

# 2026 Annual Report



Adaptive Spirit is where two kinds of connections come together; an industry that keeps homes, businesses, and communities connected to the world, and Paralympic athletes whose will for achievement knows no limits. Each year in the majestic Colorado Rockies, we gather with a shared purpose — championing the U.S. Para Ski and Snowboard Team — and leaving inspired, reminded of what the human spirit can do. There is simply no business experience like it.

—Ewam de Freitas, Chief Product Officer, Veeva

## A Message from the Adaptive Spirit Event Co-Chairs

Adaptive Spirit sponsors, industry partners, attendees, and fans of the U.S. Para Ski & Snowboard Team, thank you for making AS2026 another unforgettable year. Nearly 1,100 of us gathered to celebrate the remarkable achievements of our athletes as they returned home from the Milano Cortina Paralympic Winter Games, many returning as medalists, and every one of them an example of perseverance, determination, and grit.

Your generosity continues to fuel their success. Thanks to your support, Adaptive Spirit made a historic **\$1,000,000 donation**. Half of that gift will immediately support athlete training, travel, equipment, and competition, while the remaining \$500,000 was invested in the Adaptive Spirit U.S. Para Ski & Snowboard Endowment, helping secure long-term resources for future generations to compete, and win, on the world stage. Beyond this historic gift, we will continue to provide direct funding through the AS Para Athlete Fund, giving athletes the resources they need to stay focused on training and competition.

For more than three decades, Adaptive Spirit has demonstrated what is possible when the media and telecommunications community comes together around a shared purpose. We are



incredibly grateful for your partnership, generosity, and commitment to helping these extraordinary athletes pursue their dreams.

As we look ahead, we're excited to begin a new chapter as Adaptive Spirit moves to Beaver Creek, April 1–4, 2027. We can't wait to welcome you to this spectacular new venue as we continue building on the momentum of this incredible community and mission.

*Steve Raymond & Rich DiGeronimo  
Co-Chairs, Adaptive Spirit 2026*

# Adaptive Spirit 2026 Financial Overview

In the organization's 15th year as a standalone entity, we continue to serve as a great networking and educational resource for the telecommunications industry. The board approved a total donation of \$1,000,000. Half of the donation went to the USOPC to benefit the U.S. Para Ski & Snowboard Team for next season and \$500,000 went to the Adaptive Spirit endowment fund.

Not only does the Annual Event allow Adaptive Spirit to be the largest single donor to the U.S. Para Ski & Snowboard Team, it also provides a venue to raise money for the Adaptive Spirit Partnership Program (ASPP). The silent auction and general donations netted \$277,700. These funds are used to support the ASPP in partnership with No Excuses Unlimited (NEU) and benefit the team athletes on an individual basis. Once again,

this year's Saturday night Podium Bash included a paddle raise that brought in \$104,440. Most revenue and expenses for ASPP are not reflected within the Adaptive Spirit financial records as NEU receives all donations and disburses the associated dollars to the athletes.

One part of Adaptive Spirit's financial plan is to maintain an investment account creating a "safety net" in the event additional team donations or unexpected expenses are incurred. At the end of the fiscal year, the managed portfolio had a value of \$457,923 and a 17.6% annual return rate. A savings account was also moved to a money market savings now with a 2.5% annual return. Finally, the Endowment Fund reached \$3.7 million, a significant milestone in strengthening Adaptive Spirit's long-term financial sustainability and continued support of the teams.

