

**COMCAST-NBCU FIELD HEARING BY THE HOUSE
SUBCOMMITTEE ON COMMUNICATIONS, TECHNOLOGY
AND THE INTERNET: "COMCAST AND NBC UNIVERSAL:
WHO BENEFITS?"**

Everett Dirksen Federal Building
Room 2525, 219 S. Dearborn Street
Chicago, Illinois
July, 8, 2010



**FACTS ABOUT NBC UNIVERSAL
PROPERTIES**

Prepared by the Office of
Congresswoman Maxine Waters
(CA-35)

FACTS ABOUT NBC UNIVERSAL PROPERTIES

Summary:

- NBC Universal (NBCU) has 18 corporate executives. While 2 of the 18 executives are minorities, ***they are not heads of divisions or departments responsible for managing networks and producing content.***
- NBCU owns: Bravo, CNBC, MSNBC, NBC Sports, Oxygen, SyFy Channel, USA Network, Weather Channel, Chiller, Sleuth, Universal HD, and Shop NBC. ***None of their cable networks have minority presidents (who oversee network programming).***
- NBCU has partial ownership in the A&E Network, The Biography Channel, Crime & Investigation Network, The History Channel, The Biography Channel, and Lifetime Network. ***None of these networks are headed by minorities.***

NBCU also owns NBC Television Network – Universal Media Studios (which produces many NBC programs), Universal Pictures (produces and distributes about twenty films a year), Focus Features (a division of Universal Pictures producing several “art house” films a year like “Burn After Reading,” “Milk,” and “Traffic”). ***None of these divisions are headed by minorities.***

- ***Of the 21 films NBC Universal Pictures released in 2009, only two of the films had minority leads:*** one African American starring lead in “The Soloist,” one Hispanic, and one biracial actor, both a part of the ensemble cast of “Fast & Furious.”
- The 2010 NBC Fall Line-up ***does not have any African American show-runners in primetime, daytime, or late-night (as of July 6, 2010).***
- ***Only one African American anchors an MSNBC News program (Tamron Hall). All of the other lead anchors and hosts on MSNBC flagship programs are white.***
- According to the Writers Guild of America’s (West) 2009 Hollywood Writers Report, in 2007, ***only 6.6 percent of its television writers were minorities*** and ***only 5.5 percent of its writers on motion pictures were minorities.***
- According to the Writers Guild of America’s (West) 2009 Hollywood Writers Report, NBC Universal struggles to employ minority writers. ***No minorities currently write for their popular show “30 Rock.”*** There are also ***no minority writers on the popular USA Network program “Monk”*** (NBCU owns the USA Network). There is only ***one minority writer (out of 14) on Law and Order: Criminal Intent*** (also airing on the USA Network).

- According to the Writers Guild of America's (West) 2009 Hollywood Writers Report, **92 percent of executive producers (industry-wide) during the 2007-08 season were white.** During the 2007-08 season, **100 percent of Bravo's writers were white** (owned by NBCU), **85.3 percent of NBC's writers were white**, **96.9 percent of the SyFy Channel's writers were white** (owned by NBCU), and **88 percent of the USA Network's writers were white.** Of NBC's partially-owned networks, **90.9 percent of Lifetime's writers were white and 86.7 percent of the A&E Network's writers were white.**

NBC Universal (NBCU) has 18 corporate executives. While 2 of the 18 executives are minorities (Paula Madison and Salil Mehta [sa-leel me-ta]), **their primary responsibilities do not include managing networks and producing content.** While Paula Madison's primary responsibilities include working with the key executives to promote diversity throughout NBC Universal, this does not appear to have materialized with great strides in the network's extending significant media ownership, management, programming, and advertising opportunities to minority individuals or enterprises. A company's commitment to diversity begins with the top levels of management and trickles down through every position necessary to produce content. The company's lack of minority representation at the very top levels of NBC Universal's film and television operations is evident throughout the content the company produces.

NBCU does not currently have any African American show-runners over its primetime programming. That is, African Americans are not in positions where they oversee budgets and the hiring of actors, writers, co-producers, and technical employees. While show-runners are commonly referred to as 'executive producers,' not all executive producers are show-runners. Therefore, it is important to have diversity in these **management** positions because they create employment opportunities for other producers, writers, directors, and actors.

