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Tuesday — May 5, 2015

What the Industry Reads First

Volume 26 / No. 084

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What the Industry Reads First

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Comcast Execs: Refocusing on Growth After Canceled Merger

Comcast isn't giving much thought to discussions regarding potential deals between Charter and Time Warner Cable, chmn/CEO *Brian Roberts* said during the company's 1Q conference call Mon. CNBC reported last week that Charter CEO *Tom Rutledge* is likely to meet with TWC's *Rob Marcus* following the termination of the Comcast/TWC merger less than 2 weeks ago. "We don't have any conversations in that regard," Roberts said. "We have moved on," he said, adding that Comcast has continued to focus on running its business even during the regulatory review of the proposed TWC acquisition. "The announcements we will make at the [INTX] convention around service, around organic growth—those are priorities." In addition, the merger was designed in a way to avoid negative impact in the case of termination, he said. "As you can see in the first quarter, we are off to a terrific start in 2015, with very strong progress at both cable and NBCUniversal," he said. It was a solid quarter for Comcast indeed. Financially, the MSO posted consolidated revenue of \$17.9bn, up 2.6% YOY. Earnings per share was \$0.81, up 14.1% YOY. Roberts said Comcast doesn't have any future M&A plans at the moment. "We don't even have any new news or new focus today... Our number one focus is the kind of results we posted... and staying focused, not taking our eye off the ball," Roberts said. Still, he noted CFO *Michael Angelakis'* new investment company "is going to have an opportunity to look at things from all over the world." Comcast is investing \$4bn in the firm that Angelakis is starting, but that investment will occur over many years and isn't expected to impact shareholder returns, Roberts said. In the meantime, he said, "getting X1 rolled out is still the best opportunity at the company in the short run." The platform's churn rate is 20-30% lower than the MSO's legacy video platform, while VOD usage on X1 is higher, according to Comcast Cable pres/CEO *Neil Smit*. Overall subscribers increased 61% YOY to 27.2mln, with the MSO adding 199K subs in the period. That includes net new HSD subs of 407K, which the company said is the best result of the past 2 years. It now has 22.37mln Internet subs. It lost 8K video subs, bringing total video subs down to 22.38mln. It added 77K voice customers, bringing that total up to 11.3mln. With more than a quarter of Comcast's triple-play subs on the X1 platform, the MSO is estimated to have nearly 2.5mln subs on the advanced video platform, **Moffett-Nathanson** analysts wrote in a research note Mon. "Today's Q1 results are very strong across the board, and they make a strong case for 'best operator/best assets' (dare we say, "the Disney of cable"?). But gone is the story that Comcast is

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'biggest' (AT&T/DirectTV will be bigger). Gone is the idea that Comcast will be the new 'king of enterprise services' (their national strategy depended on national scale and on having New York and Los Angeles)," the analysts wrote. Roberts started the call praising late former CFO *Larry Smith*. "He meant so much to Philadelphia," he said. On the NBCU side, revenue was down 4% YOY to \$6.6bln. Excluding last year's Olympics and this year's Super Bowl, revenue would have been up 7.9%. Operating cash flow at NBCU increased 14% to \$1.5bln. **On Wireless:** Comcast now has 8.6mln wireless hotspots following years of rapid expansion. The MSO has MVNO deals with mobile carriers like **Verizon Wireless** and **Sprint**, Smit said, noting "we're still working on our wireless strategy and how that will manifest itself."

