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MOST POWERFUL WOMEN 2025



Honoring Excellence

Mediacom is proud to celebrate four outstanding leaders recognized as **Cablefax's 2025 Most Powerful Women.**



ANGEL STOKES
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Digital Marketing



JERI WILLIAMS
Vice President,
Sales and Marketing



SHEILA HALL
Vice President,
Technical Operations



SONJA HUDSON
Senior Director,
Human Resources

Each of these remarkable women brings vision, strength with integrity, and innovation to Mediacom every day. Their impact is reflected in the teams they develop, the initiatives they lead, and the progress they inspire every day.

Congratulations and thank you for inspiring us all.



MOST POWERFUL WOMEN

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Meet the leaders redefining the industry. Cablefax's annual power list spotlights trailblazers whose vision, grit and breakthroughs are driving media, tech and connectivity into the future.

WOMEN'S ADVANCEMENT CHAMPION

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Not only does Bleacher Report's Katie Arkins champion the women on her team, but she's also a strong advocate for women's sports, working to grow B/R W Sports into a major destination.

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From her work with the Girl Scouts to her leadership at Conway Corp., Crystal Kemp is committed to guiding others toward their full potential and fostering growth wherever she serves.

RIISING TIDE

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These eight honorees are building the industry's next chapter by making bold, strategic moves that are earning recognition and reshaping the broadband and media landscape in meaningful ways.

Ed Note

A Capsule for 2076

With 2026 the 250th anniversary of the signing of the U.S. Declaration of Independence, I've been thinking a bit about America's Bicentennial in 1976. It was the year I was born, and my mother saved me all sorts of mementos from the celebrations—a Bicentennial quarter, a Bicentennial two-dollar bill and even postage stamps.

It appears she wasn't alone in trying to preserve the moment. Perusing Google, I found multiple stories of Bicentennial time capsules. Some have been opened, some forgotten and later stumbled upon and a few are set to be opened for the Semiquincentennial. One of the latter is the Women for the Bicentennial Time Capsule, set to be unsealed in September in Philadelphia and then resealed to be accessed again during the Tricentennial in 2076.

It got me thinking about what artifacts I'd put in a Cablefax Most Powerful Women time capsule today. Given how many publications have gone fully digital, do people still include newspapers in these memory vaults? Thankfully, our issue is both print and digital, so I'd definitely put a physical copy inside. Given the number of honorees who praised Taylor Swift's business and creative talents, I'd have to put a Swift friendship bracelet to represent the cultural force of the Eras era. I'd include Beyoncé's "Cowboy Carter" album, a statement that we don't have to stay boxed in by others' expectations.

I'd print out a photo of a Zoom call to show the prevalence of hybrid work and I'd toss in a badge from the WICT Leadership and NAMIC conferences. Given the AI obsession, I had ChatGPT write a note for the capsule: "I'm ChatGPT, a tool your predecessors used as AI reshaped telecom, media and cable. They asked me to leave you this message: they built boldly, questioned limits and welcomed transformation. May you wield whatever I've evolved into with wisdom, creativity and the same relentless drive to expand what's possible."

Of course, our time capsule would have to include a screen test showing multi-gig internet speeds—along with an article about people questioning what folks would ever do with 50Gbps since in 50 years, I hope we're measuring in petabits. And in a nod to my mom's coin collecting, I'd add a discontinued penny.

I hope the women who open this capsule in 2076 enjoy true gender parity in leadership, pay equity and a world where work-life integration is standard for all. Here's to today's Most Powerful Women and the ones they are lifting up to take their places!



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Breaking boundaries
and reaching for the stars

**CONGRATULATIONS
TO OUR MOST
POWERFUL
WOMEN
AND RISING TIDE
2025 HONOREES**



CINDY HOLLAND
CHAIR OF DIRECT TO CONSUMER



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EVP & CFO
DIRECT TO CONSUMER



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SUZANNE BRUDERMAN
SVP, FINANCIAL PLANNING & ANALYSIS



MOST POWERFUL WOMEN 2025

Cablefax's annual Most Powerful Women list spotlights the executives who have climbed to the top of their fields and are reshaping the industry as they go. Last year, we tried grouping our honorees by discipline—fiber, content, operations and more. But in a world where technology, media and communications collide daily, those borders are anything but neat. So this year, in the spirit of convergence, our honorees are organized alphabetically by last name with a few pulled out for two-page spreads on a specific question (so if you don't see yourself immediately, don't panic). Each leader is profiled along with a standout answer to our Most Powerful Women Q&A, where we asked everything from how they overcome impostor syndrome to what Taylor Swift era they're living in to how the next wave of broadband investment will reshape the business. Join us in celebrating these extraordinary women who continue to stretch the limits of what's possible.



Janice Arouh

President, Network Distribution
Allen Media Group

A trusted industry veteran, Arouh's network and content distribution experience spans more than three decades. Since 2010, she has been using her skills to oversee distribution strategy and revenue for Allen Media Group, the Byron Allen-led company that includes The Weather Channel, theGrio and HBCU GO. In January, Arouh spearheaded the launch of SPORTS.TV, the company's AVOD streaming service for sports fans.

What's a routine or ritual that keeps you grounded? Escaping and walking in the sand on Laguna's Three Arch Bay beach. The solitude, inhaling the ocean air and sun are refreshing and re-energizing!



Shannon Atkinson

SVP, Field Operations
Charter Communications

Atkinson has her eyes on the front-lines, ensuring Charter meets the customer-first commitments it set one year ago. She sprang into action during the L.A. wildfires ensuring more than 35,000 WiFi access points were open to all. Atkinson is passionate about open communication, hosting ride-alongs to bridge gaps between department leaders and regional employees. She has also mentored 10 female leaders through the Spectrum Women employee business resource group with several mentees having since been promoted.

What advice would you give young women entering the business world today? Be fearless, advocate for herself and surround herself with a supportive network of people. Take risks, speak up in meetings and view setbacks as learning opportunities. Most importantly, she should seek out mentors, sponsors and peers who will not only provide honest feedback but also champion her success.



Kim Beauvais

EVP, Human Resources
and Business Operations
Fox Sports

Beauvais works tirelessly to prioritize Fox Sports' nearly 10,000 employees, creating spaces where employees at all levels—especially women—feel safe asking questions, exploring career paths and navigating challenges with confidence. In 2025, she helped launch the Fox Sports Future Leaders Program, aimed at investing in the next generation of sports media talent through mentorship and development. She also implemented programs for employees to bridge skill gaps and prepare for future roles.

With all the buzz around AI, what "human" skill will grow more valuable? Cognitive empathy. AI handles data and logic, but it cannot replicate the ability to deeply understand human motivations, anxieties and unstated needs. Only leaders possessing it can drive meaningful innovation, build true team loyalty and navigate complex negotiations.

Cameron Blanchard

EVP, Communications
Charter Communications

It has been Blanchard's mission to ensure all know the value of Charter's latest initiatives, particularly the integration of streaming services into its live TV packages at no additional cost. Her efforts led to the creation of an October event with leaders from across content and distribution discussing how to ease consumer challenges.

How do you personally define "powerful" in the workplace today? Power isn't about having a big title or the loudest voice. It's the ability to influence, lead and drive change through consensus. Being powerful means earning the trust and respect of your peers and bosses alike and inspiring the team/s to action toward a common or new goal.



Catherine Bohigian

EVP, Government Affairs
Charter Communications

Spectrum Mobile is a feather in Charter's cap, and Bohigian is busy on Capitol Hill advocating for policies that would allow cable operators to more effectively compete and unlock greater operational synergies through the use of unlicensed and shared spectrum. She's also been advocating for the benefits of Charter's proposed acquisition of Cox, ensuring it has the approvals necessary to cross the finish line. Through it all, Bohigian finds time to serve as Treasurer for The WICT Network's board, being a key piece to the organization's continued growth.

Do you feel AI has changed the way you work? Our Spectrum GPT tool writes excellent first drafts of documents. Removing that tedious first step lets us devote our time to higher-skilled work.



Dawn Botti

Deputy General Counsel
AMC Networks

Botti's work overseeing all legal affairs for AMC Networks' expanding AMC Studios operation takes many forms. In 2025, she unlocked a new source of revenue by finalizing Cutting Edge Group's acquisition of the publishing and master rights to AMC Studios' portfolio of TV music rights. Botti champions women both inside and outside of the office. A celebrated musician, her band has raised money for important causes like breast cancer research and women's homeless shelters.

With all the buzz around AI and automation, what's one "human" skill you think will only grow more valuable? Creativity will be the true differentiator. AI can generate images, music and even storylines with remarkable speed, but without the guidance of a genuinely creative mind, the output risks becoming formulaic. AI is, at its core, a reflection of what has already been done—it identifies patterns and predicts based on existing data. For example, it can produce a song that mimics The Beatles, but it cannot *originate* the next Beatles.



Brooke Bowman

EVP, Drama Programming & Development
Fox Entertainment

Whether it's identifying rising stars in front of the camera or nurturing exceptional writing teams behind the scenes, Bowman has a remarkable knack for building an environment where innovation thrives. Under her leadership, Fox successfully launched new drama series "Doc" in January, delivering Fox's most-watched debut in five years. Bowman has been part of the company's Female Mentorship Program since its inception, taking on multiple female mentees every year.

What's your version of a "power move"—whether that's a power suit, power song or power mindset? Having a plan. I trust my instincts and experience to find the answer. I dig deep, create a plan of attack and go after the result I want. I may not nail it every time, but nine times out of 10, I'm on target, and when I'm not, I adjust quickly and get there.



Maria E. Brennan

President & CEO
The WICT Network

Advancing women in media, entertainment and technology is literally at the center of everything Brennan does. And while she will step down from The WICT Network in April, those who know her understand it's a mission she'll never walk away from. Her 16-year tenure at WICT has included expanding the organization's global presence, hitting a membership record and launching the Senior Executive Summit in partnership with the Stanford Graduate School of Business.

How are you preparing your teams for what's next? Become an AI expert. As professionals, we must embrace AI, no matter our age or work experience. I think of it as the biggest invention since the wheel or the light bulb—because it is. It's here to stay. Take part in an AI certification program. Become the most proficient user in your department.



Patricia Boyers

Founder & CEO
Boycom Cablevision

A fierce champion for all, Boyers has continued to unabashedly share the messages of small- and medium-size broadband operators on the nation's largest stages,

speaking to the impacts of potential rate regulation as well as long-awaited permitting reforms. Boyers, who is ACA Connects' longest-serving chair, took her message overseas this year as a panelist at ANGA COM, standing alongside other women shaping the future of connectivity in the U.S. and beyond.

How do you push through impostor syndrome or self-doubt? I have never had the luxury of entertaining such a concept. My business career in our industry was baptism by fire. I had no choice. Sink or swim; win or lose; lean in or pack it in; step up or step aside. Period.

Liz Boylan

VP, Pricing and Planning
Disney Advertising Sales

Boylan led the design and implementation of dynamic pricing models to maximize advertiser value across ESPN, ABC, Hulu and Disney+ and applied her data-driven discipline to help Disney deliver a record-setting upfront in 2025. She's established herself as an industry expert for yield optimization in today's converged media world. Boylan mentors early-career professionals through Disney Advertising's Women@Disney employee resource group—with several of her mentees now holding leadership roles within Disney Advertising and beyond.

What part of your job would surprise people the most? In the world of live sports, no two days are ever the same! There's an incredible amount of thought, collaboration and strategy that goes into placing a 30-second ad into a live event across numerous teams behind the scenes. No spot is just a "spot" to us—we don't just see our ads as revenue, but rather our advertisers' brand messaging that they are trusting us to deliver for them, and we take that very seriously at Disney.



congratulations

to our incredible leaders and teams
for award-winning work and innovation

Linda Burakoff

SVP, Content & Programming
2025 Cablefax
Most Powerful Women



DIRECTV

Retransmission Content Team
The Power Team Award



Rebecca Nelson

SVP, Content & Programming
2025 Cablefax
Most Powerful Women

DIRECTV



Regina Breslin

VP, Global Content Distribution
Roku

As a mentor and leader, Breslin shares her experience and knowledge with other women in media to give them an edge toward success. Although Breslin is a master at negotiating the

application and subscription agreements behind Roku's continued growth, she also seeks out mutually beneficial partnership strategies that showcase Roku's scale and engagement. This summer, she closed a deal with the U.K.'s free streaming service Freely to make it available to U.K. customers via smart TVs with Roku.

With all the buzz around AI and automation, what's one "human" skill you think will only grow more valuable?

Authentic connection. Processes can be automated, but you can't automate empathy and human connection. It's needed in the workplace and in the creative process of making content. Data is useful to help make decisions, but empathy and authenticity will always be needed when working collaboratively or telling compelling stories.

Karen Bronzo

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

Bronzo's ability to deliver effective marketing, brand creative and programming integrations across WBD's broad portfolio of networks makes her an ideal mentor for young professionals, especially women. Leveraging the "power of the portfolio"—including fan favorites like Puppy Bowl and Shark Week—she brought an average of over 144 million monthly viewers to the company's networks. Meanwhile, CNN's special live telecast of George Clooney's Broadway play, "Good Night, and Good Luck," attracted 7.34 million global viewers across all platforms.

What's a routine or ritual that keeps you grounded?

Every morning, I play the New York Times games—Wordle, Connections and Pips to name a few. They are a great, fun way to kick-start my brain, get focused and into a productive mindset for the day.



Linda Burakoff

SVP, Content & Programming
DIRECTV

Collaborating on high-impact negotiations and helping secure landmark agreements is only part of Burakoff's role at DIRECTV. Under intense regulatory scrutiny and threats of multi-city blackouts, she oversees a team of all-female negotiators in some of the industry's toughest retransmission consent negotiations. Through MyNews and MySports genre packs, her team is reining in rising costs while giving consumers more choice and flexibility.

What part of your job would surprise people the most? Being in content distribution is definitely not like an episode of "Succession"—it consists mostly of late nights in conference rooms filled with junk food poring over hundreds of pages of contract minutiae while trying to reach compromises with the other side that you can both live with.



Patrice Carroll

President & CEO
ImOn Communications

Carroll is dedicated to connecting every corner of the Midwest. ImOn will add 50,000 serviceable addresses this year, bringing its total footprint to more than 215,000 locations. She takes her role and influence as one of the few female CEOs in the industry seriously, and female executives have been promoted to head ImOn's IT and Network Operations divisions as well as efforts to transform operational systems. ImOn has tripled in size over the past three years, growing to more than 275 employees.

