

NAMIC's Executive Leadership Development Program
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Jahmal Adams (Jahmal)
Senior Director of Customer Experience
Comcast Northeast Division - Silver Spring,
Maryland

Mr. Adams is the Senior Director of Customer Experience for the Northeast Division at Comcast servicing nearly 10.2 million customers. In his current role he is responsible for the strategy and management of the Customer Retention organization. He partners with a team of leaders and individuals that all contribute towards growing subscribers, meeting the organizational goals, and driving revenues through various initiatives geared toward creating an excellent customer experience.

Mr. Adams is also the Executive Sponsor for the Black Employee Network (BEN) employee resource group. He oversees five BEN Chapters across the Northeast Division to achieve and generate growth towards the company's key strategic pillars. Through his ERG work, Mr. Adams continues to promote giving back to local communities, career development of internal talent, awareness of Comcast Commerce, and driving awareness on the importance of Diversity, Equity & Inclusion.

Mr. Adams is a charismatic and experienced leader with 15+ years of experience in driving results through the education, empowerment, and employee engagement. He is adept at motivating leaders and maximizing employee performance in complex operations through strategic thinking, analyzing data, and optimizing processes/procedures.

Mr. Adams strives to model servant leadership that creates a culture where the main priorities are the internal and external customer's satisfaction. That is the vision of success and brand loyalty.

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Ram Annamalai (Ram)
Sr. Director, Advanced Analytics and Data Science
Comcast - Centennial, CO

Mr. Ram Annamalai is the Sr. Director of Advanced Analytics and Data Science at Comcast-West Division. He serves as a transformative, collaborative, and inspirational leader with a deep understanding of customer behavior analytics.

Prior to Comcast, Ram held various leadership roles at AT&T and Lumen supporting Consumer, Business, Government, and Wholesale channels. Additionally, he led the strategic development and implementation of the Customer experience, new product development, Demand Gen, Base Management, and Customer Journey Analytics.

As the Head of Comcast Business West Division Analytics team, Ram is responsible for delivering Data Science Models, Reporting, Analytics, and Automation which has created transformational savings and revenue growth, with exceptional customer experience. Ram leads the department of several Data Scientists, Analyst, and Engineers which have delivered various Analytical solutions across a diverse set of business functions including- Sales, Marketing, Customer Care, Finance, Business Development, Construction, Engineering, Human Resources, Advertising, and IT. He is an innovative leader in the area of democratization of Data to enable and empower both internal and external customers.

Throughout his 20-year career in Telecom, he has led, mentored, and grown various Data Science and Engineering Analysts. Ram is very passionate about how Data Science, Engineering, and Analytics can influence business decisions.

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Ravi Bhoothanath (Ravi)
Vice President, Billing Strategy and Design
Charter Communications - Stamford, CT

Mr. Bhoothanath leads the Billing PMO, Billing Solutions and Process effectiveness organization of the Billing Strategy and Design at Charter Communications. He works with Senior executives and business stakeholders to manage, develop and implement strategic and high priority initiatives that aligns with the vision and direction of the company. He has been with Charter over 9 years with various responsibilities within the Customer Operations organization

Previously, Mr. Bhoothanath has been a Senior Consultant with over 20 years of broad-based and diverse experience including key management and leadership roles within various industries such as cable MSOs, beverage, cloud hosting and agrochemical and agricultural biotechnology industries.

Mr. Bhoothanath has the experience of managing large teams and leading transformations. Recognized for skills in developing, aligning, and managing strategy, business operations, technology and business processes, initiatives, vendors, business financials to deliver increased efficiencies and profitability. He is action oriented, results driven and has an established record to develop and implement solutions to complex problems.

Mr. Bhoothanath is also the current co-chair of the multicultural business resource group at Charter. This group has over 3000 members and who are committed to learn and develop each other while contributing in impactful ways to the growth of Charter and our communities.

Mr. Bhoothanath has an Engineering degree from Penn State University and an MBA from Washington University in St. Louis.

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Oliver Bystricky (Oliver)

Vice President, Business & Legal Affairs, U.S. Networks
Distribution
Paramount - New York, NY

Mr. Bystricky is Vice President, Business & Legal Affairs, for Paramount's U.S. Networks Distribution (USND) team. He provides legal counsel to the USND business unit and other members of Paramount's senior leadership, serving as lead attorney for distribution of Showtime, BET+ and Noggin through structuring, drafting, and negotiating agreements with traditional and OTT distributors of all sizes, and internally advising on risk with respect to the same. In addition to his primary role, Mr. Bystricky is co-chair of the Paramount Law Department's DE&I subcommittee for Retention, Development and Recruiting.

Prior to joining Paramount, Mr. Bystricky was an Associate in the New York offices of Covington & Burling LLP (Covington) and Weil, Gotshal & Manges LLP (Weil). While at Covington, Mr. Bystricky represented clients with respect to commercial transactions in the television, music, travel, sports and finance sectors. At Weil, he represented a wide range of strategic and financial purchasers in M&A transactions, with a focus on the licensing, acquisition, development, sale and commercial exploitation of technology, data and intellectual property.

Mr. Bystricky earned his BA from Boston College, and his JD from Brooklyn Law School, where he served as an Articles Editor for the *Brooklyn Law Review*; was President of the IP Law Association; received endowed scholarships for achievement in Entertainment Law, as well as Internet, Privacy and IP Law; and was an active member of the Black Law Students Association and the Entertainment & Sports Law Society.

Mr. Bystricky is a seasoned attorney specializing in media and technology transactions, with extensive experience driving client-focused outcomes through rapidly evolving competitive landscapes. He is passionate about connecting a broad range of ideas and backgrounds in order to bring inclusive thought leadership to the forefront of the communications industry.

Outside of work, Mr. Bystricky is an enthusiast cook, an avid collector of vinyl records, and together with his wife, is nervously (but excitedly) awaiting the birth of his first child – sometime during ELDP XXII!

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David Carter (David)
Senior Director Sales Strategy & Effectiveness
Cox Communications – Washington, D.C. and Atlanta,
GA

David Carter is an experienced executive and business Leader with a proven record of defining strategy and successfully leading businesses to top performance. David joined Cox in 2016 in the Automotive Digital Media division where he served as Regional Director, Enterprise Accounts for 4 years. In this role, David led a national sales team focused on AutoTrader and Kelley Blue Book digital media solutions. In his current role, David joined Cox Business in 2020, serving as Senior Director, Sales Strategy and Effectiveness. In this role, David is responsible for the identification, analysis, strategic planning, and execution related to the sales transformation components of the Cox Business Operating Model.