## Statement of Financial Position— Accrual Basis

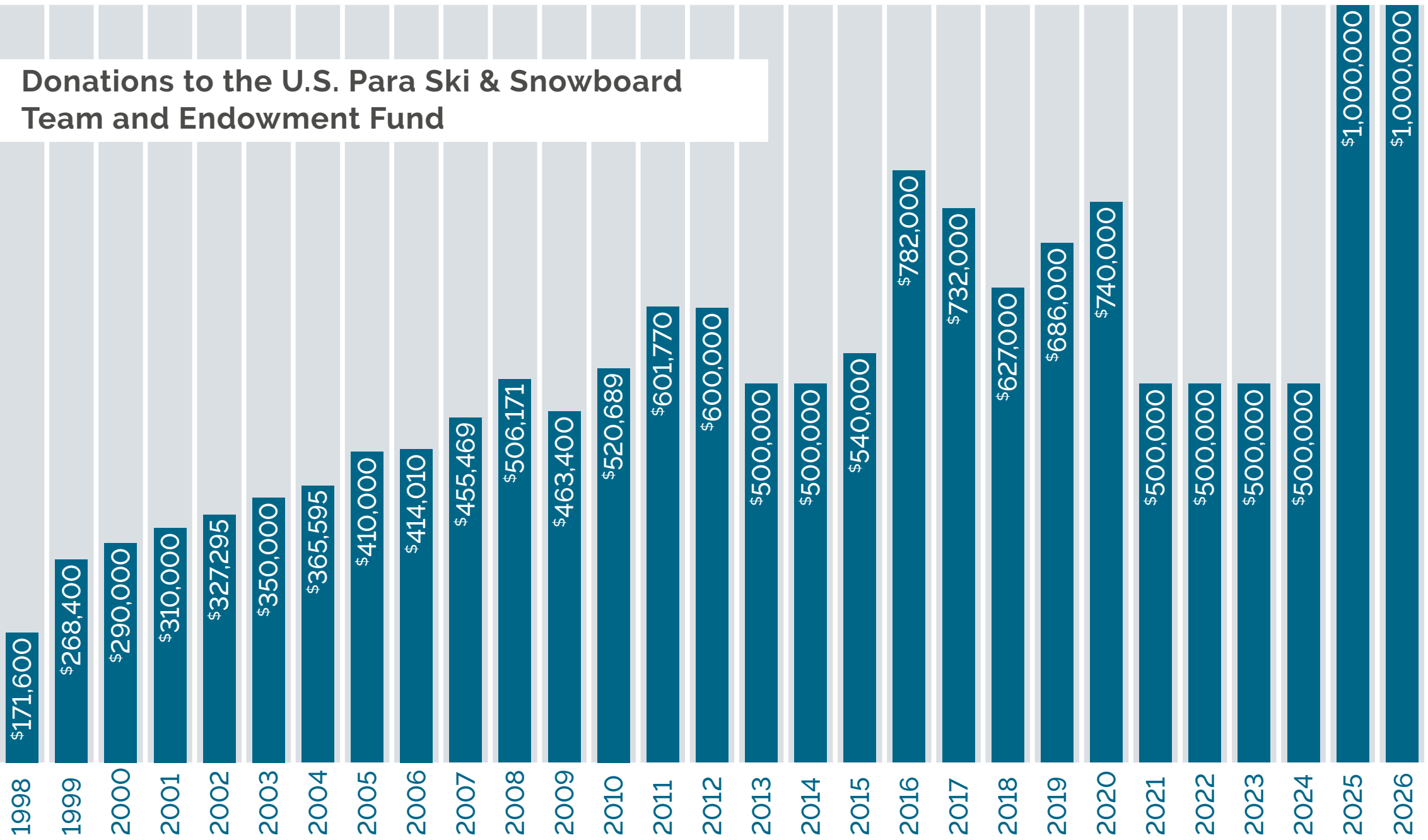
