



DISNEY/ABC TELEVISION GROUP
500 South Buena Vista Street, Burbank, CA 91521

Steve Milovich

Senior Vice President, Human Resources, 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 and human resources efforts worldwide on behalf of the Disney/ABC Television Group, which comprises the ABC Television Network; Disney Channels Worldwide; cable networks ABC Family and SOAPnet; Radio Disney; Disney/ABC Domestic Television and Disney Media Distribution's international program distribution businesses; the publishing unit Hyperion and ABC Corporate Initiatives. He also oversees HR for ABC's 10 owned television stations.

Steve joined the 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.

Steve built and developed an integrated client-focused corporate HR organization from disparate groups, including the development of high-impact HR business partners, learning, talent acquisition, executive development, organizational development and employee communications functions.

During his tenure at Corporate Headquarters, Steve led the design, development and implementation of Disney's first Company-wide and global talent/succession planning, performance management and talent acquisition processes and programs. He also led the development of a number of initiatives to improve the attraction, development and retention of talent. This included leading the Workforce of The Future and Finance Talent initiatives.

Additionally, Steve led the development and implementation of a global, multi-language, technology-enabled learning, development and communication platform called Disney Development Connection that the Company's 139,000 employees access for compelling online learning and development content. He also developed the HR strategy for the acquisition of emerging businesses, leading the HR and organization components of several early-stage Company acquisitions.

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.

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Steve Milovich (cont.)

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.