Prior to Cox, David brings with him 20+ year track record of success in leading teams in Fortune 100, mid-cap, and start-up organizations globally. David has extensive sales leadership, strategy, and operations experience working in matrix organizations to maximize sales effectiveness. He has held senior sales management and sales operations leadership roles in companies that include Sprint, PGI, and GXS, (now OpenText). David has a true passion for developing strong, top-performing sales organizations armed with the competencies and tools required to facilitate seller success which drives growth priorities.

David holds an MBA from Howard University and a BBA in Finance from George Washington University. He enjoys traveling, cooking, and spending time with his family and friends.

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Cynthia Derick (Cynthia)
Executive Director
Disney Media & Entertainment Distribution - Burbank,
California

Cynthia Derick is Executive Director, Distribution Planning and Analysis at Disney Media & Entertainment Distribution. She leads the distribution strategy and planning team that supports sales, operations, legal, finance and accounting teams in the exploitation of all content from The Walt Disney Company to Canadian linear, SVOD, & AVOD clients. She directs the deal management of all channels operated as Canadian joint-ventures and output/trademark license agreements. Additionally, her team is an integral contributor to the launch and sustainment efforts for Disney+ services in twenty six (26) territories.

Her thirty-plus years at Disney spans various roles, with emphasis in domestic sales and marketing, account management, global distribution planning and strategy. A pragmatic, strategic leader, and exemplary collaborator, she is passionate about delivering results, resolving problems and creating a positive and supportive environment where employees can thrive and achieve their fullest potential. Ms. Derick lives in Los Angeles with her husband, Chris, son, Ethan and Papaya (a companion buddy from The Guide Dog for the Blind). Her daughter, Megan, lives in Tokyo, Japan.

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Andrew Flores (Andrew)
Creative Director of Social Media
Nickelodeon - New York, New
York

Andrew L. Flores is a Creative Director of social media for Nickelodeon. He's an Emmy nominated Writer and 7 Time Promax Gold Winner. He is a Co-Chair of the Paramount Global ERG SOMOS, an affiliated twitch streamer, and a Performer/Facilitator/Editor with FLS+.

At Nickelodeon, Andrew leads a bi-coastal team of content creators making media that lives across several social media platforms. Andrew's team writes, produces, shoots, and edits a wide gamut of different content types for our current and nostalgic Nickelodeon shows and franchises and is constantly innovating new ways to connect our fandoms' passions to form a community around our brand.

Previously, Andrew has spearheaded the initiative to bring Nickelodeon to Twitch and add livestreaming to Nickelodeon's capabilities to connect to the audience in a more direct way, sharing knowledge from the animation studio staff on the skills and steps to become a part of the Nickelodeon family.

Andrew is also a founding member of the Nickelodeon Diversity and Inclusivity council working to build and shape new ways to help continue the work of creating and expanding our work culture and content to be more diverse, equitable and inclusive in front of and behind the camera so that the diversity of the audience is reflected in the diversity of Nickelodeon.

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Jared Flynn (Jared)
Vice President, Financial Data & Reporting
Spectrum Enterprise (Charter Communications) - Stamford,
CT

Mr. Flynn is the Vice President of Financial Data & Reporting at Charter Communications' Spectrum Enterprise business division. He holds a key leadership position in which he oversees revenue assurance initiatives, data analysis insights, and reporting metrics for the business.

Previously, Mr. Flynn served as Vice President of Financial Planning & Analysis for one of the largest independent clinical engineering service providers in the country. There he led various expense reduction, budget attainment, and monthly and quarterly variance analysis objectives which included the oversight, maintenance, and consolidation of several regional profit & loss configurations.

Mr. Flynn is a performance driven, analytical, and efficiency centric professional with over 15+ years of experience (10 of which have been in the cable/telecommunications industry) in providing conclusive insights to pre-existing business models via various exception reporting cadences inclusive of root cause analytics. A dynamic leader that collaborates with various boundary partners and stakeholders to increase top line revenue attainment, Mr. Flynn has initiated and maintained several reporting cadences that have positively informed major business decisions.

Mr. Flynn is passionate about approaching pre-existing work flows or revenue generating scenarios, and then implementing exception reporting cadences based on analytical findings that result in incremental revenue and corrective process measures.

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Ignacio Garcia (Ignacio)
Coordinating Producer II
ESPN - Los Angeles, CA

Ignacio Garcia is a media executive with a unique understanding of the U.S. Hispanic and International markets. He has strong experience in Sports, News, Entertainment, and Business. He is a Coordinating Producer II responsible for overseeing all the day-to-day operations of ESPN's International & Deportes TV Production originated from the Los Angeles and the Miami Production Center.

He is also responsible for the ESPYs for ESPN Deportes and ESPN International for the US Hispanic Market and around the globe, including specific markets like China, Canada, Brazil, Europe, Africa, and Latin America to name a few.

Ignacio also led ESPN Content creation around the Soccer World Cup in Russia and the Olympic Games in Rio. During those events, Ignacio moved to Mexico and took charge of that production center, an office with 300+ employees. He created and launched dozens of shows including "Nación ESPN," winning the first ever Emmy® for Outstanding Studio Show in the Spanish language category. He also created shows like "Ahora o Nunca" and "Goles y Más", which had the distinction of being the first ESPN show hosted by all female talents across four different regional offices (Bristol, Miami, Mexico City, and Los Angeles). In 2021, Ignacio also launched "Fútbol Americas" for the US domestic market. The show helped to diversify ESPN's soccer audience on ESPN+. In September 2022, Garcia added responsibilities overseeing Miami-based productions like "La Previa MX" and the iconic "Jorge Ramos y Su Banda" show, produced in Spanish for ESPN Deportes, ESPN+, and also available as a Podcast.

Prior to joining ESPN, Ignacio gained unique experience working at CNN en Español where he became the Sports News Director overseeing all of the day-to-day administration, news gathering, and editorial focus. He led the CNN en Español coverage for major sports events including the Soccer World Cup in Germany.

Previously, Garcia served as Senior Producer for CNN en Español news shows covering all kinds of live programming and events including the September 11, 2001 attacks. In 2005, he received a "DuPont Award" for coverage of the tsunami disaster in South Asia and a "Peabody Award" for coverage of Hurricane Katrina and its aftermath.