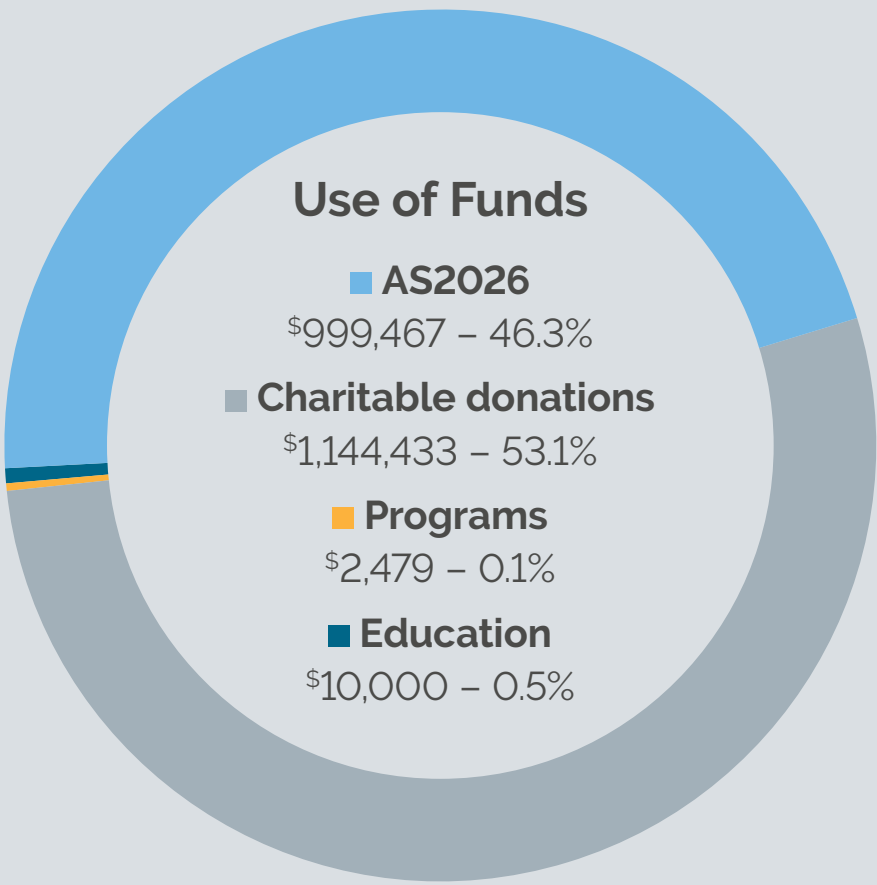
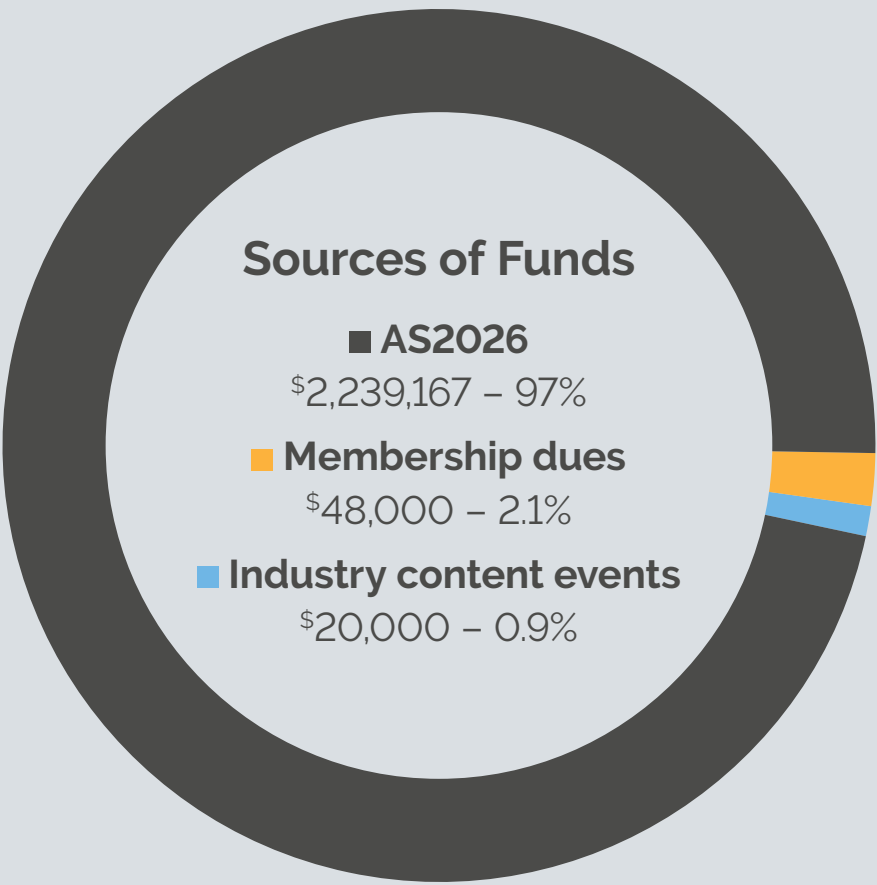
June 30, 2026 (in thousands, unaudited)

