
Sr. Director, Field Operations  
Charter Communications, Inc.  
941 Charter Commons Drive  
Town&Country MO 63017

Robert Burton has devoted 25 years to the Telecommunications Industry exhibiting strength in customer service and in the execution of business plans. For the past 11 years Rob has shared his expertise with Charter Communications and is currently their Sr. Director of Field Operations for Saint Louis, MO technical operations. In this role he oversees the markets strategic initiatives by developing an effective front line leadership team who is ambitious and focused on a creating a high performance culture and work environment. This includes exceptional management of the day-to-day fulfillment processes from, supporting both residential and commercial services that provide advanced Internet, TV and phone services to approximately 650,000 customers, ensure filed compliance with corporate policies and procedures, Federal Communications Commission standards and franchise requirements.

A driven leader, Rob also serves on the board for Gateway Chapter of the Society of Cable Television Engineers and on the Board of Directors of the Saint Louis chapter of the Better Business Bureau. Prior to the his career in the cable industry he served our country in the United States Army as a communications expert for 125<sup>th</sup> military intelligence division at Scofield Barracks in Hawaii.

Away from the office Rob regularly volunteers for charitable and community causes that are focused on children, education and community development. Most recently he was involved in the Walk for Wishes where he raised a sizeable donation and Rebuilding Together Saint Louis to make home safe for Saint Louis citizens.

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**Tom Chiang (Tom)**  
**Sr. Director, Video Products**  
**Charter Communications, Inc.**  
**6399 Fiddler's Green Circle**  
**Greenwood Village CO 80111**

Tom Chiang has been a member of the Video Product team at Charter Communications since late 2011. During his time at Charter, Tom has built a strong, dynamic team overseeing Video Analytics and Strategy, Project Management, Customer Premise Equipment (CPE) product management, and product development for Commercial video solutions (universities, hotels, hospitals). Before joining Charter, he worked at DISH Network, also focusing on commercial video solutions.

Tom graduated from the University of Colorado at Boulder in 2003 with a Bachelor's degree in Business Management, as well receiving his M.B.A. from the University of Denver in 2009.

In his free time, Tom enjoys playing tennis and golf, watching TV and movies as well as a being an avid sports fan for all Colorado and Denver based teams.

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**Farai Chinouyazve (Farai)**  
Director, Executive Customer Relations  
Comcast  
2501 SW 145th Street  
Miramar FL 33027

Born in Zimbabwe, Farai Chinouyazve migrated to the United States at a very young age. He graduated from the University of California, Santa Barbara in 1997 with a B.A. in Communication Studies where he also minored in Asian American Studies. Shortly after graduating Farai spent five years with independent pharmacies where he engaged in outreach to minority communities to bring awareness of the availability of HIV/AIDS treatment and assistance. During this time, he also earned a certificate in Human Resources Management from Florida Atlantic University.

In 2002, Farai joined AT&T Broadband which was then acquired by Comcast a short time later. Over the years, he has broadened his experience within the company by holding various roles. He has extensive experience in customer service, quality assurance, retention, telephony, workforce management, and business operations. All of this has helped him tremendously in his current role which includes delivering on all corporate and regulatory requirements for the Federal Communications Commission (FCC), Better Business Bureau (BBB), and Department of Agriculture and Consumer Services (DOACS) for Comcast's largest region.

Farai currently serves as the executive champion for the Florida chapter of Black Employee Network ERG whose mission is to strengthen African American employees at Comcast through professional development, career management, mentoring, and networking. When not working, he enjoys traveling with his wife and four year old daughter. He also enjoys photography in Florida's abundant natural wildlife habitats.



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**Adwoa Dadzie (Adwoa)**  
**Vice President, Human Resources**  
**Comcast**  
**222 New Park Drive**  
**Berlin, CT 06037**

Adwoa Dadzie serves as Vice President of Human Resources for Comcast's Western New England Region. In this role, Dadzie is responsible for strategically executing all aspects of the human resources function throughout the region, which serves customers in more than 300 communities in Connecticut, western Massachusetts, western New Hampshire, Vermont and New York. She and her team support more than 1,700 employees with the goal of helping the business achieve financial targets, build a culture of employee commitment and drive business growth.

Dadzie began her Human Resources career first at Pepsi Beverages Company (PepsiCo) and then Nestle USA where she steadily took on more demanding human resource roles moving from HR Manager to Director, before coming to Comcast as Vice President. Her roles have been varied, and include responsibility of safety, health and wellness, compensation design and analysis, organizational culture, employee relations, labor awareness and negotiations, organizational design, change management, talent development and talent acquisition.

Outside of work, Dadzie has been involved with a number of charitable organizations and serves as mentor for several young women she has met over the years through the Urban League, past work experience, and other avenues. Her volunteer efforts include: Make-a-Wish volunteer; West Coast chapter of Goodie Two Shoes – a foundation that fits under-privileged children with new shoes; volunteer at Trinity College in Hartford to train seniors on key skills they need for life after college; and volunteer for a New York Urban League leadership workshop for young professionals of color.

In 2017, Dadzie was named a member of *Hartford Business Journal's* 40 Under Forty Class of 2017, an annual celebration of young leaders and entrepreneurs in the greater Hartford area.

Adwoa earned her BS in Psychology from Trinity College and her Master's degree in Industrial/Organizational Psychology from New York University Graduate School of Arts and Sciences. She resides in New Haven, CT and in her free time she enjoys listening to music, reading, painting and working out.

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**Jamal Dawkins (Jamal)**  
Senior Counsel, Employment Law  
Charter Communications, Inc.  
7820 Crescent Executive Drive  
Charlotte NC 28217

Trained as a litigator, Jamal Dawkins serves as Senior Counsel of Employment Law for Charter Communications. In this capacity, Jamal provides strategic legal and risk management advice to the Company's executive, operational, and Human Resource leaders on every facet of the employment experience, including internal investigations, performance management, wage and hour compliance, workplace privacy and restrictive covenants. Training is also a key component of Jamal's responsibilities, and he regularly trains business leaders on new and pending federal, state and local employment legislation.

A graduate of Morehouse College and Fordham University Law School, prior to becoming an attorney, Jamal was a Middle School Social Studies and English Teacher in his hometown of Brooklyn, New York. Jamal now lives in Charlotte, North Carolina with his wife and two children. He enjoys reading, biking, skating, and acting in the capacity of part-time teacher to his kids.