Before moving to the US, Garcia played an instrumental role in launching the first SportsCenter outside of the US in 2000. The show produced in Spanish reached Hispanic fans in Latin America as well as the US.

Ignacio is passionate about volunteering, getting involved in the community, and advancing diversity, equity, and inclusion in media.

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Terrica Gupton (Terrica)
Executive Director, Sales Compensation
Comcast - Atlanta, Georgia

Terrica Gupton is the Executive Director of Sales Compensation for Comcast Business. Her core responsibilities entail enterprise-wide ownership of all Comcast Business sales compensation functions including strategy design, implementation, reporting analytics, administration, and governance for more than 80 compensation plans spanning multiple sales segments, three divisions and HQ, impacting more than 5k employees, and generating over \$200M in annual expense.

Prior to assuming this role, Terrica held various positions in Finance with increasing scope for more than thirteen years, supporting the Comcast residential business in Atlanta, the NBCUniversal technology and digital media businesses in New York City, and several more key business units as an alumna of General Electric's Financial Management Program – a premier financial leadership development initiative for early career talent.

Terrica is a strategic, collaborative, and visionary business leader with a proven record of accomplishment delivering organizational results. Having delivered multiple large-scale initiatives involving transformation, functional establishment, and consolidation, Terrica has distinctive experience partnering with and influencing executive business partners to scope strategic priorities, create and implement deployment programs, and define success frameworks to achieve desired outcomes. She is a solutions-oriented and intrinsically motivated business advisor, often recognized for her excellent verbal and written communication skills.

Terrica is a Louisiana native and graduate of Louisiana State University, where she received a bachelor's degree in International Trade and Finance. She is currently pursuing an MBA as a Forté Fellow at the University of Illinois, Gies College of Business. Additionally, Terrica serves on the executive committee and Board of Directors for Girl Talk, Inc., a non-profit organization dedicated to increasing confidence in young girls, and is a member of Delta Sigma Theta Sorority, Incorporated.

Terrica's favorite pastimes include reading, traveling, enjoying summertime, and creating memories with her husband (William), daughter (Nyla), and dog (Dash).

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Jason Hernandez (Jason)
Sr. Vice President of Digital Sales
Paramount Global - New York,
NY

Mr. Hernandez is the Sr. Vice President of Digital Sales at Paramount Global. He has 20+ years of Digital Ad Sales leadership experience for Fortune 500 companies and startup brands. Mr. Hernandez is an entrepreneurial sales executive proven in generating multimillion-dollar revenue growth in the highly competitive digital advertising sector.

Mr. Hernandez has major brand experience with Paramount Global, CBSInteractive, Warner Bros., New York Post and AOL. Mr. Hernandez is a trusted partner to both internal leadership and external C-Level partners. He is an engaging, responsive communicator focused on culture and positioning personnel for success.

As SVP of Digital Sales at Paramount Global, Mr. Hernandez directs Sales efforts focusing on Publicis, Dentsu and Independent Agencies. He leads a high-performing team of 30 sales professionals who drive revenue through Digital Video, Sponsorships, Branded Content, Social and Influencer Marketing. In addition, Mr. Hernandez is also the lead Digital Negotiator for the yearly Upfronts with Publicis and Dentsu.

Mr. Hernandez graduated from Boston University with a BA in Communications. He was a full scholarship student-athlete and Team Captain for Boston University's Wrestling Team. Mr. Hernandez lives in Montclair, NJ with his wife and three children ages 13, 10 and 8. An active member of his community, in his free time Jason enjoys playing golf, skiing as a family, driving his kids to and from all their activities and coaching his son's wrestling team.

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Sherie Hernandez (Sherie)
VP of Casting
CBS Studios - Los Angeles, CA

Sherie Hernandez is a Vice President of Casting at CBS Studios. She is part of a great team overseeing casting and casting directors for the studio on many broadcast, cable, and streaming platforms. Previously, she was head of casting at Kapital Entertainment and cut her teeth casting independently prior to joining the executive ranks.

Hernandez enjoys helping build the CBS Studios brand of inclusivity and great content.

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Mark A. Hernandez, Esq. (Mark)
Vice President, Assistant General Counsel
Charter Communications, Inc. - Stamford,
CT

Mr. Hernandez is Vice President and Assistant General Counsel, Employment Law, at Charter Communications. He manages all facets of employment-related litigation (including administrative claims, arbitration claims, and lawsuits filed in state and federal courts). Mr. Hernandez also provides strategic legal counsel and guidance related to every aspect of employment to Charter's various business units.

Previously, Mr. Hernandez served as Partner at Putney, Twombly, Hall & Hirson LLP (Putney). For 25 years, in addition to representing management side clients in federal and state court, he provided clients with supervisory and management training to recognize, prevent and rectify sexual harassment and discrimination in the workplace, union avoidance, union campaigns and elections and collective bargaining issues. He also represented numerous clients as the chief spokesperson during collective bargaining negotiations. As a partner at Putney, Mr. Hernandez helped run a small, but highly profitable law firm, serving as a member of Putney's Pension/Retirement Committee, Health Insurance Committee, Real Estate Committee, and Information Technology Committee.

Mr. Hernandez is a seasoned professional with nearly 30 years of experience in representing clients and assisting companies recognize and avoid risk from litigation. He has a proven record of providing both practical legal and business advice.

Mr. Hernandez is passionate about his family and friends

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Donny Hugo Herran (Donny)
Senior Vice President
Paramount Media Networks & MTV Entertainment –
Los Angeles, CA

Donny Hugo Herran is an accomplished Producer, Production Executive and Executive in Charge with over 20 years of experience in the film and television industry.

As a graduate of the University of Central Florida's film program in 2000, Donny began his career as an intern at Nickelodeon Latin America versioning content for both Latin America and Brazil. After 4 years with the network he went on to cut his teeth as a freelance production manager and eventually produced content for Disney, ABC, FOX and the Discovery Channel while venturing into independent filmmaking, including being a part of the Oscar Winning Film, "Monster".

Upon relocating to Los Angeles in 2004 he eventually moved in house as part of the production team at Paramount Media Networks, formerly Viacom and ViacomCBS. He began as a manager and over the last 15 years has risen to the title of Senior Vice President of Physical Production. As an SVP in the Production Management department he's responsible for overseeing a diverse slate of content across nine network brands as well as the studios and Paramount+ that includes docu-reality, competition formats, scripted series and movies. Some of his credits include unscripted hit series "Love & Hip Hop", "The Challenge", "Ink Masters", "Dallas Cowboys Cheerleaders", "The Hills" and "Bar Rescue" as well as scripted series such as "The Breaks", "Hit The Floor", "Single Ladies" and "Scream". Currently Donny is overseeing the linear movie initiative at Paramount Media Networks which includes movie partnerships with Jamie Foxx, Idris Elba, Courtney Vance, Eva Longoria and Nick Cannon to name a few.

