

KIMBERLY CARVER

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~PROFILE~

Engaged independent director with experience in chairing and reporting to corporate boards in four countries, as well as service to non-profit boards. Industry focus in technology, media, and digital content with specific expertise in executive leadership, organizational development and strategic planning. Significant international expertise in Asia Pacific, Australia, and New Zealand, the US and Canada. Served on private boards and non-profit boards including as Chairman, Vice Chairman, Executive Committee, Human Resources, Compensation Committee, and External Affairs Committee Chair.

Responsibilities and experience include:

- CEO and executive roles
- International business background
- Strategic planning on Executive teams
- Management of over 500 people
- Experience in digital content delivery
- Eleven media launches globally
- Subscription model background
- Growth and turnaround expertise
- Effective executive team culture dynamics
- Independent board director

~ CORPORATE BOARD OF DIRECTORS EXPERIENCE ~

DNVR – Denver, Colorado (February 2018 – Present)

Board Member

DNVR (formerly BSN Denver) is a hyper-local, privately owned, digital subscription sports network, that carries content for fans of the Denver Nuggets, Colorado Avalanche, Denver Broncos, Colorado Rockies, CSU Rams, CU Buffs, and the Colorado Raptors rugby team. DNVR is a full coverage digital publication, which is team-specific and includes social media pages, a team-specific podcast network, and unique video content. Content is created by credentialed journalists who cover their designated team every day. Started off as Advisor and then worked with CEO on board configuration and launched official board in February 2020 with first board meeting. Capacity as advisor included assistance with growth, strategy, fund raising, strategic connections, marketing initiatives and culture. (www.thednvr.com)

World Fishing Network – Colorado, USA / Toronto, Canada (December 2011 – December 2014)

US Board Member / President and CEO

A privately held cable and satellite television network carried internationally and dedicated to the sport of fishing exclusively. Capacity as US Board Member included ensuring the operations of the network moved forward in accordance with business plans, represented the US interests in the network, attended quarterly board meetings, approved financial statements, and directed the President and CEO in conjunction with the Toronto board and its representatives. Was involved in the removal of the President and CEO and stepped in temporarily in the role. Eventually appointed permanently as President and CEO by the US and Canadian Board Members and subsequently relinquished board seat. As President and CEO, was responsible for setting the strategy and long-term financial goals and plans. Led the board meetings and set all agenda discussions and strategic vision to present to the board for discussion. Achieved profitability in first year and doubled revenue in second year. (www.worldfishingnetwork.com)

The Mtn.-MountainWest Sports Network – Denver, Colorado (September 2006 – December 2011)

VP / General Manager Reporting to the Board

A cable and satellite television network carried nationally and dedicated to the MountainWest Conference exclusively. Reported to a Board of Directors representing CBS Sports Network and Comcast / NBC. Chaired all board meetings, set strategy and discussion issues for the quarterly board meetings. Worked with the CFO and SVP General Counsel to prepare board documents, financial statements and yearly budgets. Led discussions during the board meetings, which included goals and targets, strategy for growth, sales targets and objectives, and long-term plans.

ESPN STAR SPORTS – Singapore (2004 – 2006)

Vice President Network Presentation –Board Meeting Attendance

International cable and satellite television consisting of both ESPN and STAR Sports across Asia. Attended quarterly board meetings and delivered reports for Network Presentation on yearly budget, strategic goals and overall department issues. Board Members consisted of News Corporation and ESPN International Executives.

Main Event Television Pty. Ltd. – Sydney, Australia (September 2001 – April 2003)

General Manager Reporting to the Board

A cable and satellite television service carried nationally in Australia and dedicated to pay per view content. Reported quarterly to a Board of Directors that represented FOXTEL Pty., Ltd., Austar, and Optus Vision. Chaired board meetings, set the agenda for the quarterly meetings, working with the CFO and the legal representatives to put together the board notes. Presented the marketing plans, the upcoming events, the financial reports, additional revenue opportunities and strategic plans for growth of the network. (www.mainevent.com.au)

~ NON-PROFIT BOARD OF DIRECTORS EXPERIENCE ~

Red Rocks Community College Foundation – Golden, Colorado (May 2013 – present)

Board Member, Executive Committee

The Red Rocks Community College Foundation is a 501(c)(3) non-profit organization based in Golden, Colorado. It's mission and goals are to support the Community College with its commitment to the students, and to learning. The Foundation supports the College through effective fundraising programs, increases the public's awareness of the College and the benefits to the community as well as offer counsel and community input to the College. (www.rccc.edu/foundation/board-of-directors)

Colorado Public Television – Denver, Colorado (October 2016 – present)

Board Member, External Affairs Committee Chair, Vice Chairman

Colorado Public Television a 501(c)(3) non-profit organization based in Denver, Colorado. Its vision is "To enrich and strengthen the culture of the state and region through innovative, high-quality programming and services that address substantive social and educational needs." Highly engaged in brand and marketing issues, strategic plan, digital transition, and long-range CEO succession planning. (www.cpt12.org)

Colorado Sports Hall of Fame – Denver, Colorado (December 2011 – January 2016)

Chairman, Executive Committee, Human Resources, Compensation Committee, Board Member

The Colorado Hall of Fame operates as a 501(c)(3) non-profit organization based in Denver, Colorado. Its mission includes publicly honoring athletic achievement and leaders in sports in the state of Colorado. Further, to support youth in sports and Special Olympics through donations to organizations endorsing those missions. Chairman and Executive Committee responsibilities included but not limited to, Chair of bi-monthly board meetings, Chair of executive committee meetings, attended and signed off on yearly audit of the financials, handled CEO performance reviews and compensation planning as well as deeply involved with CEO succession planning.