Cablevision Connectivity Equation: Cablevision sees video as the milk and egg at a convenience store. "You have to have it, but you don't make a lot of money on it," explained CEO *Jim Dolan* during the company's 1Q earnings call Mon. "Connectivity is a whole other basket. It's more like the soda and chips aisle." It's that mindset that has seen Cablevision refer to itself as a "connectivity company" vs a cable company, a step that's included deals with **Hulu**, the launch of the WiFi-only **Freewheel** phone and new "cord cutter" packages that don't feature video. Will distributors someday eschew set-tops in favor of **Roku**-like devices? "There are a number of device manufacturers out there now with interesting products and offerings. And you'll see something from Cablevision, hopefully in the not-too-distant future, that capitalizes on that without specifically stating whether it's [from] Roku or somebody else," CTO *David Dibble* said. For the quarter, Cablevision lost 28K video subs, up from 14K a year ago (the MSO added 7K HSD customers and lost 14K voice subs). Adjusted operating cash flow rose 4.5% to \$454mln, while revenue rose to \$1.61bln from \$1.58mln. Most analysts described the results as mixed, with AOCF beating Street estimates but sub metrics weak. "Cablevision's subscriber trends continue to surprise to the downside, as they are still not chasing promotion-hopping subscribers vs. a highly competitive, promotional **Verizon FiOS** service," **ISI Research** said, noting that a benefit of not chasing price is avg monthly rev per basic sub grew 7.8% to \$181 (about \$4 better than its estimate). **MoffettNathanson's** take: "Verizon's decision to sell its wireline systems outside of its core North-east franchise areas will only focus even more competitive attention on Cablevision. Especially in New York City."

Xfinity Share App: Comcast launched its Xfinity Share app, which allows subs to live stream or send pictures and videos to their TVs, or to the TVs of other X1 customers, as well as to live stream and share content to mobile phones. To use Xfinity Share, currently both the sender and receiver must be Xfinity Triple Play customers with X1 DVR capable set-tops. The app uses WebRTC, an open Internet standard that supports real-time communication over Web browsers. Comcast said it is among the 1st companies to use the technology for TV. The MSO will add additional features to the app, including the ability to share content with virtually anyone by sending a URL via email, to send content to up to 5

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people at the same time, and to store the live stream in the X1 Photos app.

Mediacom's Streaming Play:

Mediacom reached a deal that will allow it to offer **Hulu's** subscription streaming to customers. The news comes after a similar agreement was reached with **Cablevision**. No details yet on how Mediacom plans to price or package Hulu, or when it will be available to its subs. On Mon, Mediacom announced a deal with **Netflix** to make its streaming video service available as an app on its customers' **TiVo** set-tops. Mediacom's TiVo customers will to subscribe to Netflix or to have an existing subscription in order to utilize the Netflix app.

At INTX: Your eyes aren't playing tricks. That really is Marcia, Marcia, Marcia... *Maureen McCormick* will be hanging out Tues at **INSP's** booth at **INTX (#513)** from 11:30-1pm and from 3-4pm. The former "Brady Bunch" star is host of INSP's newest original "State Plate." -- On Tues, swing by the **Fox Nets** booth (#113) from 2-5pm for a pic with **Fox Sports'** mascot, Cleatus. On Wed, the **Big Ten** mascots will be on hand for pics (3:30-5pm). And from 2-3pm, there will be a meet & greet with **Fox News** and **Fox Business** personalities, including *Shepard Smith*. -- **RIDE TV** will have live roping and cooking demos from their booth (#1422) performed by *Anthony Lucia* ("Swamp Donkey") and *Paige Duke* ("Southern Fried Skinnyfied").