Similarly, Universal Studios (NBC Universal's film production and distribution company) does not have African Americans with the authority to "greenlight" films. This means that there are no minorities in positions to decide which film projects are ultimately given the support to make it to the big screen. The President and COO of NBC Universal Studios (which oversees Universal Pictures and Focus Features) is a white male. The presidents and chairmen of Universal Pictures and Focus Features are also white. The overwhelming majority of NBC TV content is produced by white individuals and/or white production companies (NBC produces many of its television programs because it is cheaper than hiring outside independent producers). Of the 21 films NBC Universal Pictures released in 2009, only two had minority leads (**Jamie Foxx** in "**The Soloist**" and **Vin Diesel** (biracial) and **Michelle Rodriguez** (Hispanic) in "**Fast & Furious**"). Further, of the 21 films, only two had minority writers or directors: "**The Fourth Kind**," Nigerian director/writer: **Olatunde Osunsanmi [ola-toon-de, o-soon-san-me]** and **Justin Lin** (born in Taipei [ty-pay]), director of "**Fast & Furious**."

The presidents of all 12 of the NBC Cable Networks are white (MSNBC, CNBC, SyFy, Bravo, USA Network, NBC Sports, Oxygen, Weather Channel, Chiller, Sleuth, Shop NBC, Universal HD). Ultimately, these individuals oversee the network's programming and

production activities. They are an influential voice in deciding what show-runners are hired to produce the television shows that will air on these networks. Each show that a network produces has the potential to employ hundreds of individuals. Thus, it is important to have sufficient minority representation in **programming** to ensure diversity in content the network produces.

The 2010 NBC Fall Line-up does not have any African American show-runners in primetime (this time slot feature NBC shows such as “The Office” and “30 Rock”), daytime (soaps and talk shows like “Days of Our Lives”), or late-night (“The Tonight Show” and “Last Call with Carson Daly”). There are literally a mere handful of African American producers, writers, and directors working on NBC Universal shows. The opportunities for African Americans across all NBC properties are scarce.

Therefore, when we discuss the NBC Universal’s lack of diversity, it is not merely isolated or defined as the absence of minorities in front of the camera. Credible involvement of minorities starts at the top and trickles down through every job or position that is necessary to produce and distribute a television program or motion picture. Extending ownership, management, programming, and advertising opportunities to minorities will ensure diversity in our media and telecommunications industry. Moreover, more minorities in leadership positions will yield more minorities hired to: write a television series/film, produce a television program/film, direct a television program/film, cast a diverse cast for a television program/film, and score the music for a television program/film. NBC Universal must show its commitment to diversity in presenting a substantive plan that incorporates minorities in all aspects of media programming and distribution activities. This begins with a strategy to extend opportunities for minorities in media ownership, management, programming, and advertising.





NBC owns Universal Media Studios (which produces many NBC programs), Universal Pictures, Focus Features (a division of Universal Pictures producing several "art house" films a year like "Milk" and "Traffic"). *None of these divisions are headed by minorities.*

NBC Universal Studios

Ronald Meyer, President / Chief Operating Officer

(Oversees Universal Pictures, Focus Features, USA Network, and the Syfy Channel)

NBC Universal Pictures

Jimmy Horowitz, President of Universal Pictures¹

Adam Fogelson, Chairman of Universal Pictures²

Focus Features (a division of Universal Pictures, also owned by NBCU)

James Schamus, CEO³

Andrew Karpen, President⁴

2009

1. ***The Unborn*** (co-production with Relativity Media, Rogue Pictures and Platinum Dunes)
2. ***Coraline*** (co-production with Focus Features, Laika and Alliance Films)
3. ***Duplicity***
4. ***Curious George 2: Follow That Monkey!*** (co-production with Imagine Entertainment and Universal Animation Studios)
5. ***Fast & Furious*** (co-produced with One Race Films, Original Film and Relativity Media)

¹ Borys Kit, *Jimmy Horowitz Named Universal Pics Chief*, The Hollywood Reporter, http://www.hollywoodreporter.com/hr/content_display/film/news/e3i0b2233969ec82f2c90ec7286987c440f (May 6, 2010).

² Marc Graser, *Fogelson, Langley to top Universal*, Variety, <http://www.variety.com/article/VR1118009567.html?categoryid=13&cs=1> (Oct. 5, 2009).

³ Jeremy Kay, *Focus Features CEO James Schamus unveils 'audacious' 2010 slate*, Screen Daily, <http://www.screendaily.com/news/distribution/focus-features-ceo-james-schamus-unveils-audacious-2010-slate/5008118.article> (Nov. 12, 2009).

⁴ *Andrew Karpen Joins Focus Features as Chief Operating Officer*, Business Wire, http://findarticles.com/p/articles/mi_m0EIN/is_2003_Nov_18/ai_n27680414/ (Nov. 18, 2003).