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**Janine Dawson (Janine)**  
**Sr. Director, L&D, Product Knowledge**  
**Comcast University, Comcast**  
**1701 JFK Blvd, One Comcast Center**  
**Philadelphia PA 19103**

Janine Dawson joined the Comcast University team within Comcast in 2012. Since then, she has served in several roles including Sr. Director, Learning & Development, Program Management, where she led a team of Program Managers responsible for curriculum design and development for the Comcast Business Division for three years. She was then appointed to a new role as Sr. Director of Learning & Development, Business Services, where she was responsible for curriculum design and development of Frontline Leadership training programs for Field and Call Center Leaders. In both roles, Janine was instrumental in the design, development and implementation of several new hire onboarding programs for Comcast Business sales professionals and leaders, as well as the selection of automated training platform technologies to facilitate learning.

In 2017, Janine was asked to join the Product Knowledge team based on her design expertise to lead a new company-wide initiative that educates all Comcast employees on its business operations, family of companies, brands and products.

Before joining Comcast, Janine worked in the Pharmaceutical industry for 14 years in Sales-based roles with increasing leadership responsibility, including Sales Representative, Senior Trainer and District Sales Manager. Throughout her tenure, Janine won the “Pinnacle” Award for top sales performance, the “District Leadership” Award and an “AZCE” Award in Commercial Excellence for her creativity and innovation with Sales Training initiatives.

Janine holds a M.S. in Organizational Dynamics from the University of Pennsylvania, a B.A. in Mass Media Arts from Hampton University, and a Graduate Certificate in Training and Educational Technology from The George Washington University.

She is also a member of several professional and social organizations, including NAMIC, WICT, ATD, The National Coalition of 100 Black Women, Inc., and Alpha Kappa Alpha Sorority, Inc.

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**Vijay Dondeti (Vijay)**  
Sr. Director, Data Strategy & Product Research  
Comcast  
1701 JFK Blvd  
Philadelphia PA 19103

Vijay Dondeti joined Comcast Corporation in 2013, as part of the inaugural Rotational Leadership Program (RLP). As a part of the RLP, he rotated through various business units of Comcast and NBCUniversal, such as Research & Media Development, Advanced Advertising, and Ad Sales Finance, and worked on interesting projects such as STB data analysis, Sochi Olympics Cross-platform measurement, and Upfront spend optimization. Upon completion of the program in 2015, Vijay was appointed as a Sr. Director in Comcast's Advanced Advertising group, where he is responsible for Data Strategy & Product Research.

Prior to Comcast, Vijay was the co-founder and CTO of BioWizard, a life sciences information technology startup.

Vijay graduated from the College of William and Mary with a B.S. in Biology (Honors). He went on to get a Ph.D. in Bioinformatics and Cancer Biology from the Perelman School of Medicine at the University of Pennsylvania. And then he subsequently got an MBA in Marketing & Operations Management from the Wharton School at the University of Pennsylvania.

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**Sonia Gomez (Sonia)**  
Sr. Director, Programming and Acquisitions  
ESPN, Inc.  
1011 S. Figueroa St  
Los Angeles CA 90015

Sonia Gomez is Senior Director of Programming and Acquisitions at ESPN, where she oversees the NFL and soccer portfolios. She began her career at Fox Sports in Los Angeles, where she worked in the programming and acquisitions department at Fox Soccer Channel and Fox Sports en Español. In 2007, Sonia moved to New York and was an Account Executive at Major League Baseball in the International Broadcast Division. She moved to ESPN in 2011, starting as a manager focusing on content acquisition for ESPN Deportes. In 2016, Sonia relocated to the Los Angeles office in her current role.

A native of southern California, Sonia attended Cal State Fullerton and earned a B.A. in Communications. She currently resides in Tustin with her fiancé, Ben. Sonia is an avid Soccer fan and loves to cook.

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**Radhakrishnan Gopinath (R.K.)**  
**Executive Director, Products**  
**Cox Communications, Inc.**  
**6205-B Peachtree Dunwoody Rd**  
**Atlanta GA 30328**

R.K Gopinath is currently the Executive Director of Smart and Connected Home Products at Cox Communications. In this role, R.K manages the product development and management of Cox Homelife, that delivers home security and home automation service to Cox customers. He is also responsible for the vision and strategy associated with expanding Homelife ecosystem to include connectivity to cars, health, pets, appliances and more.

In the 9 years at Cox, prior to Smart Home, R.K was responsible for the product strategy and development of Cox Wireless, Cox WiFi and Cable WiFi. These products have enabled Cox to not only deliver mobile phone service, but also extend wireless broadband service from within the home to outside of the home as well. R.K was instrumental in partnering with the other Cable companies to establish roaming arrangements that enabled Cox customers to utilize WiFi connectivity across the country, not just within the Cox footprint.

With a Bachelor's degree in Engineering from India and an MBA from The University of Texas at Dallas, R.K started his product marketing and product development journey in Telecom, first at InterVoice-Brite in Dallas and then 8 years at Sprint in Overland Park, Kansas. At Sprint, R.K was responsible for various messaging and collaboration products, working closely with both the wireline and wireless divisions. He was nominated and awarded twice the "Sprint Values Excellence" award for delivering valued solutions to customers, on time and within budget.

R.K is originally from India and has been in the US for over 20 years. He is married and has twin 7-year-old girls. He enjoys family time, travel and playing tennis. R.K was on the executive board for the Technology Association of Georgia (TAG) Mobility chapter 2012-2014 and is currently serving as an executive member on Cox National Diversity Council.

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**Amara Hahn (Amara)**  
Sr. Director, HR HQ Marketing  
Comcast  
One Comcast Ct  
Philadelphia PA 19103

Amara Madu Hahn joined Comcast in Spring 2016 as Sr. Director HR and Business Partner to the leaders of Headquarters Marketing. In this role, she serves as a strategic advisor to leadership on people and organizational issues and designs and delivers people processes that drive business results through organizational effectiveness and employee engagement. Prior to joining Comcast, Amara was the Director of Corporate HR for David's Bridal and joined the company as a Manager of HR Strategy in Fall 2014. While relatively new to HR as a function, Amara has served as a strategic advisor and business partner throughout her career and brings this to her practice of HR.