Cablefax Daily Stockwatch

Company	05/04 Close	1-Day Ch	Company	05/04 Close	1-Day Ch
BROADCASTERS/DBS/MMDS					
DIRECTV:	90.39	(0.01)	COMMSCOPE:	26.63	0.11
DISH:	68.29	(0.23)	CONCURRENT:	6.38	0.26
ENTRAVISION:	6.58	0.06	CONVERGYS:	22.88	0.15
GRAY TELEVISION:	13.65	0.14	CSG SYSTEMS:	28.99	(0.31)
MEDIA GENERAL:	17.10	0.23	ECHOSTAR:	50.44	0.19
NEXSTAR:	59.00	0.74	GOOGLE:	540.78	2.88
SINCLAIR:	30.47	(0.15)	HARMONIC:	6.94	(0.01)
MSOS					
CABLEVISION:	20.44	0.05	INTEL:	33.43	0.01
CHARTER:	187.49	0.06	INTERACTIVE CORP:	71.72	0.05
COMCAST:	58.78	0.37	JDSU:	12.84	0.27
COMCAST SPCL:	58.59	0.44	LEVEL 3:	56.90	1.19
GCI:	15.80	(0.31)	MICROSOFT:	48.24	(0.41)
GRAHAM HOLDING:	1000.68	(14.08)	NETFLIX:	554.90	(2.13)
LIBERTY BROADBAND:	54.84	0.90	NIELSEN:	45.77	0.93
LIBERTY GLOBAL:	53.05	(0.06)	RENTRAK:	50.54	0.83
SHAW COMM:	22.86	0.10	SEACHANGE:	6.94	0.04
SHENTEL:	33.82	(0.53)	SONY:	31.15	0.24
SHENTEL:	33.82	(0.53)	SPRINT NEXTEL:	5.15	(0.07)
TIME WARNER CABLE:	159.09	1.84	TIVO:	11.03	(0.04)
PROGRAMMING					
21ST CENTURY FOX:	34.47	(0.03)	UNIVERSAL ELEC:	54.69	0.08
AMC NETWORKS:	80.02	3.72	VONAGE:	4.65	(0.06)
CBS:	62.62	(0.01)	YAHOO:	42.04	(0.47)
CROWN:	3.92	0.05	TELCOS		
DISCOVERY:	33.37	0.63	AT&T:	34.53	0.11
DISNEY:	111.03	0.51	CENTURYLINK:	36.02	(0.12)
GRUPO TELEVISA:	36.60	(0.27)	TDS:	29.26	0.45
HSN:	63.01	0.18	VERIZON:	50.52	0.11
LIONSGATE:	31.51	0.18	MARKET INDICES		
MSG:	84.74	1.74	DOW:	18070.40	46.34
SCRIPPS INT:	71.89	1.66	NASDAQ:	5016.93	11.54
STARZ:	40.00	0.13	S&P 500:	2114.49	6.20
TIME WARNER:	85.91	0.33	TECHNOLOGY		
VIACOM:	70.03	0.78	ADVANTAGE:	2.41	UNCH
WWE:	13.66	0.16	AMDOCS:	54.48	0.11
TECHNOLOGY					
ADDVANTAGE:	2.41	UNCH	AMPHENOL:	56.83	0.34
AMDOCS:	54.48	0.11	AOL:	40.82	0.22
AMPHENOL:	56.83	0.34	APPLE:	128.70	(0.25)
AOL:	40.82	0.22	ARRIS GROUP:	34.32	(0.04)
APPLE:	128.70	(0.25)	AVID TECH:	16.46	0.24
ARRIS GROUP:	34.32	(0.04)	BLNDER TONGUE:	0.79	0.03
AVID TECH:	16.46	0.24	BROADCOM:	45.47	0.44
BLNDER TONGUE:	0.79	0.03	CISCO:	29.17	0.04
BROADCOM:	45.47	0.44			
CISCO:	29.17	0.04			