How do you personally define "powerful" in the workplace today? Power today isn't about hierarchy—it's about influence, integrity and impact. True power is creating environments where others can thrive, decisions are data-driven and human-centered and innovation serves communities. When you empower people with purpose, they push boundaries together.



Elizabeth Casey

EVP & Deputy General Counsel
Fox Corporation
General Counsel
Fox Sports

After more than 25 years at Fox, Casey continues to make an indelible impact. This past year, Casey and her team provided comprehensive legal support for the most-watched Super Bowl in history, managing complex production agreements and high-stakes negotiations. As one of the few women to hold a top legal position in the sports industry, she remains focused on creating similar opportunities for those following in her footsteps.

If you could bring one female historical figure into today's corporate world, who do you think would thrive and why? Elizabeth Cady Stanton. She understood that "Truth is the only safe ground to stand upon."



Christine Chung

VP, Advanced Analytics and Data Activation

Disney Advertising

Chung is a data-driven storyteller, credited with guiding development of first-to-market data-driven solutions at Disney that leverage machine learning and advanced modeling to uncover nuanced audience behaviors across streaming, linear and digital. With her help, the Disney Compass data platform has powered nearly 1,500 campaigns across 30+ measurement vendors and has been adopted by seven major holding companies.

What's a routine or ritual that keeps you grounded? Keeping a gratitude journal helps me refocus my perspective and reflect more on the things in life that I am thankful for and that bring me joy.



Emily Colter

Producer, Post-Production
YES Network

A seven-time Emmy Award winner and one of the highest-ranking production executives at YES, Colter oversees the production of much of the network's critically acclaimed and most popular programming. This past year, she produced "The Stadium," a docu-series that gives fans exclusive behind-the-scenes access to Yankee Stadium. At YES, she elevates women through meaningful and collaborative creative work opportunities.

What's something you've learned from the next generation entering the workforce? I really feel that this next generation of women truly seems to support and lift each other up. There seems to be a true team mentality that really gives me hope and also makes the younger women a real pleasure to work with.



Angela Conklin

SVP, Human Resources
Vyve Broadband

Conklin recently completed her Master's Degree in Social Work and is putting what she's learned to good use at Vyve. She's led the rollout of a company-wide wellness plan that supports both physical and mental health through initiatives like virtual counseling. Conklin is making a real impact on the employee experience at the ISP, helping more than 200 team members achieve career progression milestones in the past three years.

What's a routine or ritual that keeps you grounded? Each morning, I pause before the day begins to center on gratitude for the people I serve and the privilege of leading them and being part of their journey.

ESPN

CONGRATULATIONS JO FOX

On your recognition as a member of the
2025 Cablefax Most Powerful Women!



What current cultural moment reminds you why visibility for women leaders still matters?



Angela Cannon

EVP, Networks and Content Strategy
UP Entertainment
GM
aspireTV



Mentor, strategist and culture builder, Cannon was recently promoted to EVP of networks and content strategy while retaining her role of GM for aspireTV. She leads by example, always willing to help uplift others—especially women and women of color—toward success. She grew aspireTV+ by over 600% in just a year, positioned UP Entertainment for continued growth and launched the internal “Be Your Best Self” employee wellness program.

“

Moments that question the brilliance or belonging of women—Black women in particular—remind me why visibility matters. Every time a woman leads with excellence, she shatters outdated narratives. Our presence, purpose and performance continue to redefine what leadership looks like—and that’s the story I’m committed to amplifying.

”

“

The current trend of undervaluing diversity reminds me why visibility for women leaders is still so important. Too often, people fail to recognize the power of diverse teams, perspectives and leadership—and how these differences directly strengthen performance and positively impact the bottom line.

”

Diane Christman

President & CEO
Syndeo Institute at
The Cable Center



Celebrating The Cable Center’s 40th Anniversary has been a highlight of Christman’s year, but she also led this spring’s Cox-hosted customer experience conference in Atlanta and announced the production of “Hotwired,” a documentary on the impact of cable broadband technology. She oversees the Hauser Oral History Project, which celebrates the stories of the cable industry’s pioneers, and is launching a new initiative focused on telling the stories of the industry’s influential women leaders.

“

Taylor Swift showing up at NFL games has sparked so much unnecessary commentary, and it's honestly baffling. She's not only one of the most talented artists of our time. She's also an incredible businesswoman who runs her career with strategy, creativity and confidence. Watching the reaction to her presence is a reminder of how much work remains when it comes to normalizing women's visibility and influence in every arena. Women deserve a seat at every table—whether it's in the boardroom or on the sidelines.

”



Rebecca Nelson

SVP, Content & Programming
DIRECTV

Nelson, along with her colleague Linda Burakoff, headed intense negotiations that led to new agreements with Disney, Fox, NBCUniversal, Paramount, Warner Bros. Discovery and TelevisaUnivision and allowed DIRECTV to shift away from traditional content bundles. They redefined how programming can be packaged and delivered by combining linear and streaming in one place. Genre Packs introduced this year offered customers unprecedented flexibility, including the MySports, MyNews and MyKids Genre Packs.

Alexa Verveer

EVP, Global Government
Affairs & Public Policy
Warner Bros. Discovery

Cultivating relationships with governmental agencies, policymakers and other stakeholders around the world is only part of Verveer's role. She works closely with creatives and navigates geopolitical issues with ease. Occasionally, Verveer even hosts events promoting WBD productions and has welcomed dignitaries like the Thailand ambassador and the New Zealand ambassador to celebrate productions made in their countries. She's also actively involved with N Street Village, a nonprofit supporting unhoused women in the Washington, D.C. area.



“

The cultural phenomenon around Nicolandria—Nic Vansteenbergh and Olandria Carthen—demonstrates why visibility of women leaders still matters. There is a multiracial, multigenerational coalition of Nicolandria supporters—led by Black women ranging from teens to the middle-aged—who have come together across social media to root for this interracial couple during Season 7 of “Love Island USA.” The support stems from finally feeling seen, and that is why we need more visible Black women leaders in our companies and across our screens.

”

“

One thing I love about Taylor Swift's fame is that she gets attention not just for her music but also because of her leadership and impact across and beyond the music industry. Getting back her IP rights forever and always and leading as a savvy and fearless businesswoman who literally boosts local economies, taking on critics all too well—I'm here for it.

”



Johnita Due

EVP of Integrity & Inclusion
CNN Worldwide and TNT Sports

During turbulent times, Due believes in supporting an inclusive culture. When the DEI landscape shifted this year, she actively engaged staff by providing forums to answer questions. In October, she was recognized by WBD Pride NorAm National Leadership Team, the business resource group for WBD's community of LGBTQ+ employees, for being a firm believer and supporter of their work. She also oversees CNN's International Inclusion Council.

WOMEN'S ADVANCEMENT CHAMPION

On the Ball: Arkins Empowers Women at Bleacher Report and Beyond

Katie Arkins has not only built a high-performing all-women team at Bleacher Report, but she also leads B/R W Sports, a fast-growing women's sports brand that champions female athletes by spotlighting their stories, both on and off the court. B/R W Sports launched across social platforms in January and is now regularly generating over 100 million views per month on Instagram as well as TikTok, all the while doing the important work of highlighting these athletes at a time when women's sports fans are more engaged than ever before.

"What we wanted to do was apply a lot of the formula that makes Bleacher Report successful onto women's sports in a way that really covers the game, that showcases player personalities, brings you through the moments, yes, on court, but also the [behind-the-scenes] moments around the court," says Arkins, who serves as VP of Programming for Bleacher Report and Head of B/R W Sports. B/R W doesn't just cover game day but also "the conversation after the news happens," which includes amplifying players' and fans' comments. It's an approach that's not only fostered tons of engagement in comments sections but also "cultivates that conversation in a positive way."

Creating space for healthy discussion and empowering people to share their ideas, including from "the voices who aren't necessarily the loudest voices in the room," are also key pillars of Arkins' leadership and mentorship style. She says her approach

is inspired by what she learned from her own mentors as she navigated the industry, including being encouraged to share her opinions and feedback in meetings where she was the most junior member of a team. She credits Stefanie Rapp, SVP, Sports Strategy for WBD Ad Sales, as "one woman in particular who has been pretty instrumental in my growth and development and just feeling seen." One of the most important lessons she learned from Rapp: "Never being too big or too important for someone who's coming up in their career, and realizing the impact that you can have on someone in such a positive way. It's something to never lose sight of."

Arkins brings this philosophy to the way she manages the B/R W Sports team, blending a "mix of being supportive but also understanding that if I don't help you work through your areas of opportunity, you are not going to meet your potential." That includes not being afraid to provide critical feedback but doing so from the lens of each employee's career progression. "That can be a difficult balance as a female leader, to find

the right nuance of the way to convey feedback to help grow," Arkins says. "One of the things that I've learned is I really need to try to make sure that anyone that I'm working with on my team understands that it comes from a place of wanting you to be the absolute best version of yourself." It's also important to celebrate a team member's wins and accomplishments, including "really being familiar with the contributions of the most junior person on the team, and having that be a core part of our culture."

Another key pillar: being approachable to other people looking for guidance. For Arkins, that means "putting time on people's calendars" to chat about career goals and pathways to advancement, participating in WBD's mentorship programs and even answering college students' questions on LinkedIn and offering them "little nuggets of wisdom to help them approach whatever situation in the best way possible." When asked what advice she has for young women entering the media industry today, Arkins says, "You are never too important for any job, always be nice and find your voice."





Michelle Craig

Director of People & Culture
GFiber

Craig knows the power of connection and, in her role, that has meant internalizing as much of GFiber's recruitment to give the provider the best chance of attracting talent that is aligned with the company's values and vision. Separating these operations from Google has lowered costs per hire by more than 50% and reduced time to fill roles by 14%. She's an executive adviser for the Latinx-focused ERG Gente, creating spaces for educational content and open discussions on social issues.

How do you push through impostor syndrome or self-doubt? I rely on my strong network of trusted mentors and colleagues who are familiar with my strengths and capabilities. They serve as a critical sounding board and are empowered to call me out when I'm falling into patterns of self-doubt.



Rhonda Crichlow

SVP, Community Impact Engagement
Charter Communications

Crichlow's continued dedication to expanding access to devices and digital skills training is producing real results. In July, Charter distributed \$1.1 million in Spectrum Digital Education grants to 55 nonprofits offering everything from community technology hubs for those in need to coaching on how to utilize that technology. Since the program's launch, Charter has distributed nearly 20,000 laptops and sponsored more than 45,000 digital education classes for individuals of all ages.

What piece of advice would you give young women entering the business world today? View agility as a superpower. The business environment is defined by constant disruption and your capacity to adapt and consistently perform at a high level in the face of change will ensure you have the influence and resilience to succeed.



Kristin Dolan

CEO
AMC Networks

When Kristin Dolan joined AMC Networks as CEO two years ago, she brought more than 30 years of industry experience. Under her leadership, AMCN has broken down internal silos and reoriented around three key pillars: programming, partnerships and profitability. The result? Increased free cash flow, reduced gross debt and a reaffirmed commitment to delivering high-quality content. In 2025, AMC was named a PAR Top Employer for Women to Work, reflecting Dolan's commitment to equity and advancement.

What's a routine or ritual that keeps you grounded? I don't have a lot of time during the week to cook, so I love to take on fairly complex recipes on the weekends. Whether cooking or baking, every step of the process is something I really enjoy. I also love bringing the results into work on a Monday and sharing with my colleagues.

Channing Dungey

Chairman & CEO
Warner Bros. Television Group
& WBD U.S. Networks

Ever the trailblazer, Dungey is the first Black executive and first woman to run WBTVG. She brought award-winning hits like "The Pitt" and "The Penguin" to screens and did the unthinkable: secured a fourth season of "Ted Lasso." Dungey paves the way for others to succeed by celebrating achievements of employees who go the extra mile, offering opportunities to connect with the creatives whose ideas they bring to life and demonstrating what happens when people doing their best work together.

With all the buzz around AI and automation, what's one "human" skill you think will only grow more valuable? Creativity. Telling great stories is the backbone of our industry and there is no substitution for a unique "human" voice with a one-of-a-kind idea.



Amy Entelis

EVP, Talent, CNN Originals &
Creative Development
CNN Worldwide

Over a four-decade career at ABC News and CNN, Entelis has built a reputation for spotting, nurturing and elevating talent while also shaping entire content brands. In June, she helped CNN make history by leading a presentation of "Good Night, and Good Luck," the first Broadway performance to be televised live. Since 2012, Entelis has acquired, commissioned or executive produced more than 70 feature and short films for CNN Films, 40% of which were directed by women.

With all the buzz around AI and automation, what's one "human" skill you think will only grow more valuable? Being able to cook dinner.



Jessica Fang

EVP, Distribution, Marketing & Strategy

Fox Corporation

A fierce negotiator and trusted collaborator, Fang leverages her strengths to craft distribution and marketing strategies that meet the needs of both Fox and its partners. This past year, she was instrumental in the company's carriage deal renewals with major distribution partners, including YouTube TV. As a leader, she models a healthy work-life balance, encouraging her team to make an impact in all aspects of their lives.

What's a routine or ritual that keeps you grounded? I try to do 15-20 minutes of yoga every morning. Even though I can rarely get through it without having to pause to make breakfast or lunches for school, it helps get my blood flowing and sets me up for the start of the day.



Jo Fox

SVP, Marketing
ESPN

Fox is a transformative leader at ESPN whose strategic marketing work is shaping the future of sports media. This year, she played a central role in the launch of ESPN's new Direct-to-Consumer offering and enhanced ESPN App, one of the most significant initiatives in the company's 46-year history. Within her team, Fox has created clearer roles and stronger voices for women, ensuring women's perspectives shape ESPN's most important campaigns.

How are you preparing your teams for what's next? A real focus on a culture of curiosity, accountability and collaboration. Only through locking arms and transparently sharing what we know and what we don't—recognizing that we are all experts and novices in different areas—will help navigate these changes.



Jessica Fischer

CFO

Charter Communications

With Fischer's keen eyes on the numbers, Charter has been able to make bold business decisions without fear. In the past year alone, she's been the watchful conservator over Charter's acquisition of Liberty Broadband and its proposed combination with Cox Communications. All the while, she has continued to oversee deals to expand the value of Charter's video offerings and curb churn, ensuring eligible customers receive Hulu, ESPN DTC and Fox One at no additional cost.