In addition to his domestic slate, Donny is also part of a global expansion team set on producing content that drives brand awareness, establishes regional models and builds infrastructure to support future endeavors abroad. This initiative has led him and his team to Canada, Croatia, Argentina and most recently Mongolia.

Outside of the office Donny is a father of two for which he states is and will always be his greatest accomplishment.

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Mary Michell Jackson (Mary Michell)
Director, Human Resources
Comcast – Atlanta, GA

Mrs. Mary Jackson has been with Comcast for over 14 years serving in various roles. Currently, she leads and serves as the Director of Human Resources for the Big South Region at Comcast Telecommunications Company. She provides overall strategic human resources leadership for a region of multiple areas which includes seven states, including multiple cross functional departments. She partners with business leaders and various departments to provide seamless support, growth and development, implementation of human resources strategy and achieve business results.

Mrs. Jackson serves as DEI & Belonging committee lead for the Big South Region of Comcast as well as a committee lead for the Indigenous Employee Resource Group at the national level.

Previously, Mrs. Jackson lead and served as the Director, Recruitment and Talent Acquisition for Comcast in Central Division, where she was responsible for the delivery, innovation, and strategy for talent efforts within various functional groups.

In addition, before transitioning to Recruitment and Talent Acquisition, she served as the Director for Customer Care, where she led a call center team in Madison, MS until January 2018. Mrs. Jackson and her team were instrumental in leading major cross-functional initiatives to dramatically improve the customer experience and drive efficiencies to improved customer satisfaction through increased employee focus, empowerment, accountability, and frontline leader development.

Mrs. Jackson has a keen focus on creating and streamlining procedures and processes to ensure best practices are introduced in the culture to identify ways to drive performance and engagement through increased employee focus, empowerment, accountability, and growth and development. She excels at recruiting/retention, training/development, employee relations, succession planning, coaching, conflict management, risk management, enhancing performance and leading teams.

Mary strongly believes in serving others by creating opportunities to help people achieve their goals in life. She is an active volunteer in her community. She has served on various boards including but not limited to March of Dimes, United Way, Madison Chamber of Commerce and WICT (Jackson and Memphis). Mary is an Alumni of the 2012 Leadership Madison County Program within the Madison County Chamber of Commerce. She is a 2013 graduate of the WICT Rising Leaders Program. She is also a graduate of the Half the Sky Leadership Program led by CEO and Founder, Grace Killelea. Also, in 2013, she was recognized as 1 of the 50 Top Leading Businesswomen as well as 1 of the 10 Top Leading Businesswomen by the Mississippi Business Journal. Additionally, she is also a member of NAMIC, WICT, SHRM Society, and participates regularly in Comcast Cares Day.

Finally, Mary is certified as a trained Change Practitioner by Prosci, and she is also a graduate of the University of Phoenix in which she earned a Bachelor of Science degree in Business Administration.

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Rishi Jain (Rishi)
Senior Director
Comcast Corporation - Philadelphia,
PA

Rishi has been technology leader with 20+ years of achievement, delivering IT-empowered business solutions that drive growth and efficiency for industry-leading companies. Unique blend of hands-on technical expertise and strong business acumen. Proven ability to lead enterprise-wide initiatives that streamline operations, capture savings, increase capability, improve service quality, and accelerate growth. Strong management aptitude with record of success in developing high-performing IT teams and introducing best-practice processes. Innovative strategist who brings structure to disparate IT systems and aligns IT strategies with bottom-line goals. Tested leader who has built and coached cross-functional, onshore/offshore teams and collaborated directly with C-Level executives.

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Sean Jones (Sean)
Director of National Sales
Effectv, Comcast - Atlanta,
GA

Sean Jones is the Director of National Sales, Effectv, a Comcast Company. He built and currently leads this team since Comcast stood up the Enterprise Division in 2019. The Enterprise division implements and builds innovative advertising tools in both the linear and advanced advertising platforms.

Sean oversees larger brands and advertising ad agencies for Effectv and is responsible for a nine-figure budget line. He leads a team of Sales Managers, Planners, Strategists and Operational professionals.

Sean was also at FOX Broadcasting and when they sold eight Television Stations in 2008 when News Corp acquired the Wall Street Journal. Sean was then tapped to build a team to run that group of stations as Vice President of Katz Media Group in Atlanta.

Sean is also a Founding Member and current Board Member of the University of Georgia Executive Advisory Council for the Grady School of Journalism entering its 8th year. He is also the Founding Director of the UGA Advertising Mentorship Program which is entering its 10th year. This program has had over 350 students, of which over 100 students have been directly placed in industry jobs. He also runs two endowments at The University of Georgia that go to two students every year.

Sean and his family have recently done work with the Autism Speaks, GA Breast Cancer Coalition, Feed the Hungry, American Lung Association, American Heart Association, the Atlanta Community Food Bank.

Sean is a husband to Aimee Jones and a father of three with daughter Isabelle, sons Blake and Charlie Jones. He is a native of Kensington, Maryland. Sean came to Atlanta to attend the Olympics and fell in love with the city and moved to Atlanta in August of 1996.

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Marc Jones (Marc)
Vice President, Human Resources
CBS Sports - New York, New
York

Marc Jones was named Vice President, Human Resources, CBS Sports, in October 2020, and oversees all human resources functions for CBS Sports and CBS Sports Network. As part of the Paramount Global Corporate Human Resources (HR) team, Marc has responsibility for providing a broad range of HR guidance that includes talent management, organizational effectiveness, leadership development, change management, employee relations, compensation, and talent acquisition. He works closely with the senior leadership team to attract, engage, train, and retain CBS Sports employees.

Additionally, in his role, Marc helps develop and implement new diversity, equity and workplace culture strategies and initiatives that aligns with company direction and business goals, with an effort to drive an inclusive work environment. Marc partners closely with Paramount Global and CBS Sports leadership to implement effective COVID-19 protocols to ensure safe operations for all essential staff and for uninterrupted sports television broadcasts.