| Assets                     |                  |
|----------------------------|------------------|
| Cash and cash equivalents  | \$895.3          |
| Advised investment account | \$457.9          |
| Deposit assets             | \$88.7           |
| Accounts receivable        | \$121.0          |
|                            | <b>\$1,562.9</b> |
| Current Liabilities        |                  |
| Accounts payable           | \$64.1           |
|                            | <b>\$64.1</b>    |

## Statement of Activities

July 1, 2025 to June 30, 2026 (in thousands, unaudited)

| Revenue Sources         |                  | Charitable Donations        |                  |
|-------------------------|------------------|-----------------------------|------------------|
| AS2026                  | \$2,239.2        | USOPC                       | \$500.0          |
| Membership dues         | \$48.0           | Endowment                   | \$500.0          |
| Industry content events | \$20.0           | ASPP (No Excuses Unlimited) | \$100.5          |
|                         | <b>\$2,307.2</b> | Other                       | \$43.9           |
|                         |                  |                             | <b>\$1,144.4</b> |
| Expenses                |                  | Other Revenue               |                  |
| AS2026                  | \$2,143.9        | Interest income             | \$35.8           |
| Programs                | \$2.5            | Realized/unrealized gain    | \$71.3           |
| Educational events      | \$10.0           |                             | <b>\$107.1</b>   |
|                         | <b>\$2,156.4</b> |                             |                  |
|                         |                  | <b>Gain from operations</b> | <b>\$257.9</b>   |



## Adaptive Spirit Focus

Adaptive Spirit aims to unite our members with resources that enhance business outcomes. We also work to stimulate innovative networking opportunities resulting in growth and success of the telecommunications industry. Also important to Adaptive Spirit is to provide the telecommunications industry with a way to give back to the community at the organization's venerable Annual Event.

Adaptive Spirit is a not-for-profit trade association with a focus on building business relationships and effective networking practices in the telecommunications industry. Through initiatives that center on education and networking, we champion the strength of business relationships and the end result of creating a more profitable industry. We also provide education, recognition, information and networking opportunities for distribution companies, content providers and others who supply products and services to the industry.

## Adaptive Spirit Goals

- Unite members with vendors and resources that enhance the outcome of their business dealings
- Stimulate innovative networking opportunities that result in the growth and successes in the telecommunications industry
- Sharing best industry practices with our members

# Partners With Purpose

Becoming a top-flight Paralympic competitor is an increasingly expensive challenge. To assist in this challenge, Adaptive Spirit has formed the Adaptive Spirit Partnership Program (ASPP). ASPP and Adaptive Spirit have partnered with the AS Para Athlete Fund (A.K.A. No Excuses Unlimited), a Section 501(c)(3) charitable organization. The partnership receives donations from the Adaptive Spirit event, including the Silent Auction and Paddle Raise.

All funds raised from these sources go directly to the athletes of the U.S. Paralympic teams. The dollars are a much-needed source of funding for equipment, training, travel, coaching and other costs the athletes incur. They count on these funds year after year, and in many cases, they allow the athletes to continue on with the Paralympic Teams.

Every Adaptive Spirit Annual Event includes fund raising activities for the AS Para Athlete Fund (ASPAF). Unique opportunities also exist for companies to work with athletes through a relationship which may include sponsor-branding opportunities where athletes wear a sponsor logo or booking them to speak at company meetings where they inspire employees. The board and advisers of ASPAF include longtime supporters and former Team USA members.

More information about NEU, including a year-round secure online donation process, is available at [NoExcusesUnlimited.org](http://NoExcusesUnlimited.org). You can also email the ASPP co-chairs, [Kevin Hord](#) and [Greg Riker](#).



## Adaptive Spirit Member Benefits

An Adaptive Spirit membership creates:

- 1 Access to knowledge-sharing, collaboration and networking opportunities at Adaptive Spirit events;
- 2 Connections to distributors, suppliers, vendors and other telecommunications industry professionals via the members-only directory;
- 3 Member-only access to Adaptive Spirit research; and,
- 4 Access to member-only events.

Membership is open to any individual engaged in the telecommunications industry including multi-system operators, independent system operators, direct broadcast satellite companies, incumbent local exchange carriers, electric utilities or municipally-owned cable systems, programmers and suppliers of equipment or services to the industry. Honorary memberships may be conferred by the board of directors upon any person who, in the opinion of the board, has contributed to the success of Adaptive Spirit and/or the well being of the industry.