6. **State of Play**
7. **The Soloist** (co-produced with DreamWorks, StudioCanal, Participant Media and Working Title Films)
8. **Drag Me to Hell** (co-produced with Ghost House Pictures)
9. **Land of the Lost** (co-production with Sid & Marty Krofft Pictures)
10. **Public Enemies**
11. **Brüno** (co-production with Media Rights Capital)
12. **Funny People** (co-production with Columbia Pictures, Apatow Productions, and Happy Madison)
13. **Inglourious Basterds** (co-produced with A Band Apart and The Weinstein Company)
14. **9** (co-production with Focus Features)
15. **Love Happens** (co-production with Relativity Media)
16. **The Invention of Lying** (co-production with Warner Bros.)
17. **Couples Retreat**
18. **Cirque du Freak: The Vampire's Assistant**
19. **The Fourth Kind** (co-production with Gold Circle Films and Dead Crow Productions)
20. **Pirate Radio** (non-USA distribution; co-production with Focus Features, StudioCanal and Working Title Films)
21. **It's Complicated** (co-production with Relativity Media)

*Only two films in 2009 had a minority leads: Jamie Foxx in **The Soloist** and **Vin Diesel** (biracial) and **Michelle Rodriguez** (Hispanic) in "**Fast & Furious**"

NBC

Jeff Zucker, CEO
 Steve Capus, President, NBC News
 Dick Ebersol, Chairman, NBC Sports

Jeff Gaspin Chairman, NBC Universal
 Television Entertainment

NBC News

Steve Capus, President of NBC News

Brian Williams, Chief Anchor

NBC News Programs:

Early Today (no minorities):

Lynn Berry (news)
 Bill Karins (weather)
 Fred Roggin (sports)

Today (one minority co-host)

Kathy Lee Gifford
Hoda Kotb

Today (diverse):

Matt Lauer (lead co-anchor)
 Meredith Viera (lead co-anchor)
Anne Curry, news (Japanese descent)
Al Roker, weather (black)

Meet the Press: David Gregory

NBC Nightly News: Brian Williams
NBC Nightly News: **Lester Holt (black)**
Dateline NBC
Anne Curry (Japanese descent)



MSNBC - Phil Griffin, President

First Look

Lynn Berry

Thomas Roberts

*(Following the July 8, 2010 Congressional Hearing on the merger, MSNBC began rotating diverse anchors on to the show: **Craig Melvin** NBC4 (DC O&O), African American and **Veronica De La Cruz** (Freelance), Filipino American)*

Way Too Early with Willie Geist

Willie Geist

Morning Joe

Joe Scarborough

Mika Brzezinski

Willie Geist

The Daily Rundown

Chuck Todd

Savannah Guthrie

MSNBC Live

Chris Jansing

***Tamron Hall**

(The only minority)

Contessa Brewer

Andrea Mitchell Reports

Andrea Mitchell

The Dylan Ratigan Show

Dylan Ratigan

Hardball

Chris Matthews

The Ed Show

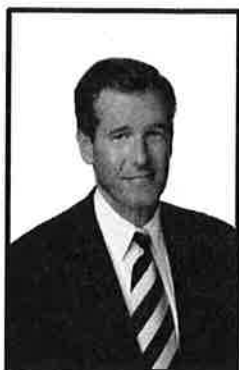
Ed Schultz

Countdown with Keith Olberman

Keith Olberman

The Rachel Maddow Show

Rachel Maddow



BRIAN WILLIAMS

NBC News, Chief Anchor



PHIL GRIFFIN

President, MSNBC News



STEVE CAPUS

President, NBC News



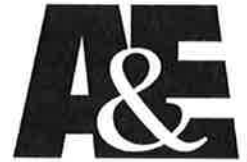
Andrea Mitchell



Joe Scarborough



Willie Geist



NBCU Cable Networks (all the presidents are white)

NBC News: Steve Capus

Weather Channel: Michael J. Kelley

NBC Sports: Dick Ebersol

ShopNBC: Keith Stewart

MSNBC: Steve Capus

A&E Network (partial): Abbe Raven

CNBC: Steve Capus

Biography Channel (partial): Bob DeBitetto

Bravo: Frances Berwick

Crime & Investigation (partial): Nancy Dubuc (white)

FearNet: Diane Robina

History Channel (partial): Nancy Dubuc (white)

Oxygen: Lauren Zalaznick

Lifetime (partial): Nancy Dubuc

Syfy: Dave Howe

USA Network: Jeff Wachtel

Military History Channel (partial): Nancy Dubuc (white)

NBC Executive Leadership



JEFF ZUCKER

President and Chief Executive Officer, NBC Universal



MICHAEL BASS

Senior Vice President, Strategic Initiatives

Michael Bass was appointed Senior Vice President, Strategic Initiatives, in January 2008. In this position, Bass leads initiatives in support of the company's strategic priorities, including content development, international expansion, cross-platform opportunities, and digital growth. He works closely with the senior leadership team to ensure continued progress toward the company's goals. Bass reports to Jeff Zucker, President and Chief Executive Officer, NBC Universal.