After receiving her B.A. in economics from Harvard in 2006, Amara joined the Boston Consulting Group as an Associate working on a variety of strategy projects primarily in the health care space. Following BCG she joined Sears Holdings Corporation as the Manager, Marketing Strategy and Planning serving as the strategic marketing advisor to business unit presidents. In this role she helped to launch brands, bring analytical rigor to the marketing function and build and drive adoption of Marketing Mix Analytics and Test and Learn initiatives. She went on to earn her MBA and her Master's in Education from Stanford Graduate School of Business and Graduate School of Education in 2013. Following business school, she went back to consulting at The Bridgespan Group working with and advising large nonprofits, high net worth individuals and foundations.

Outside of work, Amara is an active in her temple, Rodeph Shalom co-chairing the Families with Young Children Group and helps lead Friends of Kirkbride, a parent and community organization supporting her local public school. She is also part of Connectors and Keepers a program of Leadership Philadelphia focus on building a network of the next generation of leaders in Philadelphia, her adopted hometown. She and her husband Dave reside in South Philly with their 2-year old daughter Maya. In her free time Amara likes to explore the city, travel and take music lessons (guitar and singing).



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**Parvathy Hariharan (Parvathy)**  
VP, Customer Experience Strategy  
Comcast  
4112 Concept Dr  
Plymouth MI 48170

Parvathy Hariharan is a seasoned executive with a track record of leading large scale organizational transformation and changing culture to be more customer-centric. Presently leading the #1 priority at Comcast to transform the customer experience and make it our best product. Proven ability to flawlessly combine analytical and data-driven insights along with emotional intelligence to persuade and influence key stakeholders to drive change in Fortune 100 and global organizations.

Prior to Comcast, Parvathy practiced corporate strategy and advisory consulting for over a decade where she was recognized to be a results-oriented executive with a passion for designing and executing game changing strategy and business models impacting over \$ 750 M in top line growth and over \$500 M in bottom line improvement at Fortune 500 clients. Extensive experience interacting with global senior executives, leading large and medium size teams, influencing change within organizations, and developing advanced analytical, statistical, and fact based approach to strategy design and execution. Functional expertise includes – growth and innovation, Go-to-market approaches, customer acquisition and retention strategies, mergers and acquisitions, sales effectiveness and pricing and profitability management. Primary practice sectors included – Manufacturing, Automotive, Distribution, Chemicals, Healthcare, Pharma and other Process Oriented organizations.

She is a Board member in the NAMIC Detroit chapter as well as Executive Sponsor for WICT and Diversity & Inclusion council. She is also an active thought leader and mentor in the Customer Experience Professionals Association (CXPA)



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**Delma Herrera (Delma)**  
**VP, Field Sales - West Territory**  
**Cox Communications, Inc.**  
**1550 Deer Valley Rd**  
**Phoenix AZ 85027**

Delma Herrera joined Cox in July of 2002, and currently serves as the Vice President of Field sales for the West Region, overseeing sales operations in Arizona, Las Vegas and California. In her role, Delma is responsible for developing, implementing and leading West Field Sales for Cox Communications. Responsible for a team of 60 supervisors, 14 managers, 4 Directors and multiple cross functional teams/partnerships to grow revenue and customer base. In her tenure at Cox, Delma has worked in different roles, ranging from director of customer retention, sales, retail, to trainer, supervisor and manager.

Delma has over 30 years of sales, telcom and people leader experience. She is driven by a passion to develop and grow people, having managed and lead leadership development course and programs.

Delma's passion to help people has led her to serve on various community boards, currently serving on the executive board of Chicanos Por La Causa(CPLC) working with Early Childhood development, Education, Health, Wellness, Civil and Human Rights advocacy committees. In 2007 Delma was awarded the Valle Del Sols Rosa Torrez Humanitarian award for her service to the community. She also served as the director of training and adult education for the Stand up for Kids.

Delma was born in Nogales, Sonora Mexico, grew up in Tucson Arizona and currently lives in Mesa. She is married with 4 sons, an amazing daughter in law and 3 granddaughters.

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**Tatiana Holifield-Arthur (Tatiana)**  
Sr. Director, Social Marketing Strategy  
BET Networks/Viacom  
1540 Broadway  
New York NY 10036

A seasoned marketing executive with nearly fifteen years of experience and expertise in the television and media industry, Tatiana Holifield-Arthur currently serves as the Senior Director of Social Media Marketing Strategy for Viacom's BET Networks. In this capacity, Tatiana is responsible for strategically expanding the network's social media footprint to drive tune-in and build brand affinity.

Tatiana oversees the strategy, brand voice, and creative of the network's various social media accounts. Since joining the BET marketing team in April 2016, BET won several industry awards for outstanding social media marketing campaigns.

Prior to joining Viacom, Tatiana spent six years under the Comcast/NBC Universal umbrellas as Director of Brand Marketing for NBC Universal TV & New Media Distribution and SportsNet New York (SNY). Tatiana began her career in television working for Gospel Music Channel (now known as UPtv). While at GMC, she won two CTAM Mark Awards for excellence in marketing campaigns. Tatiana also led sales and marketing efforts within the hospitality industry for Disney Regional Entertainment's ESPN Zone and Hilton Hotel brands.

Tatiana Holifield-Arthur received her MBA in Media Management from Metropolitan College of New York and undergraduate degree from Columbia College Chicago in her hometown. She has been actively involved with PromaxBDA, WICT, CTAM, NAMIC, WISE, New York Urban League of Young Professionals and a former participant in the Miss Black Illinois Scholarship Pageant. Tatiana currently resides in Manhattan with her husband and dog, Gizmo.

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**Michelle Hylton (Michelle)**  
**Assistant General Counsel**  
**Turner Broadcasting System, Inc.**  
**1050 Techwood Drive, NW**  
**Atlanta GA 30318**

Michelle Hylton is Assistant General Counsel—Regulatory and Compliance in the Turner Legal Department. In her role, Michelle oversees FCPA, OFAC/export control, FCC and corporate governance compliance for Turner and its subsidiaries, and also handles matters relating to compliance with the company's Standards of Business Conduct, including internal investigations and conflicts of interest.

Prior to joining the Turner Legal Department in 2007, Michelle was an associate at Jones Day's Atlanta office, where she spent 7 years in the Capital Markets Group. In addition to her substantive legal work at Turner, Michelle also actively participates in the Turner Legal Department's community outreach and pro bono programs, including Street Law, the Scott Elementary School Project and the Atlanta Urban Debate League.

