

WELCOME TO THE 2025 ANNUAL AWARDS

LUNCHEON

HONORING

LUMINARIES, NEXT GENERATION LEADERS, EXCELLENCE IN MENTORSHIP AWARDS, AND THE MICKEY LELAND HUMANITARIAN ACHIEVEMENT AWARD RECIPIENT

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WALTON

CHAIR, NAMIC BOARD OF DIRECTORS

NAMIC

Welcome to the 2025 NAMIC Awards Luncheon

Welcome to this year's NAMIC Awards Luncheon. This gathering is one of the defining moments of our conference because it celebrates the leaders who are shaping our industry and expanding what inclusion means in practice.

The theme, Accelerating Inclusive Leadership, reflects a simple truth. Inclusion is not an add-on. It is the foundation of innovation, talent, and lasting success.

Today's awards honor individuals who demonstrate that leadership is measured by impact and responsibility. The Next Generation Leader, the Luminary, the Excellence in Mentorship Awards, and the Mickey Leland Humanitarian Achievement Award each recognize people whose work pushes our industry forward and opens doors for others.

Thank you to our partners and sponsors for supporting this mission. Congratulations to our honorees whose work leaves a lasting mark on our industry and demonstrates the power of leadership with purpose.

Emory Walton Chair, NAMIC Board of Directors **NAMIC**







Accelerating Inclusive Leadership isn't just our theme – it's our mandate. At NAMIC, we don't view inclusion as something we talk about once a year. It's something we build every day – in how we lead, how we hire, how we tell stories, and how we create opportunity for one another.

NAMIC's mission comes to life across every corner of our industry – through the executives leading billion-dollar brands, the creatives redefining representation on screen, and the next generation daring to lead differently.

Our strength has always come from our ability to connect people, nurture talent, and challenge our industry to do better – and then show them how.

Today's honorees remind us what that looks like in practice. They've each turned inclusion into innovation and leadership into legacy. And that's the kind of example we want to multiply – across every network, every platform, and every company represented here.

As we celebrate their accomplishments, let's also recommit to the work ahead – to accelerating inclusive leadership not just as a theme, but as a standard.

Congratulations to all of our honorees. Thank you for your leadership, your courage, and for continuing to prove that when diversity leads, the industry follows.

Sandy Nunez
President & CEO
NAMIC







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NAMIC IS PLEASED TO WELCOME **OUR 2025 ANNUAL AWARDS LUNCHEON HOST**

BRUZUAL

SPECTRUM NEWS 13 ANCHOR

SPECTRUM

Ybeth Bruzual has been with Spectrum News 13 since 1998, rising from assignment editor to Spanishlanguage reporter/anchor and now host of Your Morning News. In addition to anchoring the morning news M-F, she is also honored to co-host the award-winning politics show Political Connections M-F at 7pm covering Orlando and Tampa markets. A proud University of Central Florida graduate, she has called Central Florida home since 1981, when her family moved from Puerto Rico.

A two-time Emmy Award winner and four-time nominee, Ybeth earned her first Emmy in 2016 for coverage of the Orland United Pulse vigil and her second in 2019 for the series Hurricane Maria: Healing a Humanitarian Crisis. She was also part of a team honored with an Associated Press Broadcast Award for Public Affairs, Documentary and TV Magazine, and she received Valencia College's 2018 Distinguished Alumna Award. Ybeth has extensively covered politics and major events, including Puerto Rico's 2020 earthquake aftermath.

Passionate about delivering timely, thoughtful storytelling, Ybeth connects viewers to their community and inspires them to learn something new each day. Outside the newsroom, she enjoys cycling, gardening, and exploring Central Florida's diverse restaurants. Ybeth and her husband, a former professional basketball player, share a love of travel and roller coasters with their son.