LYNN CALPETER

Executive Vice President and Chief Financial Officer, NBC Universal

Lynn Calpeter was named executive vice president and chief financial officer of NBC Universal in May 2004. She is responsible for overseeing NBC Universal's financial planning and operations and plays a key role in the company's strategic business initiatives. She reports directly to Jeff Zucker, president and chief executive officer of NBC Universal.



STEVE CAPUS

President, NBC News

He is the No. 1 News Division executive and is responsible for all aspects of America's highest-rated and most-watched network News division, as well as **MSNBC** and **NBC News Channel**. Capus is also the arbiter of issues involving ethics, style, standards, safety and other matters that affect the Division's journalistic bearing. Capus reports to Jeff Zucker, president and chief executive officer of NBC Universal.



MARC CHINI

Executive Vice President, Human Resources, NBC Universal

Marc A. Chini was named NBC Universal's executive vice president of Human Resources in February 2007. Chini is a GE officer and has been with the company for more than 20 years. He reports directly to Jeff Zucker, president and chief executive officer of NBC Universal.



RICHARD COTTON
**Executive Vice President and
General Counsel, NBC Universal**

Rick Cotton was named executive vice president and general counsel of NBC Universal in August 2004. He supervises the NBC Universal Law Department, which provides legal advice to all NBC Universal business units for their ongoing operations and for new strategic plans and acquisitions. In addition, he oversees NBC Universal's global regulatory and legislative agenda, including the company's worldwide anti-piracy efforts. Cotton reports directly to Jeff Zucker, president and chief executive officer of NBC Universal



DICK EBERSOL
**Chairman, NBC Universal Sports
& Olympics**

Ebersol has led NBC Sports for 20 years. In December 2003, Ebersol agreed to a nine-year contract to continue running NBC Sports & Olympics through 2012. He assumed his current title as Chairman of NBC Universal Sports & Olympics in May 2004 when NBC and Universal merged.



JOHN ECK
**President, NBC TV Network and
Media Works**

Eck continues his executive leadership over information technology and studio operations across NBC Universal's extensive television networks, owned stations, and digital media properties. He also has executive responsibility for the company's film and TV production and post-production operations. The studio operations group is the largest such operation in North America, and is one of the top operations of its kind in the world.



JEFF GASPIN
**Chairman, NBC Universal
Television Entertainment**

Jeff Gaspin has overseas all businesses, creative production, distribution and marketing aspects of NBC Universal's entertainment television operations. He is responsible for show such as "The Office," "30 Rock," "The Office," "Heroes," "The Apprentice," "The Tonight Show," "Saturday Night Live," and the "Law and Order" franchise.



ALLISON GOLLUST
**Executive Vice President,
Corporate Communications**

She is responsible for communications policies and strategic positioning of NBC Universal's global assets, content, and executives.



MARK HOFFMAN
President, CNBC

Hoffman oversees the world's leading business news network. He reports directly to Jeff Zucker, president and chief executive officer of NBC Universal.



PAULA MADISON
**Executive Vice President,
 Diversity, NBC Universal &
 Company Officer, General Electric**

As the liaison between the company and key national and local leaders, Madison also serves as the diversity spokesperson for NBC Universal. Madison is responsible for working with the company's business executives to ensure the organization is an industry leader in developing the programs and culture that will enable the company to better reflect the makeup of its increasingly diverse, globally-based customers, clients and audiences.



SALIL MEHTA
**President, Business Operations,
 Strategy and Development**

In this role Mehta is responsible for leading NBCU's global business strategy and corporate development activities, including identifying industry trends and investment opportunities and continuing to shift the company's portfolio toward high-growth areas. He also has executive responsibility for the the company's Digital Media team. Salil reports directly to Jeff Zucker, President and CEO, NBC Universal.



RON MEYER
**President and Chief Operating
 Officer, Universal Studios**

Under Mr. Meyer's leadership, Universal has also produced such Oscar-winning box-office hits as "Shakespeare in Love," "Gladiator," and "A Beautiful Mind." He is the longest serving chief of a major motion picture company in the history of Hollywood (he has been COO since 1995). His current role as President and COO of Universal Studios includes oversight of *Universal Pictures, Focus Features, Universal Television, USA Network, the SCI FI Channel,* and Universal Theme Parks and Resorts.



MICHAEL PILOT
**President, Sales & Marketing,
 NBC Universal**

Michael Pilot was appointed President of Sales & Marketing in December 2006. Pilot has overall executive responsibility for all areas of the company's television networks *advertising sales* and marketing efforts. He reports to Jeff Zucker, President and CEO of NBC Universal.



