

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

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

Horne, who reports to Jennifer Salke, President, Primetime Entertainment, is responsible for overseeing in-front-of and behind-the-camera primetime diversity efforts for NBC and Universal Television. NBC's Writers on the Verge Program, the Directing Fellowship Program, NBC's Stand-Up for Diversity nationwide talent search and the NBCUniversal Short Cuts Film Festival 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, 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 from 1993-96.

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.