Prior to joining CBS Sports, Marc founded his own human resources practice where he served as a consultant to business startups. For more than 20 years, Marc has held various management and executive human resources positions in several highly esteemed and respected companies such as Time Inc., Time Warner Cable Sports Network (now WarnerMedia), America Online (AOL), Marsh & McLennan, Olympus Consumer Products and NewYork-Presbyterian Hospital. Among Marc's accomplishments have been establishing systems, processes, and tools to drive alignment between people, business strategies and HR programs in highly competitive and rapidly evolving industries.

A 1994 graduate of Adelphi University (B.S., Business Administration) and a 1996 graduate of Syracuse University (M.B.A., Whitman School of Management), Marc resides in Long Island with his wife and son. In his spare time, Marc enjoys traveling and spending his time volunteering.

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Erin Jordan (Erin)
Director, Corporate Social Responsibility
Paramount Pictures - Hollywood,
California

Erin Nicole Jordan is currently a Director in the Corporate Social Responsibility division at Paramount Pictures where she is responsible for the development and implementation of the studio's philanthropic efforts including pro-social employee engagement, volunteerism, and charitable giving. This includes community engagement, workplace activations and due-diligence for both financial and in-kind support

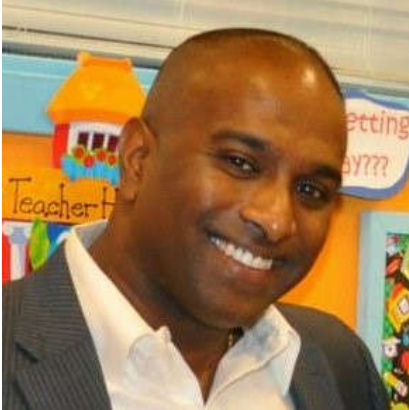
Before joining the Paramount team, and while completing the Master of Public Administration graduate degree program at CUNY, Bernard M. Baruch College, Jordan served with the DC Promise Neighborhood Initiative. Her role was as the Special Assistant to the Executive Director and Senior Management Teams in Education Programs, Fund Development, and Community Engagement where she supported strategic planning and budget alignment processes, program development, grant writing and reporting.

Prior to pursuing her graduate studies, Jordan served as Volunteer Programs Manager for the Merrill Lynch Global Philanthropy Division. Responsibilities in this role focused on the recruitment, planning and management of team volunteer events. In addition, she was a liaison for nonprofit partners requesting volunteer support from the organization and managed the online recruitment and information website. Jordan also worked in their charitable giving division handling due diligence for corporate contributions.

Jordan is highly engaged in the community both internally and externally. She aims to leverage her role in various groups to stay informed on changes in the industry, local government and community. Jordan has served as Chair of the Black Employee Resource Group (BEAT+) for Paramount Global West Coast for six years, Vice-Chair of the Board of Directors for the Sickle Cell Disease Foundation in California and she continues to cultivate relationships within the Los Angeles African American Women in Public Policy Institute which she completed in 2016.

Jordan also holds a Bachelor's Degree in Mass Media Arts from Clark Atlanta University with a concentration in Public Relations.

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Nishan Kottahachchi (Nishan)
Vice President, Business & Legal Affairs
Paramount - New York, NY

Nishan Kottahachchi is a Vice President in the Business & Legal Affairs department at Paramount.

Mr. Kottahachchi is an experienced business-minded strategic adviser providing practical business and legal advice in the areas of intellectual property, marketing, advertising, privacy (CIPP/US), data security, product counseling, complex tech transactions, licensing, and litigation in the United States and internationally.

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Peter Y. Li (Peter)
Director, Decisioning Technology
Comcast - Philadelphia, PA

Peter is currently a Director of Decisioning Technology at Comcast, and is responsible for the vision, roadmap, and business case of an enterprise-level decisioning platform to turbocharge sales and marketing goals for the company.

Prior to Comcast, Peter worked as a technology consultant for Accenture, Merkle, and Dentsu, where he helped to define and build technology solutions for clients in the telecommunications and retail banking sectors. His work is often part of highly visible programs that have yielded over a billion dollars of EBITDA.

While he is a strategic thinker, Peter also loves to get things done with high-performing teams. He is a strong believer that teams perform their best – and have more fun – when the individuals on it can bring their authentic selves to the workplace. He believes this is achieved through having representation, and practicing inclusion, which is why Peter has taken on various leadership roles in LGBTQ and DE&I employee resource groups throughout his career.

Peter is a graduate of the University of Toronto with a Master of Applied Science degree in engineering.

In his spare time, Peter likes watching British gardening shows, playing volleyball, and dreaming of new places around the world to visit.

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Victor Limjoco (Victor)

Executive Director, Content & Partnerships, Comcast Local Media Development
Comcast NBCUniversal - Philadelphia, PA

Victor Limjoco is the Executive Director, Content & Partnerships for Comcast Local Media Development. He leads the team responsible for public programming, including award-winning programs like "Comcast Newsmakers," "Voices of the Civil Rights Movement," and "Equality, Identity & Hope" available on Comcast VOD, social media, and through partners like peacock. Mr. Limjoco has almost 20 years of experience in multiplatform content development, partnership strategy, and consulting.

Prior to Comcast, Mr. Limjoco was a journalist at NBC News for more than a decade, earning 3 Emmys as a producer for NBC Nightly News. He has covered the gold medal-winning women's gymnastics team at the London Olympic Games, the aftermath of Typhoon Haiyan in the Philippines, the heroin crisis in America, and the "Miracle on the Hudson" plane crash.

Mr. Limjoco founded the employee resource group APA@News, serving the Asian/Pacific American community at NBC News and MSNBC. He's proud to have launched several diverse documentaries, including "Stonewall 50: The Revolution," which won the 2020 GLAAD Media Award, and "Avenues of Dreams: Reclaiming MLK Boulevards," which premiered this year. He has received the "Mentor of the Year" award from the Asian American Journalists Association.

He previously worked at the production company ScienCentral News, NPR/PBS station NJN, and consulting firm Aon Hewitt Associates. He earned an MBA at the Wharton School at the University of Pennsylvania (where he now serves as adjunct faculty) and his BSJ from the Medill School of Journalism at Northwestern University.

Mr. Limjoco has volunteered and mentored for several nonprofit organizations, including Bottomless Closet, the Asian American Journalists Association, and the National Lesbian & Gay Journalists Association.