2025 NAMIC VISION AWARDS WINNERS

ANIMATION

Kindergarten: The Musical! – Disney Jr./Disney+

BEST PERFORMANCE - COMEDY

Liza Colón-Zayas in The Bear
– FX/Hulu

BEST PERFORMANCE - DRAMA

Aldis Hodge in Cross

- Prime Video

CHILDREN'S

Dora - Nickelodeon

COMEDY

We Are Lady Parts
- Peacock

DIGITAL MEDIA - SHORT FORM

TV Onederland Presents: The Huxtables - TV One

DOCUMENTARY

Bad River - Peacock

DRAMA

Genius: MLK/X
– National Geographic

FOREIGN LANGUAGE

Las Amazonas de Yaxunah – ESPN

LIFESTYLE

Delicious Miss Brown
- Food Network

NEWS/INFORMATIONAL

Raising Fame
– TV One

ORIGINAL MOVIE OR SPECIAL

Terry McMillan Presents: Tempted By Love
- Lifetime

REALITY

Top Chef
- Bravo

REALITY - SOCIAL ISSUES

BET Black Men's Summit

– Black Entertainment Television Networks

SPORTS

FOX Sports' Presentation of MLB at Rickwood Field

– FOX Sports

VARIETY/TALK SHOW

Tamron Hall Show

– Disney Entertainment Distribution





NAMIC IS PLEASED TO RECOGNIZE THE 2025 EXCELLENCE IN MENTORSHIP AWARDS

NAMIC EXCELLENCE IN MENTORSHIP AWARDS

The Excellence in Mentorship Award, recognizes and celebrates individuals who demonstrate outstanding leadership, unwavering commitment, and exceptional impact as mentors within the NAMIC community and the broader industry.

Mentorship is a cornerstone of NAMIC's mission to foster diverse and inclusive leadership. The Excellence in Mentorship Award honors those who go above and beyond in guiding, supporting, and inspiring others on their professional journeys. These mentors not only invest in the growth of their mentees but also play a vital role in creating opportunities that reflect the richness of different backgrounds and experiences within the media, entertainment and technology industries.

2025 EXCELLENCE IN MENTORSHIP AWARDS

- Michelle Auguste, VP, Global Media Insights NBA
- Douglas V. Holloway, President Homewood Media and UKW Media
- Pamala Steward, Director of Distribution Operations A+E Global Media







NAMIC IS PLEASED TO RECOGNIZE THE 2025 EXCELLENCE IN MENTORSHIP AWARDS

MICHELLE AUGUSTE

VP, GLOBAL MEDIA INSIGHTS

NBA

DOUGLAS V.
HOLLOWAY
PRESIDENT

HOMEWOOD MEDIA AND UKW MEDIA





PAMALA
STEWARD
DIRECTOR, DISTRIBUTION OPERATIONS
A+E GLOBAL MEDIA







NAMIC IS PLEASED TO RECOGNIZE THE 2025 NEXT GENERATION LEADERS

NAMIC NEXT GENERATION LEADER AWARDS (NGL)

The Next Generation Leader Awards recognize the rising stars of the industry—emerging leaders who are paving the way for the next era of innovation and influence. These honorees demonstrate exceptional leadership potential, forward-thinking approaches, and a commitment to shaping workplaces and content that reflect a wide range of cultural perspectives. Their contributions are driving meaningful impact and helping to shape the future of the industry.

2025 NEXT GENERATION LEADER AWARDS HONOREES

- Samy Ben Aissa, VP, Mergers & Acquisitions, Corporate Finance & Development -Charter Communications
- Alex Gonzalez, Area VP, Field Operations Charter Communications
- Lamarr Gordon, VP, Information Technology Charter Communications
- Donovan Reade, VP, NEO Network Design and Implementation Charter Communications
- Ryan Richards, VP, Audience and Content Development Spectrum News
- Sara Salmabadi, VP, Commission Operations Charter Communications
- Miranda Thorpe, VP, Charlotte Office and Production Management ESPN
- Fang Xu, VP, Talent Acquisition and Employee Experience A+E Global Media







SAMY BEN

VP, MERGERS & ACQUISITIONS, **CORPORATE FINANCE & DEVELOPMENT**

CHARTER COMMUNICATIONS

Samy joined Charter Communications in July 2022. He is an accomplished corporate development executive and currently serves as VP of Mergers and Acquisitions. In this role, he leverages his deep financial and technical experience to forge trusted working relationships across many functions within Charter to identify and execute complex transactions, including the Liberty Broadband and pending Cox mergers.

Samy has extensive technology, media, and telecommunications experience, having spent 14 years in Corporate Development roles at leading organizations, including AT&T, Verizon, JP Morgan, and Charter.

