

**KAREN HORNE**  
**Senior Vice President, Programming Talent Development and Inclusion**  
**NBC Entertainment and Universal Television**

Karen Horne is Senior Vice President, Programming Talent Development and Inclusion for NBC Entertainment and Universal Television Studios.

Horne, who reports to Lisa Katz and Tracey Pakosta, Co-Presidents, Scripted Programming, NBC Entertainment, is responsible for overseeing in-front-of and behind-the-camera primetime diversity efforts for NBC and Universal Television. NBC's new Female Forward initiative for female directors, the Writers on the Verge Program, the Emerging Director Program, Alternative Director Program, StandUp NBC nationwide search for stand-up comedians and NBC's Late Night Writers Workshop are among the many programs she heads while also overseeing NBC's Diversity Staffing Initiative and working with the creative programming team to identify diverse development.

Horne's lengthy resume includes a variety of disciplines and contacts. She served as Director, Creative Affairs, at IDT Animation in Burbank. She designed, implemented and oversaw Nickelodeon's Writer Fellowship Program. Horne also was a Director of Writer Development & Special Projects (as well as Studio Liaison) for the Walt Disney Studios Fellowship Program at Walt Disney Network Television. Previously, she served as Director, West Coast, for the Black Filmmaker Foundation in Los Angeles.

Horne also worked at HBO in Los Angeles as a co-producer for the Emmy Award-winning animated series "Spawn."

Her early career includes stints at ABC, Inc., in Los Angeles as an Executive Assistant to the President, ABC Entertainment, as well as positions at ABC Television Network Group and ABC Sports.

Ms. Horne also serves on the advisory boards for USC's Annenberg Inclusion Initiative and the West Coast Board for the School of Communication and Media – Montclair State University.