(www.coloradosports.org/)

~PROFESSIONAL EXPERIENCE~

HUMAN ADVANTAGE – Denver, CO (July 2019 – present)

Principal, Culture Development

At Human Advantage, we believe that people are the ultimate key to unlocking lasting value and business success - and this is more important than ever in the converging spaces of sports, media, gaming and technology. We are a company fueling organizations and their people. We partner with investors, owners, presidents, human resources leaders and other senior executives as an extension of their team. We create alignment between an organization's people and business strategies, working across talent retention & recruitment, leadership, learning & development, inclusion & diversity, performance coaching and organizational design.

THE LEADING NETWORK LLC – Denver, CO (January 2016 – present)

President and CEO

The Leading Network is an organization built to offer culture training, organization examination and culture shift. We offer business culture management training, leadership acumen and coaching. We work with businesses to increase productivity, reduce turn over and of course increase revenue through the understanding and psychology of leadership; using that to improve culture. We believe that amazing culture is attainable for every company, but it takes work. The Leading Network customizes workshops, training and team building specifically for organizational needs.

ALTITUDE SPORTS AND ENTERTAINMENT – Denver, CO (December 2011 – December 2014)

President and CEO

A cable and satellite regional sports network, dedicated to the live and delayed broadcast of the Denver Nuggets NBA team, the Colorado Avalanche NHL team, the Colorado Rapids MLS team, and the Colorado Mammoth indoor lacrosse team. Responsibilities included complete oversight of the network activities including P&L. Was a member of executive management team with a mission of continued financial growth year over year.

WORLD FISHING NETWORK – Denver, CO & Toronto, CA (December 2011 – December 2014)

US Board Member / President and CEO

A cable and satellite television network carried internationally and dedicated to the sport of fishing exclusively. Started as board member for the US team and was then appointed by the board as President and CEO. Responsibilities included providing a plan and executing on a complete re-brand of the network. Network had suffered financial deficit for 7 years after launch and needed redirection. Achieved profitability in the first year I was appointed CEO and then doubled revenues in second year.

THE MTN. – MOUNTAINWEST SPORTS NETWORK – Denver, CO (2006 – 2011)

Vice President and General Manager

First collegiate cable and satellite sports network in history exclusively broadcasting The MountainWest Conference's school's athletic programs. Launched the network as the General Manager with complete oversight and management of the entire network including full P&L responsibility. Worked closely with senior executives at Comcast / NBC and CBS as well as the Presidents and Athletic Directors of the schools of the MountainWest Conference and the Commissioner and staff of the MountainWest Conference Office. Reported to a board of directors from both Comcast / NBC and CBS Sports Network.

ESPN STAR SPORTS – Singapore (2004 – 2006)

Vice President Network Presentation

Networks dedicated to the live and delayed sports programming from Asia and around the world consisting of both ESPN and STAR Sports. Was responsible for managing the on-air marketing and sales scheduling department for both brands on all beams.

MAIN EVENT TELEVISION Pty, Ltd. – Sydney, Australia (2001-2003)

General Manager

Satellite and cable service dedicated to pay per view programming. Responsibilities included every aspect of the network including all branding, marketing and strategic vision. Full P&L responsibility for the network and reported to a board of directors quarterly.

FOXTEL – Sydney, Australia (1995 – 2001)

Various Management Positions

A cable and satellite broadcast service in Australia that launched in October 1995. Launched Fox8, Fox Soap, Fox Talk, Fox Travel, Fox Kids, Fox History, Fox Talk, Fox Sports 2 and Main Event Television as programmer. Also, worked as liaison for cross channel promotions, marketing, network and program operations, electronic program guide operations, customer service liaison, and digital operations. Supplied notes to the Executive Committee for inclusion in quarterly board meetings.

GALAXY / PREMIER SPORTS NETWORK – Sydney, Australia (1995)

Program Manager

A satellite broadcast service carrying the Premier Sports Network to Australian households. Launched the network in programming, prior to absorption by FOXTEL, Pty, Ltd.

STAR TV PRIME SPORTS – Hong Kong (1991 – 1995)

Various Positions

The first 24/7 sports satellite television service in Asia, launched in 1991 with the US Open tennis live.

~EDUCATION AND PROFESSIONAL AWARDS AND AFFILIATIONS~

M.S. Psychology; Industrial & Organizational Psychology – Lynn University – Boca Raton, FL - 2021

Board Bound Program – Mentee, under Colorado Women’s Chamber of Commerce - 2016 - 2018

ACE Board Training – Completed May 2018

NAMIC Mentor – Fall 2018 – Fall 2019

Denver Wise Women – Member April 2014 - present

WICT Rocky Mountain Chapter – Mentor 2009, 2010, 2015

Broadcasting and Cable Women In The Game – May 2013

Sports Business Journal’s Game Changer – September 2013

WICT Rocky Mountain Leadership Institute – Fall 2011

FOXTEL Management Program 1 & 2 – June 1997; June 1998

B.A. Mass Communications, University of Denver – Denver, CO – 1991