What kind of innovation will ultra-fast, ubiquitous broadband unlock in the next decade? My take is it will lead to the creation of entirely new businesses or even industries. As for an innovation or experience, immersive entertainment is one. We recently announced that in collaboration with Apple, Spectrum is going to distribute a selection of live Lakers games in Apple Immersive for the Apple Vision Pro. The experience is amazing and puts viewers courtside from the comfort of their home.



Sylvia George

EVP, Media & Audience Strategy
AMC Networks

George's record of blending data-driven insights with creative innovation served her well in 2025. Major programming successes included the launches of Irish-language series "Boglands" and Alicia Silverstone-led crime drama "Irish Blood" on AcornTV, as well as the AMC/AMC+ premiere of adventure series "Nautilus." An early supporter of AMC Networks' internal mentorship program and an active member of AMC Networks' Hispanic and Latinx business employee resource group VOCES, George remains a passionate advocate for diverse talent.

What's your version of a "power move"—whether that's a power suit, power song or power mindset? Knowing when not to fill the silence. In a world that rewards quick answers and constant commentary, there's real strength in pausing, listening and letting a moment breathe. It's not about having the loudest voice in the room—it's about knowing when your voice will matter most.





MELODY HILDEBRANDT
FOX CORPORATION



JESSICA FANG
FOX CORPORATION



ELIZABETH CASEY
FOX SPORTS



KIM BEAUVAIS
FOX SPORTS



TERRI HINES
FOX SPORTS



BROOKE BOWMAN
FOX ENTERTAINMENT



EMILY KING
FOX ENTERTAINMENT



SHELBY ROMERO
FOX SPORTS



JENNIFER POSTLETHWAIT
FOX AD SALES

CONGRATULATIONS TO
our Cablefax Most Powerful Women
and our Rising Tide Honorees





Mirella Gervasi

Head of Human Resources
Verità Telecommunications Corp.

Gervasi is the heart of this cable construction firm. While construction traditionally attracts more men, she has dedicated energy to creating recruitment campaigns with women in mind. With her at the helm, there has been a steady increase in female hires to its current high of approximately 15%. Outside of employee relations, Gervasi is responsible for managing much of Verità's philanthropy. She's been a part of efforts to support March of Dimes, Make a Wish, the CarsonStrong Foundation and many more.

Name a challenge you've overcome in your career that you feel has shaped you professionally.

Being a single mother raising twin girls, I was grateful to enter an area of the industry—construction—generally dominated by men. The glass walls are coming down for women to get into all areas of telecommunications, from construction and splicing to engineering and project management. Proud that Verità Telecom is leading the way to open more doors for women.



Pamela Gillies

VP, Marketing
Harmonic

Gillies has the ability to take highly technical concepts and make them accessible through unique marketing strategies. Beyond that, she has built out automated marketing dashboards that give teams across Harmonic enhanced views into key customer metrics. That's more important than ever with the company announcing major deals with NESN for live sports delivery and with Comcast for further expansion of the provider's multi-gig footprint. Gillies, a member of The WICT Network, currently serves as the Treasurer of the Mid-America Cable Telecommunications Association.

What advice would you give young women entering the business world today?

Listen to your gut, it's always right. If it is saying something is wrong, it probably is. Hone your soft skills and communication style to object in a constructive way to get you comfortable with whatever the situation is rather than it being a business project or a personal issue.



Kim Granito

Chief Marketing Officer
AMC Networks

Granito drives the promotional campaigns for AMC Networks' most successful series and films. In 2025, this included a "Walker Takeover" of NYC for the second season of "Dead City," featuring partnerships with Pop Up Bagels, New York Post, The New York Mets and The Empire State Building. A 25-year industry veteran, Granito supports women coming up in the media landscape through her involvement in AMCN's female business employee resource group, ELEVATE.

How do you push through impostor syndrome or self-doubt?

By leaning on community. Talking with peers reminds me that everyone—even the people I look up to—has moments of uncertainty. Normalizing it helps turn it into connection and growth.

Meg Hall

SVP, Corporate Software
Charter Communications

It takes a village to bring any product to life, and Hall and her team were the craftspeople behind Charter's Seamless Entertainment initiative. They coded with customer ease in mind to ensure it was as easy as possible for subscribers to access streaming services as part of their package. Other feathers in her cap include the Spectrum Advanced WiFi software with enhanced security as well as the creation of the back office supporting Spectrum Mobile.

What advice would you give young women entering the business world today? Do not be afraid to move into different roles early in your career. When I reflect back, spending time working in each phase of the software life-cycle while also gaining exposure to a variety of business processes provided a perspective that has been invaluable to me as a leader.



Tanna Hanna

Chief Brand Officer
ALLO Fiber

Hanna earned her recent promotion to Chief Brand Officer by sharing ALLO's brand journey in ways that resonate with prospective customers while delivering exceptional service to the company's existing customer base. She's committed to cultivating and mentoring a new generation of leaders because she understands the connection between positive leadership and customer satisfaction. Hanna also serves as a Women in Fiber professional development committee leader through the Fiber Broadband Association.

What's your version of a "power move"—whether that's a power suit, power song or power mindset?

Definitely a power suit with pointy-toe kitten heels. Comfortable enough to get where you need to go, but edgy enough to let people know you're arriving with confidence.



Congratulations to Cablefax's 2025 Most Powerful Women!



Michelle Craig

Director of People & Culture



Fleur Knowsley

General Counsel



Jenna Wandres

Senior Director
Fiber Projects, BI & Analytics, L&D



Angie Welling

General Manager
Expansion & External Affairs

Thank you for all you do to keep our industry moving forward.
We're proud to celebrate with you.



GFiber



What's your Roman Empire?

Megan Detz

Chief People Officer
Cable One

Detz has always sought to advance women in the workplace by investing in programs supporting women's career growth and providing pathways for success. The ultimate people person, Detz follows a "Happy Associates Make Happy Customers" strategy that prioritizes an open, inclusive business culture where everyone feels supported and valued. She's done that by expanding training and development programs, re-imagining Cable One's annual Leadership Summit and seeking new ways to prepare the workforce for the future.



“

My Roman Empire is how small daily habits shape big outcomes—I'm fascinated by how consistency quietly builds success.

”

“

Mentorship. I think about it constantly—how to elevate others, how to create opportunity where it didn't exist before and how to make sure success isn't a solo climb but a shared journey. I've been incredibly lucky to have mentors who saw potential in me before I fully saw it in myself, and that changed everything. Now I feel a real responsibility—and joy—in paying that forward. Whether it's coaching someone through a tough moment, helping them find their voice in a room that once felt intimidating or celebrating their first big win. It's not just about helping someone grow—it's about watching them realize they were capable all along.

”

Jess Zelaya

SVP, Sales & Marketing
ATX Networks

When Zelaya was promoted to SVP of sales and marketing in May, she became the first woman in ATX history to hold the dual role. She's always been a champion of gender equity, recruiting and promoting women at ATX; over half of the company's employees are currently women. By introducing sustainable energy technologies to the broadband ecosystem, Zelaya is also proving that sustainability can drive growth while preparing for the future.





Angie Massie

SVP, Live Storytelling
The Weather Group TV

When Hurricanes Helene and Milton ravaged communities last year, Massie stepped up to make sure live coverage told the full story with compassion while also providing millions of viewers with life-saving information. It ended up scoring Weather Channel its first News and Documentary Emmy Award for Breaking News. Now Massie's looking at how AI can further enhance storytelling. She's a champion for women at Weather Channel and beyond, serving as a dedicated mentor for Pathbuilders' Spring Percepta, a six-month program for emerging leaders.

“

Emma Hayes and women's soccer. As the head coach for the USWNT, she's changing the game in ways that will benefit my daughters. She applies logic and science to her team management, and I am a huge fan of her leadership style. How can I be more like Emma? She's a total game-changer, and I'm here for it. Because I'm literally here. For soccer. At a field. Like, a LOT.

”

Blayke Scheer

Senior Director, Creative Content
YES Network

A 20-year YES veteran, Scheer oversees the company's ever-growing Features department as well as all linear and digital post-production content. Scheer's tenure at the sports entertainment brand has included the conception of the popular "Homegrown" franchise, which shines the spotlight on minor league players. As a result, she has developed strong working relationships with many Yankees prospects, managers and coaches. Scheer works to promote women in various roles, including on-air talent, producing and research.



“

My Roman Empire without a doubt is the weather! Ever since I was a little girl, I had a passion for weather and sports. I am fortunate to work in sports so weather really occupies my mind the most. I could watch The Weather Channel every day and, most days, I have it on in the background. And I hate to admit it: I do my own "weather forecasts," and my husband is my camera operator! I have been fortunate enough to be around world-class athletes and the only time I was star struck was when The Weather Channel's Jim Cantore was at the stadium. I was in awe. He is one of my idols!

”

“

Besides my daughter, my Roman Empire is classic television. I'm endlessly fascinated by how comfort shows and nostalgia continue to shape modern viewing habits. There's something special about seeing audiences rediscover timeless stories—it reminds me why curation still matters in a world of endless choice.

”

Amy Kuessner

EVP, Programming
Pluto TV

A pioneer of FAST programming, Kuessner helped establish a then-revolutionary business model that reshaped how people watch TV. She simultaneously demonstrated that women can be industry leaders, especially in the FAST category, by securing first-ever FAST deals with the NFL, CNN, BBC and AMC Networks, among others. Pluto launched its largest full-season campaign this summer, allowing viewers to catch up on CBS shows prior to fall season premieres. Kuessner even unveiled Pluto's largest anime content refresh to date.





Melanie Hannasch

COO

Vyve Broadband

Hannasch brings operational discipline and a clear vision to every initiative she implements. They include strategic customer perception recovery campaigns in several Vyve markets that strengthened the

ISP's relationships with local leaders and residents as well as a company-wide incentive program to empower employees to focus on customer growth and loyalty. Hannasch also worked to expand Vyve's collaboration with municipalities and state broadband offices to accelerate rural broadband deployment.

How will the next wave of broadband investment transform business models or create new revenue opportunities? It's going to reward adaptability. The companies that win will be those that see broadband as an ecosystem, not a product. With new funding and competition, we'll evolve from selling internet to delivering experiences, seamless connectivity, managed WiFi and smart home integration that customers truly rely on. That shift opens the door to recurring value beyond speed alone.

Melody Hildebrandt

Chief Technology Officer
Fox Corporation

A tech trailblazer, Hildebrandt drives Fox to the forefront of innovation while championing the next generation of women executives in entertainment. A recognized thought leader in her field, she guides the development and implementation of emerging technologies across all of Fox, the most notable being the AI-powered features found throughout the recent launch of Fox One, Fox Corporation's wholly owned direct-to-consumer streaming service.

How are you preparing your teams for what's next? The most important principle is to always be building something yourself. You can read and study about the impact of emerging technologies, but nothing substitutes for hands-on experience with the tools to really build your own intuitions for the art of the possible.



Alison Hoffman

President
STARZ Networks

In Hoffman's decade-long tenure at STARZ, she has consistently brought to market some of the company's most successful franchises, including "Outlander" and "Power," leading the premium streamer's shift from a linear broadcasting model to a predominantly digital one. In a year that included STARZ's successful separation from parent company Lionsgate, Hoffman continued to support programs that uplift women, including the #TakeTheLead initiative, a commitment to amplifying narratives by, about and for women and underrepresented audiences.

What's a piece of advice you ignored that you're glad you did in hindsight? When I was a management consultant, the adage was "fake it till you make it." I never understood that. I've found that leading with curiosity and authenticity is so much more productive.



Cindy Holland

Chair of Direct to Consumer
Paramount

One of Hollywood's highest-ranking public-facing women, Holland is a role model for all women. She has long mentored and advocated for women on the creative and corporate sides of the industry, resulting in an impressive pipeline of executives and talent now in leadership positions. Joining Paramount this summer, Holland brings with her a wealth of experience gained during her tenure at Netflix. She's not daunted by challenges Paramount's corporate restructuring and merger might pose for Paramount+ and Pluto TV because she understands opportunities come from transformation.



Lisa Holme

Head of Content
Roku Media

Having worked in streaming since its inception, Holme knows how to succeed in a male-dominated field. As a board member of Female Executives in Media & Entertainment since 2016, she's inspired and encouraged numerous women who've followed her footsteps. Roku is already the most-watched FAST service, but Holme ensures its content has broad appeal, from SportsZone to the original unscripted series, "Solo Traveling with Tracee Ellis Ross," to ever-popular holiday movies. She's even expanding the "Baking Show" universe.

What's a routine or ritual that keeps you grounded? I look forward to my morning tea starting the night before. I use loose leaf, and the smell of it going into the teapot in the morning has become such a calming way to start my day that I've noticed myself being grouchy on days that don't start with my tea.

Kelly Merryman Hoogstraten

CEO

Wonder Project

As the CEO of Wonder Project, an entertainment brand that produces and curates theatrical films and series for the underserved global faith and values audience, Hoogstraten has raised more than \$100 million from investors. This year, she oversaw the launch of Wonder Project's first series, "House of David," and its Prime Video subscription channel. Hoogstraten, who spent time at Netflix and YouTube, is committed to ensuring that women see themselves represented on screen and at the decision-making table.

How are you preparing your teams for what's next?

At Netflix, I learned to embrace the product mantra: test and iterate. This philosophy gives us permission to fail—and failure is essential for innovation. I encourage my teams to lean into experimentation, challenge the status quo and keep our audience as our north star. When smart risks are celebrated and learning from failure is valued as much as success, we unlock the bold thinking that drives real transformation.



Sandy Howe

Board Director

SQUAN

Howe has proved an invaluable resource for the network infrastructure solutions provider. Under her guidance, the team was able to stay on top of shifting Rural Digital Opportunity Fund deadlines, even when it meant reallocating resources in the final moments to cross the finish line. She's a connector of people across the industry, but she's also working to bring more young individuals into the cable world. She funds an annual scholarship for students from her high school and has been a mentor to young talent through The WICT Network's Tech Connect initiative.

What kind of innovation will ultra-fast, ubiquitous broadband unlock in the next decade? Quantum computing will work in the background, enhancing AI capabilities and network security. I'm proud that our industry is leading this charge, particularly in planning for next-generation cryptography for consumer devices and networks. Companies establishing strong data policies now will be best positioned for what's coming.



TRAIN UP. LEAD ON.

NCTI congratulates **Stacey Slaughter**
Cablefax 2025 Most Powerful Women honoree



POWER TEAM



Photo courtesy: Nasdaq, Inc./Vanja Savic

STARZ C-Suite

Kathryn Busby, Jennifer Minezaki, Alison Hoffman, Jamila Daniel, Audrey Lee

STARZ launched its inclusion initiative #TakeTheLead in 2021 as part of its commitment to diverse representation on screen, off screen and throughout the company. The commitment isn't just lip service, with five accomplished female executives helping to form the STARZ leadership team.