Michelle is an honors graduate of Duke University and The Pennsylvania State University Dickinson School of Law.

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**Niti Jamdar (Niti)**  
Director, Product Management  
Comcast  
1701 JFK Blvd  
Philadelphia PA 19103

Niti Jamdar has been with Comcast for almost a decade in various capacities. He is currently the Director of Product Management, focusing on product intelligence and strategy for Xfinity Internet and Xfinity Voice products. Niti joined Comcast in 2008 in their Internal Audit group, working on assurance audits, as well as advisory engagements where he collaborated with different business units within Comcast to help solve business problems.

After 5 years in internal audit, Niti was selected for the coveted Financial Management Leadership Program (FMLP), which is a 3-year rotational program that is sponsored by Comcast's CFO. As part of the program, Niti spent a year each in Financial Planning for NBCU, Product Strategy for Xfinity WiFi, and the Corporate Strategy group. This helped Niti build a horizontal set of skills across Finance, Product and Strategy. In addition, Niti attended quarterly Executive MBA class provided by Villanova University School of Business, and Decision Strategies Institute (DSI).

Prior to joining Comcast, Niti worked as a Senior Consultant for Ernst & Young, and has two Masters degrees in Accounting (from India), as well as in Decision and Information Sciences (from University of Florida). Niti grew up in India, and obtained a Masters in Accounting before moving to the US.

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**Deepak Kandaswamy (Deepak)**

Senior Director, Corporate Strategy & Development  
NBCUniversal  
30 Rockefeller Plaza  
47<sup>th</sup> Floor, 4788E  
New York NY 10017

Deepak Kandaswamy recently joined NBCUniversal as a Senior Director in their Corporate Strategy & Development team. Deepak will be responsible for sourcing and evaluating M&A opportunities for NBCUniversal's broad portfolio of assets including broadcast, cable, film, and theme parks. Prior to joining NBCUniversal, Deepak had been at A+E Networks since 2014 where he joined as a Director in the Finance team. Deepak was responsible for developing detailed, long-term financial forecasts for A+E Networks' key revenue streams and valued multi-billion dollar distribution agreements. When the Corporate Development & Strategy team was created in 2015, Deepak was chosen to be a founding member by A+E Networks' CEO and CFO / COO. As a Senior Director, Deepak was responsible for creating strategies that aid in organic and partnership-driven growth in new and existing business lines. Deepak led a number of corporate venture investments and sat on the board of two of A+E's investments, Atlas Obscura and TVPlayer.

After earning his B.S. in Finance from Rutgers University in 2004, Deepak joined Lehman Brothers where he was an equity volatility trader and made markets for various index products. After three years, Deepak left Lehman Brothers and attended the University of Chicago where he earned his MBA with concentrations in Finance, Accounting, and Entrepreneurship. Deepak spent 2010 – 2013 working in Deutsche Bank's Media & Telecom investment banking practice where he was a senior associate. Deepak was the youngest staffer in all of Deutsche Bank, managing 13 analysts. During his time at Deutsche Bank, Deepak executed many M&A, equity, and debt transactions including helping SoftBank acquire a majority stake in Sprint, a \$22 billion transaction.

Deepak enjoys spending time with his wife, Alison, their newborn son, Ian, and their poorly trained yorkiepoo, Banks, on the Upper West Side of Manhattan. In his free time, Deepak likes to travel, try new restaurants, and cheer for the Chicago Cubs and Tottenham Hotspur.

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**Raina Kelley (Raina)**  
Managing Editor of The Undeclared.com  
ESPN, Inc.  
545 Middle Street  
Bristol CT 06001

Raina Kelley is managing editor for “The Undeclared,” ESPN’s platform to examine the intersections of sports, race and culture. She oversees the site’s day-to-day content and spearheads key cross-platform initiatives, reporting directly to Kevin Merida, senior vice president and editor-in-chief for the content hub.

Before joining “The Undeclared,” Kelley served as a deputy editor at *ESPN The Magazine*, where she was a leading driver of ESPN’s long-form journalism across different platforms (print, digital and audio-visual) and worked closely with many of the company’s leading storytellers.

Kelley joined ESPN in May 2011 as a senior editor at *ESPN The Magazine* responsible for the publication’s coverage of the National Football League, tennis, action sports, the Olympics and contributions to ESPN’s Enterprise Unit. She was a member of the senior editorial leadership team responsible for successfully merging ESPN’s print and digital content units under one umbrella.

Prior to ESPN, Kelley was a writer for *Newsweek* magazine where she penned a column on American culture, usually centered around issues of race, gender and politics for the magazine, Newsweek.com and Newsweek/Daily Beast. She joined *Newsweek* in 2003 as an associate editor and left as a staff writer in 2011. While at *Newsweek*, she appeared on numerous television programs to discuss her cultural criticism including the *Charlie Rose Show*, *Good Morning America*, *The Today Show* and *CNN’s American Morning*.

At *Newsweek*, she won a number of NY NABJ awards for her work on race and culture and was a 2010 Newswomen’s Club of NY Front Page Award winner for her contribution to a Newsweek.com package entitled “The Beauty Advantage.”

A 1992 graduate of theater arts from Yale University, Kelley started her professional career as a member of the literary staff at the Aboutface Theater Company (AFTC).

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**Wincie Knight (Wincie)**  
Director, Global Inclusion Strategies  
Viacom International Media Networks  
17-29 Hawley Crescent  
London N17 7LJ

Wincie Knight has a Master of Science in Organizational Behavior from Birkbeck University London, specializing in diversity in the Media. Wincie started out her media career working for two of the main UK PSB's (Public Service Broadcasters), BBC and Channel 4 before moving on to Nickelodeon, in which she championed all things kids – both On Air and Off Air.

Wincie has been part of Viacom's Office of Global inclusion for the last 3 years and overseas Diversity and Inclusion for Viacom International Media Networks (VIMN) Europe. During her role Wincie has launched Employee Resource Groups in Europe and has conducted diversity training in the different European regions such as Unconscious bias and Inclusive leadership training.

Wincie champions creating an inclusive environment and is passionate about promoting the benefits of diversity being instrumental to business success. Wincie launched an initiative called "ViaYou", this initiative captured employee data and led the business to understand the demographic of the UK workforce. The UK Broadcasters are under great scrutiny regarding the lack of diversity and ViaYou was a foundation to understanding employee data and what the business needed to do to increase diversity.