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CFX TECH by Joyce Wang

Energy 2020 Scores New Exec

Dave Fellows, co-founder and CTO of Layer3TV, joined the Energy 2020 program to be the initiative's chief scientist Mon. The former Comcast CTO is currently chair of the SCTE Data Standards Subcommittee, which focuses on data, voice and networking standards. Priorities include connecting the outputs of the 9 Energy 2020 Working Groups to ensure alignment with the vision of the Energy 2020 Steering Committee and Core Team, he told us. "Our goal is to make Layer3 TV the greenest cable company in the world, and we believe there is great importance in helping our industry as a whole to develop technologies that place energy and the environment on equal footings with bandwidth and other valuable network resources," he said. The key is to align suppliers and operators. On the operator side, that means "co-developing standards and making compliance with Energy 2020 standards a requirement in any future equipment purchase orders." For vendors, "we need their involvement as members of the SCTE Standards group, and we need them to integrate those standards into more efficient equipment that has the competitive advantage of a lower total cost of ownership over the product's lifetime," Fellows said. Layer3 execs have been tight-lipped about what the company's service will look like. The company calls itself "a next generation cable provider." Meanwhile, Liberty Global evp/CTO Balan Nair, who was named co-chair of the 2020 program in Jan, touched on the initiative during a presentation at SCTE-Tuck Execu-

tive Leadership Program at Dartmouth last week. "Every amplifier, every hub, every node—everything's power fed, and we have stuff in the ground that was designed and built many, many years ago. I'm not saying that people did anything wrong, other than the fact that it's inefficient, and it usually didn't matter when prices were two to three cents a kilowatt hour. Prices are now 10, 15 cents depending on where you're at, and suddenly this is becoming a bigger, bigger part of our cost, our operational expense," he said. "So there are two reasons for us collectively to worry about it: One, there's a social responsibility part—we owe a lot to the communities that we serve and we need to be good corporate citizens. And second, this is cost that's going to be a runaway. So we have this thing, a project, called Energy 2020, which means that in 2020 energy costs are going to be completely out of whack."

Arris/TiVo: Arris will integrate TiVo software and cloud-based services with its set-top boxes, under a deal with TiVo. The 1st product of the collaboration is the DCX3635 Video Gateway with TiVo, which aims to allow users to access both broadcast and digital TV across platforms. The device features 6 video tuners with 8 DOCSIS downstream channels with storage to record 150 hours of HD programming.

Got tech news? Reach out to Cablefax Tech editor Joyce Wang at jwang@accessintel.com

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NCTA Vanguard Awards

NCTA's annual Vanguard Awards are given to cable and telecommunications leaders whose outstanding accomplishments in business and commitment to their peers warrants recognition from the industry as a whole. Here's a look at this year's crop of honorees. They'll receive their awards at a ceremony during the INTX: The Internet & Television Expo on May 6 in Chicago.

DISTINGUISHED VANGUARD AWARD FOR LEADERSHIP

Josh Sapan, President & CEO, AMC Networks



Since being named CEO of AMC Networks in 1995—a group of assets consisting of national nets AMC, BBC AMERICA, IFC, SundanceTV and WE tv as well as IFC Films and AMC Networks International—Sapan has transformed the networks into powerhouses of original content following their spin-off from Cablevision.

Look no further than the ratings record-breaker “The Walking Dead,” the recent critical accolades earned by SundanceTV programming, IFC’s cornering the block on comedy, and WE tv has made its foray into original content. Nor is Sapan stopping anytime soon with the networks’ global expansion, which, thanks to the acquisition of Chellomedia, gives AMCN distribution power across 138 countries. In fact, Sapan has been so successful that he’s receiving his Vanguard the same week of his induction into the Cable TV Pioneers. “This award reflects the really good work of the 2,000 people of AMC Networks,” Sapan said. “Their left and right brain smarts, their wit and their hard work and achievements are in great evidence.”

Mary Meduski, Executive Vice President & Chief Financial Officer, Suddenlink



At Suddenlink, Meduski is responsible for the company’s strategic direction as well as its accounting, treasury, tax, risk management and IT initiatives. Another key responsibility is playing an important role in corporate development and managing relationships with company investors, lenders and ad-

visors. Among the hot topics investors are tracking today are, on the video side, “the long-term impact of rising content costs, programmer-distributor disputes, challenges from OTT providers, and the fate of alternative packaging options, such as so-called ‘skinny bundles,’” she said. When it comes to broadband, “the FCC’s Title II decision has received a muted reaction from the capital markets, although the uncertainty of how the rules will be implemented and the resulting court challenges remain important questions in the minds of many investors.”