Attendees  
1,100



Funds Raised  
\$2,239,167



Silent Auction  
\$277,700

# 2026 Event Highlights

## Industry Insights

SPONSORED BY **COMCAST**

This year's Industry Insights discussion was titled *Leading with Confidence in the Age of AI*. AI is reshaping the landscape of media, tech, and connectivity faster than most organizations can keep up — and leaders are being pushed to adapt just as quickly. As security risks evolve, customer expectations shift, and employees navigate new ethical and operational realities, the demands on leadership have never been more complex.

This session brought together senior executives who are already steering teams through these changes. Attendees gained practical insights into how to lead with clarity, trust, and confidence as AI continues to redefine how our industries operate. Panelists were Mitesh Dasani, VP, Chief Architect, Ness Digital Engineering; Charlie Lawhorn, AVP for AI Innovation, Media, Entertainment, Gaming and TELCO, WWT; Brennan Mullin, VP, Devices & Services Business Organization, Americas, Google; and Jake Perlman, EVP, CTIO, Charter. The moderator was Taryn Marrone, Sales Leader, Global Media and Entertainment, AWS.

## Rise & Connect

SPONSORED BY **AMAZON ADS**

The Rise & Connect Breakfast on Friday morning started out with informal executive-hosted tables enjoying short-format talks over breakfast. We then had an athlete chat featuring U.S. Paralympians Sandy Dukat, Andrew Kurka and Josh Sweeney discussing their careers, personal stories and lots of laughs. This was followed by three executives in an armchair conversation about how leaders at major companies cultivate customer obsession, build brand trust, and ensure sustainable growth — without sacrificing long-term value for short-term wins. The three executives were Amy Geary, EVP, Platform Distribution and Partnerships, NBCUniversal; Bailey Hayes, Head of Telecom — U.S., Amazon Ads; and Elena Ritchie, SVP, Video, Charter.

## Summit Social

SPONSORED BY **MONGODB**

Making a fourth straight appearance because of such success over the last few years was the Summit Social. This year's honoree was a legend of the media and telecommunications industry, Bridget Baker. From her 23 years at NBCUniversal to her founding Baker Media in 2013, Bridget has helped drive the early expansion of the cable industry and advised leading media and technology companies for over 3 decades. Inducted into the Cable Hall of Fame in the class of 2020/2021 Bridget was interviewed by Adaptive Spirit event co-chair and good friend Steve Raymond.



# Event Committee

- Geoff Brooks**  
Industry Content Co-Chair  
CALIX, INC.
- Patty Bullington**  
Committee Communications  
CHARTER
- Alex D’Addio**  
Event Video Chair  
D’ADDIO PRODUCTIONS
- Rich DiGeronimo**  
Event Co-Chair  
CHARTER
- Sandy Dukat**  
Event Director
- Bryan Hagedon**  
Sponsorship Co-Chair  
CAPGEMINI
- Kevin Hord**  
Adaptive Spirit Partnership  
Program (ASPP) Co-Chair
- Morgan Huettel**  
Silent Auction Co-Chair  
CHARTER
- Anne Marie Hukriede**  
Marketing and Race Co-Chair  
S&D MARKETING | ADVERTISING
- Erik Leirfallom**  
U.S. Ski & Snowboard Team  
Liaison  
PARA SPORTS DIRECTOR
- Molly McCaskill**  
Silent Auction Co-Chair  
S&D MARKETING | ADVERTISING
- Dawn Bowen Nelson**  
Silent Auction Co-Chair  
CHARTER
- Brad Parobek**  
Race Co-Chair  
NESS DIGITAL ENGINEERING
- Steve Raymond**  
Event Co-Chair
- Greg Riker**  
Adaptive Spirit Partnership  
Program (ASPP) Co-Chair  
THINKANALYTICS
- Elena Ritchie**  
Silent Auction Co-Chair  
CHARTER
- Stacey Slaughter**  
Volunteer Chair  
NCTI
- Stephanie Thibodeau**  
Industry Content Co-Chair
- Stephanie Trotter**  
Sponsorship Co-Chair  
COMCAST TECHNOLOGY SOLUTIONS
- Jason Wegmet**  
Sponsorship Co-Chair  
cox