Wincie's BA in Theatre Studies and Sociology highlights her love of performance and people.



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**Roberto Lacayo (Roberto)**  
**Executive Editor**  
**Charter Spectrum**  
**75 Ninth Avenue**  
**New York NY 10011**

Roberto Lacayo is currently the Executive Editor for Spectrum NY1 Noticias where oversees the day-to-day operations. He is also responsible for hiring, coaching and managing the staff in the 24-hour Spanish-language news channel in New York City. Roberto joined Spectrum News in 2014 to relaunch NY1 Noticias and the station digital products. Under his leadership, NY1 Noticias has achieved several NY area Emmys and has been recognized by influential community leaders. Roberto has a B.A. from Florida Atlantic University in Journalism and a Master's degree in Management and Web Technologies from the University of Southern California.



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**Sabrina Lewis (Sabrina)**  
Director, Business Affairs  
Paramount Television  
5555 Melrose Ave  
Hollywood CA 90038

Sabrina Lewis has been a licensed attorney in the state of California since December 2013 and she joined Paramount Television's Business Affairs team in February 2014. Sabrina is the lead executive on several of Paramount Television's most prestigious productions including "Grease: Live", "Berlin Station" and "The Alienist".

As an undergraduate, Sabrina majored in Law & Society and received her B.A. from the University of California at Santa Barbara. In 2007, Sabrina started a career in entertainment when she was hired as an assistant to a VP in Business Affairs at ABC Studios. In 2009, Sabrina attended the University of La Verne College of Law on an academic scholarship where she received her J.D. in 2012. Since becoming an attorney, Sabrina has worked in Business & Legal Affairs at Fox21 and Paramount Television, a division of Paramount Pictures Corporation.

Along with her executive responsibilities, Sabrina runs the Business Affairs Intern Program at Paramount Television where she trains law students that are interested in working in television. Sabrina is also a licensed notary public and she has experience working in immigration and family law.

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**Todd Looney (Todd)**  
Director, Project Management  
Charter Communications, Inc.  
7910 Crescent Executive  
Drive Charlotte NC 28217

Todd Looney joined Charter Communications in 2016 as the Director of Project Management for the Carolinas Region. In this capacity, he is responsible for the successful and seamless initiation, planning, execution and management of corporate, regional and local market projects across the Carolinas Region Field Operations organization which consists of 4.3 million homes passed, 2.6 million customer relationships, and over 3,400 employees in 4 states. Prior to joining Charter, Todd worked as a strategic business consultant for several years developing and delivering ideas, solutions, and results for industry-leading clients in the cable and digital media industries. He has also held a number of executive leadership positions with Warner Bros., Comcast, and Time Warner Cable.

A graduate of Stanford University (BA) and Stanford's Graduate School of Business (MBA), Todd is a dynamic leader and manager with a passion for building high-performance teams, growing and defending market share, and delivering results in fast-paced, highly competitive environments. He was named among the top 50 corporate executives under the age of 50 by *Diversity MBA* magazine.

Todd enjoys traveling with his wife and two teenage daughters, exercising, and playing golf. After being dunked on by a kid half his age a few years ago, Todd picked up the pieces of his shattered ego from the gym floor and announced his retirement from the game of recreational basketball. He is a self-described "foodie" and truly lives to eat.

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**Erick McKinney (Erick)**  
**Director, Sales Effectiveness**  
**Comcast**  
**1323 34th Ave E**  
**Fife WA 98424**

Erick has been a member of the Comcast team for more than 17 years, joining the organization in April of 2000. Initially starting in the customer service and internet repair discipline, earned and achieved multiple leadership positions where a stronger understanding and appreciation for people leadership, diversity of culture & thought, serving the community, communication, and team member growth began to develop.

During Erick's time with the company, held several key leadership positions which included:

- Inbound Sales Manager
- Sr. Customer Care Manager
- Call Center Director
- Director of Sales Effectiveness (Senior Leadership Team)

Over the years, Erick's leadership scope expanded from leading a team of 15 sales professionals, to leading a 400 seat inbound sales call center that handles over 4 million calls per year.

In Erick's current position, responsibilities now focus on Customer Experiences & Sales strategies for both Comcast and international service center partners.

**Education & Training**

- Earned A.A.S. Degree from Pierce College at Ft. Steilacoom (WA) in June 1999
- Completed Comcast Fundamentals of Leadership (FOL) in 2009
- Completed Comcast Sales Development Leadership program designed to identify and prepare managers for director-level leadership in 2015.

Prior to joining Comcast, spent more than 3 years professionally mentoring at-risk youth in the Tacoma area.

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**Rakesh Menon (Rakesh)**  
Director 2, Software Architecture  
Comcast  
100 N. 18th Street  
Philadelphia PA 19103

Rakesh is the lead Enterprise Architect for Comcast Business service organization. His role is to lead a team of architects that work with all parts of the business, Marketing, Sales, Service Delivery, Product Development, Operations and Care, and Finance, to understand their challenges, their growth plans, and how their processes are evolving. Based on this, Rakesh's team design solutions and lead the development teams to build solutions that are appropriate for the business.

Rakesh has a bachelor degree in Mechanical Engineering and has worked in multiple software programming platforms/languages. In his early career he worked in Telecom billing & network product development. He then moved to Comcast Business Process team to help with process efficiencies and business architecture for 4 years before taking his current job to lead Enterprise Architecture team for Comcast Business service.

In his free time Rakesh enjoys gardening and remodeling projects in his house.

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**Valerie Meraz (Valerie)**  
SVP, Content Acquisition & Strategy  
Turner Broadcasting System, Inc.  
1050 Techwood Drive, NW  
Atlanta GA 30318

Valerie Meraz is senior vice president of content acquisitions and strategy for Turner's entertainment networks. She negotiates deals for films and off-network television series for use on TNT, TBS, Turner Classic Movies and truTV, as well as Cartoon Network, Adult Swim, Boomerang and FilmStruck. The content she and her colleagues acquire supports original programming and re-branding efforts for both TNT and TBS.

Valerie negotiates for rights on major television series such as Brooklyn Nine-Nine and Supernatural. Her film acquisitions include Warner Brother's DC Comics films and Marvel films including Avengers: Age of Ultron and Guardians of the Galaxy 2. Valerie and her team fought hard to make TNT & TBS the basic cable home for the entire Star Wars franchise, which includes 6 classic films and the newest films in the franchise beginning with Star Wars: The Force Awakens, coming to Turner nets in 2018.