VANGUARD AWARD FOR CABLE OPERATIONS MANAGEMENT

Kevin Hyman, Executive Vice President of Operations, Bright House Networks



With 30 years in the television industry behind him, Hyman has brought experience and knowhow in the areas of customer service, field ops, marketing and overall operations to his role at Bright House. He’s helped the company earn top marks with J.D. Power and Associates and grown its landline phone service to more than a million

customers. There are two innovations that have helped the company and others in the industry, according to Hyman. First, the support infrastructure has caught up with the industry’s rapid growth in customer relationships. Second is “the recognition that our customers bond most directly with our frontline employees versus the company’s technology or product offering... It’s the relationship with our care people (in person, on the phone and online) that separates us from our competitors.” For Hyman, the honor is truly a team effort. “Without the great cast we have at Bright House, there would otherwise be no achievement worthy of this sort of recognition.”



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VANGUARD AWARD FOR PROGRAMMERS

Cyma Zarghami, President, Viacom Kids & Family Group, Viacom



Zarghami heads up the creative and business operations for all Nickelodeon, TV Land and CMT brands. Throughout her three decades at Nick she has led the global expansion and distribution of Nickelodeon, which now spans 50 channels and reaches more than 350 million people in 25 languages. In recent years, she has proven that the

network is committed to researching the newest group of kids, dubbed by Nick as “post-millennials,” and has worked tirelessly to reach them on all platforms. She has continued to create new programming blocks within the world of kids’ TV, including series appealing to a generation of mothers raised on the network, Nick-Mom, and a NickSports block of ‘toons.

VANGUARD AWARD FOR SCIENCE & TECHNOLOGY

Jim Blackley, Executive Vice President, Engineering & Information Technology, Charter



Blackley leads the advanced engineering and information technology teams at Charter, and in doing so collaborates with the product and network management departments to develop the most innovative services and tech solutions. Prior to moving to Charter, he worked for Cablevision for 16 years, where he was behind the deployment of network

DVR, Wi-Fi service outside the home, and a downloadable security system for set-top boxes. Blackley has designed software and systems at companies including Royal Insurance, Depository Trust Company, Long Island Lighting Company, Con Edison and American International Group. At Charter he has spearheaded the charge to create innovative video, Internet and voice products, solidifying the company as a leader in providing cloud-based solutions and services to its consumers.

VANGUARD AWARD FOR GOVERNMENT & COMMUNITY RELATIONS

D’Arcy Rudnay, Executive Vice President & Chief Communications Officer, Comcast Corporation



As the communications chief for Comcast, Rudnay serves as counsel to chairman and CEO Brian Roberts and others within the executive ranks. She is charged with managing the brand’s strategic communications and reputation and therefore played a crucial role in the success of Comcast’s acquisition of NBCU. Rudnay

joined the company in 2003, prior to which she spent 10 years in the financial services industry. On receiving this honor: “I am so grateful. I truly love this industry and the people who I have met and worked with along the way so it’s an honor to be recognized.” She believes there has never been a more exciting time in the industry. “The pace of innovation is staggering and I am constantly impressed by the game changing technologies coming from Comcast, and all our peers,” she said. “I can’t wait to see what’s next.”

VANGUARD AWARD FOR MARKETING

Mark Greatrex, Senior Vice President & Chief Marketing & Sales Officer, Cox Communications



Greatrex has oversight of Cox Communications’ residential sales team, marketing initiatives, branding and pricing. He’s behind the roll out of Cox’s Contour video product, its Gigablast

internet deployment and, as CTAM’s chairman of the board, the association’s implementation of TV Everywhere and Cable Mover industry efforts. Greatrex is thrilled to receive this accolade “because it recognizes the importance of a consumer centric marketing approach,” he said. “At Cox we have leveraged deep



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consumer insights to shape successful innovations including personalized TV, Gigabit Internet and smart home products.” The greatest challenge to marketing TVE to consumers? It’s about creating a uniform user experience and marketing. “We’ve been talking about TVE for a long time, but we have to make it compelling and exciting for customers and help them understand the incredible value it brings to their video service.”

