

Cablefax Daily™

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What the Industry Reads First

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CTHRA Symposium: Cable's HR Gurus Tackle Changing Business

Rampant consolidation and deal-making, not to mention the TV business' rapid transformation, has cable's HR execs scrambling to figure out how not only to attract the best candidates—but also how to keep them from leaving. “The war for talent is over,” **Future Workplace** strategic partner *Christopher Bishop* told attendees of **CTHRA's** HR Symposium in Philly on Tues. “Talent has won... You're competing with a lot of companies that you were not competing with before.” The question many prospects are asking these days: “Do you want to work at **Google** or work at **Time Warner Cable**?” he said. As HR execs figure out how to attract and keep the best, many must cope with corporate realities and figure out how to compete with companies unconstrained by 3% merit-raise budgets and other equity/bonus restrictions. “We've got to find somewhere else to reward them” when constrained on monetary raises, said **NBCU Media** svp, compensation *Vicki Williams*, teasing plans for non-monetary reward programs touting, say, lunch with the CEO or special mentoring. The **Croner Co** pres/CEO *Hali Croner* revealed a stunning stat: 45% of “digital” companies (i.e., Silicon Valley tech) give equity to all employees vs practically no traditional media companies, which limit such rewards only to senior execs. Perhaps one way to end-run the competition is to become the best place for military veterans—but experts told HR execs that it requires commitment on both sides. Returning vets in their 20s may have learned skills well beyond their years, so “that entry-level position... might not be appropriate based on the amount of experience they have gained,” said *Ted Fessell*, deputy exec dire, **EGSR, Defense Dept.** And while companies must be “veteran-ready,” *Tony Forbes*, Labor Dept regional veterans employment coordinator, said the Defense Dept also needs to teach veterans how to be “industry-ready” by coaching often-modest vets to highlight their individual achievements during job interviews. **Comcast NBCU's** plan to hire 10K reservists, veterans and spouses or domestic partners between 2015 and 2017 has become a major part of the veteran hiring effort. Said *Will Baas*, Comcast NBCU vp, talent acquisition: “We're really excited about what comes next.” -- A quick shout out to the 2015 Excellence in HR Awards winners, who accepted during a CTHRA luncheon on Tues: **A+E Networks** Compensation and Benefits Team and Comcast Cable's HR Leave of Absence Team were recognized as Team Innovators of the Year. And congrats to the 2015 Aspiring Leader, *Jennifer Tracy*, senior director of talent acquisition and diversity for **Bright House Networks**.

Vice+A+E=Viceland: **A+E Networks** and **Vice** partnered to launch new 24/7 net **Viceland** (wt). Created by Vice and built upon **H2** network, **Viceland** is expected to debut in early 2016 in 70mln homes, featuring “completely new programming developed and produced entirely in-house” by Vice. A+E Nets will oversee technical operations and distribution and will work with Vice on ad sales and sponsorships. Vice will handle all marketing across platforms. H2's international brands in more than 68 territories will continue to operate. “A+E is committed to H2's international expansion as well as the production of informational-based historical content,” the company said in a statement. Vice is no stranger to cable. It has partnered with **HBO** on long-form new programs. **Viceland** has been in the works for a while, but the launch was report-

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edly delayed as A+E Nets and distributors worked out distribution deals.

Cablevision 3Q: Cablevision and its acquirer **Altice** are moving full speed ahead to obtain regulatory approvals for the merger, CEO *James Dolan* said in the company's earnings release late Tues. The company didn't hold a conference call and will discontinue calls to discuss its quarterly and annual results because of the pending transaction. Third quarter consolidated net revenues decreased 0.8% YOY to \$1.61bln. The MSO had 2.6mln video subs at the end of the quarter, a decrease of 33K from 2Q. The total number of data customers is roughly 2.8mln, up slightly from 2.78mln in 2Q. For the quarter, Lightpath net revenues increased 3.8% YOY to \$91.2mln. The company continues to expect the merger to close in the 1st half of 2016.

