

WOMEN IN ENTERTAINMENT: RISING TO THE TOP OF THE INDUSTRY



Panelists:

DEBRA LANGFORD

Vice President, Inclusion & Business Diversity, NBC Universal

LINDA A. NEWMARK

Executive Vice President – Head of Acquisitions and Strategic Projects, Universal Music Publishing Group

KIM CONGDON

Regional Vice President, Human Resources, Time Warner Cable, West Region

JANET JANJIGIAN

Principal Partner, We Get It, Consulting

Moderator: **CHERYL CALHOUN**

Managing Director, Tax & Business Management, CBIZ MHM, LLC

October 21, 2010

UCLA Faculty Center, Los Angeles, CA

Agenda

5:30-6:30 pm	Networking and cocktails
6:30-6:45 pm	Introductions and Lessons from the Field: Darya Allen-Attar, Founder & Chairwoman, Broads Circle
6:45-7:30 pm	Panel presentations
7:30-7:45 pm	Q&A and Closing Comments
7:45-9:30 pm	Private Premium Members' Dinner to follow cocktail event (by invitation only)

Panelists



DEBRA LANGFORD

Vice President, Inclusion & Business Diversity, NBC Universal

Entertainment industry veteran Debra Langford was appointed Vice President, Inclusion and Business Diversity, NBC Universal, in 2009, responsible for setting and advancing the Inclusion & Business Diversity strategy across the company. Her top priorities are working with business management to identify diverse talent, original content, multicultural marketing and business opportunities. In addition, Langford partners with NBCU Corporate and business-level diversity councils to provide insight, best practice, and best-in-class information regarding opportunities within the diverse creative community. The position, which reports to Paula Madison and is based at the company's Universal City, California offices, also requires working closely with the broader Diversity team at NBC Universal to continue to drive an inclusive culture by promoting and leveraging existing programs.

Prior to joining NBC Universal, Langford was Vice President, Strategic Sourcing for Time Warner, where she specialized in identifying top-tier, diverse executives, internally and externally, for senior positions across all divisions of Time Warner on a global basis. She launched Time Warner's Strategic Sourcing practice in 2002.

From 2000 to 2002, Langford served as Senior Vice President of Production and Development for UrbanEntertainment.com. She handled development, acquisition and production of animated and live action for the start-up African-American content site.

Before working for UrbanEntertainment.com from 1998-2000, Langford was Vice President and General Manager of Essence Entertainment, where she supervised all creative and production elements of "The Essence Awards," a two-hour primetime special for Fox. Six years earlier, Langford was Vice President of Television for Quincy Jones/David Salzman Entertainment, from 1992 to 1998. She was the executive in charge of the series "The Fresh Prince of Bel-Air" and "In the House."

Prior to working for Essence in 1988, Langford joined Warner Bros. Television and grew through the ranks during her four years there. She began her career in the entertainment industry as Director of Development with Hanna-Barbera Productions in 1986.

Langford is currently the 2010-11 Southern California President of National Association of Multi-ethnicity in Communications (NAMIC) and a co-founder of Colour TV and Colour Film, the organizations of top diverse creative executives in television and film.

In addition, Langford was named to the Network Journal magazine's 2008 Top-25 African-American women in business list while Black Enterprise magazine's cover story featured her as one of four top African-American women in corporate America in August 2004.

Panelists (continued)



**LINDA A. NEWMARK, Executive Vice President
Head of Acquisitions and Strategic Projects, Universal Music Publishing Group**

Linda obtains opportunities for Universal Music Publishing Group to acquire rights to musical compositions and music publishing catalogues, evaluates and negotiates acquisition, administration and subpublishing agreements, and promotes the general business development of the company.

At Universal, Linda has been involved in the acquisition of numerous music publishing catalogues including: BMG Music Publishing, Rondor Music International, Inc., and the Def Jam Music catalogues, as well as the catalogues of Jimmy Webb, Grace Jones and Judy Collins. Linda has also been responsible for signing numerous writers, including agreements with Heart, The BANGLES, Frank Black, George Thorogood, Stephen Bishop, Blues Traveler, The Baha Men, Indigo Girls, producer Bill Bottrell and film composer Mason Daring. Furthermore, she has played a key role in structuring numerous key agreements for Universal, including those for the administration of various significant film and television music publishing catalogues, as well as subpublishing and administration agreements relating to the Jimi Hendrix and Miles Davis catalogues. She also contributes to the strategy for Universal's classical music publishing business (based in Europe) and aspects of Universal's production music library and Christian music publishing businesses.