CORY SHIELDS
**Executive Vice President, Global
 Policy Strategies and Alliances**

Cory Shields was appointed executive vice president of Global Policy Strategies and Alliances in June 2009. In this role, Shields serves as



PETER SMITH
**President, NBC Universal
 International**

Smith is responsible for spearheading international business growth opportunities for NBC Universal in partnership

a high-level communications professional dedicated to strategically and consistently formulating public positioning and advancing NBC Universal's global intellectual property agenda. Shields reports to NBC Universal's President and CEO Jeff Zucker and to Executive Vice President and General Counsel Rick Cotton.

with key leaders in each business. His role is focused on better leveraging NBCU's existing international business by coordinating efforts across all of the company's divisions to build growth, scale and synergies.



JOHN WALLACE
President, NBC Local Media

John Wallace is President of the NBC Local Media Division. He oversees the group's ten owned-and-operated television stations; its online properties and digital out-of-home division; the local lifestyle programming production company, LX.TV; and the in-house marketing and promotion company, Skycastle Entertainment. Wallace reports directly to Jeff Zucker, President and CEO of NBC Universal.

NBC's 2010 Fall Lineup

The listing is current as of July 15, 2010⁵:

1. "The Event" (one minority in a supporting role)

Blair Underwood - *Dirty Sexy Money*

Executive Producers (No minorities)

Steve Stark - *Medium*

Evan Katz - *24*

Nick Wauters - *Eureka, The 4400*

Jeffrey Reiner - *Friday Night Lights*

2. Chase (Two minorities in supporting role)

Amaury Nolasco – *Prison Break*

Rose Rollins – *Mission Impossible 3*

Executive Producers (No minorities)

Jennifer Johnson - *Cold Case, Lost*

Jerry Bruckheimer - *CSI Franchise, The Amazing Race, Pirates of the Caribbean*

Jonathan Littman - *CSI Franchise, The Amazing Race, Without a Trace*

David Nutter - *The Mentalist, Without a Trace, X-Files*

3. Undercovers (Two minority leads)

Boris Kodjoe – *Tyler Perry's Madae's Family Reunion, Soul Food*

Gugu Mbatha- *Doctor Who, Bonekickers*

Executive Producers (No minorities)

J.J. Abrams - *Star Trek, Lost, Alias*

Josh Reims - *Brothers and Sisters*

Bryan Burk - *Fringe, Lost, Alias*

4. Law & Order: Los Angeles (No minority actors cast as of July 15, 2010)

Executive Producers (No minorities)

Dick Wolf – *Law & Order franchise*

Blake Masters – *Brotherhood*

Peter Jankowski – *Law & Order franchise*

5. Outsourced (Four minorities in supporting roles, ensemble cast)

⁵ See "2010 Fall Preview," available at <http://www.nbc.com/upcoming-shows/> (last visited July 15, 2010).

Sacha Dhawan - *BBC's Five Days II*
Parvesh Cheena - *Help Me Help You*
Anisha Nagarajan - *Broadway's Bombay Dreams*
Rizwan Manji - *Damage Control*
Rebecca Hazlewood - *Kissing Cousins*

Executive Producers (No minorities)

Robert Borden - *The Drew Carey Show*
Ken Kwapis - *The Office*

6. Love Bites (No minorities cast as of July 15, 2010)

Executive Producers (No minorities)

Cindy Chupack - *Sex and the City*
Marc Buckland - *My Name Is Earl, Felicity*
Eric Fellner - *Love Actually, Bridget Jones films*
Tim Bevan - *Love Actually, Bridget Jones films*
Shelley McCrory

7. School Pride (Two minorities in ensemble, supporting roles):

Susie Castillo - *House of Payne*
Kym Whitley - *Til Death*

Executive Producers (No minorities)

Denise Cramsey - *True Beauty, Extreme Makeover: Home Edition*
Cheryl Hines

8. Outlaw (One minority lead, one supporting role)

Jimmy Smits - *Dexter*
David Ramsey - *Dexter*

Executive Producers (No minorities)

John Eisendrath - *Alias, Playmakers*
Terry George - *Hotel Rwanda, Reservation Road*
David Kissinger - *Richard Schwartz*

9. The Cape (Two minorities in supporting roles)

Dorian Missick - *Six Degrees, Grand Theft Auto*
Keith David - *First Sunday, The Princess and the Frog, ATL*

Executive Directors (No minorities)

Tom Wheeler - *Empire*
Simon West - *Human Target, Lara Croft: Tomb Raider*
Gail Berman - *Lloyd Braun*