"Our entire focus at STARZ is on premium programming by, for and about women and underrepresented audiences, so it is very intentional that our executive team is reflective of the audiences we serve," says STARZ Networks President Alison Hoffman. "We are proud to have five women in our eight-person C-Suite, most of whom are women of color. It is an example of our values in action."

To put STARZ's C-Suite into perspective, McKinsey & Co. estimates that women typically make up about 29% of C-Suite positions. "Having several women with a range of backgrounds both culturally and professionally, we all bring such a variety of viewpoints and perspectives which in turn leads to strong decision-making," adds STARZ Original Programming President Kathryn Busby. "Within the entertainment industry, there have definitely been positive strides made with female leadership and I'm proud to be part of a majority female C-Suite, but the makeup of our leadership team at STARZ is still quite unique and our hope is that the industry continues to progress so there are more companies that look like ours does at the top and in critical leadership roles."

This quintet of powerful leaders oversees a range of business functions—from distribution partnerships to marketing to content development. In addition to Hoffman and Busby, the powerhouse team includes Jamila Daniel, EVP of Human Resources and Chief Diversity Officer; Audrey Lee, EVP and General Counsel; and Jennifer Minezaki, EVP, Corporate and Brand Communications. Their leadership extends to essential operational elements, including legal affairs, human resources, brand and corporate communications, internal communications and government relations.

An example of their commitment to championing women can be seen in Daniel's recent recognition as a finalist in September for Executive of the Year for the National Human Resources Association of Los Angeles. Though she couldn't attend in person, Minezaki stayed closely involved—helping with prep and checking in throughout the evening to support her team. When CEO Jeffrey Hirsch had to bow out at the last minute due to illness, Hoffman seamlessly stepped in to speak on his behalf. Fresh off a flight from New York, she was met by members of the women executive team, who handed her a few essentials she quickly built on with insights from her many years as Daniel's close colleague. It was a moment that reflected not just individual excellence, but the strength of women showing up for one another.

The past year has seen each team member taking on additional respon-

sibilities as STARZ completed its separation from Lionsgate. It began trading on the NASDAQ under the STRZ ticker in May, something they celebrated in person by ringing the bell. Through it all, Hoffman said they've been guided by STARZ's north star to create the best programming for women and underrepresented audiences. "That mission grounds us—especially in times of change. As a leader, it's essential to strike the right balance: keeping teams informed about the future of the business while helping them stay focused on immediate priorities and goals. This has allowed us to navigate uncertainty with intention and clarity," she says.

Now as a standalone company firmly established in streaming, STARZ is drilling down on owning a bigger piece of the pie. "One of our big areas of focus is getting more ownership economics back on the network to control the costs of shows and generate new revenue streams, and we are excited to be in production already on our first STARZ-owned series, 'Fightland,'" says Busby.

If this team of five had a motto, Hoffman believes it would be Purpose Before Pride. "We're united by our commitment to our audience, to each other and to being an independent programming voice in a landscape dominated by goliaths," she says. "Every day, we show up focused, without ego, on what it takes to drive and grow our business, especially in a time when pressures demand creativity and resilience."



Sonja Hudson

Senior Director, HR
Mediacom

Hudson makes it look seamless when managing employee relations, hiring and daily HR operations across Florida, Georgia and North Carolina. Her leadership was on display when Mediacom restructured its divisions, to which Hudson blended insight with compassion to guide employees through times of change. Her impact has led to improved tenure and engagement within the company, but it doesn't stop with day-to-day dealings. Hudson implemented a "Building Blocks for Success Program," an initiative that helps with professional

growth for field technicians and operations staff.

What's a piece of advice you ignored that you're glad you did in hindsight? I was advised to remain silent and ignore what I overheard, even though I felt it was important for others to know. I strongly believe in speaking out, whether at work or in other situations. Although it can be challenging, expressing our opinions is crucial to driving positive, meaningful change.



Misty Jensen

VP, Sales
WOW!

Jensen has a track record of consistently surpassing revenue targets and negotiating high-value contracts. She's now moved into an expanded leadership role in

which she's increased commercial's share of total company revenue from 18% to 23%, as well as achieved sustained commercial ARPU growth of 3% since 2022. She's also led the continued expansion of WOW!'s successful Local Advantage program, which connects business customers with advertising opportunities. This initiative has generated 27% YoY growth since its 2021 launch.

How will the next wave of broadband investment transform business models or create new revenue opportunities? The next broadband investment wave transforms providers from connectivity sellers to experience providers offering value-added services—smart home integration, cloud security, edge computing and industry-specific solutions.

Becky Jones

Chief Marketing & People Officer
Viamedia.ai

Jones has been leading a company-wide transformation that all began with the purchase and integration of LocalFactor earlier this year. Thanks to weekly leadership prioritization forums bringing together legacy executives as well as employee engagement programs, the combined entity retained 100% of key talent in the first six months following the acquisition. Her Key Results program was also designed to give teams clarity on organizational goals, and she built an AI-centric knowledge base for all employees.

What advice would you give young women entering the business world today? Raise your hand early and often. Don't wait until you feel 100% ready—momentum creates confidence.



Kristin Johnson

Co-Founder & CEO
Hotwire Communications

Any telecom CEO would be lauded for a renewal rate in excess of 99% like Hotwire saw, but Johnson has done more than secure strategic investors and enter new markets: She built a telecom company from the ground up. Her mission to help women advance in a traditionally male-dominated field is reflected by a full 35% of Hotwire's leadership promotions going to qualified women, and her sponsorship of 12 employees to attend this fall's Global Women in STEM Summit.

What's a routine or ritual that keeps you grounded? Daily meditation practice.



Georgia Juvelis

Chief Communications Officer
AMC Networks

Juvelis is a key architect of AMC Networks' corporate story, culture and brand. In the past year, she led bespoke campaigns for series in "The Walking Dead Universe" and "Anne Rice Immortal Universe," as well as for noir drama "Dark Winds." In May, Juvelis helped deliver the biggest month for Acorn TV viewership ever with a new month-long programming event called "Murder Mystery May." Internally, Juvelis' "open door" policy makes her a frequently sought-after mentor.

With all the buzz around AI, what "human" skill will grow more valuable? Strong writing skills and an original voice are superpowers. As we lean more on AI, formulaic and predictable writing is likely to become the norm, and I worry much of it may start to resemble an over-landscaped lawn: cut nice and even but stripped of the wildflowers, vibrancy and character that make it sing.





Kim Kelleher

Chief Commercial Officer
AMC Networks

In a rare combination for industry executives, Kelleher oversees both advertising sales and distribution for AMC Networks. In the past year, she has spearheaded

global affiliate, distribution and advertising partnership agreements across linear, streaming, FAST, CTV and more. This included a first-of-its-kind branded distribution partnership with Netflix that generated over 210 million global views. Throughout her career, Kelleher has actively sought to help women in their careers, including in AMCN's internal executive mentorship program.

What's something you've learned from the next generation entering the workforce? Understand the why behind what you're doing.

Fleur Knowsley

Director & General Counsel
GFiber

It is because of Knowsley that GFiber has been able to open its doors to outside investors, a huge milestone for the growing provider. She crafted the legal framework behind it all and managed to do so while also overseeing every aspect of the company's build efforts from right-of-way agreements to compliance with consumer protection laws. Her accomplishments as a multi-hyphenate stretch beyond the boardroom. She acted as executive producer on the highly rated women's rugby documentary "No Tears on the Field," directed by Lisa Burd.

What advice would you give young women entering the business world today? Don't listen to too much advice, do what you love and ruthlessly prioritize your life.



Emily King

EVP, Marketing Strategy, Media & Digital
Fox Entertainment

Emily King has launched some of Fox's most defining, culturally relevant series—from "Empire" and "9-1-1" to recent hits like "Next Level Chef," "Doc" and "Extracted." Over the past year, she has demonstrated how strategic cross-platform marketing can successfully launch hit programming while also pioneering new ways to connect with audiences through original digital content and innovative influencer collaborations. As a leader, she fosters an environment of collaboration, creativity and excellence where women can thrive.

What's your version of a "power move"—whether that's a power suit, power song or power mindset? I love a power outfit! That's anything that makes me feel fashionable and professional at the same time. I also believe in the power of positive thinking and manifestation. Reframing negative thoughts isn't always easy, but every time I slip, I see it as a test and a chance to do better.



Rebecca Kutler

President
MS NOW

President since early 2025, Kutler is guiding MSNBC as it untethers itself from NBC News after nearly three decades of partnership and rebrands itself as MS NOW

(My Source for News, Opinion and the World). While other news organizations are shedding their workforces, Kutler is doubling down in investments across the network's non-linear divisions. She's also a fierce champion for her employees. In sharing the news that she will have surgery for breast cancer (with the prognosis good), she urged staffers to take care of themselves.

What's your version of a "power move"—whether that's a power suit, power song or power mindset? The ultimate power move in any meeting is silence, something that is often overlooked. I've found that you can always learn more when you listen first, take time to think through your response and ask questions.



Colleen Langner

EVP, Chief Residential Officer
Cox Communications

Langner is laser-focused on raising the bar across all aspects of Cox's residential business. It is under her leadership that the provider most recently launched Cox TV Lite, a \$20/month package with 60 cable networks as well as 20 streaming channels. She has also worked to improve the resiliency of the company's products, leading to the launch of a backup internet service called StayConnect WiFi that keeps customers connected in moments of severe weather or power outages.

What advice would you give young women entering the business world today? Find an industry that you are passionate about and invest in it, trust your instincts and abilities, believe in yourself when facing uncertainty and change and, finally, build a supportive network of mentors and colleagues who will challenge and support you.



Julie Laulis

President & CEO
Cable One

The first woman to lead a publicly traded cable and internet company, Laulis built her career by shattering barriers in a male-dominated industry and lifting other women along the way. As she prepares to step down at the end of the year, Laulis leaves a legacy of encouraging associates to question everything, knowing that kind of empowerment leads to innovation. Over the past three years she's overseen \$1B+ in capital investments designed to meet growing customer demands while also preparing Cable One for the digital-first future.

What's a routine or ritual that keeps you grounded? Starting the day very early, to grant time and space to read the Bible as well as secular articles and books. I find that doing that as the sun comes up is a way to start the day well—in peace and calm so that whatever comes my way throughout the day, I can face it in a way that helps not only me but others as well.



Amy Leasca

EVP, Partner Management
AMC Networks

Leasca has earned a reputation for driving cutting-edge partnerships that elevate viewer experiences while bolstering performance and revenue opportunities. Over the past year, her insights have been critical to AMC Networks' execution of major distribution carriage agreements and partnerships in the U.S. and Canada. In addition to acting as a mentor internally, she supports the next generation of female leaders as a member of the University of Rhode Island's Women's Leadership Council.

With all the buzz around AI and automation, what's one "human" skill you think will only grow more valuable? Kindness. Sure, AI can flatter you. But only a human can problem-solve with empathy. Kindness is an attribute we should be celebrating more than ever.



Julie Laulis
Cable One
President & CEO



Megan Detz
Cable One
Chief People Officer

Cable One®

Cable One congratulates Julie Laulis and Megan Detz
2025 Most Powerful Women Honorees

What part of your job would surprise people the most?

“

We spend a surprising amount of time in production meetings talking about pumpkins—pumpkin growing, seasons, types of pumpkins, you name it—we’ve discussed it.

”

Betsy Ayala

Head of Content, Food
Food Network

A visionary programmer and content creator, Ayala’s exceptional storytelling instincts and innovative approach continue to redefine the reality and unscripted programming genre. Recent successes include “Harry Potter: Wizards of Baking,” a standout example of seamless IP adaptation that reached over 16.4 million viewers. Ayala champions women throughout the programming life cycle, including the casting of Food Network hosts, judges and competitors in primetime.



Michelle Garcia

EVP, Consumer Marketing
Paramount+

Not only is Garcia a marketing rock star—evidenced by fans at SXSW and San Diego Comic-Con flocking to Paramount+’s award-winning immersive experience, The Lodge, for three years running—she’s a fierce advocate for women. To celebrate Women’s History month, this year Garcia helped orchestrate a partnership for Paramount with Vox and The Cut’s “How I Get it Done,” which included donations to a charity supporting the next generation of women in film, media and technology.



“

People assume marketing is all splashy campaigns, but I spend more time analyzing subscriber behavior and building strategies. Marketing at Paramount+ is a growth engine that blends creativity with analytics. Every campaign starts with audience insight and ends with a measurable impact on how people discover and engage with our content.

”

Sheila Hall

VP, Technical Operations
Mediacom

Hall's storied career culminated with induction into the 2025 class of Cable TV Pioneers. She began her journey in 1985 as a Customer Service Representative for Austin Cablevision, eventually rising to VP, Operations as the company transitioned into Time Warner Cable. Hall has been with Mediacom for more than a decade, having overseen the growth of its footprint while upgrading its network, where Mediacom hopes to deliver multi-gig and symmetrical speeds to one million homes by the end of 2026.



While all VPs of Technical Operations are involved in the day-to-day business, I think it would surprise people that I spend two or three weeks a month traveling to tech centers throughout our 22-state footprint to meet with technicians and our local management. I believe getting in front of the team to hear firsthand what we can do differently or better to make their lives easier has been one of the best investments we have done for the team and our customers.

“

People are surprised to learn that I'm the first marketer to lead CTAM. We're not a typical association in the way one might think—with conferences, chapters, etc. My role is more as an industry CMO, and we are in the actual work with and for our members, strengthening the business and driving real impact.



Vicki Lins

President & CEO
CTAM

Lins harnesses the collective power of CTAM members in ways that

benefit the industry as a whole. Committed to increasing women's chances for advancement, she supports the CTAM Harvard Business School program. Lins is focused on customer retention, piracy mitigation and content discoverability. The SmartMove marketing co-op program achieved 1.5B impressions, BusinessServicesConnect.com delivered 65% more small business leads than in 2024 and the StreamSafely.com consumer education initiative thwarted an estimated \$1.3M worth of content theft.



Dana Zimmer

President, Distribution and Strategy
Nexstar Media Group, Inc.

Every day, Zimmer demonstrates the true power women have in the industry as she oversees the complex distribution needs—retransmission agreements, carriage consents and affiliate agreements—of a company encompassing 200 owned or partner stations that reach a combined 220 million people and includes NewsNation, The CW Network, Antenna TV, Rewind TV and a stake in Food Network. Last year, Zimmer and her team helped grow Nexstar distribution revenue to over \$2.9 billion, a 13.9% increase over the prior year.