Linda serves on the Music and Entertainment Industry Executive Committee for the City of Hope Medical Center, and is a member of the Board of Directors of the Association of Independent Music Publishers (AIMP). She is also a member of the Board of Visitors of Stanford Law School, the Board of Managers of Associated Production Music LLC (APM), and the Board of Managers of The Leonard Bernstein Music Publishing Company, LLC. Linda was recognized in Billboard's Women in Music 2009 feature in their Power Players series as one of the top 20 female executives in the music industry.

Linda is based in Universal Music Publishing Group's Los Angeles offices.



**KIMBERLY CONGDON, Regional Vice President, Human Resources
Time Warner Cable, West Region**

Kim is responsible for leading Human Resources as its functional areas of organization development, learning and development, employee and labor relations, compensation and benefits, safety and employee communications for a workforce of 8,700 supporting over 3 million customers in Southern California and Hawaii. Prior to assuming the regional vice presidency, Ms. Congdon served as Vice President, Human Resources for the Los Angeles Metro Division of Time Warner Cable. During her tenure at Time Warner Cable, Ms. Congdon has reorganized Human Resources from 5 separate divisions to a regionalized structure and partnered with the President of the Metro Division to hire the senior team. As a member of the integration team for two mergers, she helped combine the cultures and workforces of Adelphia and Comcast with Time Warner, overseeing workforce reductions and employee transitions. She developed and implemented a plan to increase employee satisfaction that included new benefits programs, employee training and career path planning, leadership development and succession planning. In the area of process improvement, she was responsible for initiatives to reduce operating costs by 10%.

Prior to joining Time Warner Cable, Ms. Congdon was Vice President Human Resources & Administration for Epolicy Solutions where she was responsible for creating a new organization, transforming the existing business model from an Internet provider of insurance to an Insurance Technology solution provider. She developed and executed an off-shore strategy resulting in drastically reducing labor costs and increasing competitiveness in the marketplace. Prior to joining Epolicy she spent four years at Sony Pictures Entertainment in Human Resources, leading the Human Resources function for global business units. She transformed Human Resources function in IT into a client centric strategic partnership and partnered with Senior Management to strategically align a 250 person global organization with the changing needs of 5 separate lines of business. She has extensive experience in labor relations and contract negotiations and facilitated the resolution of a wide variety of employee relations issues including: represented and non-represented, senior level and international employees. In the area of talent management, she developed a 3 year workforce plan and reduced staffing expenditures by \$2.5M by developing alternative recruiting methodologies in partnership with Procurement and Finance. She began her career in HR for Ortel Corporation later purchased by Lucent where she served initially as a human resources manager and later as Director of Human Resources.

She has a BS in Psychology and Communications from Emerson College in Boston and is a graduate of the Advanced Human Resources Management Program at the UCLA Anderson School of Management.

Panelists (continued)



JANET JANJIGIAN, Principal Partner, We Get It, Consulting.

Janet Janjigian, Principal Partner, We Get It, Consulting, combines years as an Emmy award winning television news and documentary journalist in Washington, DC for NBC Nightly News, ABC News Nightline and CNN in Los Angeles, coupled with her experience as a Senior Vice President for Corporate Communications at MGM Studios and her high level political Congressional and Administration contacts.

While at MGM Studios, she managed and developed media and messaging strategy for the studio, its executives and its four core businesses raising the profile in the nation's leading business media outlets including three major M&A transactions prior to the sale of the company. Her high level Congressional and Administration contacts enabled the company to pursue and obtain ART Act and the media surrounding it and also the media campaign for the MGM vs Grokster case in the Supreme Court. She also created a marketing niche for the feature film division combining news and business media raising the profile of films and box office in those sectors.

Ms. Janjigian has a B.A. in Journalism from University of Southern California, Los Angeles, California and a M.A. in Communications from American University, Washington D.C., and graduated from the Global Business Leadership and Management Certification Program, Center for International Business Education and Research, Georgetown University Graduate School of Business, Washington, DC. She is a Principal Partner with We Get It, Consulting, that specializes in media, public policy and government relations.

