

**Melody Smalls**

Executive Vice President of Global Human Resources  
Allen Media Group (parent company of Weather Group)

Melody Smalls serves as executive vice president of global human resources of Allen Media Group, the parent company of Weather Group. In this role, she oversees human resources for all Allen Media Group divisions: Weather Group (The Weather Channel and Local Now), Entertainment Studios, Entertainment Studios Networks, Allen Media Broadcasting, Entertainment Studios Motion Pictures, Freestyle Digital Media, and The Grio.

Prior to her current role, Melody served as Weather Group's chief human resources and compliance officer and vice president of human resources from 2016 - 2020. In this position, she led the development and execution of all human resource strategies while maximizing organizational performance and attracting and retaining talent. She also acted as a trusted advisor to senior executives on all human capital matters.

Melody joined The Weather Channel television network from Turner Broadcasting System, Inc. where she served as vice president of human resources. In this role, she led the human resources strategy and execution for Turner Broadcasting System Inc.'s corporate division including corporate communications, finance and accounting, legal, research, properties and Turner Media Group.

Previously, Melody served as director of human resources for Turner Broadcasting System, Inc., leading human resources for Turner's entertainment and animation networks - TNT, TBS, TCM and Cartoon Network.

Prior to joining Turner, she was director of human resources for MTV Networks and served in various human resources roles at First Chicago Trust Company, JP Morgan and Chase Manhattan Bank.

Melody received her master's degree in organizational psychology from Columbia University and a dual bachelor's degree in marketing and human resources administration from Temple University's Fox School of Business, where she was named HRM Alumnus of the Year in 2014. Melody also holds a certification in change management.

Melody is a member of Women in Cable Telecommunications (WICT), the National Association for Multi-Ethnicity in Communications and a certified 360 facilitator. Melody is a member of the governing body of Evanta's CHRO Leadership Summit and a member of the Human Resources Leadership Forum. She is also a mentor for the Pathbuilders organization which shapes the future for high-performing women leaders. In 2018, Melody was named one of the Most Influential Blacks in Corporate America by Savoy Magazine. In 2016, she was named one of the Most Powerful & Influential Women by the National Diversity Council. In 2020, she was selected to join WICT's Betsy Magness Leadership Institute, a flagship leadership development program that is designed to elevate the cable and telecommunications industry's most successful female leaders.