

BIOGRAPHY



STEVE MILOVICH

**Senior Vice President, Global Human Resources,
Talent & Workforce Diversity
Disney-ABC Television Group**

Steve Milovich was named senior vice president, Human Resources, Disney/ABC Television Group in March 2009, reporting to Anne Sweeney, co-chair, Disney Media Networks and president, Disney/ABC Television Group.

In this position, Steve oversees all organization, executive compensation and human resources efforts worldwide for Disney/ABC Television Group, which comprises the ABC Television Network; Disney Channels Worldwide; Cable Networks, ABC Family and SOAPnet; Radio Disney; Walt Disney Television Animation; Disney/ABC Domestic Television and ABC Studios; Disney/ABC/ESPN Television and its international program distribution businesses; the publishing unit Hyperion; ABC Corporate Initiatives; and ABC's 8 owned television stations. He also serves as a strategic advisor to Co-Chairpersons of the Board for A+E Networks on organization, executive compensation and HR matters.

Steve has led a number of key strategic organization and human resources initiatives in his current role including: the major global repositioning of ABC News, integration of Lifetime and A&E into A+E Networks, development of ABC News/Univision joint venture, integration of Time Square Studios and Daytime programming into the ABC Entertainment Group, the creation of a comprehensive talent planning process for the development and retention of key talent, the development and deployment of a new employee learning and training strategy, and created a practical and relevant diversity strategy focused on the workforce, workplace and marketplace.

Steve joined The Walt Disney Company in 2002 as senior vice president of corporate human resources, organization and leadership development for The Walt Disney Company, with worldwide responsibility for learning, leadership development, organization development, talent planning, employee communications, talent acquisition and The Disney University. He also had overall HR responsibility for Corporate Headquarters, The Walt Disney Internet Group and The Media Technology Board.

During his tenure at Corporate Headquarters, Steve led the development and implementation of Disney's first Company-wide and global talent planning, performance management and talent acquisition processes and programs. He also developed and implemented the human capital strategy and plans for the acquisition of early-stage companies, and was responsible for leading a number of other strategic organization projects to improve the attraction, development and retention of talent including: The Workforce of The Future, Finance Talent Development, and the implementation of a global, multi-language, technology-enabled learning, development and communication platform for the Company's 140,000 global employees.

Before joining Disney, Steve served as senior vice president of human capital for Walker Digital, which developed Priceline.com. He helped create a West Coast presence for the firm, including the development of three startup companies in California.

Before that, he held a number of global executive positions in human resources with AlliedSignal-Honeywell International during Lawrence Bossidy's tenure as chairman and CEO. This included serving as vice president of global human resources for the \$15 billion Performance Products and Solutions division, with its more than 70,000 employees and operations in 40 countries.

At AlliedSignal/Honeywell, he also led several large-scale change management engagements and played a key leadership role in the startup and expansion of operations in Europe and Asia, including Shanghai; Tokyo; Bucharest, Romania; Atessa, Italy; Albuquerque, New Mexico; and California.

Prior to joining AlliedSignal/Honeywell, Steve served as senior vice president of human resources for Broadway Stores Inc., where he helped lead the turnaround and subsequent merger into the Federated Department Stores organization.

He also held a number of increasingly responsible executive positions in human resources at PepsiCo, including leading the executive and employee development functions for Pepsi-Cola North America.

Steve began his career at United States Steel Corporation, holding management positions in employee and labor relations.

He has conducted a variety of organization and executive development workshops and programs during his career. He has also served as an executive coach and mentor to numerous executives in the United States, Asia, and Europe, helping them improve both their personal and their organization's effectiveness.

Steve is a member of the University of Southern California Marshall School of Business Corporate Advisory Board; he also sits on the Advisory Board for the USC Center for Effective Organizations. He is a member of the Board of Visitors for the Graziadio School of Business and Management at Pepperdine University and a member of the Board of Directors of the Boys & Girls Club of Santa Clarita Valley.

He earned a bachelor's degree in economics from Utah State University and also holds an executive MBA from Pepperdine University.