# 2026 Sponsors

- PLATINUM**  
Amazon Web Services  
Infosys  
LG  
NBCUniversal  
Sercomm Technology  
Spectrum (Charter)  
TELUS Digital  
Ubee Interactive  
Warner Bros. Discovery  
World Wide Technology
- GOLD**  
Akamai  
AMC Networks  
Amdocs  
Assurant  
Ciena  
Cox Communications  
Dell Technologies  
Slalom  
Vantiva  
Vecima Networks, Inc.
- SILVER**  
Advance  
AOI  
Arcadyan Technology  
Asurion  
Belden (Precision OT)  
Comcast Business  
CSG  
CTDI  
Ericsson Enterprise Wireless Solutions  
Fox Corporation  
Google  
Hitron Technologies  
Netcracker  
Red Hat  
WNC
- BRONZE**  
Adtran  
Alianza  
Brooksource  
CableLabs  
Calix  
Capgemini  
Cartesian  
Cisco  
Cohesity  
Digicomm International  
eero  
Experis  
EY  
Gemtek  
Harmonic  
Inseego Wireless  
Mavsotech  
Myhren Media  
NCTC  
NCTI  
Nokia  
Paramount  
Sagemcom  
Sand Cherry Associates  
Sparklight (Cable One)  
Stingray  
Synamedia  
The Cable Center/  
Syndeo Institute  
ThinkAnalytics  
Turnberry Solutions  
VERSANT

# Board Of Directors

## **Steve Raymond, Board Chair**

Steve Raymond recently retired as Vice President of Accessibility for Charter. Steve led the efforts to drive, launch and refine accessibility and universal design in Charter's accessibility products, features and services. Previously, Steve was VP Client Solutions for Nielsen Connectivity. Before Nielsen, Steve was SVP at VUBIQUITY, Inc. From 2014–2017, Steve served as vice president of affiliate relations for AT&T Sports Networks in Denver. Prior to that position, he spent 25 years in affiliate sales at the Walt Disney Company ending his time with them as SVP National Accounts. Steve has won numerous awards for his volunteer work in the adaptive skiing arena such as the CTAM Chairman's Award and ESPN Volunteer of the Year in 2003. He served on the board of directors for the National Sports Center for the Disabled in Winter Park, Colorado. Steve serves on the Paralympic Advisory Council for the US Olympic and Paralympic Committee and is on the Board of Trustees for the US Olympic and Paralympic

Foundation and was inducted into the Colorado Snowsports Hall of Fame in 2019.

## **Patty Bullington, Secretary**

Patty Bullington is Director of Accessibility at Spectrum, where she leads the Experience and Outreach team and focuses on customer experience, compliance, outreach, training, marketing, and communications. She transitioned into accessibility in 2019 after a successful 15-year career in ad sales with Spectrum Reach, where she served as head of brand marketing. A dedicated advocate and community leader, Patty has been a part of Adaptive Spirit for 25 years. She now serves on the Adaptive Spirit Board as Secretary and transitioned from leading the silent auction to serving as Communications Chair for the planning committee. Patty's career achievements include eight Cable Advertising Bureau awards, the organization's top sales achievement award in 2010, and recognition as a 2011 Woman to Watch by the Women in Telecommunications Rocky Mountain chapter. She also played a key role in establishing a unified

brand voice for Spectrum Reach following the 2016 merger of Spectrum, Time Warner Cable, and Bright House Networks. She is a graduate of Spring Hill College and lives in Denver, Colorado with her husband Jim and dog Seppy.

## **Amos Smith, Treasurer**

Officially retired and focused on golf, pickleball and keeping the Adaptive Spirit Books balanced. Amos was formerly VP Operations at T-Mobile Home & Entertainment, he was in the cable industry since 1994. As CFO of Denver based startup Layer3TV, he successfully helped sell the startup to T-Mobile in 2018. He held previous positions at Time Warner Cable including SVP/CFO of the Residential Business and GVP Tech Ops, Care & Payment Services. Prior to Time Warner Cable, he spent seven years at AT&T Broadband (formerly TCI) in various financial positions. Prior to those finance positions, Amos was a registered Professional Civil Engineer in Southern California. He has a B.S. in Civil Engineering from the University of Colorado and an M.B.A. with an emphasis in finance from the University of Kansas.