Moderator



CHERYL CALHOUN, Managing Director, Tax & Business Management, CBIZ MHM, LLC

Advisory Board Member, Broads Circle

Cheryl specializes in business management, business consulting, tax, and financial planning for small and medium-sized businesses and high income and/or net worth individuals. Cheryl has practiced for over 25 years and her expertise includes all facets of the entertainment industry, with a particular emphasis in film and television. She represents talent, production companies, entertainment service companies, media service companies, publishing companies and executives in varied tax and business matters.

Her range of services include: outsourcing of chief financial officer duties including the provision of day-to-day supervision of finance and accounting decisions and transactions; contract negotiation and review; production, domestic and international distribution, and participation accounting; guild compliance; development of equity and debt financing plans; executive compensation planning; state and local sales, use, business tax planning, compliance and controversy; domestic and international income tax planning, compliance and controversy; business valuations; employee benefits; etc.

Prior to joining the firm, Cheryl spent four years in the audit and tax departments of KPMG (Peat Marwick Mitchell). Additionally she spent one year as a senior corporate tax consultant in the Tax Planning department of Teledyne, Inc., and ran her own tax and business management practice for several years.

Upcoming Events

Nov 18, 2010 – C-Level Women in the Food Industry: Recipes for Success

12:00-1:30 pm Luncheon at Luxe Summit Hotel, Sunset Blvd., Los Angeles, CA

- *Featuring:* **Carol Head**, Owner and President, Oliver's Artisan Breads; **Ramona Capello**, CEO, Corazonas Foods, Inc.; and **Jackie Keller**, Founding Director, Nutrifit, LLC

Nov 30, 2010 – Philanthropy Forum: The Legacy of Women

5:00-7:30 pm at California NanoSystems Institute (CNSI) at UCLA, Los Angeles, CA
(Private Premium Members Dinner to follow)

- **Betsy Wood Knapp**: Entrepreneur, Angel Investor, Philanthropist; Director, Knapp Family Foundation
- **Sheri Biller**: Chairperson of the Board, City of Hope; President, The Sheri and Les Biller Family Foundation
- **Dallas Price-Van Breda**: Trustee and Founder, Los Angeles Museum of Contemporary Art; Director, Price Family Foundation
- *Moderator:* **Jocelyn Tetel**, Vice President Advancement, Skirball Cultural Center



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Many thanks to our annual sponsor CBIZ MHM LLC, exclusive sponsor of this cocktail event.

Jan 20, 2011 - Health Care Convergence³: The Business of Research, Product & Delivery

5:30-7:30 pm at California NanoSystems Institute (CNSI) at UCLA, Los Angeles, CA
(Private Premium Members Dinner to follow)

- **AnnaMarie Daniels**, Vice President, Mentor Biologics
- **Mona Patel**, Vice President, Neuromodulation Marketing, Boston Scientific Corporation
- **Anna Wu**, Professor, Department of Molecular and Medical Pharmacology, UCLA
- *Moderator:* **Angie Wilson**, Partner, Assurance & Advisory Business Services, Health Sciences, Ernst & Young LLP

Event Producer: **Tracy Olmstead Williams**, President & CEO, Olmstead Williams Communications

Visit our web site at www.BroadsCircle.com to view details and register for upcoming events.

Broads Circle is seeking **annual corporate sponsors** for its programming, focused on money and power issues for women (driving revenue and growing capital). As an organization dedicated to fostering leadership and high achievement for women in business, we seek to partner with corporations which value leadership diversity and are committed to providing opportunities for high achievement for women. Corporations that value diversity in leadership demonstrate a strength which sharpens their competitive edge, fosters innovative thinking, and helps produce superior products and solutions in business. If you are interested in annual corporate sponsorship of Broads Circle, please contact Kim@broadsCircle.com.

About Broads Circle

Broads Circle is all about MONEY and POWER for Women. Our mission is to connect senior level business women (C-level executives, partners, business owners and industry leaders) in a meaningful way. We believe that successful, impactful, powerful people have strong networks. They draw on these networks in driving revenue and growing capital for themselves and their organizations. Our events provide opportunities for exceptional women in Los Angeles to meet and create high quality money and power connections.

We are accepting applications for Premium Membership to Broads Circle. The criteria for membership approval are based on professional achievements and the ability and willingness to help drive revenue and grow capital for other members.

Please visit us online at www.BroadsCircle.com to learn more about membership. Questions? Contact kim@broadsCircle.com for assistance.