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Biographical Information**



Gina Lorscheider (Gina)
Vice President, Disney Concerts
The Walt Disney Company - Burbank,
CA

Gina is the Vice President of Disney Concerts and oversees the development and direct licensing of hundreds of film concerts each year. She leads a highly skilled team in a very fast-paced environment with a dedication to strategic leadership agility and creative innovation which. As she has continued to gain experience and capital within her organization, she has devoted much of her time to mentor, guide and support women of color within her industry. As leadership is about inspiring confidence in others and leading them to achievement of their own goals, Gina believes that showing leadership through mentorship and allyship can help anyone who comes after her imagine themselves in her place one day, and give them the tools to make that a reality.

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Sharlene Martin (Sharlene)
Senior Director of Human Services
Charter Communications - Zeeland,
MI

Sharlene began her career with Warner Cable, which later became Time Warner Cable (TWC) in 1986. Sharlene advanced her career within the Human Resources field at TWC promoting to Supervisor, Human Resources; then Manager, to Director Human Resources; and currently holds the role as the Regional Sr. Director, Human Resources for Charter, Greatlakes Field Operations team.

During her career as a Human Resources Business Partner, she has had the opportunity to support all functional areas within the organization, to include but not limited to: Customer Service, Sales (retail/direct/inbound), Engineering, Finance, and has been solely dedicated to the Field Operations team since 2016. What Sharlene values the most about serving as a Human Resources Professional, is the opportunity to play a significant role in the onboarding, growth, and development of others. Sharlene developed and led diversity and inclusion initiatives within the organization with successful and rewarding outcomes, receiving various community awards acknowledging her efforts and accomplishments. Sharlene has a Bachelor's degree in Business Management, and a Master's degree in Organizational Leadership. Sharlene is married with 1 son, a daughter in-law, and a new grandson that brings her a great deal of joy. Sharlene enjoys spending time with her family, hosting family events, cooking, baking and working with the youth within the community and at her church.

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Biographical Information



Prashanth Myla (Prashanth)
Vice President, Wireless Technology Integrations
Charter Communications – Greenwood Village,
CO

Prashanth Myla is an accomplished Wireless Technology executive living and working in Denver, Colorado. His areas of focus as a Mobile executive are Wireless Technology advancement, IT Transformation/modernization, Architecture Governance, Business & Technology Strategy.

Since 2010, for the past 12 years, he has been in the Cable, Media and Wireless serving the senior executive roles of Sr. Director and Vice President of the Wireless Technology Group at Charter Communications.

As a pioneer in the wireless industry, Mr. Myla has developed \$200M Charter's Spectrum Wireless Mobile initiatives from the early stages of launching Spectrum Mobile using Verizon as an MNO to transform the entire organization as fastest growing Charter owned Spectrum Mobile offering. For his efforts, he has been recognized as a catalyst for company-wide IT

Transformation/modernization for building wireless network back-office platform leveraging modern cloud-based technologies. This business case has led to exponential growth of spectrum Wireless subscriptions both in the residential and SMB industry to place Charter as a Technology pioneer.

Mr. Myla currently serves as trusted technical leader/advisor to the charter executive team. In the past, he was involved in the merger efforts of Charter Communications and Time Warner Cable leading Technical integration on behalf of the CIO's organization. He currently serves as a member of Design Approval Board, and Technical Center of Excellence at Charter Communications Wireless division.

He received a B.S. in Computer Science from the prestigious Anna University - Karunya Institute of Technology, India.

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Biographical Information

Dennis Norman (Dennis)
Senior Director Product Strategy
Cox Communications, Inc. - Sandy Springs,
Georgia

Dennis Norman is Sr. Director of Product Strategy at Cox Communications. In this role he has responsibility for supporting Cox's strategic planning process including development of 3–5 year product roadmaps, conducting internal and external product assessments, and leading various strategic product initiatives. Since joining Cox in 2018, Dennis has also spent time in Corporate Strategy supporting competitive and growth strategy for Cox's residential products and services.

Prior to joining Cox, Dennis spent four years with McKinsey & Company as a consultant and manager in the Digital/Business Technology practice focused on technology enablement and digital growth strategy. In addition, Dennis spent 9 years in the National Football League as an offensive lineman for the Seattle Seahawks, Jacksonville Jaguars, and San Diego Chargers.

Dennis holds a BS in Computer Science from Princeton University as well as an MBA from the Wharton School at University of Pennsylvania. He lives in Roswell, GA with his wife and two sons and enjoys documentary films and coaching/mentoring youth sports.

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Debi Ogunrinde (Debi)
VP, Strategy, Operations, and Growth
BET - New York City, NY

Debi is the second most senior leader on the strategy team for all of Black Entertainment Television (BET). BET is one of the largest Black operated companies in the US and single biggest provider of media specifically to Black audiences. As VP of Strategy, Ops, and Growth, Debi works to strengthen BET's ecosystem spanning five core businesses - studios, streaming, linear, digital, and live events - to let BET play a bigger role in Black life than ever before.

Debi leads analytics and strategy building to grow BET's businesses (e.g., scenario modeling for BET+, linear performance diagnostics, tentpole process innovation), convenes stakeholders to develop a cross-platform brand defining content strategy to inform content development and acquisition efforts, and leads elements of BET's social impact strategy. Together these efforts give BET a larger platform to continue to serve Black audiences content made for and by them in a market where Black talent is otherwise underrepresented.

Debi brings years of media and tech strategy experience to BET, having worked on growth and efficiency strategies for players across the ecosystem at McKinsey & Co. Her work is informed by interdisciplinary studies at Oxford as a Rhodes Scholar (degrees in public policy and anthropology, respectively) and UPenn (degrees in business at Wharton and international studies in the College of Arts and Sciences, respectively).

Debi is passionate about educating and mentoring others, having coached financial literacy and competitive debate in five countries. She is an avid reader of memoirs and amateur improv comedian.

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Courtney Oliver (Courtney)
Vice President, Human Resources
Paramount - New York, New
York

Courtney Oliver is the Vice President of Human Resources for Paramount Global Consumer Products and Nickelodeon. In this role Courtney is responsible for creating and executing strategic human resources initiatives for the Consumer Products department and various Nickelodeon departments, including, Marketing, Pre-School Development, Live Action Development, Business Development and Press/Communications department. Courtney's responsibilities touch every facet of the company, by counseling and advising senior leadership on all aspects relating to organizational design/structure, compensation, and employee engagement. Courtney's background includes 25 years of human resources experience.