Samy was born in France and is of Tunisian heritage. He holds an MBA from NYU Stern and two Master of Science degrees from the US and France. Samy lives with his partner in Wilton, CT, and is a proud member of Charter's LGBTQ business resource group.

I am honored to be recognized for my contributions to our industry and how my diverse background makes me a better leader. Working with the trailblazers of Charter makes my work so fun and impactful. Thank you NAMIC for your commitment to developing the next generation of leaders!







GONZALEZ

AREA VP, FIELD OPERATIONS

CHARTER COMMUNICATIONS

Alex Gonzalez is a proud Latin telecommunications executive with more than 22 years of experience leading and transforming field operations. Currently serving as Area Vice President for the Greenville-Tennessee market, he oversees field service, plant maintenance, and construction for Charter's fiber and hybrid coaxial-fiber network, serving over 1 million residential and business subscribers on more than 47,000 miles of network plant.

Throughout his career, Alex has advanced through progressively senior leadership roles spanning field service, plant maintenance, construction, and corporate operations. He has successfully directed large construction builds, managed multi-state teams of more than 1,200 employees, and driven major infrastructure expansions through RDOF and government grant initiatives.

Known for his ability to improve performance metrics, streamline processes, and build future leaders, Alex has consistently delivered measurable improvements in productivity, customer experience, and workforce development. He is an active member and President of the SCTE Piedmont Chapter, holds multiple technical and management certifications, and is deeply committed to mentoring the next generation of telecommunications leaders.

It is with deep gratitude that I accept this honor from NAMIC. Over my 22-year career in telecommunications, I've had the privilege of building and leading teams, expanding networks, and driving operational excellence to serve over a million subscribers in my footprint. I'm dedicated to the mission to build great teams, develop future leaders, and create opportunities in our company and our industry for anyone focused on our customers and our communities. Thank you, NAMIC.







GORDON

VP, INFORMATION TECHNOLOGY

CHARTER COMMUNICATIONS

As Vice President of Information Technology at Charter Communications, Lamarr Gordon has more than 25 years of technical expertise, a passion for strong, transparent, highperforming teams and a focus on continuous improvement. He currently leads Spectrum Mobile IT Operations within the Product & Technology organization, drawing on his 20-year journey at Charter, where he began as a Systems Administrator.

A lifelong resident of St. Louis, Missouri, Lamarr is committed to giving back through his membership in 100 Black Men St. Louis, which focuses on mentoring, education, health & wellness, and economic empowerment in underserved local communities. He is a current NAMIC member, underscoring his dedication to fostering inclusion within the telecommunications industry, as well as a graduate of NAMIC's Executive Leadership Development Program (XIX), which he credits with providing him with the tools, network, and strategic insights needed for leadership excellence.

I am truly honored to receive this award from NAMIC. Together, we are building a world defined by inclusion and every voice being valued. This recognition inspires me to keep driving change and creating opportunities for all. Thank you, NAMIC.







DONOVAN READE

VP, NEO NETWORK DESIGN AND IMPLEMENTATION

CHARTER COMMUNICATIONS

With over two decades of progressive leadership in network operations and engineering, Donovan is known for driving operational excellence and technological innovation across complex, large-scale environments. Beginning his career in March 2000 as a network technician, Donovan has steadily advanced through multiple roles including engineer, supervisor, manager, director, and now Vice President—demonstrating a rare blend of hands-on expertise and strategic vision.

Throughout his career, Donovan has led diverse teams and mission-critical functions, from Network Operations Centers (NOC) and Conditional Access systems to Satellite Traffic Management, billing, and programming applications. He's developed Site Reliability Engineering (SRE) practices, as well as built productivity platforms, performance metrics, and automation solutions that have significantly improved uptime, efficiency, and user experience.

As a Vice President, he has overseen major initiatives in network design and integration, championing scalable, resilient infrastructures aligned with business growth. His leadership has spanned high-availability environments, real-time video and data delivery systems, and enterprise-grade operational tools—bridging technical depth with executive oversight.

I am truly honored to be recognized by NAMIC with the Next Generation Leaders Award. This achievement reflects not just my journey, but the support and collaboration of the incredible teams and mentors who continue to support and inspire me every day.