VANGUARD AWARD FOR ASSOCIATES & AFFILIATES

Vibha Rustagi, President & CEO, itaas



“To be honored by my colleagues with a Vanguard is exciting and humbling,” Rustagi told us. “Many past recipients of this particular Vanguard have been my mentors and role models. I am so proud to be among

such leaders.” A 25-year veteran of cable and telecommunications, she is one of the three founders of itaas, recently acquired by tech outsourcing company Cognizant. She also helped design digital networks and scored seven patents for her work at Cisco, then known as Scientific-Atlanta. In the coming years, the consumer will expect “a converged, synchronized and personalized video experience” across devices with top-notch customer service, Rustagi said. Uni-

fied navigation and an integrated video experience will shape the future in an IP-based world, and so will innovation in data analytics pertaining to consumer video viewing preferences, she said.

VANGUARD AWARD FOR YOUNG LEADERSHIP

Christopher Winfrey, Executive Vice President & Chief Financial Officer, Charter



Winfrey is charged with oversight of Charter’s financial functions, such as planning and analysis, accounting, investor relations, and M&A. In 2010 he moved to the MSO from German cable provider Unitymedia GmbH, where he was CFO and Managing Director, and he also did a stint as Senior Vice President of Corporate Finance and Development at Cablecom GmbH in Switzerland. Winfrey once shared his greatest financial advice, given to him from cable and telecom executive Bruno Claude, in a *Men’s Health* piece on sound tips for a swift fiscal recovery. “His advice to me, at age 22: Have passion for what you do, save much of your salary, ignore your potential bonus, and diversify your portfolio—except in the areas you know better than most others and which you can directly control.”

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- Faith Based/Religious
- Family Friendly
- Food
- Music
- News
- Public Affairs
- Reality
- Reality Competition/Game Show
- Regional Program
- Sci Fi
- Sports
- Talk Shows
- Other: enter your best in a genre (not mentioned above)

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Questions: Contact Mary-Lou French at mfrench@accessintel.com or (301) 354-1851.

Enter online at www.cablefaxprogramawards.com

GUEST COLUMNIST

INTX: Where the Worlds of TV and Technology Collide

By Michael Powell

When the Internet surged into our lives, it brought waves of change. It swept away old approaches of doing things and washed in entirely new things to do. The Internet's impact on the world of video is equally monumental; the currents are reshaping how we get it, how we use it and how we share it. We reimagined our show to ride this wave of change. INTX aspires to explore all that is possible when the Internet and television converge.

Transformation is both scary and thrilling. It makes us challenge norms, question traditions and spend significant time strategizing about things we may never have thought possible. Letting go of the familiar is never easy, but opening new doors ushers in the promise of exceptional new opportunities.

For NCTA to be an effective industry advocate, we also have to take a hard look at what we do and not be afraid to disrupt ourselves. That is the spirit of INTX, as we raise the curtain and invite colleagues and competitors to discuss, debate and celebrate developments in Internet capability, streaming video, and compelling content. Expanding our scope means expanding our participants, and that is why you will see new players to the show like AT&T, Google, Hulu and Sling TV.

Our industry is central to the evolution that is taking place. Cable Internet providers offer the fastest speeds available throughout the country, and there are big plans for next generation networks that will blow your hair back. Our content creators continue to produce groundbreaking shows that consumers crave, wetting what seems like an insatiable appetite for good entertainment.



