

**Maria G. Arias, Founder & CEO**  
**Arias Ventures, LLC**  
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Multi-disciplined, solutions-focused, business professional and legal strategist. Proven leader, known for building and leading organizations to drive business results. Successfully led several high-profile, time sensitive, and complex initiatives, including: telecom and broadband regulatory merger consent proceedings; arbitrations and appellate litigation; marketing initiatives; product launches; and digital transition of cable system. Launched a nationally recognized best-in-class diversity and inclusion program for Fortune 50 company.

Backed by solid credentials, including J.D., trained under a Division president, bilingual and bicultural, fluent in Spanish.

### **Core Competencies**

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- Business Operations & Management
- Legal, Regulatory & Public Affairs
- Diversity & Inclusion

### **Experience**

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#### **Arias Ventures, LLC**

*Founder and CEO*

- A consulting firm specializing in strategy for diversity and inclusion, multicultural initiatives, and government affairs.

#### **Comcast Corporation**

*Vice President, Diversity & Inclusion, 2011 – 2017*

- Established Comcast's corporate diversity department and developed the company's strategy across key five focus areas: governance, workforce, supplier diversity, programming, and community investment, partnering with senior executives across Comcast Cable, Comcast Ventures, NBCUniversal, Spectra, and Telemundo.
- Transformed the company's diversity efforts into an award-winning blueprint that garnered the company the number 1 ranking on Forbes Best Companies for Diversity, number 1 ranking in industry benchmarking, a top 20 position on DiversityInc, and accolades from national diversity and inclusion organizations including: the Human Rights Campaign, Asian Americans Advancing Justice,

Unidos US, *Black Enterprise Magazine*, *LATINA Style Magazine*, and the National Organization on Disability.

- Launched and led a 40+ member external Diversity Advisory Council comprised of national business, civil rights, and community leaders representing the African American, Hispanic, Asian American, Native American, Women, LGBT, People with Disabilities, and Veteran communities.

### **Comcast Cable**

*Vice President, Operations, Southern Colorado, 2009 – 2011*

- Area operations leader for Colorado Springs, Pueblo, and Trinidad cable systems comprising approximately 135,000 subscribers and 300 employees.
- Responsible for running all aspects of the Southern Colorado cable systems including subscriber acquisition and retention, technical operations, cash flow growth, employee recruitment and development, and local community and government affairs.
- Successful year over year subscriber growth in video, digital, high speed data, digital phone, with positive cash flow, and improved technical operations metrics.

### **Comcast Cable**

*Vice President, Operations Management, 2007 – 2009*

- Led cross-functional finance and marketing teams across seven regions to develop strategy for major promotions across the West Division.
- Co-managed deployment of new fulfillment process for technician teams in all regions across the Division, hosted launch meetings and site visits, implemented best practices, and coordinated with corporate initiatives.
- Managed Colorado Mountain area systems (six offices) and Tucson, AZ cable system during management transitions, with an emphasis on restructuring technical operations teams, while managing the marketing, finance, call center, human resources, and government affairs.

### **Adelphia Communications – Vice President Law & Government Affairs, 2003 – 2006**

- Led legal and government affairs teams through the Company's restructure, supporting product development, marketing, engineering, IT, customer care, real estate, procurement, sales, media services, and regulatory teams.
- Restructured and trained the Law and Public Policy teams to insure consistent application of bankruptcy law, cable law, company policy, and business objectives.
- Managed over 1515 local and state regulatory consent proceedings for the Time Warner and Comcast Corporation acquisition of Adelphia's cable systems.

### **AT&T Broadband – Vice President Local Government Affairs, 2000 – 2002**

- Restructured former TCI and MediaOne franchising staff into integrated, market based teams, reducing organizational redundancies and spending; reconciled policies of the former TCI and MediaOne cable companies; and established local government affairs policy for AT&T's cable division.
- Provided advice and counsel to parent company on local franchising and cable regulatory matters.
- Represented and lobbied on behalf of AT&T Broadband before industry and government associations.
- Managed over 1200 local and state regulatory proceedings for the acquisition of AT&T Broadband by Comcast Corporation.

### **AT&T Corporation**

#### *National Coordinator of State & Local Government Affairs, 1999 – 2000*

- Managed AT&T's public policy on cable access and telephony right of way issues on a national basis, coordinating activities with AT&T's local, state and federal law groups, public relations, telephony and cable operations teams.
- Developed lobbying advocacy materials and managed budget for national campaigns.
- Appeared before industry and government groups (*i.e.*, National League of Cities, National Council of State Legislators, U.S. Conference of Mayors) on cable and telephony regulatory issues.

### **AT&T Corporation**

#### *Chief Regulatory Counsel, Western Region, 1996 – 1999*

- Restructured the Western Region legal team to handle multiple local competition proceedings and appeals against incumbent local telephone companies before state public utility commissions.
- Managed AT&T's representation in all administrative and judicial proceedings across AT&T's fourteen Western Region states with internal and external staff, including legal team, consultants, and expert witnesses.
- Strategic planning with AT&T business units, state and federal public policy groups, and subject matter experts.

#### *Senior Attorney, Western Region, 1993 – 1996*

- Litigation and regulatory practice before the Illinois Commerce Commission, representing AT&T in local exchange certification proceedings, local competition matters, inter-carrier complaint cases, and competitive bid contract cases. Extensive discovery and hearing work and oral arguments before the Illinois Commerce Commission.

- Handled litigation for the General Law and Labor & Employment groups, defending AT&T in commercial cases, including breach of contract, misrepresentation, bankruptcy, and race discrimination.

### **McDermott Will & Emory – *Income Partner*, 1986 – 1993**

- Diversified civil litigation practice in state and federal court including ERISA (employee benefits), bankruptcy, commercial contracts, construction, consumer fraud, employee benefits, products liability, and federal warranty law litigation.
- Prepared pleadings and presented arguments for motions to transfer venue, motions to vacate judgments, motions for protective order, motions *in limine*, and other discovery and trial motions.
- Prosecuted and defended depositions in construction, consumer fraud, libel, employee benefits, and personal injury cases, including bench trials in federal courts in Illinois and South Dakota.

### **Boards**

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UnidosUS, (Washington, DC), National Board Member  
Congreso Unidos Latinos (Philadelphia), Former Board Member  
Free Library, Board of Trustees (Philadelphia), Former Board Member  
YMCA of Southeastern Pennsylvania, Former Board Member  
Solera Bancorp (Denver), Former Board Member  
Denver Hispanic Chamber, Former Board Member  
Cherry Creek Schools Foundation (Denver), Former Board Member  
Junior Achievement of Southern Colorado (Colorado Springs), Former Board Member

### **Education**

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*Harvard Business School*, CTAM Executive Management Program  
*Northwestern University School of Law*, J.D.  
*DePaul University*, B.A., Political Science  
*Women in Cable & Telecommunications*, Betsy Magness Executive Leadership Program

### **Recent Awards**

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*CableFax*, Most Powerful Women in Cable (2015 - 2017)  
*CableFax*, Most Influential Minorities in Cable, (2015 - 2017)  
*DePaul University*, Distinguished Alumni Award (2017)  
*National Urban League*, Donald H. McGannon Award (2016)  
*Moves*, Power Woman (2016)