RYAN RICHARDS

VP, AUDIENCE AND CONTENT DEVELOPMENT

SPECTRUM NEWS

Ryan Richards is the Vice President of Audience and Content Development for Spectrum News. He started his Spectrum career as an intern, quickly rising through the ranks to establish an insights and research team, which helps determine Spectrum News' audience and growth strategies as the organization seeks to meet a critical need for compelling, unbiased local news.

Ryan's team conducts robust research that has led to new products like Spectrum News+ Local (SN+ Local) channels, delivering essential headlines and weather, and Spectrum Noticias, a 24/7 Spanish-language news network. His work has guided the launch of five SN+ Local channels in addition to Spectrum Noticias, all top 10 networks in their respective markets. He also continues to evolve legacy networks and helped develop the Spectrum News mobile and connected TV apps, providing best-in-class local news to audiences across platforms.

Ryan received his bachelor's degree from the University of Southern California. He lives in Los Angeles with his wife, Alexa, and dog, Bento.

I'm honored to accept this award from NAMIC. At Spectrum News, we provide local news that keeps audiences informed and engaged in their communities. I'm dedicated to bringing essential journalism to more Americans, elevating legacy networks while launching new channels and products to serve audiences across platforms. Thank you, NAMIC.







SARA SALMABADI

VP, COMMISSION OPERATIONS

CHARTER COMMUNICATIONS

Sara leads the Commission Operations team for Sales & Marketing that supports over 22,000 employees across 20 sales channels. Her responsibilities include designing compensation plans, incentive strategies, modeling, managing projects, implementing changes, and dispute triage across the organization.

Sara began her journey at Spectrum in 2018 as a consultant, specializing in process improvement and financial analysis projects within Business and Sales & Marketing. In 2021, she advanced to lead the Commission Operations team, overseeing its growth to encompass the Sales Operations Database, dispute triage, and national incentives. Prior to joining Spectrum, Sara specialized in consulting on process optimization, automation, and business transformation, contributing to measurable improvements in operational efficiency and business outcomes.

I am honored to receive this distinction from NAMIC. Together, we are advancing a future where diverse perspectives are integral to success and every individual has the opportunity to excel. I am committed to continuing efforts that drive meaningful change across our industry. Thank you, NAMIC, for this esteemed recognition.







MIRANDA THORPE

VP, CHARLOTTE OFFICE AND PRODUCTION MANAGEMENT

Miranda Thorpe is Vice President of ESPN's Charlotte Office & Production Management, where she provides executive leadership and cultural stewardship for all Charlotte-based employees. In this role, she ensures cross-unit transparency, business alignment, and integration.

She oversees ESPN's Production Management team, which supports content leaders across more than 90 domestic and international events annually.

During her 25 years at ESPN, Miranda has led planning, logistics, and infrastructure for many of sports' biggest stages, including three internationally based World Cups, multiple Super Bowls, NBA Finals, and World Series. Her work has earned her four Sports Emmy Awards.

A graduate of the Women in Cable Telecommunications' Betsy Magness Leadership Institute and the NAMIC Executive Leadership Development Program, Miranda also completed the CTAM Executive Management program at Harvard Business School, further strengthening her leadership expertise.

As a graduate of NAMIC's Executive Leadership Program, I'm honored by this recognition and remain committed to opening doors and empowering the next generation of leaders in our industry. I look forward to carrying on that tradition in my role at ESPN.







VP, TALENT ACQUISITION AND **EMPLOYEE EXPERIENCE**

A+E GLOBAL MEDIA

Fang Xu is the Head of Talent Acquisition and Employee Experience at A+E Global Media. With more than 15 years of expertise in talent, workforce strategy, and consulting, Fang leads the company's efforts to attract, develop, and engage a broad range of talent while fostering a workplace where employees feel valued and supported. She oversees a team that has modernized A+E's recruiting practices with a focus on fairness, access, and creating pathways for opportunity. Fang also partners across the company to champion initiatives that strengthen culture and employee engagement.

Under Fang's leadership, A+E has been recognized for four consecutive years on Newsweek's Greatest Places to Work overall list as well has several sub lists. Most recently, the company was named one of Inc. Magazine's Best Workplaces 2025, an honor that celebrates organizations building strong cultures rooted in growth, innovation, and meaningful employee engagement.