There is no off button on the transactional part of my job. Many negotiations happen outside of what one considers normal business hours. As a result, many discussions with clients and peers happen in a non-traditional work setting and many times under unexpected circumstances. Negotiations at times feel like a game of Survivor where you need to overcome obstacles, often sleep and food deprivation, to get the deal done. College all-nighters definitely prepared me for this job.



Tina Lloyd

VP, Digital Content, Loyalty & Social Media

INSP Network

INSP is going on five consecutive years as a top-10 Nielsen-rated network, but Lloyd and her team are working 24/7 to get the Western-style word out. INSP traveled to Medora, North Dakota, for a one-of-a-kind experience promoting the Season 2 premiere of "Elkhorn." The event came with a stagecoach arrival, a tour of Theodore Roosevelt's original Elkhorn cabin and a preview of the upcoming Presidential Library. Elkhorn isn't the only show Lloyd and INSP are making noise for—"Blue Ridge: The Series" climbed the ranks and became a Top-10 title on Amazon Prime Video over the summer.

What's something you've learned from the next generation entering the workforce?

I'm inspired by how deeply rooted this generation is in self-awareness and authenticity. They know what they value, speak up for what they believe in and prioritize purpose and balance alongside ambition.



Alex MacCallum

EVP, Digital Products and Services
CNN Worldwide

In a fracturing media landscape, MacCallum's ability to anticipate how audiences will consume news has been key to her success in bringing legacy companies into the digital age. In October, she spearheaded the launch of CNN's direct-to-consumer subscription offering on CNN.com. With a leadership team that includes a significant number of women, she ensures women's perspectives inform the highest levels of decision-making.

Name a challenge you've overcome in your career that you feel has shaped you professionally.

For years—and years—I hated public speaking. I was painfully shy as a child. In one of my early jobs after graduating from school, I spent months hardly talking to my boss because I was too intimidated. But I've always loved rolling up my sleeves and getting work done. It's taken me a few years, but after much forced practice, I've gotten comfortable with it—something I never would have thought possible.



Cheryl Manley

SVP, Employment Law
Charter Communications

Manley's responsibilities only continue to grow as Charter expands its employment base through organic growth and planned acquisitions of Liberty Broadband and Cox Communications. She plays a role in the development of HR policies and procedures while also developing training courses for the organization's HR leaders, managers and others as they relate to employment regulation. Manley has served on the boards of several nonprofits and volunteered for Crisis Aid International, traveling to Ethiopia as part of her efforts to give back.

Name a challenge you've overcome in your career that you feel has shaped you professionally.

Early in my career, I was fearful of taking up space or being seen. I thought I would be more successful if I performed my job invisibly. Along the way, I learned that the opposite is true. While I will probably never be vociferous, I know now that I don't have to be less than my authentic self, which is enough.

Flora McKiernan

SVP, Sales

Disney Advertising

It's been a Disney magical kind of year for McKiernan, who spearheaded a first-to-market integration between Disney Compass and Publicis CoreAI. She's a pro at combining data-driven insights with creative storytelling for advertisers. McKiernan and her team also helped drive Disney Advertising's fundraising efforts for the Ad Council's Public Service Awards, contributing to a record-breaking \$9 million.

If you were a Taylor Swift era, which would you be and why?

I'm in my Reputation era—confident, unapologetic and focused. It's about owning your narrative, leading with clarity and showing up with purpose. Like Taylor, I've learned to tune out the noise and lean into what matters: building trust, driving impact and staying true to who I am. Reputation isn't just earned—it's lived.



Jennifer Mitchell

President

CBS Stations and CBS News and Stations Digital

Competitors are taking note as Mitchell redefines the newsroom of the future through innovations and mission-driven reporting.

She made CBS Stations the country's only station group with a fully scaled AR/VR news infrastructure by bringing innovative augmented reality and virtual reality technology to nine major-market CBS newsrooms across the country and to the new flagship streaming program, "CBS News 24/7." Mitchell also introduced regional GM roles that have improved fiscal oversight while allowing more investment in journalism.

What's a routine or ritual that keeps you grounded?

Walking and thinking. Giving myself grace and being kind to myself are critical. I try to find those moments just for me... to be alone with my thoughts, to problem solve and trouble-shoot in moments of silence, without distraction.





MENTOR OF THE YEAR

Conway's Crystal Kemp on the Power of Paying It Forward

Conway Corporation CMO Crystal Kemp's initial reaction the very first time someone referred to her as their mentor was to say, "Oh, I'm not a mentor. I just want to help." It took her a long time to embrace the term, but there's no better word for the role that she has played in guiding and championing others as a longtime leader on the Conway team as well as through her work as a Mid-America Cable Telecommunications Association board member and as Arkansas Women in Power's board chairman.

Kemp recalls having a boss who mentored her early in her career. "[He] saw something in me before I saw things in myself," she says. "I remember one time him saying to me, 'We're trying to get to this point so that if you want to go somewhere else, you have this,' and I thought, 'That's a really weird thing for a boss to say, right?' Not that he ever wanted me to [go], but he just thought, 'There's more that you can do than maybe you can do here.'" Kemp has adopted a similar approach when mentoring others: "Look for things that maybe they don't see in themselves yet."

One of Kemp's most meaningful mentoring journeys is with a Con-

way team member she's managed for over a decade, guiding her to a management position within the company's Business Solutions team. Kemp worked with this employee to develop her leadership skills, which included how to handle tough conversations through a mix of role-playing, debriefs and "reinforcing her natural empathy as a strength." Today, this mentee is not only a leader in her own right but also mentoring others. "She has become someone her peers turn to for support, and she's helping shape a positive leadership culture within our organization," says Kemp. "Watching her transformation—from individual contributor to confident, trusted people leader—has been one of the most fulfilling chapters of my career as a mentor."

But Kemp's mentorship efforts go beyond the workplace. For the last 20 years, she's also served as a Girl Scout troop leader "helping young girls build confidence, courage and character [and] guiding them through problem-solving, goal-setting, public speaking and teamwork." Kemp currently leads 3rd grade Brownie and 4th grade Junior troops and thinks of her work with the Girl Scouts as "the most grassroots form

of mentorship," as it encourages girls to "believe in themselves and their ideas from an early age." Before working with the organization, Kemp says she "didn't realize the leadership potential in someone so young," but she's now seen firsthand the creativity kids bring to activities such as an entrepreneur workshop she organized for her troops. The lesson: "Okay, we're shaping leaders."

Kemp is also a big believer in the Birkman Method, a workplace personality test designed to make teams more effective by measuring each individual's usual behavior, needs and stress factors. The test was first rolled out to the customer service team a few years ago but is now being used across other parts of the organization. Kemp, who is certified to administer the test to others, says at least 150 Conway employees have used the method. The goal of this exercise is to improve team cohesion and unlock better collaboration. In other words, it all goes back to helping people see things in themselves that they might not see at first. "The more we learn about ourselves and learn about the people whom we work with," Kemp says, "the better we can work together."

Stephanie Mitchko

EVP, Global Media Operations & Technology
AMC Networks

In the past year, Mitchko has led the global transformation of AMC Networks' technology business, streamlining and modernizing content distribution across all platforms. Milestones include fully transitioning linear origination for the company's Latin America-based channels and disaster recovery services for its North American channels. As an Emmy Award-winning technology and engineering leader, Mitchko champions a legacy of women in technology, including through her work as a Co-Executive Sponsor of AMCN employee resource group ELEVATE.



With all the buzz around AI and automation, what's one "human" skill you think will only grow more valuable?

The uniquely human ability to combine empathy with discernment. As AI and automation accelerate, the real differentiator will be how thoughtfully we deploy these technologies—choosing not just what we can do, but what we should do. That means targeting outcomes that create meaningful value while considering the costs: impacts on finite resources, equity and the human experience.



Virginia Moseley

EVP and Executive Editor
CNN Worldwide

Moseley thrives when the stakes are highest. Whether it's a breaking news story or a full-blown crisis, she brings a focus, calm and precision that steady her entire team. As the head of CNN

Worldwide's global news operation, Moseley successfully unified CNN into a single global multimedia news organization over the past year. In that same time, she grew her leadership team by placing two exceptionally talented women in SVP positions.

With all the buzz around AI and automation, what's one "human" skill you think will only grow more valuable?

The one human skill that will only grow more valuable is reporting. Watergate would not happen with AI. That requires personal relationships, building a narrative, meeting sources in basements. That can and will never be replaced.

Allison Page

President, Magnolia Network
Warner Bros. Discovery

Early in her career, seeing successful women in cable supporting and mentoring one another made a huge impression on Page, who models that behavior today. Collaborating with Chip and Joanna Gaines, Page ensures Magnolia's programming complements the couple's brand and mission. This year, Magnolia shows racked up multiple Daytime Emmy nominations, including a win for "Fixer Upper: The Lakehouse."



If you were a Taylor Swift era, which would you be and why? Fearless... hopping between genres and appreciating the best days.

Laura Nelson

SVP, Business Operations, Enablement & Specialized Operations
Disney Advertising

Overseeing a team of more than 100, Nelson finds a way to make connections with her colleagues and clients through her forward-thinking leadership and wry wit. In 2025, Nelson and her team drove the transformation of more than 30 major initiatives, including the Disney Ad Server Migration, ESPN on Disney+ and major advancements in Disney's Automated ad marketplace. Drawing on her 18 years at Disney, Nelson took the lead on curriculum around this year's Disney Advertising Sales Leadership meetings for the global sales organization.

What's your version of a "power move"—whether that's a power suit, power song or power mindset? My power move is staying authentic in every interaction—with my team, partners, clients and leaders. I believe true leadership means engaging with others openly and consistently, rather than changing your approach or limiting access when you're in a position of authority.



Leslie Peabody

SVP and Chief People Officer
WOW!

Peabody has been instrumental in fostering an inclusive company culture at WOW!, including by supporting employee resource groups as well as through her efforts to ensure the company is recruiting a diverse candidate pool. By bringing attention to the important links between employee satisfaction, wellbeing, empowerment and business success, Peabody guided WOW! in making significant improvements to the employee experience at the organization. The result speaks for itself: WOW!'s eNPS reached an all-time high of 52.

What part of your job would surprise people most? The amount of time I conceptualize with my team. They are skilled professionals, and it always surprises me how our separate ideas evolve into an initiative that aligns perfectly with a current or soon-to-be revealed strategic imperative.





Tina Perry

President
OWN TV Network & OTT
Streaming

Perry advocates by example. She creates opportunities and spaces for women, especially Black women, to

see themselves represented, both on the air and in the boardroom. Perry also uses OWN's slate of scripted and unscripted programming to ensure Black women's stories are celebrated. She leveraged OWN's visibility as a cultural beacon and partnered with the American Cancer Society on the VOICES of Black Women campaign to empower Black women to prioritize their own health.

What's your version of a "power move"—whether that's a power suit, power song or power mindset?

Song: "Bad Like Me" by Christone "Kingfish" Ingram.

Sharon Peters

EVP, CMO

Charter Communications

Peters celebrated one year of Charter's Life Unlimited customer commitments with a September campaign focused on the importance of connection. She continues to find meaningful opportunities to prominently display Spectrum's brand differentiators. Peters is responsible for Charter's multi-year partnership with Ohio State Athletics to ensure Spectrum branding is visible across campus. Charter is also the Official Telecommunications Partner of the St. Louis Cardinals, thanks to a deal that includes prominent signage and advertising rights on radio and television broadcasts.



What advice would you give young women entering the business world today?

Don't limit yourself. You can do anything you want to do, as long as you are willing to work for it. It's also important to keep an open mindset, as it allows you to explore opportunities beyond your comfort zone and it may help you grow and succeed in unexpected ways.

Leading the Way: Congratulations to the 2025 Most Powerful Women

Your exceptional leadership and influence redefines
the industry, sets new standards and inspires others
to reach new heights of excellence.

Spectrum▶

If you were a Taylor Swift era, which would you be and why?



“

If I were a Taylor Swift era I would be Folklore. I think it's her best storytelling, exploring different characters and perspectives with empathy—and great storytelling is what we do at WBD!

”



Priya Aiyar

**Chief Legal Officer
Warner Bros. Discovery**

The company's legal team has nearly 20 offices around the world, and Aiyar oversees them all. She's currently planning the 2026 separation of Warner Bros. Discovery

into two publicly traded companies and fighting to protect Warner Bros. IP from copyright infringement by joining lawsuits against two prominent artificial intelligence companies. Meanwhile, Aiyar serves as the executive champion for WBD's annual day of service, Impact Day, and also leads WBD's Corporate Social Responsibility organization.

Marie Censoplano

**Chief Legal Officer & SVP,
Content Acquisition
Vyve Broadband**

Censoplano's ability to balance legal expertise with commercial strategy has scored several wins for Vyve Broadband in the past year, including bringing the ISP into the FCC's Lifeline program, which will allow Vyve to expand access in some of its most rural and underserved markets. She is also guiding the company's responsible use of AI tools so that Vyve can safeguard trust with customers as well as embrace new tech with confidence.



“

I would be the 1989 era. It represents reinvention and confidently embracing change while staying true to yourself. Just as Taylor Swift pivoted from country to pop and reinvented herself, I see transformation in business as an opportunity to innovate and grow. This spirit reflects how I approach leadership: encouraging others to stretch beyond their comfort zones and leading with clarity and empathy, even when charting entirely new paths.

”



Mandy Esposito

Chief Operating Officer
Hotwire Communications

Esposito invests time and interest in her teams. She leads by empowering young professionals, especially

women, and imbuing them with confidence to take ownership of their work and pursue leadership positions. This year, Esposito implemented a team-driven model to streamline workflows and accelerated timelines and led one of Hotwire's largest expansions to date, deploying Hotwire's fiber infrastructure across hundreds of new locations and prioritizing fiber builds during the construction phase.

“

I'd be the Folklore era. That era was about reflection, collaboration and emotional depth. I believe influence doesn't have to be loud—it can be thoughtful and connected to others' stories.

”

“

I'm in my Fearless era! For me, this means embracing confidence, resilience and a growth mindset in the face of challenges and opportunities alike. I'm also surrounding myself with positive, motivating individuals who inspire me to keep pushing forward. I see setbacks as a natural part of the journey—being fearless means bouncing back quickly and using every experience as fuel for growth. When I engage in work that truly resonates with me, it ignites a fearless spirit that encourages bold, purpose-driven action.