Prior to joining Nickelodeon, Courtney served as Director of Human Resources for Viacom Media Networks Corporate Research, Creative Services, Corporate Communications and Business and Legal Affairs, where she oversaw the implementation of human resources policies, programs, and services, with emphasis on recruitment, succession planning, performance management, employee relations, employment practices, policies, and procedures. In this position, she also managed and administered key programs and employee events that encompassed the organization's diversity initiatives, employee engagement and mentoring.

Courtney served as the chair of Viacom Media Networks' "The B.E.A.T"., an employee affinity group with more than 1,000 members across the Viacom brands, including MTV, VH1, Nickelodeon, Logo, TV Land and CMT. She also served at the Co-Chair for the Public Reasonability committee of "The B.E.A.T." where they created and launched a companywide mentoring program call "UP Mentoring." Courtney was one of the founding members of the Women's Employee Resource Group "HERE@Viacom." Courtney is an active member of the New York Women's foundation (NYWF) where she served as a steering committee member for the 2011 and 2012 Celebrating Women's Breakfast. In addition, in 2010 she served as one of the Co-Chairs for the NYWF Neighborhood Dinner honoring community leaders in Harlem. In 2013 Courtney joined the Board of Figure Skating in Harlem a not for profit after school program for girls focusing on a STEM curriculum.

Courtney attended Lincoln University in Pennsylvania and has a Bachelor of Science in English Communications. She resides in Harlem, New York with her family.

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Bianca Pryor (Bianca)

Vice President, Consumer Insights, Content Optimization & Marketing Strategy
BETN, a Paramount Company - New York, NY

Bianca has been in academic and industry research combined for more than 15 years. She started out at a R1 institute, Purdue University, then worked her way into market research through a focus group facility then to a large research house.

Kantar TNS taught her everything she's know about market research from setting up trackers, designing sample including weighting to advanced analytic techniques for digital media effectiveness tests. However, it was at System1 where she truly stepped into executive leadership - growing books of business, developing and maintaining client relationships and coaching teams in Chicago, NYC and LA.

She's been at BET about 3 years, which was a new experience all around – coming from vendor side to client side and working in a dedicated sector, media and entertainment. BET has been perfect as it blends her love for research, insights and Black culture in one place. As the Vice President of Consumer Insights for Content Optimization & Marketing Strategy, she is responsible for leading a team of four that tests content and marketing stimuli for greenlight, production and/or air.

When she's not up to the above, she is busy skilling up in data science, combatting the alarming morbidity and mortality rates against Black birthing people, serving on a couple boards and spending time with her son.

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Kentrail Rainey (Kentrail)
Sr. Director HR Solutions
Cox Communications, Inc. - Acworth,
Georgia

Kentrail is a Sr Director, Strategic HR Solutions at Cox Communications Inc. He is responsible for the design and implementation of practical innovative HR solutions that support business performance. More specifically, through organizational design and total rewards consulting, Kentrail provides thought leadership and partnership to help leaders operationalize business and functional strategies that enable organizations to win in the markets served.

Previously, Kentrail was a Compensation Director at Cox Automotive Inc. He was responsible for consulting with a portfolio of businesses to develop and implement compensation strategies and programs that aligned to the company's long-term business and talent strategies. More specifically, Kentrail provided compensation subject matter expertise, management consulting, coaching and developed solutions for complex HR issues.

Kentrail is a life-long learner with a passion for solving problems. In his 15+ years of progressive HR consulting, design, and administration experience, Kentrail has cultivated exceptional leadership ability. His Team 1st style is both selfless and unrestrictive which he believes accelerates employee development and engagement.

Kentrail has successfully completed McKinsey Academy's *Black Management Accelerator Program*, Stanford Graduate School of Business' *Leading Through Personal Excellence Program*, 20/20 Vision Leadership Series *DRiVe Director Development Program*, and earned World at Work's *Certified Compensation Professional Certification*. He is also a member of *We Got Next!* which is a Black male mentoring and support group that has a goal of increasing Black male representation at executive levels. Kentrail holds a MS in Mathematics as well as a BS in Mathematics from Southern University and A&M College in Baton Rouge, Louisiana.

Kentrail enjoys spending time with family, traveling and telling stories with data.

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Erika Seberhagen (Erika)
Vice President of Strategic Development
Paramount Media Networks & MTV Entertainment Studios - New
York, NY

Ms. Seberhagen is the Vice President of Strategic Development at Paramount Media Networks and MTV Entertainment Studios based in New York. She works closely with Development, Production, and Talent to maximize partnerships and deal-structures alongside Business and Legal Affairs across all of Paramount Global.

Previously, she served as Senior Director of Content and Streaming at the Walt Disney Company. She oversaw operations for the Disney+ launch of scripted and unscripted content under the National Geographic tile, including content carried over from the FOX acquisition.

Ms. Seberhagen is an adaptive, problem-solving, and results-driven professional with 20+ years of experience in business strategy. She has a proven record of collaborating with internal and external partners to form winning strategies for battling industry disruption. An agile, global-minded leader who regularly builds teams from the ground up, she has an aptitude for understanding different perspectives, identifying overlapping interests, and finding paths forward to deliver results. She has demonstrated a style of diplomacy that boosts team communication, improves the quality of output, and drives business growth.

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Biographical Information



Maria Soares (Maria)
Senior Vice President Production and Content Strategy
ESPN - Bristol, Connecticut

Maria Soares is the senior vice president of production and content strategy at ESPN. She is responsible for the morning and afternoon editions of SportsCenter and oversees the content creation and distribution for studio production. Soares also has oversight of ESPN's industry-leading universal news group, and the universal coverage group, which includes bureau staffs, coverage producers and assignment editors.

Soares spent the first 25 years of her ESPN career on the ESPN International and ESPN Deportes businesses. In doing so, she has overseen those event production teams, studio programs, the digital video team, the global assignment desk, the talent office and some of the group's biggest projects. She has played a critical role in the launch of more than 10 ESPN networks, and the video support of more than 12 global ESPN.com editions. Her day-to-day has always involved producing content in multiple languages, while collaborating with other ESPN production facilities around the world.

Soares previously had oversight of ESPN's global soccer production unit — established in the fall of 2021 — encompassing all soccer produced for ESPN across all global regions and platforms. She also previously led the coverage of NCAA Volleyball and NCAA Gymnastics from 2019 until early 2022.

