



Steve Raymond

**VICE PRESIDENT OF ACCESSIBILITY
PRODUCT & TECHNOLOGY**

Steve Raymond is Vice President of Accessibility for Spectrum's Product & Technology organization. Mr. Raymond joined Charter Communications earlier this year and leads efforts to drive, launch and refine accessibility and universal design in Spectrum's products, features and services that consider the full range of human difference.

A veteran media and telecommunications executive, Steve has a strong background developing and leading cross-functional teams responsible for client service and product development. Most recently, he served as vice president, client solutions for Nielsen Connectivity, overseeing the launch and commercial sales for Nielsen's mobile video analytics solution.

Steve has held senior leadership roles at Walt Disney Co., ESPN Sports Networks, AT&T Sports Networks and Vubiquity, Inc., a leading provider of global media technology solutions and premium content services.

Steve is one of the founders of Adaptive Spirit, a nonprofit that focuses on education and networking in the telecom industry. Adaptive Spirit's work is credited for helping to save what was the U.S. Disabled Ski Team (now U.S. Paralympic Ski, Snowboard and Nordic Team) from losing their funding and going defunct. He was named Chef De Mission for the 2010 U.S. Winter Paralympic Team and served on the board of the National Sports Center for the Disabled in Winter Park, Colorado for seven years.

Steve holds a bachelor's degree in journalism from the University of Kansas. He is a trustee on the Olympic and Paralympic Foundation and a member of the U.S. Paralympic working group and advisory committee. He is also the recipient of several industry awards, including Cable and Telecommunications Association for Marketing (CTAM) Chairman's Award, ESPN Volunteer of the Year and the Teamwork and innovation Award from Women in Cable and Telecommunications (WICT) Rocky Mountain Chapter.