”

Camilla Formica

Chief Program Officer

Syndeo Institute at The Cable Center

This Immediate Past President of WICT's Rocky Mountain Chapter logged considerable miles as a speaker, panelist and facilitator at industry events around the world.

On stage and off, Formica sparked conversations and elevated Syndeo

Institute's presence while cultivating new relationships with colleagues across Europe and the U.K. Her innate ability to honor legacy while simultaneously planning for the future is widely respected, but her positive attitude, survivor mindset and commitment to championing others truly sets her apart.



Lexi Swift

VP, Addressable Sales
Disney Advertising

With shoppable a big focus for 2025, Swift helped introduce Disney's first native streaming shoppable ad format and brought in major brands like Unilever for the limited beta. On addressable, she's helped Disney reach 50% of automated sales nearly two years ahead of schedule and is working with her team to get to 75% automation by 2027. Swift participates in the She Runs It Mentoring Program and has worked to create opportunities for students and graduates from her alma mater, Wake Forest University.

“

Well, with a last name like Swift, I feel a little pressure to nail this one. I was a Swiftie before it was cool—family group chats can confirm. I'd be 1989: reinvention. I was one of Hulu's first employees, so I've watched streaming grow from a bold experiment to the center of modern storytelling. We've learned to shake off the old playbook and reimagine what's possible—and I'm excited for the next era we're writing now.

”



DIRECTV Retrans

Linda Burakoff, Julia Dai, Carrie Bocian, Alia Simson, Paula Brower, Dallia Kim

There's a persistent stereotype that women struggle with negotiations. But anyone who's sat across the table from DIRECTV's all-female retransmission consent team would disagree. It only takes a minute in the distribution world to understand that negotiations between broadcasters and video providers are fiery, sometimes resulting in public standoffs that leave viewers unable to watch their favorite shows or sporting events.

DIRECTV SVP, Content & Programming Linda Burakoff leads a team of five women—Dallia Kim, VP, Content & Programming; Alia Simson, Associate VP, Content & Programming; Julia Dai, Senior Director, Content & Programming; Carrie Bocian, Senior Director, Content & Programming, and Paula Brower, Senior Director, Content & Programming—who have no problem drawing a line in the sand when it comes to reshaping the future of television with new packaging while working to keep it cost-efficient.

Is it rare to have an all-female negotiating team? "I think it is. And it kind of happened by happenstance," says Burakoff. "Obviously, we didn't go out and recruit and say we really want to get female negotiators... Retrans historically has been pretty male-dominated. So, I do think it's unusual, but I feel like we've assembled the best talent in the industry for this very niche kind of negotiation skill."

Her team oversees negotiations to provide 1,500+ local stations from America's largest broadcast groups, including Nexstar, Sinclair, Tegna, Hearst, Cox Media Group and Scripps.

There have been a few blackouts over the years, including a months-long dispute with Nexstar in 2023 and a week-long skirmish between DIRECTV and Cox Media last year. It's a job that could get even trickier if FCC ownership regulations are loosened to allow more broadcast consolidation, such as Nexstar's proposed \$6.2 billion acquisition of Tegna.

"There are so many headwinds. The broadcasters, they're facing these increasing reverse retrans fees from the networks. The networks are facing all these terribly increasing sports costs, but at the same time, the networks are pulling all the key content away from the broadcast feeds to favor their own DTC products," Burakoff says. "There's decreased localism, they're putting added pressure on fees because now they have their targets for their synergies that they've told the Street they have to hit. So, they're kind of squeezing it out of us, and the audience is just increasingly fragmented."

She credits the team's diversity for some of its success. "Personality wise, we've got extroverts, introverts, in-betweeners. And they have very different styles," reflects Burakoff. "I've learned over the years that you don't have to be the loudest one in the room to be effective. Some of them are quietly persistent, and others are more kind of in-your-face. And they're all very effective."

Burakoff singles out Kim as a leader who serves as a mentor for others at DIRECTV, literally bringing team members into calls to see different ways to approach an issue. Kim

oversees day-to-day retransmission consent activities, so there's never a dull moment. "Retrans discussions are often incredibly complex, in part because the market is continually in flux—broadcasters buy, sell and swap stations and network affiliations and, more recently, acquire local sports rights," says Kim. "But we're really fortunate to have an incredibly facile, engaged and passionate team who know the lay of the land and are able to negotiate successful agreements."

As if all that weren't enough, this team has also helped DIRECTV score broadcast deals for its genre packs, which launched in January. Other departments across the company help with the load—which for many team members includes other deals beyond broadcast.

"These deals are contentious. They're very public. The disputes that we have, 90% of them are with broadcasters... You've got every single department involved. You got PR, you've got customer service, you've got marketing, the ops team, engineering, the commercial department is affected, because of the bars and restaurants who don't have the game," Burakoff says. "The company really trusts that this team is always going to do what's best for the customer, which sometimes can lead to a dispute. That seems a little counterintuitive, that customers may temporarily lose certain content, but at the same time, we have to take a hard stand because the escalation of the cost is just going to come back and hurt the subscriber at the end of the day."



Robyn Polashuk

Partner and Co-Chair of Entertainment and Media Industry Group
Covington & Burling LLP

Whether advising content owners on content monetization or consulting with networks and studios in negotiating complex deals, Polashuk has a significant impact on the industry. She led Covington's team representing Disney in an estimated \$8.5 billion landmark merger with Reliance's Viacom18; assisted Roku in matters in acquiring Frndly TV; and co-led a team representing Paramount in its \$8 billion merger with Skydance. Polashuk has also been deeply involved in Covington's Women's Forum, creating opportunities for the firm's female attorneys to succeed.

What's a routine or ritual that keeps you grounded? Planting flowers in the pots at the front of my home. That freshens up both the entryway and my frame of mind.



Mary Pouliopoulos

SVP, Customer Experience
Charter Communications

In the six months since Pouliopoulos was boosted to her current role, she's done all she can to create a meaningful impact. She crafted the building blocks in her last role, including the development of Spectrum Reach Architect for AI-powered insights for advertisers. Her guidance also shaped Customer Data Match, an effort to give local businesses the power to take their data to the next level and better reach new and existing customers.

What's a piece of advice you ignored that you're glad you did in hindsight? I often heard the advice: "The customer is always right." In my early days working in customer experience, I took this to heart. But over time, I've learned that real partnership is more than agreeing—it's about listening, understanding true needs and sometimes having the courage to challenge ideas to reach better outcomes.



Michelle Powell

SVP, Business Integration
Charter Communications

There are few initiatives across Charter that Powell doesn't have a hand in. She and her team are always ready to offer program management support, to execute employee field trials and to monitor launches for the measurement of customer satisfaction. There's no doubt she's crafting a plan for the integrations of Liberty Broadband and Cox once those acquisitions are finalized. Outside the office, she's the nominating chair on the executive board of Mondays Cancer Care, an organization offering free wellness services to individuals undergoing cancer treatment.

How do you push through impostor syndrome or self-doubt? I've learned that confidence isn't the absence of doubt—it's the decision to move forward in spite of it. I look to the evidence of my work, the impact I've made and the path I've walked to get here. Facts silence fear.

Eilisa Reid

SVP, Access Engineering & Operations
Charter Communications

Reid was upped to her current position in June, but she has already implemented an automation strategy for lifecycle management in Charter's Network Operations division. She is also dedicated to improving internet reliability across Charter's service areas, advocating for improvements to FTTP technology and matching customers with the right equipment to ensure they are receiving the speeds to which they subscribe. She hopes to continue evolving Charter's hybrid cloud strategy.

What advice would you give young women entering the business world today? As a mom of two teenage girls who will soon enter the workforce, I tell them—and every young woman—to speak up, stay curious and lift others as they climb. Confidence grows through action, not approval.



Michelle Rice

President
TV One & CLEO TV

Rice has positioned TV One and CLEO TV as cultural leaders that deliver authentic content and reflect the communities they serve. In the past year, she expanded CLEO TV's distribution through new carriage agreements with major providers, deepening its reach with Millennial and Gen X women of color. In January, Rice assumed the role of Chair of The WICT Network's global board, demonstrating her strong commitment to inclusivity and professional development.

What's a piece of advice you ignored that you're glad you did in hindsight? As a child, I often heard parents say to daughters "act ladylike" and "girls should be seen and not heard." This taught girls they were to be quiet and well-mannered, while boys were encouraged to be curious and rambunctious. I eventually learned the value of my voice and ignored that advice from the classroom all the way to the boardroom.





Elena Ritchie

SVP, Video

Charter Communications

It has been all gas, no brakes, for Ritchie as Charter continues building out its Seamless Entertainment experience. Charter now offers a value of more than \$125/month in free streaming products for millions of video customers, and Ritchie built out the Spectrum App Store to allow easy access to that content. While guiding the Xumo initiative in partnership with Comcast, Ritchie also expanded the Spectrum TV app's availability on LG and Vizio smart TVs.

Is there a movie, show, song or book you wish you had created yourself? I wish I had made "Singin' in the Rain." It's the perfect balance of joy, precision, collaboration and individual excellence—and it's so, so funny. Also, if I had made it, I would have cut the ballet part from The Broadway Melody sequence.



Sheryl Rosen

CMO

Schurz Broadband Group

It's not easy aligning six independent ISPs under one unified vision, but Rosen has cleared out the clutter for prospective customers. She shaped the sextet's mobile convergence strategy and guided the launch of the Flight Fiber, Flight Video and Flight Mobile product suite for each provider, leveraging branding that resonates with local communities. She co-founded the Schurz Women's Resource Group and as President of the Schurz Communications Foundation Board is building connections through philanthropic efforts within the company's footprint.

Do you feel AI has changed the way you work? AI has helped me be more efficient and work smarter, but it hasn't changed what matters most—human connection and communication. It's a useful tool, not a replacement for experience or empathy to drive results and deepen relationships.



Stacey Slaughter

CEO and Owner

NCTI

Slaughter's intuitive leadership style stems from genuine human connections, asking smart questions and understanding how to convey complex ideas in clear ways. She's created an inclusive workplace where women and underrepresented groups are supported, empowered and valued. She sets ambitious goals for her team and helps them achieve them, like establishing NCTI's 12 new fiber-focused training classes to help providers ensure employees are prepared for the fiber-driven future and initiating a joint research project with the Fiber Broadband Association.

What's something you've learned from the next generation entering the workforce? I've seen the next generation prioritize mental health and balance in life. Truly admirable and important for us to do the same.

Angel Stokes

Sr. Director, Digital Marketing
Mediacom

Stokes has been instrumental in Mediacom's digital transformation, from modernizing its Content Management System to unifying three websites into an integrated marketing and buy-flow experience for Mediacom Mobile. Her leadership helped Mediacom record a 9% YoY boost in paid digital marketing transactions, in addition to bolstering the collaboration between marketing, technology and operations. Stokes' motivation to impact extends beyond Mediacom through CTAM's Digital Alliance Group.

What part of your job would surprise people the most? Marketing is often seen as brainstorming campaigns and designing creative. While those are important parts of the role, I think people would be surprised that much of my work revolves around data analysis, building dashboards, tracking KPIs and continuously refining website architecture and systems.



Julie Taylor

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

Warner Bros. Discovery

Not everyone can successfully schedule linear programming in a streaming-happy world, let alone do it for 20+ networks, but Taylor does. In Q2 2025, WBD's U.S. Networks drew on average over 136M total viewers per month and accounted for nearly 40% of adults watching prime-time cable. Hyper-focused on maximizing cross-WBD promotions, she collaborates with finance and ad sales to drive content monetization. Although her team is located in multiple cities, Taylor maintains an inclusive environment where all ideas are welcome.

What current cultural moment reminds you why visibility for women leaders still matters? In the words of former First Lady Michelle Obama: "No country can ever truly flourish if it stifles the potential of its women and deprives itself of the contributions of half its citizens."





Courtney Thomasma

EVP, Linear and Streaming Products

AMC Networks

A 10+ year veteran of AMC Networks, Thomasma became EVP of Linear and Streaming

Products in July 2024. In this new position, she oversaw the debut of new mystery series "Art Detectives," which became the #1 series in Acorn TV history in both viewership and subscriber acquisition. As a mentor and panelist for The WICT Network's "Rising Leader" program, she regularly advocates for women and marginalized groups.

What's a routine that keeps you grounded? My commute is my favorite part of the day. I get to walk to and from work—allowing me to experience NYC through every season, mentally prepare for the day, catch up on podcasts and phone calls and, every once in a while, get waylaid into an unexpected NYC adventure.

Shelley Thompson

VP, Programming

National Content & Technology Cooperative

Negotiating distribution agreements with large media groups that will work for 500 different distributors with varied approaches to business isn't for the faint of heart. Thankfully, NCTC has Thompson on the case. With more than 20 years in the biz, she's seen the changes and works diligently with co-op members to blaze the path forward.

What's a routine or ritual that keeps you grounded?

Walking my dog, Jasper, every morning—rain or shine. I cherish this time in the fresh air, getting a little exercise, bringing joy to my sweet pup's life. It's my time to process what's going on at work or home and I always have my best ideas after our walk. And Jasper deserves it because he lifts my spirits during those grueling negotiations!



Robyn Tolva

SVP, Customer Service Reliability
Charter Communications

Tolva has transformed Charter's customer service establishment into something enviable. She has spearheaded the creation and launch of digital self-service tools, allowing broadband-only customers to easily add streaming apps to their Spectrum plans or for video customers to upgrade to commercial-free streaming. Her Transforming Reliability Experience team dives into the heart of any issue interfering with the customer experience, restoring service and brainstorming creative solutions to prevent a problem's recurrence.

What advice would you give young women entering the business world today? Invest in building your "work village"—which can be comprised of people from any part of the organization. This network can become a powerful source of encouragement and constructive feedback, living outside organizational hierarchy.



Julie Unruh

SVP, Business Operations
Charter Communications

It's not unusual to find Unruh meeting with employees one-on-one via walks outside of the traditional office environment. That's because she values the opportunity to learn and grow from the organization's up-and-comers while also offering herself for mentorship opportunities. It is through this approach that she is finding success in transforming Charter's legacy Small Business and Enterprise groups into the singular, revamped Spectrum Business unit.

Is there a movie, show, song or book you wish you had created?

"Friends"—not just because it became a massive hit, but because it brought people together. Thursday nights at 8 p.m. were a ritual. We'd pile into someone's dorm room, laughing, quoting lines and feeling like those characters were our friends too. A show that builds community is true creative magic.