I'm honored to be recognized as a Next Gen Leader. This reflects the collective work of teams at A+E who lead with inclusion and purpose every day. It's a privilege to help shape a workplace where different voices thrive and our shared values guide lasting, meaningful change.







NAMIC IS PLEASED TO RECOGNIZE THE 2025 LUMINARIES

NAMIC LUMINARY AWARDS

The Luminary Awards represent one of the industry's highest honors, recognizing exceptional executives who are shaping the future of media, entertainment, and technology. These leaders have distinguished themselves as innovators, trailblazers, and catalysts for change, driving new ideas and transformative strategies. Their leadership reflects NAMIC's mission to champion excellence, inspire growth, and cultivate environments that embrace a variety of perspectives and experiences.

2025 LUMINARIES

- LaKendra Moxie, VP, Technical Operations and Service Delivery Cox Communications
- Jeff Meza, EVP, Head of Branded Entertainment & Integrated Marketing Urban One
- Chima Ogbuokiri, SVP, Growth & Partner Marketing Strategy AMC Networks
- Anju Shunglu, Group VP, Business Planning, Customer Operations Charter Communications







LAKENDRA MOXIE

VP, TECHNICAL OPERATIONS AND SERVICE DELIVERY

COX COMMUNICATIONS

LaKendra Moxie is a transformational Sales and Operations Executive who turns complexity into clarity and vision into action while engaging teams and partners in shared success! As Head of Commercial Service Delivery, she leads a 350+ team accountable for revenue recognition and lifecycle transactions for Cox's \$2.5B commercial retail business. LaKendra champions initiatives that improve the employee experience to ensure her team feels seen, valued and heard.

She is a graduate of the WICT Betsy Magness Program and a 2024 Multichannel News Wonder Woman of Los Angeles. Born in Houston, TX and raised in Tallahassee, FL, LaKendra holds a B.S. in Business and an M.B.A. – both from Florida State University.

Her professional journey has taken her to New York, Atlanta, Dallas, Austin, Chicago, Los Angeles and most recently Orange County.

She enjoys quality time with her handsome husband Dwight and their 6 brilliant children, working out, cooking, traveling and shoe shopping.

Being recognized as a NAMIC Luminary is confirmation that you can lead with clarity, build culture, drive results...and still hold space for others to rise. You can win in the workplace...without losing your authentic voice. I'm proud. I'm energized. And I'm nowhere near finished.







EVP, HEAD OF BRANDED ENTERTAINMENT & INTEGRATED MARKETING

URBAN ONE

With 25+ years of media & entertainment experience, Jeff Meza is a seasoned, multi-dimensional marketing professional who is laser-focused on accomplishing key business objectives through strategic planning, innovative thinking, collaboration, and effective communication from ideation through tactical execution and implementation.

He is currently the EVP, Head of Branded Entertainment & Integrated Marketing at One Solution and One X Studios – the branded entertainment, integrated marketing, strategic partnerships and public relations award-winning division within the only black-owned and operated fully integrated multimedia company in the country (Urban One).

Under Jeff's leadership, he has propelled the team to an unprecedented 62 awards/accolades, inclusive of Best Branded Content Studio two-years in a row (2018-2019), across top industry organizations inclusive of The Telly's, AdColor, NAMIC Vision Awards, REGGIE Awards, Webby's, Digiday and more.

I am deeply touched and humbled by this prestigious honor. It's certainly a milestone moment in my career that I'll cherish for eternity. I am reminded of why I'm in this business: for the people, culture, and growth opportunities. I look forward to continuing the meaningful work, and paying it forward.







CHIMA OGBUOKIRI

SVP, GROWTH & PARTNER MARKETING STRATEGY

AMC NETWORKS

With over two decades of experience in the media and entertainment space, Chima Ogbuokiri has built a career across the lines of technology, marketing strategy and analytics.

As the Senior Vice President of Growth and Partner Marketing Strategy for AMC Networks, Ogbuokiri oversees global growth and partner marketing across the company's full portfolio of SVOD services, including AMC+, Acorn TV, ALLBLK, HIDIVE, Sundance Now and Shudder, to identify opportunities to drive subscriptions, increase engagement, and enhance the customer journey.

