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## **CTHRA Unveils 2015 Excellence in HR Award Recipients**

*Honorees Hail From A+E Networks, Bright House Networks and Comcast Cable*

**NAPERVILLE, ILL., September 18, 2015** — Since 2007, the Cable and Telecommunications Human Resources Association (CTHRA) has annually honored HR professionals in the cable and satellite industry whose outstanding achievement, leadership and innovation have positively impacted business results. Today, in cooperation with its awards partner, *Cablefax*, CTHRA announced the 2015 recipients of its Excellence in HR Awards. Comcast Cable's HR Leave of Absence Team and A+E Network's Compensation and Benefits team each garnered Team Innovator of the Year awards, while Bright House Networks' Jennifer Tracy received the Aspiring Leader honor.

### **Team Innovator of the Year: A+E Networks Compensation and Benefits Team**

The Team Innovator of the Year award recognizes companies that demonstrated innovative, creative problem solving that positively impacted business results. A+E Networks' Compensation and Benefits team garnered a Team Innovator honor for its top-to-bottom reimagining of the programmer's Total Rewards program. Faced with limited HR systems, a change in fiscal year and new mandates from the Affordable Care Act, A+E Networks needed to modernize its benefits and compensation programs. Tom Tooker, vice president of HR, led the team, which included Shayan Bhowal, compensation analyst; Kristina Catapano, senior manager of benefits; Cynthia Chu, senior administrator of benefits; Mike Lei, senior director of compensation & HRIS; Jelisa Martinez, senior administrator of benefits; and Amabel Sgambelluri, senior coordinator of HRIS.



Photo caption:

Top Row (L to R): Tom Tooker, Shayan Bhowal, Mike Lei  
Bottom Row (L to R): Jelisa Martinez, Cynthia Chu,  
Amabel Sgambelluri Not Pictured: Kristina Catapano

The team examined the programmer's HR infrastructure and processes to ensure it maintained its casual culture, while formalizing plans, processes and communications. The 18-month effort included amending all plans and contracts to reflect the new fiscal year and explaining the

impact of that change to employees, launching new benefits and rebranding the Open Enrollment window, creating a new merit payroll process, enhancing the incentive plan, and developing a Total Rewards communication plan that contains all information employees need to understand their compensation for the prior year and year ahead.

“My years in corporate America did not prepare me for the flood of positive responses from the employees at A+E,” shared Stacy Green, senior vice president of global HR and facilities management for A+E Networks. “In email after email, employees acknowledged how much the process change meant to them, and how much they appreciated the clear, effective communication. I could not be more proud of the innovation, commitment and teamwork displayed by this incredible team.”

### **Team Innovator of the Year: Comcast Cable’s HR Leave of Absence Team**

Comcast Cable’s cross-functional HR Leave of Absence Team also earned a Team Innovator title for its successful efforts to reduce use of leave of absence (LOA) days through increased employee engagement.



The team identified the root causes of LOA, applied statistical analysis to understand the problem, implemented solutions and monitored improvements. Comcast Cable’s solution included numerous initiatives to maintain contact with employees during leave, promote engagement and improve career paths. The

results were impressive. In two years, the number of LOA days taken at Comcast Cable has significantly decreased, resulting in increased productivity.

“We took a novel approach to the issue focused on determining the root cause,” says Rob Delmarco, Comcast Cable’s vice president of HR finance & analytics. “The progress we’ve made has provided measurable results. When employees are engaged, they’re more likely to want to return to work as quickly as possible.”

### **Aspiring Leader: Jennifer Tracy**

The Aspiring Leader award recognizes an emerging HR professional whose fresh perspective, inventive ideas and innovative approach have positively impacted the leadership and culture of



the organization. CTHRA’s 2015 Aspiring Leader is Jennifer Tracy, Sr. Director of Talent Acquisition & Diversity for Bright House Networks. Jennifer won the award for transforming the cable operator’s talent acquisition and diversity functions.

Leveraging her strong leadership skills and ability to partner with people from across the organization as well as vendors, Jennifer quickly assessed Bright House Network’s existing people, processes and technology. She implemented new processes and tools and trained hiring managers and the HR team on their use. Her understanding of technology enabled the cable operator to enhance its Applicant Tracking System with the addition of SmashFly, which allowed Bright House to increase its reach for job postings and gave it detailed information on where its applicants were coming from so it could more effectively target recruitment dollars. At her recommendation, the company also hired a manager of

diversity. As a result of their work together, Bright House is launching an initiative around diversity and inclusion this year.

“Jennifer has been so successful in our organization because she is a driver who gets results,” said Pamela Hagan, corporate vice president of HR for Bright House Networks. “She has forged great relationships across the organization and earned the respect of our leadership team. Her efforts to find us the right talent have helped move our organization forward.”

### **Awards Luncheon on November 3 in Philadelphia**

CTHRA and *Cablefax* will celebrate the achievements of the three award recipients during the Excellence in HR Awards Luncheon, which will take place during CTHRA’s Future Forward Symposium on November 3 in Philadelphia. To register for the symposium and attend the luncheon, visit [www.cthra.com](http://www.cthra.com).

### **About CTHRA**

The Cable and Telecommunications Human Resources Association (CTHRA) is the premier human capital resource for the industry and a growing nonprofit organization with more than 3,000 members spanning 50 companies. CTHRA provides industry-specific benchmarks, information and resources, as well as networking and educational opportunities. Its groundbreaking initiatives include compensation, employee benefits and human capital metrics surveys and an Annual HR Symposium. For more information, visit [www.cthra.com](http://www.cthra.com).

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