Jennifer Vassil

VP, Membership
Fiber Broadband Association

That surge in Fiber Broadband Association memberships is thanks to Vassil's leadership, and it comes at a transformative time in the fiber space. Over the past five years, FBA's membership base in North America has skyrocketed by 178%, with 2025 alone being responsible for 20% growth en route to reaching 625 member companies. Vassil's efforts brought more perspectives to the table as FBA reports 45% of its membership being operators—more than the association has had before.

What's your version of a "power move"—whether that's a power suit, power song or power mindset? Live life with four things in mind—joy, peace, connection and purpose. That's it. Clarity is self-empowering.



Jenna Wandres

Senior Director, L&D, BI & Enterprise PMO
GFiber

Wandres is the mastermind behind GFiber's freshly unveiled lifestyle-based product line, which also included the deployment of new WiFi 6

and 7 routers. She has grown GFiber's project management division into a 15-person operation, much of which was built through mentorship. At the same time, she expertly navigated the rollout of the new GFiber app and the overhaul of billing systems nationwide. As a result of her team's enhancements, GFiber is now seeing 50% fewer service calls. Disruptions were kept to a minimum at a time when the company saw 20% annual footprint growth.

How will the next wave of broadband investment transform business models or create new revenue opportunities? Honestly, I don't know the answer to this question. But I do know (1) there is already demand we're seeing for our GFiber 20 Gig product, and (2) never to bet against human innovation because there will always be creative, useful, lucrative ways people find to use technology.

Alaka Williams

SVP, People & Culture
CNN Worldwide and WBD U.S. Networks

Williams' leadership is rooted in intentional mentorship, strategic advocacy and a deep commitment to equity. This year, her People & Culture team launched the P.R.E.S.S. Pass Program (Psychological Resilience, Empowerment, Support, Self-Leadership), a learning program designed specifically for news professionals that focuses on developing advanced psychological resilience, self-leadership skills and effective strategies to combat the effects of PTSD, chronic stress and trauma within the media context.

Name a challenge you've overcome in your career that you feel has shaped you professionally. 2025 was one of the most challenging times of my professional career, as our beloved Head of Content at HGTV, Loren Ruch, passed away. As we continue to mourn a life well lived, and a legacy of love, his memory reminds me that each day is a gift. While our hearts may be broken, he taught us that what we do to lift people up and encourage them matters—that there is always a way and an opportunity to do that.



Angie Welling

GM, Expansion & External Affairs
GFiber

Welling has never been afraid to step into the unknown, and that includes new territory for GFiber. Her team has expanded the provider's national footprint by 20% YoY, negotiating and planning for approximately 70 active builds in up-and-coming communities. She also spearheads government and community relations, dedicating time to building relationships with local leaders to enable smoother market launches. Welling has also guided partnerships with the YMCA, Boys and Girls Club and more to empower GFiber communities and open new doors for female leaders.

How do you personally define "powerful" in the workplace today? I've found the path to greatest impact is in knowing when and where to effect change directly or through influencing and empowering others. I started out as a journalist, through which I learned how to ask thoughtful questions, observe people and read rooms. I use those skills daily.



Jeri Williams

VP, Sales & Marketing
Mediacom

Not only did Williams guide the roll out of core products like Mediacom's phone and digital services—she was among

the first to spearhead the company's retail and front-counter technical training programs. That's shaped how Mediacom introduces new products to customers as well as ensuring employees across all units are equipped with knowledge of offerings. Williams leads Mediacom's World Class Scholarship Program, now in its 20th year, which gives 100 scholarships annually to high school seniors. She also participates in Prom DressSelf and volunteers with the Iowa Senior Olympics.

What's a piece of advice you ignored that you're glad you did in hindsight? "It is what it is, you can't change it." Many years ago, I had a boss who said this daily during a very challenging time as we were trying to grow our business. I love working with a team and solving problems that positively impact our customers, resulting in revenue growth. I'm glad I did not follow that advice. Instead, it pushed me to look for solutions that made a difference.

Leigh Woisard

Strategic Communications
Consultant

Woisard has only gained momentum since her retirement from Cox Communications and becoming Immediate Past Chair of The WICT Network board. She was a part of The WICT Network's newly launched virtual Adapt & Advance leadership series, mentoring individuals on crafting and growing their personal brands. She also specializes in helping women overcome impostor syndrome, encouraging them to unapologetically show up as their full selves in every situation.

What advice would you give young women entering the business world today? Find a career that you love. Move around, take risks, explore your options to find the right position at the right organization. You may not love every day at work, but you won't spend every moment wishing for the weekend.



Elizabeth Wright

EVP & CFO, Direct to Consumer
Paramount

Wright uses numbers to tell stories, yet the growth and momentum of Paramount's direct-to-consumer segment speak for themselves. By aligning strategic content investment with subscriber monetization, she was able to prioritize high-ROI initiatives. In Q2 2025, the company's DTC segment—including Paramount+, Pluto TV and BET+—generated \$157 million in adjusted OIBDA. Wright's story is also about people. A trusted mentor and advocate, she's created a workplace where everyone has a voice and opportunities to succeed.

What's a routine or ritual that keeps you grounded? Running with my two Portuguese Water Dogs. No headphones, no meetings—just time outside to reset. It's often when I get my clearest ideas and best perspective. Movement has a way of creating mental space, and for me, that's the foundation of clear decision-making.



The
**TOP WOMEN
NETWORK**

**Elevating Voices Across Marketing,
Media and Ad Tech**

Presented by: **CHIEFMARKETER NETWORK**

The Platform for Women Moving the Industry Forward.

Created by the Chief Marketer Network, this cross-brand initiative brings together women from media, marketing, tech, and communications to champion advancement, celebrate achievement, and elevate the voices shaping tomorrow.

Community. Visibility. Leadership – all year long.



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If you could bring one female historical figure into today's corporate world, who do you think would thrive?

“

Amelia Earhart comes to mind for me. She had the necessary technical skills to set her audacious goals and was willing to take risks to achieve them. She was able to solicit support from others who believed in her. She embraced the celebrity status that came with being the first female to cross the Atlantic solo and used her position to promote commercial travel and support other female aviators. These skills would translate well to today's corporate environment.

”



Teresa Elder

**CEO
WOW!**

Elder has had a very busy year, not only leading WOW! through an acquisition by DigitalBridge and Crestview Partners to take the company private and accelerate its all-fiber

expansion but also guiding its recent 100,000 fiber homes passed milestone in greenfield markets. Elder blends hands-on leadership with a people-first mentality, regularly making herself available to mentor and advise female colleagues at WOW! as well as through The WICT Network.

Alison Hellman

**SVP & General Manager,
Spectrum News
Charter Communications**



Hellman continues to raise the bar at Spectrum News, challenging everyone to go the extra mile to ensure communities are served with in-depth local coverage. She's done so while Spectrum News has continued to grow, recently becoming available to Comcast customers in Connecticut, northern New Jersey, Orlando and Tampa. 2025 also saw the launch of channels in Georgia, Michigan and Alabama as well as the debut of Spanish-language network Spectrum Noticias. Hellman continues to sponsor partnerships with universities to allow journalism students to receive feedback from Spectrum News team members.

“

I think Katherine Johnson would brilliantly meet this moment. I believe we make the best decisions when we start with understanding the data. Katherine's extraordinary analytical mind and passion for a similarly data-informed approach would help her run a smart, agile business. Her boundless curiosity and relentless persistence in the face of obstacles would also position her as an innovative leader who could nimbly navigate an ever-evolving corporate landscape.

”



Terri Hines

EVP, Communications
Fox Sports

A consummate leader, Hines is at the helm of strategic communications and PR strategy for the biggest live sports events on TV. In 2025, this included Super Bowl LIX as the most-watched Super Bowl

of all time. Beyond her many media accomplishments, Hines dedicates her time to driving meaningful change across the company, including as a co-founder of the Fox Sports Inclusion Council and an executive sponsor of employee resource group Women@FOX.

“

Shirley Chisholm. Shirley was ahead of her time as the first Black woman elected to Congress in the late 1960s and the first Black woman to ever run for president. She was a strong advocate for women and racial equality. Politics aside, she would thrive in today's corporate world due to her empathetic leadership, her keen understanding of the complexities of economics and her advocacy for inclusion.

”

“

Eleanor Roosevelt. She defined life by learning, which included sharpening one's emotional intelligence to connect, taking responsibility for moving things forward and being in service to others—all things required to build successful businesses that could thrive in today's competitive environment.

”

Kia Painter

EVP, Chief People Officer
Cox Communications

Cox has been undergoing major transformations to its people operations over the past year, and Painter has been the steadying force through

it all. There's no doubt she is continuing to serve as an anchor as employees prepare for the completion of Charter's proposed acquisition of Cox. Painter is passionate about learning and currently serves as Immediate Past President of C2HR and is a member of the Emma Bowen Foundation.



Jane Rhodes

SVP, Head of Corporate Security
Charter Communications

The breadth of Rhodes' responsibilities are immense, but she handles them with ease. She was challenged more than ever this year as Charter saw growth in fiber cuts culminating in a June 15 event that saw 13 cables with more than 2,600 individual fibers cut. She has worked directly with local, state and federal forces to grow awareness of these crimes and advocate for new laws addressing them. Through partnerships with the likes of Crimestoppers and law enforcement, Rhodes' team also this year uncovered a New York City-based ring of individuals posing as Spectrum workers and selling services on jailbroken modems.

“

If Helen Keller were in the workforce today, I'm confident that her ability to dispel doubts, overcome challenges and create opportunities for herself and others would make her a success. I imagine she'd use today's technology to expand access and opportunities for many.

”

POWER TEAM



Vyve Broadband's Customer Experience Team

Julia McElwee, Tyffanye Hipp, Melanie Hannasch

All the network upgrades on the planet don't mean a thing if customer experience doesn't measure up. Vyve Broadband's small, but mighty, CX team made major moves over the past year, launching a Spanish-language IVR option, real-time analytic tools for frontline agents and much more.

Guided by three women leaders with diverse backgrounds and perspectives—COO Melanie Hannasch, Customer Experience Operations VP Julia McElwee and Customer Experience Operations Senior Director Tyffanye Hipp—the team takes a multifaceted approach to delivering exceptional service and driving change in a historically male-dominated industry.

"I think that women bring to the table empathy, intuition and collaboration. These are qualities that we as women inherently have, but at the same time, these are also qualities of great leadership," says McElwee. "It's what makes our team unique in the balance that we bring—it's decisiveness with compassion, ambition with everything that we've done and grace. We don't lead from ego. We lead from purpose, and that's what makes it effective."

Hurricane Helene put the team's agility on display, with hundreds of contractors and field teams needing support to restore service quickly. Without adding staff, the dispatch team stepped up to manage coverage and logistics, ensuring customers were reconnected with minimal delay. One of the most ambitious endeavors is the implementation of

Zingtree, a troubleshooting decision tool that was integrated with Five9, Salesforce, Broadhub and eero Insight to streamline workflows and deliver more accurate service for customers. Another major initiative was the launch of CallMiner Real Time, which has improved retention rates, sales outcomes and first-call resolution by allowing frontline agents to proactively respond during calls.

But tech can only do so much. "As technology advances, the instinct is to automate everything. But the companies that are going to stand out are the ones using tech to enhance humanity rather than replace it," McElwee predicts. "Customers still want and need empathy, understanding and consistency."

When looking to the future, Hannasch is preparing Vyve employees by focusing on adaptability and human-centered leadership. "The pace of change is only accelerating, so I want teams who can pivot, learn and lead through uncertainty," she explains. "We're investing in cross-functional collaboration and empowering local decision-making because resilience comes from trust, not control. The future of broadband will belong to organizations that put people first, internally and externally."

The team's mission of blending cutting-edge technology with genuine connection fits with Vyve's overall mandate. "They've built a culture of care and mentorship that empowers employees at every level to grow and

succeed. What I admire most is their resilience and unity. Whether navigating the demands of daily operations or rallying during extraordinary events like Hurricane Helene, they lead with determination, collaboration and heart," notes Vyve President/CEO Andy Parrott. "Their influence extends beyond metrics, it's seen in the trust of their teams, the loyalty of our customers and the respect of our industry peers. This group embodies Vyve's mission to connect and empower communities, proving every day that customer experience is not just a function, but the foundation of our success."

The trio has a reputation for going the extra mile—filling in for regional managers on leave, staying late to handle urgent site issues, personally packaging employee appreciation gifts and providing mentorship within the company and the broader community. With that teamwork mentality, it's not surprising that this group is a bit reluctant to accept the Power Team award.

"Melanie, Tyffanye and I are honored and humbled to be recognized as a Power Team, but the real power behind our success lies in the incredible group of leaders who bring ideas to life every single day," says McElwee. "They're the ones translating strategy into action, motivating their teams and driving an experience that leaves our customers feeling valued and cared for. Any recognition we receive reflects our team's hard work and heart."

RISING TIDE

The Rising Tide symbolizes a new generation of dynamic, innovative women who are steadily reshaping the landscape of their industries. Guided by seasoned leaders who see their promise and actively invest in their growth, these rising stars are doing far more than gaining visibility—they're building momentum.

This year's class includes visionaries pushing the boundaries of live sports and streaming, marketing leaders who blend data with creativity to reshape how audiences connect with content, and operations innovators who bring clarity and momentum to moments of rapid change. They represent strategists redefining how businesses scale, storytellers elevating brands across every platform and builders who turn complex challenges into streamlined, future-ready solutions. Together, they embody a generation of leaders whose curiosity, courage and collaborative spirit are transforming the media landscape.

Suzanne Bruderman

SVP, Finance
Paramount+



Few balance analytical rigor with creative boldness in the way Bruderman does. With full P&L responsibility of Paramount+'s domestic operations—a demanding task in today's competitive streaming landscape—her guidance shapes the SVOD's short- and long-term strategies while ensuring the streamer can take on whatever the market demands. "Every bold bet in finance is always grounded in an analytical framework, which at Paramount+ includes many different key stakeholders," Bruderman says. "I often make bold bets when I gain consensus across the key stakeholder group. Not everyone has to be fully aligned, but I know that when colleagues from different departments and groups independently agree, we are onto something!" Like a growing streaming service, Bruderman's career path has been defined by steady momentum and increasing scope. She built a reputation for translating financial complexity into clear, actionable insights early in her career, earning her opportunities that grew her reach

beyond finance and into strategy, operations and dealmaking. That melting pot of experience helped her craft valuation frameworks that guide billion-dollar investment decisions and support the evolution of Paramount+ into a global platform. However, her impact doesn't stop at Paramount+. "What makes Suzanne special isn't just her intellect, it's her judgment and her humanity," says Elizabeth Wright, EVP/CFO, Direct to Consumer for Paramount. "She's collaborative, inclusive and always brings others along, creating space for debate and alignment while keeping the business moving forward. She's the kind of leader people want to follow because she leads with both confidence and care." Bruderman's influence is visible in the partnerships she's helped structure. She's also one to encourage new talent to step into opportunities—all while Bruderman continues to seek mentorship herself.