In his role, Ogbuokiri helps lead the company's partnerships with key distribution and marketing platforms such as Amazon Prime Channels, Samsung and Charter, establishing win-win solutions on brand elevation and customer acquisition.

With a key focus on data, Ogbuokiri also drives the collection, interpretation and application of business intelligence to build key tools and measurements that optimize customer activity, and track and measure success.

It's humbling to be recognized for my work, especially when that recognition is from NAMIC, an organization that's led the development of the industry's finest for so long. I'm truly thankful to everyone at NAMIC, along with the strong leadership and team at AMC Networks, for their support and this incredible honor.







SHUNGLU

GROUP VP, BUSINESS PLANNING, **CUSTOMER OPERATIONS**

CHARTER COMMUNICATIONS

Anju is a finance professional specializing in business planning and decision support, with expertise in developing, implementing, and analyzing annual operating plans and rolling forecasts aligned with organizational goals. Throughout her career, she has focused on driving quality and continuous improvement, with demonstrated success in increasing process efficiencies and delivering actionable insights.

Anju's professional journey spans three industries—financial services, health insurance, and telecommunications. At American Express in New Delhi and later at the New York headquarters, she held roles of increasing responsibility while completing her MBA at the University of Pennsylvania's Wharton School. Seeking new industry experience, she transitioned to Blue Shield of California to lead corporate planning before returning east to join Charter Communications. Currently, as GVP of Customer Operations Business Planning, Anju leads a team that manages financial and operational plans, oversees contract management, and provides analytical insights. Most recently, she graduated from the Betsy Magness Leadership Institute, further strengthening her leadership journey.

I am honored to receive the NAMIC Luminary Award. My sincere thanks to Charter Communication and to my leaders, colleagues and team who have been part of my journey. I accept it with humility and a renewed commitment to keep learning, inspiring and helping others to rise.







2025 MICKEY LELAND HUMANITARIAN ACHIEVEMENT AWARD RECIPIENT

MICKEY LELAND HUMANITARIAN ACHIEVEMENT AWARD

Established in 1992 in memory of the late Congressman from Texas, the Mickey Leland Humanitarian Achievement Award is NAMIC's highest honor. In commemoration of Congressman Leland's lifelong advocacy of social justice and equality, the award recognizes individuals and companies representing the media, entertainment, and communications industry for their philanthropic achievements and commitment to advancing the concerns of people of color.

2025 MICKEY LELAND HUMANITARIAN ACHIEVEMENT AWARD RECIPIENT

Tamron Hall, Author, Journalist, and Executive Producer and host of "Tamron Hall"







2025 MICKEY LELAND HUMANITARIAN ACHIEVEMENT AWARD RECIPIENT

TAMRON HALL

AUTHOR, JOURNALIST,
AND EXECUTIVE PRODUCER
AND HOST OF "TAMRON HALL"

Tamron Hall is a two-time Emmy Award-winning television host and executive producer of the second longest-running ABC Disney-produced syndicated talk show "Tamron Hall," a New York Times bestselling author and mother. Tamron's extensive resume also includes hosting "Deadline: Crime with Tamron Hall" on Investigation Discovery, "TODAY" and "MSNBC Live with Tamron Hall."

She received the 2015 Edward R. Murrow Award for her segment on domestic violence as part of "TODAY's Shine A Light" series.

In 2022, Tamron debut her crime-fiction novel "As The Wicked Watch." In March 2024 she released her second book "Watch Where They Hide" the second book in the Jordan Manning series. Following she released her debut cookbook "A Confident Cook: Recipes for Joyous, No-Pressure, Fun in the Kitchen" in September 2024 as a way to memorialize her late father who was the cook in the family. This March she released her first children's book "Harlem Honey," which became an instant New York Times bestseller.

An outspoken advocate for shedding light on domestic abuse, Hall has partnered with Safe Horizon to launch The Tamron • Renate Fund in honor of her sister to help victims and families affected by domestic violence.









We salute Tamron Hall and all of this year's NAMIC Awards honorees for their invaluable contributions to our industry.

TODAY WE CELEBRATE OUR OWN



PAMALA STEWARD Excellence in Mentorship Honoree



FANG XU Next Generation Leader

Your leadership and exemplary commitment to excellence inspire us every day.





Lifetime LMN fyi,





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ANNUAL CONFERENCE

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