



Mae Douglas is a retired corporate executive, and is now a community leader and philanthropist. Her volunteerism goal is to empower families living in poverty by ensuring they have access to education, employment and child care. She is also active in economic development projects and works to advocate for the elimination of bias, bigotry and racism in her community.

Douglas enjoyed a storied and well-decorated career as a Human Resources executive that spanned two major industries and culminated with her tenure as a highly revered C-suite executive for Cox Communications, Inc. in Atlanta, Georgia. Cox is a broadband communications and entertainment company and third largest cable television company in the United States providing services to both residential and commercial customers. Douglas is known for her work to promote equality and inclusion in corporate life while offering mentor and sponsorship support to high-potential women. Likewise, her passion for social advocacy has provided a steady tone that helps define her values and serves as a backdrop to her career.

While at Cox, Douglas helped to navigate the human resources organization and broader employee workforce through a significant culture shift. Her strategic input as an executive team member and confidante to the President and CEO during an era of transformation of a fifty-year-old company solidified Douglas as a modern-day executive, relative to the state of American business today.

A native of Greensboro, North Carolina, Douglas graduated from the University of North Carolina at Greensboro with a degree in sociology. She held positions of progressive responsibility in human resources before joining Cox with pharmaceutical giant Ciba-Geigy Corporation, whose Agricultural Division was based in Greensboro. Prior to Ciba-Geigy, she was appointed by the Greensboro City Council as the first Administrator for the Commission on the Status of Women.

She was appointed as Cox's Executive Vice President and Chief People Officer in 2000. Douglas was responsible for managing the human capital strategy and was instrumental in building Cox's infrastructure for human resources. Her commitment and leadership in this area led to consecutive years of high employee engagement; saw the development of a National Talent Development Organization resulting in an integrated talent management system; implementation of a competitive compensation strategy; leadership and organizational development for executives, leaders and teams; operations training for customer facing employees; a diversity strategy that resulted in a culture of openness and inclusion and products and services that met the needs of diverse customers; and the infusion of employee technology in all facets of operations.

Under her leadership, Cox received recognition for its people practices from Women in Cable and Telecommunications (WICT) and Working Mother Media as Best Operator for Women seven consecutive years; Training Magazine Top 125 for workforce training and development; *DiversityInc* Top 50 companies for Diversity and Inclusion; and Cable World's Best Company in Cable.

Douglas has received numerous personal awards, among them the industry's highest recognition-- the Vanguard Award for Leadership. She has been listed among the top minorities and women in cable. She was also a member of the

Executive Leadership Council-- an organization of the most senior African American executives in corporate America.

She was profiled in the 2007 book *Daughters of Men, Portraits of African American Women and Their Fathers* by Rachel Vassel, Amistad Books, Harper Collins Publishers. The book includes testimonials by women from various backgrounds on the influence of their fathers and how their lives were shaped by the love of their fathers. She is a global traveler and has been to six continents both professionally and personally.