Discovery 3Q: Asked whether **Discovery** is interested in acquiring overseas assets, CEO *David Zaslav* said "we will look at everything, but we don't feel like we need to do anything" during the company's earnings conference call Tues. The company is reportedly among potential buyers of U.K. broadcaster Channel 4. Check out **Cablefax.com** for full story.

Mediacom 3Q: **Mediacom Broadband** posted revenues of \$254.4mln in 3Q, up 3.3% YOY. Operating income was \$97.1mln, a 3% YOY increase. **Mediacom LLC** reported revenues of \$186.2mln, a 4.7% increase from a year ago. The MSO lost 17K video subs during the period vs the 19K video subs it lost a year ago.

More Debates: **TheBlaze** isn't the only net trying to get the RNC's attention for the upcoming presidential debates. **Herring Networks' One America News Network** has thrown its hat in the ring, citing the late Feb Houston debate as its preferred debate to cover. The net promises to make a feed available free of charge to all media outlets via satellite transport. This includes established nets like **CNN** and **Fox News** as well as emerging outlets such as **Newsmax** and **TheBlaze**. "Questions designed to attack candidates or encourage in-fighting will be prohibited. This will be achieved by setting up an independent committee for question preparation," said a letter from pres *Charles Herring*.

TiVo/Viacom Deal: **TiVo** and **Viacom** will partner to beef up Viacom's proprietary data and advertising offerings. Under the partnership, TiVo Research and Analytics' single-source measurement tools will integrate with Viacom Vintage's advanced predictive engine to augment its precision and consumer targeting capabilities. Check out **Cablefax.com** for full story.

GigaPower Expansion: **AT&T** launched its U-verse GigaPower service in parts of Jacksonville, FL. The telco plans to make the service available in parts of St. Augustine in the 1st of next year. U-verse with AT&T GigaPower is available in 18 metro areas today, and AT&T has announced plans to offer service in parts of the St. Louis metro.

On the Circuit: **NAMIC** Mid-Atlantic hosts a presentation, by *Sabrina Garba*, on Cross-Generational Communication Nov 12, 6pm at SiriusXM's HQ. For more info and to register, go to NAMIC.com under "local events."

Programming: **ESPN** will unveil the College Football Playoff weekly rankings each Tues beginning today and running through Dec 1. The first two shows have been extended to hour-long editions. -- **ONE World Sports** will premiere "A Bridge to Cuba," a doc chronicling the NY Cosmos historic trip to Havana, Nov 7, 4pm ET. -- **WE tv** booked unscripted dating series "Driven to Love." Hosted by *Ray J*, the 8-ep, 60min series features one single dater each week. -- *Jon Stewart* heads to **HBO** under an exclusive 4-year deal. Under the contract, the **Comedy Central** vet will produce short-form digital content featured on HBO Now, HBO Go and other platforms. It also includes 1st-look option for other TV and film ventures.



Major Topics Include:

- Web shows and series
- Deals between web content creators, MCNs and digital studios
- Technology enabling more convergence between traditional and new media

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BUSINESS & FINANCE

People: Comcast upped Lynn Charytan to evp and general counsel of **Comcast Cable**. She was most recently svp of legal regulatory affairs and senior deputy general counsel. Charytan will report to Comcast Cable CEO *Neil Smit* and has a dotted line reporting relationship to *David Cohen*, senior evp of Comcast Corporation. She joined Comcast in 2010 after 17 years at DC law firm **WilmerHale**.