## **Nomi Bergman, Director**

Nomi serves as President of the Advance/Newhouse Investment Partnership, where she focuses on corporate development, strategic partnerships, and investments across a portfolio of technology, media, communications, and data-driven businesses. She has over 30 years of experience as an operator, investor and advisor to technology companies. Previously, President of Bright House Networks, Nomi was one of the company's founders who led it to become the sixth-largest cable operator in the U.S. She also served as CEO of 1010data, Advance's data analytics platform serving leading retailers and consumer-facing enterprises. Nomi has extensive public, private, and nonprofit board experience spanning technology, infrastructure, healthcare, aerospace, communications, and education. She currently serves on the boards of Black & Veatch and Crouse Health and has held leadership and trustee roles with Syracuse University, the University of Rochester, Adaptive Spirit, Bridging Voice, One Revolution, and The Cable Center. Previously, she served on the boards of Comcast Corporation, HawkEye 360, Astra, and Visteon Corporation, contributing across

audit, governance, technology, compensation, and strategic oversight committees. She is also a longtime member of the FCC Technological Advisory Council.

## **Jonas Blank, Director**

Jonas Blank is Senior Vice President, Distribution Sales and Partnerships for Versant, which spun off from NBCUniversal in January 2026. He is responsible for all third-party distribution deals for Versant's television content, including high-stakes transactions across pay TV distribution with v/ MVPDs, app distribution, FAST, and AVOD, as well as exploring and executing on opportunities in areas like audio, e-commerce, and digital publishing to drive growth and innovation for Versant. Prior to Versant, Jonas spent 10 years in the Platform Distribution and Partnerships group at NBCUniversal. He also served on the distribution team at Univision, before which he had a ten-year career as an M&A/private equity/venture capital attorney. Jonas received a J.D. from Harvard Law School and an A.B. from Duke University. He lives in Brooklyn, NY and New Paltz, NY with his wife Kristy and eight-year old daughter Violet (who is likely to surpass him in skiing in a year if she hasn't already).

## **Rich DiGeronimo, Director**

Rich is President, Product and Technology at Charter Communications, a role he has held since 2022. Rich began his career in technology investment banking at Bear Stearns before moving to Level 3 Communications, where he held several leadership roles, then joined Charter in 2008. He has a B.B.A. from the Ross School of Business at the University of Michigan, graduating with high distinction. Outside of work, Rich is a telemark skier who loves steep moguls, and he enjoys watching his kids compete in alpine ski racing.

## **Ewam de Freitas, Director**

Ewam de Freitas is an innovation leader currently serving as Chief Product Officer at Veea, a pioneer in edge computing hardware and secure software solutions. Previously, as Vice President of Product & Technology at Liberty Latin America, Ewam led transformative initiatives across 20 countries, reshaping how millions of customers experience mobile, cloud, connectivity, and entertainment services. His leadership roles at Level 3, Charter, and Comcast further shaped the evolution of digital, video, and network services — and his

# Board Of Directors *continued*

curiosity for how things connect has led him to hold multiple patents in network security. As a competitive athlete from his early to late years in soccer and cycling, he is passionate about athletic endeavors. His greatest passion is creating experiences with his wife and daughter. Ewam holds a B.S. in Biology from James Madison University, with executive business education from the Daniels College of Business and the Ross School of Business.

## **Tim Gropp, Director**

With over 40 years in the telecommunications industry, Tim has now turned his attention to Power Networks, an early stage company focusing on electric grid modernization and efficiency to benefit utilities and consumers. He left CommScope in 2019 after it acquired ARRIS Group, Inc. where he led sales teams for North America, Latin America and Asia Pacific. Prior to ARRIS, he led global sales at C-COR until ARRIS acquired C-COR in 2007. Tim's telecommunications career began with Southwestern Bell, moving to AT&T in 1984, and then to Lucent Technologies before leaving in

2001. In addition to his work with Adaptive Spirit, he had served as a director and Vice President of Arrowhead Association HOA in the Vail Valley. Tim has a B.A. from the University of Texas. He is active in SCTE and was inducted into the Cable TV Pioneers in 2017. Tim is also considered an Adaptive Spirit pioneer attending the event beginning in 1997 and almost every year since. He enjoys spending time with his wife, Nancy, family and friends in the Vail Valley skiing, hiking, snowshoeing, and playing golf.