In her distinguished tenure at ESPN, Maria has shown a consistent drive for results, while remaining ever-focused on serving sports fans of all backgrounds. Maria is an innovator and a strategic thinker, who always brings new ideas, passion and strong business acumen. She has played an integral role in positively influencing countless projects over the years and is widely respected for her emphasis on the importance of diversity, equity and inclusion, smart collaboration and efficient processes.

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Biographical Information



Adrian Stevenson (Adrian)
Sr. Director, Care Operations
Comcast Cable - The Woodlands,
TX

Mr. Stevenson is Senior Director of Care Operations in the West Division for Comcast Cable. He currently serves as the leader for the Onboarding Center of Excellence responsible for resolving repair, billing, and retention calls for customers with 90 days or less tenure with the company. He is also responsible for establishing procedures and infrastructure to ensure rapid and effective resolution of support cases and chronic or significant complaint or quality issues to maximize efficiency and customer loyalty.

Previously, Mr. Stevenson served in various progressive leadership roles with ADT Security Services leading multiple teams supporting Customer Care Operations for North America.

Mr. Stevenson is a talented executive operations and care leader experienced in developing and managing staff, budgets, and processes to achieve result. Offering more than 25 years of progressive leadership experience, and a B.S. degree in Finance, he applies skills in organizational change management, leadership, mentoring, and training to motivate team member achievement of the organizational mission and goals. He also works to successfully raise public awareness about community-based programs and services including initiatives around diversity, equity, and inclusion.

Mr. Stevenson is passionate about developing and mentoring others to achieve their goals and career objectives. He is also excited about the evolution of technology and data science and the potential of tools and data in driving excellence within organizations who are able to leverage these effectively.

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Biographical Information



Adrian Stubbs (Adrian)
Vice President & Associate General Counsel
CBS Sports - New York, New York

Adrian Stubbs currently serves as Vice President & Associate General Counsel, CBS Sports, where he supports the division with a variety of matters, including structuring, negotiating, and drafting agreements for its multiple business units.

Adrian's areas of expertise include talent agreements, programming agreements, licensing agreements, and distribution agreements, as well as advising clients on various intellectual property and business-related matters.

Prior to joining CBS, Adrian was an attorney for WNET, where he counseled the production units responsible for Nature, Secrets of the Dead, and American Masters. He has also previously worked in the business & legal affairs department at CBS Interactive Inc.'s College Sports Division and as a full-time legal intern for CBS Sports Network when it was branded as CBS College Sports Network.

Adrian earned his J.D. from New York Law School and is admitted to the State Bar of New York. He attended Iona College in New Rochelle, New York and earned a Bachelor of Arts in Mass Communications, specializing in television production. He supports the 49ers and, regrettably, the Knicks, is too devoted to 90s hip-hop and R&B, and thinks *Purple Rain*, the movie, is a classic.

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Sherry Washington (Sherry)
Sr. Director, Sales Administration
Paramount Corporation – CBS - New York, New York

Sherry Washington is Senior Director, Sales Administration for the CBS Brand at Paramount. As Senior Director, Sherry serves as Administrator of sales support functions. Her role includes serving as liaison between Ad Sales and internal divisions for matters relating to programming, employee relations and day-to-day departmental operations. She problem solves and executes administrative functions to service the Ad Sales team in accordance with company policies and objectives.

Ms. Washington has over 25 years of experience in the field of administration. Starting at CBS as an Administrative Assistant, she was promoted to Director and now serves as Senior Director, Sales Administration. As Administrator, she is a key contact to regional offices located in NY, LA, Chicago and Detroit. She has supported company initiatives such as RAD, the Women's Networking Group serving as a committee lead, and is currently a co-chair for Paramount's WOMEN+ Employee Resource Group. A valued resource for the Sales team and advocate for corporate policies and philosophies.

Before joining CBS in 1999, Ms. Washington worked at advertising agency Foote, Cone and Belding working on accounts for Merck Pharmaceuticals, Clairol and Citibank. She also worked at Special Counsel, placing Attorneys and Paralegals on temporary assignments at major law firms.

Ms. Washington holds an Associate Degree in Business Management from Queensborough Community College (2007), a certificate in Human Resource Management and Human Resource Law from Pace University (2012) and a BA in Business Administration from Berkeley College (2015).

Ms. Washington enjoys DIY home improvement projects and volunteering in her local community. She resides in Burlington County, NJ with her husband and family.

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Biographical Information

Amy Yu (Amy)
VP Product Strategy, Data & Decision Science Group
Paramount - New York, NY

I am VP of Product Strategy in the Data & Decision Sciences group at Paramount, where I lead the design and development of platforms that enable data-driven decisions across all of Paramount's portfolio brands.

I graduated from the Jerome Fisher Program in Management and Technology at the University of Pennsylvania with a joint B.S. in Computer Science and Economics. I completed my M.S. at MIT Media Lab, where I was advised by César Hidalgo as part of the Macro Connections group, where my research focused on utilizing digital data to create visual engines for understanding social phenomena and informing decisions that affect innovation, business, and public policy.

I am currently based in New York with my family. Outside of work I can be found on the occasional run in Prospect Park, exploring new playgrounds with my daughter, trying out new restaurants in my neighborhood, or planning my next trip to Hawaii.

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Biographical Information



Mark Zee (Mark)
Vice President, Content Sales & Distribution
Lead, Platform Distribution DEI Council
The Walt Disney Company - Burbank, CA

Mark Zee is Vice President, Content Sales & Distribution in the Disney Media & Entertainment Distribution segment of The Walt Disney Company. In his role, he negotiates 3rd party film and TV licensing deals with global and US SVOD, AVOD, and FAST partners. In addition, he manages 1st party business with Disney's D2C platforms and networks (e.g. Disney+, Hulu, FX), which includes optimizing how the company utilizes its content library.

Mark serves as the Lead of the Platform Distribution Diversity, Equity & Inclusion Council. The 14-person council works to advance representation, culture, and accountability within its organization and at the company overall. In his previous roles at Disney, Mark handled global, US, and Canada EST and TVOD licensing as well as international digital strategy.

Prior to joining the company in 2014, Mark worked in international theatrical distribution at 20th Century Fox and investment management in Houston, TX. During his twenties, he was an actor and TV host based in Singapore, where he starred in over a dozen series and represented multinational brands (e.g. Nike, Burberry). Mark received his undergraduate degree from Princeton University and his MBA from UCLA Anderson.

Mark is a Chinese-American-Brazilian and proud immigrant. He currently lives in Los Angeles with his music icon-inspired rescue cats, Prince and Bowie.