Michael Powell

So what will you experience at INTX? Leaders on the main stage will not only include some of cable's most prominent executives, but also leaders from Vimeo and AOL and entrepreneurs like Peter Chernin and Michael Kassan. We have partnered for the first time with re/code and two of the most respected technology journalists of our day, Kara Swisher and Peter Kafka, who will host a number of discussions. This kind of diversity will be featured throughout the INTX Talks lineup.

We've also reimagined the show floor—called INTX Marketplace—into five Intersections focusing on: the Internet of Things, TV Everywhere, Streaming Media, Content Navigation and Online Gaming. This is where you will find hands-on screens displaying the services and technology that are making headlines every day.

Located in the center of the show floor is Imagine Park, a live events stage that will feature discussions, presentations and demos from companies like Liberty Global, Rovi, DirecTV, Cisco and more. And the CableLabs sponsored Tek Stadium will showcase unique technology, products, services and apps our industry is capable of delivering.

As part of our effort to provide new platforms for youth and innovation, we will host INTX Hack. This hackathon will give the Chicago area's best app developers a chance to win cash and prizes for their creativity. The hackathon was held last weekend, and the top talent will square off on Wednesday in Imagine Park.

All of these changes are just the beginning as we hope to spring from INTX Chicago into future shows, learning as we go. We are excited and cannot wait to welcome you to INTX. It promises to be a fantastic journey.

Michael Powell is President & CEO of the NCTA.

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Cable Makes a Difference for Women

By Maria E. Brennan, CAE

Every company wants committed, values-driven professionals working on their behalf—the kind of people who go the extra mile because they care. By extension, corporate social responsibility is an expression of the values companies stand for and a demonstration of their commitment to the communities where their teams live and work.

Cable companies are among the country's most exemplary corporate citizens. What other industry puts so many resources into raising awareness around issues that challenge society, enlighten our communities and help our families through countless public service initiatives? Not surprisingly, among the initiatives addressed by cable companies, many positively impact women.

For that reason, WICT is honored once again to tip our hats to the industry and shine a spotlight on some of the year's most inspiring and influential public service programs. At a luncheon on May 5 in Chicago, WICT will present the 2015 WICT Signature Accolades to recognize the top community service programs in support of women. We will recognize local, national and international initiatives that address a wide range of powerful social issues. The issues include gender equality in the workplace, ending human trafficking, access to affordable Internet for families in need, helping victims of domestic violence and raising awareness to eradicate breast cancer.

Beyond the positive expression of corporate values and the impact on the lives of women, there is an additional benefit to these programs. More and more we see that companies' external actions impact their

internal goals. A recent global survey of millennials by Deloitte found that 6 in 10 chose their current employer because they exhibited a "sense of purpose." The same survey also ranked technology, media and telecommunications (TMT) as the most desirable sector to work in, which ties recruiting and retention of workers in our industry to social responsibility even more.

Ultimately, the internal and external faces of companies are intertwined. WICT's PAR Employment Survey measures the successes and challenges concerning gender diversity. PAR is a look at what companies are doing successfully internally. With the Signature Accolades, we celebrate what the industry is doing well externally to empower women to make a difference in and around their communities. In doing so we all benefit—not just as an industry but as a country and a global community.

WICT's mission is to create women leaders who transform the industry. A powerful mission made even more so when one realizes that we're not just supporting women in cable, but—as an industry—we're supporting all women everywhere.

Maria Brennan is President and CEO of Women in Cable Telecommunications.



Maria Brennan

WICT SIGNATURE ACCOLADE WINNERS

A+E Networks/Lifetime - Stop Breast Cancer for Life

Comcast - Internet Essentials

Juniper Networks/Juniper Networks Foundation Fund -

Not for Sale Reinvent Program

Liberty Global/Virgin Media - Closing the Gender Gap:

Think, Act, Report – Mending the Gap

Suddenlink Communications - Suddenlink Family First

WICT & WOMEN: Cable's not-so-secret weapons

There's a reason nearly 10,000 professionals are **WICT** members. **WICT** helps develop talented women who are ready to lead.

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