Gene Stein - *Accidentally on Purpose*

10. Friends with Benefits (One minority in ensemble)

Jessica Lucas - *Cloverfield*

Executive Producers (No minorities)

Brian Grazer - *Parenthood, Arrested Development*

David Nevins - *Parenthood, Arrested Development*

David Dobkin - *Wedding Crashers*

Scott Neustadter - *(500) Days of Summer*

Michael H. Weber - *(500) Days of Summer*

Jeff Kleeman

11. Perfect Couples (one minority in supporting role)

Olivia Munn

12. Harry's Law (One minority in supporting role)

Aml Ameen - *Kidulthood, The Bill*

13. The Paul Reiser Show (Three minorities in supporting roles)

Omid Djalili - *The Infidel*

Duane Martin - *All of Us*

Brock Waidman - *Greenberg*

Executive Producers (No minorities)

Paul Reiser – *Mad About You*

Jonathan Shapiro – *Boston Legal*

14. America's Next Great Restaurant (reality show)

No cast listed as of July 15, 2010

Executive Producers (No minorities)

Dan Cutforth – *Top Chef, Project Runway*

Jane Lipsitz – *Top Chef, Project Runway*

Amy Chacon – *The Amazing Race*

Facts About Comcast Corporation

Today, Comcast Corporation has acquired massive reach and influence on its path to becoming the nation's largest cable company, whose **first quarter profits this year reached \$9.2 billion** (In 2008, the company collected over \$34.3 billion in revenue). Comcast owns multiple **cable franchises in 39 states**; it has **23.9 million customers**; 15 million high-speed Internet customers, and 7 million voice customers. In context, Comcast has more customers than the number 2 and 3 cable operators combined: **Time Warner has only 13.2 million customers** and **Cox Communications has 5.4 million customers**. Essentially, for a Network or new cable channel to be competitive and viable, it must do business with Comcast because of the number of homes the company reaches. Under the merger agreement, Comcast stands to gain majority ownership and control of NBC Universal's two broadcast television networks (NBC and Telemundo), its 26 local owned-and-operated broadcast television stations, several national cable programming networks, a motion picture studio, an international theme park business, and NBC's online content businesses.

Comcast has 13 members on its Board of Directors. Only one is African American – Kenneth Bacon. Comcast has 28 corporate executives. Only two of their corporate executives are African American. Comcast has 33 Division Executives distinguished by “Comcast Cable,” “Comcast Programming Group,” and Comcast Interactive Media. Only 2 of Comcast's 22 Cable Division executives are black. **There are no African American division executives listed on Comcast's website who head Comcast's Programming Group (the executives responsible for the overseeing Comcast's network programming. When broken down further by each of Comcast's individual cable networks, only one has an African president – the Style Network.** There is one Latino executive. However, he is responsible for advertising sales, not programming.

A merged Comcast-NBC entity will have the unprecedented capabilities and incentives to impede the success of independent programmers who offer consumers alternative sources of news and entertainment. As the owner of both content and the means of distributing that content, Comcast could undermine the many independent news, sports and entertainment channels that compete with the channels it owns. For example, Bloomberg is one of CNBC's direct competitors in cable. Once Comcast acquires CNBC, it will be in the position to disadvantage Bloomberg by offering the channel on a digital tier outside the reach of its target audience. Or, if conditions are not put in place, Comcast could exert an immense amount of leverage in negotiating carriage agreements with Bloomberg and other competing independent programmers (this is evident in Comcast's disputes with Wealth TV, the Tennis Channel, and the NFL Network).

Since Comcast owns multiple cable franchises in 39 different states and has 23.9 million customers, independent programmers would ultimately be forced to negotiate with Comcast. In turn, Comcast could explicitly refuse to carry the channel, suppressing the network's opportunity to compete and deliver an alternative news or entertainment source to the

American public. I don't believe the consumers want the nation's largest cable operator to be the gatekeeper over what the majority of American households view online and on television. The Federal Communications Commission must ensure that Comcast is prohibited from using its dominance to stifle its programming competitors.

The merged Comcast-NBC entity will also have the capabilities and incentives to increase the costs consumers pay for cable and satellite TV service, and undermine competition between video distributors. For example, in certain markets cable operators like RCN or Verizon FIOS compete with Comcast in providing Americans with an alternative cable subscription source. By combining NBC Universal's key programming assets (including 10 NBC local broadcast stations and numerous popular NBCU national cable networks) with Comcast's 10 regional sports networks, this new programming entity will have unrivaled market power to demand higher prices from cable and satellite operators. Thus, as the new owner of NBC's "must have content" (NFL games, Bravo, ScFy Channel, MSNBC, the Weather Channel, and other NBC Universal content), Comcast could unfairly charge competing cable operators exorbitant rates to carry their content. These additional costs would likely be passed to consumers, increasing Internet and cable subscription rates.

