



**Karen Horne**  
**Senior Vice President, Programming**  
**Talent Development & Inclusion**  
**NBC Entertainment and Universal**  
**Television**

**Karen Horne** serves as the Senior Vice President of Programming Talent Development & 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 Emerging Director Program, NBC's StandUp for Diversity nationwide talent search and the NBCUniversal Short 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.

Earlier, Horne was appointed to the newly created position of Director, Entertainment Diversity Initiatives, NBC Entertainment and Universal Media Studios, in April 2009.

Horne's lengthy resume includes a variety of disciplines and contacts. She came to NBC from Loud Paint Entertainment, where she was Creative Consultant since 2006. Prior to that, she served as Director, Creative Affairs, at IDT Animation in Burbank, California, from 2005-06. In that position, she was part of a two-person development team that developed feature, television and direct-to-video material for the animation company.

In addition, Horne was an Executive Consultant at Nickelodeon Productions in Los Angeles from 1999-2005, where she designed, implemented and oversaw the company's Writer Fellowship Program, among other duties. From 1995-99, Horne also worked at HBO in Los Angeles as a Co-Producer for the Emmy Award-winning animated series "Spawn."

Horne also was the Director of Writer Development & Special Projects (as well as Studio Liaison) for the Walt Disney Studios Fellowship Program at Walt Disney Network Television from 1996-99 (while she still retained her title as a Co-Producer of "Spawn"). Previously, she served as Director, West Coast, for the Black Filmmaker Foundation in Los Angeles from 1993-96.

Horne's 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.