## **Colleen Langner, Director**

Colleen Langner is executive vice president and chief residential officer at Cox Communications. In this role, she oversees residential customer experience, marketing & sales, Cox Communities and product management. Colleen's passion and contributions to the industry have been recognized by several organizations. The WICT Network named her its *Woman of the Year* and Multichannel News honored her with a *Wonder Woman* award, both awards given to female executives at the forefront of the

tele-communications industry. She is also the recipient of numerous CFX *Most Powerful Women Awards* and consistently listed in CFX 100 list. Colleen enjoys giving back to industry initiatives, trade associations and non-profit organizations. She is a Southeast Trustee for the Boys & Girls Clubs of America and serves on the boards of the CTAM Educational Foundation and Adaptive Spirit, a significant fundraiser for the United States Paralympics Ski and Snowboard Teams. Colleen is a graduate of Marquette University. She further honed her leadership skills at CTAM's Cable Executive Management program at Harvard Business School and WICT's Senior Executive Summit at Stanford Graduate School of Business.

## **Doug Moore, Director**

Doug is a global technology executive advisor and recently retired President and CEO of Fujitsu North America, Inc., and head of the Americas region where he oversaw Fujitsu's digital services businesses in the U.S., Canada, Latin America and the Caribbean. Doug's previous

work includes positions in sales, marketing, development, manufacturing and engineering. He received his B.S. in mechanical engineering from the University of Arizona and M.B.A. from Arizona State University. He is a board member and chairman emeritus of the Telecommunications Industry Association (TIA), member of the advisory board of the DFW Alliance of Technology and Women, advisory board member of iCode LLC, and Hall of Fame Inductee, board member, and chairman emeritus of Tech Titans. He especially enjoys his work as an Adaptive Spirit board member.

## **Brad Parobek, Director**

Brad is a 35-year veteran in the telecom industry and Vice President of TMT sales at Ness Digital Engineering. Previously, he worked for Disney Channel, Bravo, Encore/STARZ!, Amdocs, Nokia, Cognizant, FriendMTS and CSG. Brad has been involved with Adaptive Spirit since 1999 and is race co-chair and board member. He is passionate about mentoring young adults interested in business and technical sales roles and an avid golfer, conservationist and outdoorsman. He resides in the Denver metro area with his wife, Sandra, and two daughters.

Brad holds a B.A. from Ohio University.

## **Pete Wisowaty, Director**

Pete is a telecommunications industry veteran with more than 35 years of experience in sales, sales leadership, and business development. Most recently, he served as Vice President of Sales at Akamai following its acquisition of Nominum. At Nominum, Pete was Executive Vice President of Sales & Marketing, where he helped grow the company's customer base to 135 tier-one and tier-two telecommunications, cable, and mobile providers across 40 countries, collectively representing approximately 30% of global internet traffic. In 2018, Pete and two colleagues were granted a patent related to security and predictive network behavior using AI and machine-learning customer insights. His prior leadership roles included positions at Grand Central Communications (acquired by Google and Salesforce), WhereNet (acquired by Zebra Technologies), ZeitNet (acquired by Cabletron), and Kalpana (acquired by Cisco). Pete later founded Azure Sky Ventures, an advisory, investment, and consulting firm. Pete and his wife have two sons and split their

time between Palo Alto, California, and Vail, Colorado.

## **Tom Wlodkowski, Director**

Tom is the Vice President of Accessibility at Comcast. In this role, he is responsible for developing and executing the company's strategic plan focused on the usability of Comcast's products and services by people with disabilities as well as pursuing opportunities to further enrich the customer experience for that community. Throughout his career, Tom has been a pioneer in the accessibility field. Blind himself, he has been a champion for people with disabilities, working to improve usability of mainstream Internet, mobile, broadcast and cable television technology. He began working in accessibility and tech in the early 1990s at public radio and TV station WGBH in Boston.

## **Ken Tolle, Legal Advisor**

President and Senior Advisor, Launch Pad Media Advisors

# Save the Date



See you in Beaver Creek!

April 1 – 4, 2027

If you are interested in working on the event in Beaver Creek or as part of the Event Committee, please send an email to [admin@adaptivespirit.com](mailto:admin@adaptivespirit.com). We would be very happy to discuss your interest and figure out how you could contribute to Adaptive Spirit.