Meraz joined Turner after serving as vice president of content acquisitions for Showtime Networks, Inc., where she oversaw the evaluation and acquisition of content for Showtime and its multiplex channels. While at Showtime, Meraz negotiated deals for the acquisition of feature films, documentaries, short films, acquired series, and stand-up comedy specials.

Prior to joining Showtime, Valerie worked in feature film development at Disney's Buena Vista Motion Pictures Group. She began her career at 20<sup>th</sup> Century Fox in the exhibitor services group as a sales trainee and was soon promoted to a position in international theatrical promotions.

A native of the San Francisco Bay Area, Valerie holds a bachelor's degree in mass communications from the University of California, Los Angeles and a master's degree in motion picture producing from the Peter Stark Producing Program at the University of Southern California. She recently won a Luminary Award from the National Association of Multi-Ethnicities in Communications, the Power BrokHer Award from Women in Film and Television of Atlanta and was named one of the Georgia Diversity Council's Most Powerful & Influential Women of 2017.

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**Marcella Milliet Sciorra (Marcella)**  
VP, Ad Sales & Product Marketing  
Charter Communications, Inc.  
1633 Broadway  
New York NY 10019

Marcella is the Vice President Ad Sales & Product Marketing at Spectrum Reach, the ad sales division of Charter Communications the country's second largest cable company. Marcella has more than 15 years of marketing, advertising and sales experience across multiple industries. Marcella is IAB Certified and is fully versed in current and emerging advanced advertising and content distribution technologies.

At Spectrum Reach, Marcella oversees Ad Sales & Product Marketing. Marcella is responsible for marketing and driving demand for all Spectrum Reach products, including local linear advertising inventory, advanced television ad products, digital and mobile platforms and full service creative solutions. Marcella manages a dynamic team of 25 ad sales & product marketing professionals responsible for supporting sales teams active in 41 states and 100 DMAs.

Prior to joining Spectrum Reach, Marcella managed new business development and cultivated relationships for multi-million portfolios including Unilever, NFL International, and AMEX at Colangelo Synergy Marketing, and spearheaded marketing strategy at NBC Universal TV Distribution group. Marcella attended CTAMU MBA executive program at Harvard University and received her bachelor's degree from University of Santa Ursula in Rio de Janeiro, Brazil.

Marcella resides in Palisades, NY with her Husband, Nick Sciorra, and two children, Julia and Oliver.

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**Veronica Molina (Veronica)**  
**Executive Director, News Standards and Practices**  
**CNN**  
**1 CNN Center**  
**Atlanta GA 30303**

Veronica Molina is Executive Director of News Standards and Practices at CNN Worldwide, where she works with TV, digital and social platforms to ensure that CNN's reporting is fair, accurate and responsible. She is also chair of CNN's Diversity Council's editorial committee, demonstrating that diversity business initiatives grow ratings, page views and business revenue.

Veronica joined CNN in 2011 after working at Telemundo Network for nine years. She was Senior Producer for the national nightly newscast "Noticiero Telemundo", in charge of investigations, special events coverage, sponsored series and creating the overall strategy for online enterprises. She was key in planning and executing extensive coverage of major news events like the 2008 US Presidential elections, the Beijing Olympic Games, the death of Pope Jean Paul II and the rescue of the 33 Chilean miners. Before that, she was a producer for the newsmagazine program "Sin Fronteras," where she wrote and produced long-format investigative, political, consumer, breaking news and human-interest stories in the US and Latin America. She garnered the NAHJ award for best investigative report for a series highlighting the dangers of hospital-acquired infections and the personal struggle of a family whose new born baby died because of one. She was also part of a team honored with the Dalton Pen Award for Excellence in Journalism.

Veronica started her career at Univision Network in 1997, where she worked in various editorial production roles for the newsmagazine show "Primer Impacto", the national newscast "Noticiero Univision" and the newsmagazine program "Aqui y Ahora."

She has a Master's degree in Business Administration (MBA) and a Bachelor's in Journalism and Mass Communication from Florida International University.



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**Steven Musembi (Steven)**  
Sr. Director, Engineering Operations  
Comcast  
3425 Malone Dr  
Chamblee GA 30341

Steven Musembi is currently a Sr. Director of engineering at Comcast in the Central Division supporting network operations and break-fix for 40% of Comcast's footprint. Currently based in Atlanta, he has been with Comcast for 17 years and his experience encompasses a broad range of responsibilities. Steve has worked in and managed both technical and non-technical teams in network operations, people operations, product deployment and engineering. Delivering quantifiable value in his different roles is what motivates him - whether it is increasing customer success, employee satisfaction, productivity or cost savings. His passion is finding novel ways to measure, simplify, and improve the way teams deliver results and help customers.

Steve attended Bradley University in Central Illinois where he graduated with a B.S. in International Affairs and Political Science. Steven has completed the yearlong Comcast high-potential Fundamentals Of Leadership Training, SCTE Management Development Program, NAMIC Leadership Seminar, and ITIL Service Management Certification. He is a member of NAMIC, L2L - which exposes diverse engineers to leadership mentoring, and WIC.

Along with his professional responsibilities at Comcast, Steve enjoys investing, travel, public policy, and continuing professional development.



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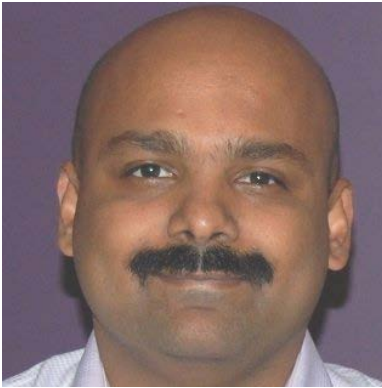


**Mercedes Oteiza (Merci)**  
**Director, SLCoE**  
**Comcast**  
**2501 SW 145 Avenue, Suite 200**  
**Miramar, Florida 33027**

Mercedes has been with Comcast since 2007, and has held several positions from Customer Account Executive Supervisor with the Central Division, Senior Manager, Retention, and recently as the Director of the Miramar SLCoE. Mercedes' leadership has been instrumental in several key National Centers of Excellence initiatives such as Spanish movers, launching both the National Retention Commission Plan and Career Advance Program in the SLCoE, and the launch of XFINITY Xchange.