CHAMPION

Elizabeth Wright

"She's a reminder that leadership isn't about having all the answers, it's about asking the right questions, listening deeply and building consensus even when stakes are high. Suzanne demonstrates that you can be both decisive and empathetic, analytical and human—that those qualities aren't mutually exclusive."



Louise Chouinard

Supervising Producer
TNT Sports



Bridging the transition between traditional broadcasts and a digital-first instinct is a challenging equation, but Chouinard's technical and creative expertise produces content that brings visibility, value and engagement across any platform. It's also why she's had a rapid ascent within the Bleacher Report and TNT Sports universe. Chouinard's beginnings were on a lean team, meaning she juggled editor, shooter and creative roles while covering the NBA, NHL and more. Despite it being uncharted waters for her, it helped Chouinard cultivate an environment where creativity thrives. "She consistently bets on her preparation and skill set to drive her success, demonstrating that confidence in one's abilities can be just as valuable as experience," says B/R Head of Content Tyler Price. "Louise is a great example of how embracing growth and trusting your own capabilities can open new doors for development and achievement." Preparation is one key to Chouinard's leadership success, but another important piece of the puzzle is knowing the expertise of her team members and how they can

complement one another. That enables more time to focus on improving operations and making them more efficient. "Having a clear understanding of each person's strengths and weaknesses, specifically my own gaps, allowed us to transition into our new roles and responsibilities seamlessly because we were aligned on who was accountable for each part of the process," she says. Chouinard notes that it's important to surround oneself with those who are naturally curious, especially when it comes to the ever-changing trends seen on social media that B/R capitalizes on. "If you're not staying curious about what's happening in the space, you'll fall behind," Chouinard says. "I'm also sure to surround myself with younger colleagues who are new to the industry and coming in with a fresh set of eyes. Hearing what they're excited about always keeps me curious about what's next."

CHAMPION

Tyler Price

"Her greatest strength lies in her preparation—she approaches every challenge with thorough planning, which allows her to adapt seamlessly and make smart, real-time decisions when circumstances change. Her readiness and resilience consistently set her apart."



Kristen McDonnell

COO
Viamedia.ai

There's being calm, and then there's being as composed as McDonnell is when under pressure. She helped usher in a company-wide transition during the Viamedia.ai-LocalFactor combination back in March, staying busy behind the scenes and assembling an activation force before the transition became public. That resulted in the internalization of digital operations being completed a month ahead of schedule (and most importantly: zero disruption with clients). A third-party evaluation even revealed that buyers would pay premium CPMs to continue collaborating with McDonnell and her team. But McDonnell knows it's a team effort to find clarity amid times of chaos. "I push my team to challenge

themselves and work with a sense of autonomy, while always supporting them and guiding them along the way so they know they're not left out on an island," she says. "Assigning and delegating projects to them that move the business forward... allows them to feel like a *part* of the business and our successes, not just a cog in the wheel. And from there, they start to come up with projects on their own that they proactively take on." When McDonnell was at LocalFactor as its VP, Customer Success, she transformed the digital ad company's operations from a single trader into a multi-disciplinary team that included account management, traders, search, social and media strategy.



CHAMPION

Christine Rodocker

"Younger colleagues could learn a great deal from Juli's curiosity, adaptability and high standards. She models how to approach problems with both logic and originality, and she's always willing to explain the 'why' behind her decisions. Juli is also a thoughtful communicator and a generous mentor, creating space for others to grow alongside her."

Juli McLaurin

Senior Director, Consumer Marketing
INSP

Data is what fuels the storytelling machine for McLaurin, using insights to shape campaigns and mold the way organizations think about connecting with audiences. And given she's worked in media and entertainment for more than two decades, she brings a valuable perspective to the table while fostering a people-first culture. After beginning her career at NBCUniversal and A+E Global Media, she led award-winning campaigns for original programs like "Vikings," "Houdini" and "Roots." McLaurin moved to then-ViacomCBS and managed global franchise planning for brands such as "Teenage Mutant Ninja Turtles" and "Avatar: The Last Airbender," as well as for figures like JoJo Siwa. Nowadays at INSP, she's played a key role in elevating the network's marketing across cable, its FAST offering Western Bound and distribution subsidiary Imagicomm Entertainment. "My work starts with audience insight and a clear objective—but the impact comes from finding creative, sometimes unexpected, ways to bring that strategy to life," McLaurin says. "The best campaigns don't



just follow consumer behavior—they tap into passions and cultural moments that make people want to engage." With INSP's western focus, there's a consistent group of passionate fans who engage with the network's content and marketing, making it critical for how the brand is positioned and how audiences are targeted. McLaurin recently worked with INSP's research unit to uncover new trends and audience patterns, which led to a full shift in its targeting strategy and led to improvements in campaign results across different platforms. "What stands out about Juli is her rare ability to merge data-driven thinking with imaginative problem-solving. She doesn't just analyze numbers—she finds the story behind them and tailors the message to the audience. Her creative approach ensures that insights aren't just accurate, but also actionable and engaging," says Christine Rodocker, INSP's VP, Distribution & Consumer Marketing.

McDonnell also created a customer success playbook and formalized quality assurance processes. When she made the move to Viamedia.ai during the merger, McDonnell hit the ground running with expanding the new-look organization's self-serve line by hiring an onshore trader. The result? More optimization and scaling volume by about 500%. "People trust Kristen because she delivers, and they follow her because she helps them do their best work," says Becky Jones, Viamedia.ai's Chief Marketing & People Officer. "She is a builder of teams, a stabilizing force in times of change and a catalyst for better outcomes across the business."

CHAMPION

Becky Jones

"Kristen's leadership embodies balance—driving results while reinforcing a culture rooted in accountability, trust and shared success. Her team thrives under her leadership because she truly is a leader's leader. She builds and empowers and because of her style, her team grows."



Jennifer Postlethwait

VP, Portfolio Ad Sales Marketing
Fox Corporation

No matter how big or small a task is, Postlethwait is certain to bring expertise to the table. Her multi-faceted skill set is how she's quickly risen through the ranks during her career, which began as a sales assistant for E! Entertainment and Comcast Networks. After Comcast was acquired by NBCUniversal in 2011, Postlethwait rose to the occasion as she shifted into marketing and oversaw client partnerships for the newly formed company, collaborating with brands such as Amazon, Subaru, Snapple, PepsiCo and more. Eventually, she was tasked with managing the strategic integrated marketing team across NBCU's portfolio, taking on both linear and digital networks as well as Universal Pictures and Universal Parks. Her prowess was further recognized in 2021 when Fox Corporation chose Postlethwait to helm a new unit, where she's entrusted with directing the company's go-to-market messaging strategy across all channels and showcasing its value proposition for clients. "I always start with the client goals, understanding what success looks like and thinking through how that connects to Fox's larger



business priorities. That informs a north star strategy that aligns the Portfolio and provides our Partnerships teams the freedom to ideate creatively around priority initiatives while staying anchored to overall strategy. All designed to deliver results that drive real impact," she says. Postlethwait's impact isn't only felt by Fox's clients. She's an advisor for the Fox Future Initiatives program, allowing her to offer guidance and experience to junior employees as they develop skills to grow. And they might want to take extra notes on Postlethwait's versatility. "In marketing, there's a constant need to be adaptable and flexible, both of which Jen has in spades," says Joe Rockhill, Fox Corporation's SVP, Ad Sales Marketing. "Whether flexing from project to project, juggling the multiple deliverables (seemingly all at once), managing and elevating team members or bringing new ideas to the table, she's constantly flexing her superpower to adapt to what's needed at that moment in time. Jen has a unique ability to ensure it 'all gets done' while making it all look so easy and effortless!"

CHAMPION

Joe Rockhill

"A good leader knows that any accomplishments are the work of a unit versus a single individual and Jen makes sure to give credit where credit is due. She strives to create an environment of inclusivity, where everyone's thoughts are not only heard but welcomed and encouraged. Jen has a bright future in front of her, but is equally working to develop the next generation of leaders in the industry."



Shraddha Pednekar

Chief Experience Officer
ViewLift

Pednekar is defining what's possible in the new digital age of live sports viewing. At ViewLift, she unites product, technology and user experience with commercial data to deliver scalable platforms for teams and leagues around the world, working with the likes of the NBA, NHL, MLB, WNBA and LIV Golf. For the Las Vegas Golden Knights, Pednekar shepherded enhancements to the team's subscription streaming platform KnightTime+, adding real-time betting integrations with Circa Sports, Spanish-language streams and expansion on CTV platforms such as Vizio. She transformed D.C.'s Monumental+ into a local platform with sports betting, gamification and multi-angle viewing for the Wizards, Capitals and Mystics. With the launch of Root Sports Stream, Pednekar

delivered direct-to-consumer access for Mariners fans (a timely feature, given the team's run to the ALCS this year), also stretching that open door to Denver-area fans of the Nuggets and Avalanche with Altitude+. The excitement from fans watching their team, Pednekar notes, is among the ways she remains motivated in a fast-paced environment. "I stay motivated by focusing on impact—seeing how our work brings experiences to millions of fans is incredibly energizing. Even in high-pressure moments, keeping that broader purpose in mind helps turn urgency into momentum," she says, giving credit to the colleagues around her as well. "Working alongside talented teams who care deeply about delivering great experiences pushes me to give my best,



CHAMPION

Keri Gajewski

"Her leadership lifts the whole team, bringing a strong sense of urgency, incredible thoroughness and genuine relationship-building skills to everything she does. Managing some of our top properties, she sets the tone for how to get things done the right way—collaboratively, efficiently and always with great results."

no matter how fast things move." Pednekar's leadership is also defined by an eager approach to new technologies. She oversaw the integration of ViewLift's AI products, such as FanAssist AI, which reduced support ticket volume by 90% during a major live event. Other enhancements include Data Insights Pro, which delivers real-time conversational analytics. Those two products are how ViewLift clients like Caliente TV, PFL and World Racing Group optimize engagement and performance at scale. And the "Any Shot, Any Time" experience on LIV Golf+? Pednekar worked on that too, using Google Cloud's Vertex AI to allow custom viewing of every player on the course.

Shelby Romero

Director, Marketing
Fox Sports

IndyCar drivers are known for their precision and attention to detail, so it's fitting that Romero was the one to lead brand strategy for IndyCar's launch on Fox's platforms this year. She introduced a campaign to a national audience that gave the sport a modern, accessible identity that positions it for long-term growth. For Romero, the strategy begins with a commitment to staying loyal to a fanbase while shaping a story that'll appeal to a wider audience. And who doesn't like high-speed racing? "Our research surfaced a gem—these cars hit the fastest speeds of any motorsport on an oval. That insight became our foundation and inspired the campaign's central theme—'The Fastest Racing on Earth,'" she says. "From there, we focused on the athletes behind the wheel. The drivers were presented not just as competitors, but as fearless high-performance athletes with distinct personalities and motivations." It doesn't stop at IndyCar. Romero has led brand strategy for Fox's crown jewel, the NFL, and has overseen campaigns for other



properties like MLB, NASCAR, the World Baseball Classic, WWE, USFL and more. Over the course of nearly 12 years at Fox Sports, she's handled more complex assignments that help determine the network's identity. Keri Gajewski, VP, Brand Marketing & Strategic Planning, said her ascent through the ranks is thanks to a willingness to ask thoughtful questions, speak with confidence and take command when the stakes are high. "Her proactive approach and high standards consistently elevate the work of those around her," she says. Beyond results, Romero's impact resonates through her mentorship and culture-building. She invests in junior colleagues and often offers clarity and confidence as they navigate their own development. Romero is active in the Women of Fox Sports group, helping colleagues connect, build their skills and deepen their understanding of the sports media landscape.

CHAMPION

Rick Allen

"Shraddha combines deep knowledge about technology, command over the management of major, complex projects, unflappability and the ability to be very tough while respecting all others. That's a very rare combination, particularly from a foreign-born woman in a male-dominated American business world."



Andrea Roy

Sr. Manager, Technical Operations
DISH Media



Adversity and uncertainty are just different forms of opportunity for Roy. After taking two years away from the workforce to raise twin daughters, Roy rejoined DISH Media as an entry-level Digital Ad Operations Analyst, a role she didn't have much of a background in. She rose to the occasion and quickly taught herself the fundamentals, and within a year, Roy reverse-engineered operational workflows, identified performance gaps and solidified herself as a problem-solver. "Starting in this industry, and in a technical role without prior experience was overwhelming at first to say the least. However, I quickly realized that I had to get comfortable with being uncomfortable," Roy says. "I've always believed in giving 110% to everything I do, and that mindset helped me push through the discomfort." Her persistence and curiosity in technology have propelled Roy to now oversee a team of nine employees responsible for systems across DISH's set-top box and Sling TV ad platforms. Over the years, Roy's credited with leading the charge on dynamic ad insertion across 800+

networks while being a key figure in rolling out DISH Connected, a real-time programmatic solution for linear TV. Roy has also guided the migration of more than 100 partners to DISH's proprietary ad tech layer, Adapt, and is currently at the forefront of a multi-year transition to FreeWheel's MarketPlace platform in an effort to future-proof DISH's operations. While Roy's elevated through DISH's ranks, so have her colleagues. Fifty percent of Roy's team have been promoted, with multiple employees beginning their media careers with her having since moved on to higher-level roles within the industry. "Her team is responsible for mission-critical ad tech infrastructure, yet under her leadership they consistently deliver, innovate and grow," says DISH Media's Director, Ad Operations, Yield and Ad Tech Jessica Dufresne. "She brings positivity to high-pressure situations, coaches her team thoughtfully and empowers others to succeed. Her leadership elevates not just performance, but morale."



CHAMPION

Jessica Dufresne

"Andrea's adaptability is remarkable not just because she transitioned into a highly technical ad tech role without prior experience, but because she taught herself the landscape, mastered complex systems and earned a leadership position within a year. She approached every challenge with curiosity, confidence and a willingness to 'figure it out,' which transformed her from a newcomer to the architect of major operational innovations at DISH Media."

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