-- **Africa Channel** promoted a trio of execs: *Narendra Reddy* to evp content & global operations, *Karen Juve* to vp programming & acquisitions, and *Lynneise Joseph* to dir of current programming. -- **Univision Communications'** evp of government relations and public policy *Jessica Herrera-Flanigan* was appointed to the **NAB TV Board**, effective immediately. She assumes the board seat previously occupied by *Kevin Cuddihy*, who recently announced his departure from **UCI**. -- **Comcast** named *Robert Eatroff* evp, global corporate development and strategy. He will join Comcast in Jan from **Morgan Stanley** where he was managing dir and head of M&A for the Americas. He will report to *Michael Cavanagh*, senior evp and CFO. Eatroff will succeed *Alexander Evans* who will join former CFO *Michael Angelakis* at the new strategic company *Angela-kis* formed in partnership with Comcast to focus on growth-oriented companies. He also succeeds *Bob Pick*, svp of corporate development, who is retiring at year-end and will consult for the company on special projects.

Cablefax Daily Stockwatch

Company	11/03 Close	1-Day Ch	Company	11/03 Close	1-Day Ch
BROADCASTERS/DBS/MMDS					
DISH:	65.07	1.23	CONVERGYS:	25.67	0.01
ENTRAVISION:	8.88	0.05	CSG SYSTEMS:	34.06	0.29
GRAY TELEVISION:	16.73	0.64	ECHOSTAR:	46.39	0.74
MEDIA GENERAL:	15.21	0.16	GOOGLE:	722.16	1.05
NEXSTAR:	56.20	2.27	HARMONIC:	5.96	0.16
SINCLAIR:	31.97	0.65	INTEL:	34.31	0.20
TEGNA:	27.84	0.18	INTERACTIVE CORP:	66.11	(0.37)
			LEVEL 3:	51.31	(0.79)
MSOS			MICROSOFT:	54.15	0.91
CABLE ONE:	439.56	(5.05)	NETFLIX:	109.74	2.10
CABLEVISION:	32.46	(0.04)	NIELSEN:	47.80	0.08
CHARTER:	189.28	1.94	RENTRAK:	54.97	0.15
COMCAST:	62.56	(0.18)	SEACHANGE:	6.61	0.04
COMCAST SPCL:	62.73	(0.1)	SONY:	28.91	0.03
GCI:	21.51	0.30	SPRINT NEXTEL:	4.51	(0.34)
LIBERTY BROADBAND:	55.19	0.14	TIVO:	9.35	0.13
LIBERTY GLOBAL:	46.40	0.74	UNIVERSAL ELEC:	49.72	1.19
SHAW COMM:	21.06	0.34	VONAGE:	6.27	0.18
SHENTEL:	47.64	(0.7)	YAHOO:	34.72	(0.55)
TIME WARNER CABLE:	189.31	1.90			
			TELCOS		
PROGRAMMING			AT&T:	33.63	0.02
21ST CENTURY FOX:	31.28	0.42	CENTURYLINK:	28.49	0.08
AMC NETWORKS:	77.00	1.30	FRONTIER :	4.81	(0.35)
CBS:	48.24	0.37	TDS:	29.68	(0.81)
CROWN:	5.89	0.15	VERIZON:	46.45	(0.33)
DISCOVERY:	31.08	1.02			
DISNEY:	115.54	0.50	MARKET INDICES		
GRUPO TELEVISIA:	30.07	0.39	DOW:	17918.15	89.39
HSN:	62.90	1.27	NASDAQ:	5145.13	17.98
LIONSGATE:	38.88	(0.23)	S&P 500:	2109.79	5.74
MSG NETWORKS:	21.33	(0.19)			
SCRIPPS INT:	61.24	1.45			
STARZ:	35.04	0.38			
TIME WARNER:	77.30	0.74			
VIACOM:	52.74	0.54			
WWE:	16.96	(0.17)			
TECHNOLOGY					
ADDVANTAGE:	2.35	0.04			
AMDOCS:	60.13	0.27			
AMPHENOL:	54.88	(0.19)			
APPLE:	122.57	1.39			
ARRIS GROUP:	28.01	(0.58)			
AVID TECH:	9.04	0.12			
BLNDER TONGUE:	0.50	0.00			
BROADCOM:	52.24	0.28			
CISCO:	28.61	(0.16)			
COMMSCOPE:	33.21	0.41			
CONCURRENT:	5.08	0.07			

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