Prior to Comcast, Mercedes spent two years at Cleartel, a telecommunications company, as a site manager for their Business Class. Before that, she spent seven years at IDS Telecommunications where she held the positions as Provisioning Manager and Call Center Manager at a 150+ employee site.

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**Ganesh Palaniappan (Ganesh)**  
**VP, Technology, Customer Operations**  
**Charter Communications, Inc.**  
**400 Atlantic Street**  
**Stamford CT 06831**

A Management graduate of University of Akron with 20 years of broad leadership experience, that includes 9 years of in-depth experience and understanding of contact centers and digital self-service operations at Charter Communications ( #2 Cable/Internet T.V Provider with 22 Million customers) and at PNC Bank ( #6 Retail Bank with 8 Million Customers). Currently responsible for strategy and execution of contact center technology applications that generate close to 500 Million interactions via IVR, Online, Chat/Bot, Agent Tools, Messaging, etc. that is used by 22 Million customers and 30,000 agents. Directly responsible for developing and executing on technology roadmaps that results in; increased self-service rates, more customer choice, lesser customer effort, reduced call volume and handle times at the contact center, increased customer and agent satisfaction, reduced truck rolls, , increased automation and improved NPS etc. Biographical information]

Currently a resident of Connecticut. Married, 2 Kids – a daughter and a son. Loves to play tennis, travel international to a variety of places and read books.

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**Niral Parekh (Niral)**  
Director, User Experience  
Nickelodeon  
1515 Broadway  
New York NY 10036

Niral Parekh is currently with the Nickelodeon Digital Group, working as The Director of User Experience, since 2015. He brings experience and leadership to the team after working through various industries, disciplines and with multiple teams for almost a decade. From finance to advertising to being the proprietor of a packaging and design company; he hopes to bring learnings from those experiences to meet goals and define business strategies, while always being open the learning new skills.

With a Degree in Psychology and Literature, Niral went on to pursue his masters in at Pratt Institute New York, where he completed his Masters in Communications Design (digital emphasis). He continuously works to expand his skill set, most recently attending programs in 'Psychology for Digital Behavior Change' and 'Business Analytics'

Along with his responsibilities as part of the leadership team at Nickelodeon to build innovative experiences and foster an inspiring culture, Niral is also actively involved in the graphic arts and mentoring young designers. To pursue both, he continues to use research, data and design thinking to evolve our understanding of how technology, people and art shape each other.

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**Ashish Patel (Ashish)**  
VP, Syndication IP Video  
Comcast  
1515 Wynkoop Street  
Suite 200  
Denver, CO 80031

Ashish Patel is the VP of IP Video Platform Engineering at Comcast and is responsible for all IP Video platform engineering and delivery for Comcast and its syndication partners. Ashish joined the Comcast VIPER team in March of 2013 where he was instrumental in building the VIPER engineer, QA and service delivery organizations. Prior to Comcast Ashish ran the product development team at Intrado now West Corporation where he was responsible for next generation public safety products. During his tenure at Intrado Ashish invented the VoIP advanced 9-1-1 routing solution now deployed throughout the US and was also the co-inventor of location specific routing of 9-1-1 emergency calls for wireless users. Roles prior to Intrado; co-founder of a telecom service creation startup, principal analysts at a seed stage venture capital fund and principal consultant at PricewaterhouseCoopers.

Ashish is an entrepreneur at heart and enjoys working with entrepreneurs in helping them jump start their companies and ideas by providing guidance around fund raising, team development, product strategy development and go to market planning.

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**Melissa Price (Melissa)**

Sr. Director, Xfinity Home Business Operations  
Comcast  
1701 JFK Blvd  
Philadelphia PA 19103

Melissa Price has been with Comcast since 2012 as Senior Director of Xfinity Home Product Management responsible for their home security portfolio, and later in Business Operations where she now leads the System & Tools team, responsible for customer self-help, Care agent, and Technician facing support tools. Prior to Comcast, Melissa spent more than a decade working in the Wireless industry, first with Accenture and later at Time Warner Cable (TWC). She led strategic and product efforts as cable operators were making their market entry into this space through wireless spectrum investments, joint ventures with established cellular operators, 4G data card offerings, and WiFi deployments.

Melissa received her B.A. from Pennsylvania State University, majoring in International Marketing, with a minor in French, which included a semester abroad studying at La Chambre de Commerce in Paris, France. While at Time Warner Cable, Melissa received her MBA degree from Georgetown University, with a focus on Strategy.

Along with her responsibilities at Comcast, Melissa enjoys staying active by running 5K and 10K races. She lives in New Jersey, near the Princeton area, where she lives with her husband and two kids, Thomas (2) and Sophia (7). Melissa is fluid in French, which she learned from living in Montreal, Canada, and Spanish, which she learned and practices with her parents who are native Peruvians.

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**S. Christina Shanks (Christina)**  
VP, IT Strategy & Business Operations  
Altice USA  
1111 Stewart Avenue  
Bethpage NY 11714

Christina joined Altice USA (formerly Cablevision) in August 2015 as Vice President, IT Strategy & Business Operations focused on strategic enterprise challenges like Application Rationalization, Agile adoption and Investment Optimization while focusing on IT focused initiatives including resource strategy, vendor governance, quality assurance and system integration, program and project management and analytics and transformation and integration. Before joining Altice USA Christina spent a number of years in C-Level consulting engagements for Cablevision, Office Depot International and Sears Holdings LLC. The bulk of her career was spent at American Express in several roles throughout the business and technology including leading Investment Optimization for US Operations and an Workplace Strategy initiative replacing workplace tools and increasing cost effectiveness and driving improved collaboration.

Christina holds a B.A. in Spanish and a B.S. in Psychology from Howard University in Washington DC and, after a brief hiatus that consisted of 2 years of study for a PhD in Developmental Psychology at the George Washington University in Washington, DC, she obtained an MBA from American University's Kogod School of Business in Washington DC.

Most of Christina's free time is spent reading, traveling, dancing and working on causes that she cares about which presently includes education and empowerment in Haiti.