Comcast Cable Network Properties (only one network headed by a minority)

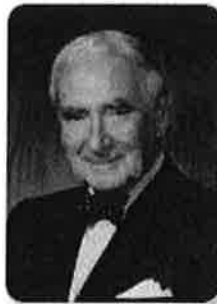
- **Golf Channel:** Page Thompson
- **Style Network:** *Salaam Coleman Smith (African American)*
- **Versus:** Jamie Davis
- **Big Ten Network:** Mark Silverman
- **E!:** Ted Harbert
- **Comcast Entertainment Group:** Ted Harbert
- **G4:** Neal Tiles
- **Sprout:** Sandy Wax

**Comcast owns a 33% stake in TV One. Radio One (Alfred Liggins, President and CEO) owns 40%. TV One is the only majority black-owned network in the country.*

Comcast Corporate Executives



Brian L. Roberts
Chairman and Chief
Executive Officer
Comcast Corporation



Ralph J. Roberts
Founder and Chairman
Emeritus
Comcast Corporation



Stephen B. Burke
Chief Operating
Officer, Comcast
Corporation

[Biography](#)



David L. Cohen
Executive Vice
President
Comcast Corporation

[Biography](#)



Michael J. Angelakis
Chief Financial Officer
Comcast Corporation

[Biography](#)



Amy Banse
Senior Vice President,
Comcast Corporation
President, Comcast
Interactive Media

[Biography](#)



Arthur R. Block, Esq.
Senior Vice President,
General Counsel and
Secretary
Comcast Corporation

[Biography](#)



Mark A. Coblitz
Senior Vice President,
Strategic Planning
Comcast Corporation

[Biography](#)



Kristine Dankenbrink
Senior Vice President,
Taxation

[Biography](#)



Marlene S. Dooner
Senior Vice President,
Investor Relations
Comcast Corporation

[Biography](#)



William E. Dordelman
Senior Vice President
and
Treasurer
Comcast Corporation

[Biography](#)



Robert S. Pick
Senior Vice President,
Corporate
Development
Comcast Corporation

[Biography](#)



D'Arcy F. Rudnay
Senior Vice President,
Corporate
Communications
Comcast Corporation

[Biography](#)



Lawrence J. Salva
Senior Vice President,
Chief Accounting
Officer and Controller
Comcast Corporation

[Biography](#)



Robert S. Victor
Senior Vice President,
Strategic and Financial
Planning

[Biography](#)



Joseph W. Waz, Jr.
Senior Vice President,
External Affairs and
Public Policy Counsel
Comcast Corporation

[Biography](#)



Payne D. Brown
Vice President,
Strategic Initiatives
Comcast Corporation

[Biography](#)



Joseph F. DiTrollo
Vice President,
Financial Operations
Comcast Corporation

[Biography](#)



**Karen Dougherty
Buchholz**
Vice President,
Administration
Comcast Corporation

[Biography](#)



Sena Fitzmaurice
Vice President,
Government
Communications
Comcast Corporation



Leonard J. Gatti
Vice President,
Financial Reporting
Comcast Corporation

[Biography](#)



Gregg M. Goldstein
Vice President,
Corporate Development
Comcast Corporation

[Biography](#)



Jennifer Khoury Newcomb
Vice President,
Corporate
Communications
Comcast Corporation

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Charisse Lillie
Vice President,
Community Investment
& Executive Vice
President of the
Comcast Foundation
Comcast Corporation

[Biography](#)



Melissa Maxfield
Vice President,
Federal Government
Affairs
Comcast Corporation



Marc A. Rockford
Vice President, Senior
Deputy General Counsel
Comcast Corporation

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Colleen Rooney
Vice President,
Internal
Communications
Comcast Corporation

[Biography](#)



Comcast Cable

Comcast has 13 members on its Board of Directors. Only one is African American – Kenneth Bacon. Comcast has 28 corporate executives. Only two of their corporate executives are African American. Comcast has 33 Division Executives distinguished by “Comcast Cable,” “Comcast Programming Group,” and Comcast Interactive Media. Only 2 of Comcast’s 22 Cable Division executives are black. ***There are no minorities who head Comcast’s Programming Group and are responsible for the management of Comcast’s network programming.*** There is one Latino who is responsible for advertising sales, but no minorities head the company’s programming activities.