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**Angela Turner (Angela)**  
SVP, Affiliate & Consumer Marketing  
REVOLT MEDIA & TV, LLC  
1800 N. Highland Avenue  
Los Angeles CA 90028

Angela B. Turner serves as senior vice president of affiliate & consumer marketing with REVOLT Media & TV, the multiplatform, millennial based music network founded by Sean “Diddy” Combs. Developing and executing strategic marketing and promotional activities to drive demand, carriage, and new system launches for REVOLT, Angela has been leading the partner marketing efforts with existing partners like AT&T U-Verse, DirectTV, Charter – as well as conceiving and managing new opportunities to drive consumer engagement and brand awareness.

A highly accomplished senior-level executive, which includes serving on the REVOLT launch team, Angela’s distinguished career includes content marketing roles at Sony Pictures Television, FOX Broadcasting, Turner Broadcasting, and Interpublic Group of Companies. She is a graduate of Syracuse University and has been recognized by the S.I. Newhouse School as a distinguished alumnus. Angela is an ambassador for AELLA, a lifestyle clothing brand designed and manufactured in LA and is active with WICT Southern California as well as her alma mater, Syracuse University. She lives in the Los Angeles area with her husband and sons.

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**Ravi Varma (Ravi Varma) Senior**  
Director, Engineering  
Comcast  
1717 Arch Street Philadelphia PA 19103

Ravi Varma joined Comcast in 2011 as Principal Engineer and currently working as Senior Director, Engineering. He is part of the COMCAST Xfinity Team, leading the Support/Triage and Data Analysis team for the RDK Software (RDK-V (Video), RDK-B (Broadband) and RDK-C (Camera)) on Customer Devices. Prior to joining Comcast, he worked with companies like Seachange, Keane Inc. primarily in the Telecommunications Domain.

Ravi holds the B.E Degree (Bachelor of Engineering) in Information Science and Engineering from Bangalore University and graduated in the year 2001.

He is happily married with 2 daughters aged 11 and 6 and likes to spend time with Family. He enjoys traveling, reading and actively engaged in sports, Cricket being the favorite.



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**Nicole Vaughn (Nicole)**  
**VP, Human Resources**  
**Turner Broadcasting System, Inc.**  
**1000 Techwood Drive, NW**  
**Atlanta GA 30318**

Nicole Vaughn is Vice President of Human Resources for Turner Broadcasting System, Inc. In this capacity, she is responsible for leading all HR initiatives for the finance & accounting (F&A), global technology & operations (GTO), and security divisions. This includes employee relations, talent management, executive development and coaching, and organizational design.

Nicole began her career with TBS, Inc. as a human resources professional in 2000 and has supported WCW, Turner South, TCM, TBS, TNT, Turner Sports and Bleacher Report, Ad Sales, Turner Network Sales/Turner Content Distribution, and domestic-based CNNI. Prior to joining TBS, Inc., she was a human resources professional with Warner Bros. Publications, Inc. in Miami, FL.

She earned a Bachelor of Arts degree in English literature and sociology from the University of Miami – Coral Gables. She is certified by the Society for Human Resources as a PHR (Professional in Human Resources). Nicole is a Human Performance Institute – Corporate Athlete Program graduate, a Center for Creative Leadership – Leadership Development Program graduate, and is certified in Benchmarks 360 and in the Myers Briggs Type Instrument. Nicole is also a member of the Posse Atlanta leadership council, and serves on the AnitaB.org institute's Women of Color committee.

Nicole resides in Atlanta, GA with her husband and two kids. In her free time she enjoys spending time at the beach, traveling, and drinking fine wine.

Turner Broadcasting System, Inc., a Time Warner company, is a major producer of news and entertainment product around the world and the leading provider of programming for the basic cable industry.

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**Elizabeth Veiga Martinez (Liz)**  
Senior Director, Product Management  
Nickelodeon Digital  
1515 Broadway  
New York NY 10036

With almost 10 years of digital experience at Nickelodeon, Elizabeth Veiga is an award-winning digital product and business strategy leader. In her current role, she oversees the entire digital portfolio of products for Nick Jr., Viacom's flagship preschool brand. Her product portfolio has grown exponentially in the past 4 years (71% yr/yr growth) and now includes a fully responsive website, an iOS app, an Android app, a Roku app, an Apple TV app and a Fire TV app, which together have over 25 million visits per month and over 1.5 billion video streams last year. In addition, Elizabeth leads a cross-functional team of executive leaders focused on exploring, testing, and implementing personalized recommendations and experiences for kids across all Nick Digital products. Prior to Nickelodeon, Elizabeth worked at Scholastic Media as a marketing manager focused on the bilingual, multicultural kids television show, *Maya & Miguel*.

Elizabeth graduated Phi Beta Kappa from Rutgers University with B.A.'s in Communications and Spanish. In addition, she received a translation and interpretation certificate for Spanish and English. Her post-graduate degree from The New School in New York City is a M.A. in Media Studies.

When Elizabeth is not busy working or mentoring new young product managers trying to get into the field of digital media, she enjoys spending time with her family. She currently lives in Weehawken, New Jersey with her husband and two daughters.

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**Wei Wei (Wei)**  
Senior Director, Engineering  
FreeWheel  
275 7th Avenue  
New York NY 10001

Wei Wei has been working in FreeWheel since 2007 (Comcast acquired freewheel in 2013).

Wei played various roles in FreeWheel across Engineering, Client Services, and Business Operations in his 10-year tenure. Currently, he leads a Big Data Engineering team in New York to build a Cloud-based Linear Viewership data platform to help grow Comcast's advertising business and drive the unification of Linear and Digital advertising. Wei has been an active advocate of new technology such as Big Data and Cloud, and modern engineering practice such as CI/CD and Scaled Agile.

Before joining FreeWheel, Wei attended Tsinghua University in Beijing, China for his Bachelor and Master Computer Science degrees. He moved to New York in 2011 during working for FreeWheel.

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**Stephanie Yates (Stephanie)**  
VP, Research and Insights  
AMC Networks | WE tv and IFC  
11 Penn Plaza  
New York NY 10001

Stephanie Yates is the Vice President of Research and Insights at AMC Networks, specifically working for the WE tv and IFC network brands. Her responsibilities include overseeing all aspects of programming, sales, digital and market research.

Stephanie is a seasoned media researcher with over 20 year of experience, joining AMC Networks in June 2015. Prior to AMC Networks, her previous roles include serving as Vice President, Research at TV One and Vice President, Group Account Manager at Nielsen Media Research. Stephanie has demonstrated success in evaluating and implementing primary and syndicated research into compelling insights that helps drive the business decision making process for Ad Sales, Programing, Marketing and Affiliate Relations.