Neil Smit
President, Comcast Cable
Communications



David A. Scott
Executive Vice President
Finance and Administration
Comcast Cable



David N. Watson
Executive Vice President
Operations
Comcast Cable



Madison Bond
Executive Vice President
Content Acquisition



Kenneth J. Carrig
Executive Vice President
Human Resources
Comcast Cable



David A. Juliano
Executive Vice President,
Marketing and Product
Development
Comcast Cable



John Schanz
Executive Vice President,
National Engineering and
Technology Operations
Comcast Cable



Tony G. Werner
Executive Vice President and
Chief Technology Officer



Catherine Avgiris
Senior Vice President and
General Manager
Communications and Data
Services
Comcast Cable



Andrew Baer
Chief Information Officer
Comcast Cable



Mitch Bowling
Senior Vice President and
General Manager of New
Businesses
Comcast Cable



Greg R. Butz
Senior Vice President
Product Development and
General Manager Media
Services
Comcast Cable



Douglas Gaston
General Counsel
Comcast Cable



Rick Germano
Senior Vice President
Customer Operations



Peter Kiriacoulacos
Chief Procurement Officer &
Senior Vice President
Comcast Cable



Matthew Strauss
Senior Vice President
New Media
Comcast Cable



Kevin M. Casey
President
Northern Division
Comcast Cable



William Connors
President
Eastern Division
Comcast Cable



John H. Ridall
President
Southern Division
Comcast Cable



Steve White
President
West Division
Comcast Cable



William R. Stemper
President,
Comcast Business Services
Comcast Cable



Charlie Thurston
President
Comcast Spotlight
Comcast Cable

Comcast Programming Group

(No minorities manage network programming)

Jeff Shell, President, Comcast Programming Group

Jeff Shell serves as President of Comcast Programming Group. In his role, Mr. Shell oversees Comcast's interests in its national content networks and investments, including E! Entertainment Network, Style Network, G4, Golf Channel, VERSUS, TV One, PBS KIDS Sprout, CN8, and a variety of regional sports network investments and other businesses.

Joseph M. Donnelly, Chief Financial Officer, Comcast Programming Group

Joe Donnelly serves as Chief Financial Officer of Programming Group. He oversees the financial matters concerning Comcast Networks.

Page Thompson, President, The Golf Channel

As president of television's only 24-hour network devoted to the sport of golf, Page H. Thompson is responsible for overseeing all GOLF CHANNEL interests, including programming, production and operations, consumer and affiliate marketing, promotional strategies, home video and merchandising, as well as new media applications.

Ted Harbert, President & CEO, Comcast Entertainment Group

He recently was promoted to the new position of President & CEO of Comcast Entertainment Group, with oversight of the company's West Coast properties, including *E! Entertainment Television*, *Style Network* and the male-targeting *G4 network*. Today, Harbert leads an executive team that oversees the company's flagship network, *E! Entertainment Television*, available in 89 million homes; the rapidly growing lifestyle channel, *The Style Network*, in 43 million homes; and *G4 TV*, now in 59 million homes. He is also responsible for directing the activities of E! Online.

Jamie Davis, President, VERSUS

Jamie Davis joined VERSUS in September 2008 and *oversees the network's day-to-day programming, production, marketing, finance* and sales operations, while directing and executing an overall strategic growth plan and vision for the network. With Davis at the helm VERSUS has become the fastest growing *sports cable network* in the country, led by the monumental success of the 2009 NHL Stanley Cup Playoffs.

David T. Cassaro, President, Comcast Network Advertising Sales

Dave Cassaro oversees advertising sales for Comcast's national networks

Sandy Wax, President and General Manager, PBS KIDS Sprout

Sandy Wax is President and General Manager for PBS KIDS Sprout, the first and only 24-hour on-air, on demand and online service devoted to preschoolers and their parents and caregivers.

Jon D. Litner, President, Comcast SportsNet

Comcast Sports Group President Jon D. Litner, 46, is responsible for the *strategy, programming, and day-to-day operations* of the rapidly growing Comcast Sports Group family of *14 regional sports and news networks*.

Diane L. Robina, President, Emerging Networks, Comcast Programming Group

As President of Comcast Emerging Networks, Diane Robina is responsible for developing *new networks* and is also charged with cultivating and overseeing the conception, startup and operations of the newly created networks. The first of those networks - *FEARnet a multi-platform network focused on horror films*, launched in the fall of 2006.

Neal Tiles, President, G4 Network

Neal Tiles joined G4 in September 2005 as president of the network. G4, the fastest growing network on television for 2006, launched in April 2002 and is now available in 59 million cable and satellite homes nationwide. The #1 podcasted cable network in America and a leader in VOD, G4's programming includes breaking video game industry news, trends, reviews, the hottest games and gear, celebrity interviews and insider opinions. Targeting the male 18-34 audience, G4 is the first and last word on games, sports, technology, animation, interactivity, the Internet and broadband.