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MUSICROW

MAREN MORRIS

2019 IN CHARGE

Nashville's Music Industry Decision Makers

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MAREN MORRIS

ON THE COVER



Twenty-eight-year-old Columbia Nashville artist and songwriter Maren Morris' sophomore album *GIRL* shattered the record for the largest ever debut streaming week for a country album by a woman, with 23.96 million streams in its first week. The album debuted at No. 1 on the *Billboard* Top Country Albums chart, while the title track achieved the Highest Debut on the Country Streaming Chart by a Female Artist and the Highest Weekly Streams by a Female Country Artist with 3.3 million audio streams. Proving why Morris is "the future of country music" (*TIME*), *GIRL* has been lauded as "a 14-song collection showcasing Morris at her prime, swerving lanes between genres while maintaining her deep and respectful country roots" (*GQ*). Featuring tour-de-force collaborations with Brandi Carlile and Brothers Osborne, the album was produced by Morris with busbee and Greg Kurstin. Just as her debut album was making its way out to the masses in 2016, Morris at the same time was turning her voice from songs of heartbreak and love lost, into songs of love found and the joy of being with the one you want. Three years later, those tones are realized on *GIRL*; from the intense ache to be with a lover in "RSVP," to the inner workings of her marriage to artist Ryan Hurd in "Good Woman" and "To Hell & Back." Morris, paints the vivid portrait of the world seen through her eyes. Deliberate in everything she does, Morris closes *GIRL* with "Shade," and for good reason. Just as *HERO* finished with heart-crushing track "Once," deciding to finish *GIRL* with "Shade," is Morris showing her listeners how a person can move from loss to gain, and that one can be happy, and healthy, in that. Morris is currently headlining *GIRL: THE WORLD TOUR* with support acts Cassadee Pope, RaeLynn, Tenille Townes and Hailey Whitters on select dates across the U.S., Europe, Canada, Australia, and New Zealand.

LABEL: Columbia Nashville

CURRENT ALBUM: *GIRL*

CURRENT SINGLE: "GIRL"

CURRENT PRODUCERS: busbee, Greg Kurstin, self

CURRENT PUBLISHER: Universal Music Publishing Group

CURRENT PRO: BMI

MANAGEMENT: 42 Entertainment / Red Light Management

BOOKING: CAA

HOMETOWN: Arlington, Texas

RECENT HITS: "The Middle," "Rich," "I Could Use a Love Song," "80's Mercedes," "My Church"

AWARDS: 2019 iHeartRadio Music Awards Song of the Year ("The Middle"), Top Country Female Artist at the 2018 *Billboard* Music Awards, GRAMMY Award for Best Country Solo Performance ("My Church") at the 59th Annual GRAMMY Awards (2017), New Female Vocalist of the Year at the 52nd Academy of Country Music Awards (2017), New Artist of the Year at the 50th Annual CMA Awards (2016)

RIAA CERTS TO DATE: "The Middle"—3x Platinum; "My Church"—2x Platinum; "80's Mercedes," "I Could Use a Love Song"—Platinum; *HERO*—Gold

SPECIAL TV/FILM APPEARANCES: *Saturday Night Live*, *Good Morning America*, NBC's *Today*, *CBS Sunday Morning*, *Ellen*, *WWHL with Andy Cohen*, NBC's *The Voice*, *The Tonight Show Starring Jimmy Fallon*, *Late Night with Seth Meyers*, *Jimmy Kimmel Live*, *The Late Show with Stephen Colbert*, *The Talk*, *Chelsea*, *NCIS: New Orleans*, *Sprout's Sunny Side Up*, *CMA Awards*, *CMT Music Awards*, *Grammy Awards*, *Billboard Music Awards*, *Sesame Street*, and *Dick Clark's Rockin' New Year's Eve*.

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CONGRATULATIONS TO OUR ACM AWARDS WINNERS



DUO OF THE YEAR
DAN + SHAY

SONG & SINGLE OF THE YEAR: "TEQUILA" WRITTEN BY JORDAN REYNOLDS, DAN SMYERS



GROUP OF THE YEAR: OLD DOMINION



MUSIC EVENT OF THE YEAR: "BURNING MAN" DIERKS BENTLEY FEAT. BROTHERS OSBORNE



NEW GROUP OF THE YEAR: LANCO

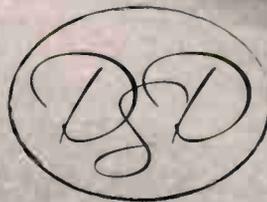
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MUSICROW

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PUBLISHER'S NOTE

1987 marked the debut of *InCharge* which featured 243 profiles of the most invaluable members of the Nashville music industry. And since its debut, the criterion for inclusion has remained constant: *those who buy or sell significant quantities of goods and services and those who are crucial in building the careers of others in the entertainment industry.*

This year's *InCharge* contains 388 entries in the directory of Nashville's music industry decision makers.

The selection process is executed with an emphasis on fairness to the best of our abilities. Our desire each year is to seek out those individuals who have successful careers and whose efforts result in meaningful contributions to the music industry. This issue provides you with a current directory of these leading professionals as we strive to provide an essential tool and guide for members of the Nashville-based entertainment ecosystem.

Often referred to as Nashville's music industry "bible," *MusicRow's InCharge* issue continues spotlighting top-tier industry gatekeepers. This publication proves each year to be the most indispensable resource for industry members, with each person in the directory representing many others who serve vital roles in supporting and growing our community.

The many segments of our industry including labels, finance, legal, management, marketing, publicity, PROs, publishing, radio, production and touring are represented in this issue featuring those key decision makers in each segment who are crucial in continuing the success and the future of the Nashville music industry.

Within these pages are the people who are *InCharge*.

Cheers,

Sherod Robertson, *Publisher/Owner*

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lyric video on
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Ranch

brothers and sisters



Pictured (L-R): Jim Ed Norman, Tony Brown, and Joe Galante. Photo: Haley Crow/MusicRow

LEADERSHIP: A Conversation 30 Years in the Making with Jim Ed Norman, Tony Brown, and Joe Galante

By LB Rogers & Sherod Robertson

Founded 30 years ago, Leadership Music has become a mark of excellence in the Nashville music industry. When respected label head and producer Jim Ed Norman found himself inspired by Leadership Nashville, a broad spectrum program for leaders started by Nelson C. Andrews and C. Brent Poulton in 1976, he brought the concept to the figureheads of the Nashville music business community. At a small luncheon in the old Warner Bros. building, Norman proposed a similar program focused on communication and education within the Nashville music industry. The group agreed, resulting in the birth of Leadership Music in 1989.

The founding council for Leadership Music was made up of 12 power players from Nashville's music industry, including Norman, Rick Blackburn, Tony Brown, Tom Collins, Bill Denny, Joe Galante, Bruce Hinton, Dale Franklin, Bill Ivey, Joe Moscheo, Tandy Rice and Roger Sovine. Norman, Galante and Brown recently visited the *MusicRow* offices to discuss the establishment of Leadership Music and its importance to the Nashville music industry.

"We had a framework because of Leadership Nashville," said founding council member and renowned music industry executive

Leadership Music is celebrating its historic 30th year, with alumni totaling more than 1,200, including nearly four dozen current and former heads of record labels; executive directors of the CMA, GMA, CRB, CMF, Folk Alliance, Americana Music Association, International Bluegrass Music Association, International Entertainment Buyers Association and NSAI; executives from The Recording Academy, the National Endowment for the Arts, RIAA, the First Amendment Center, Nashville Symphony, ASCAP, BMI, SESAC, *MusicRow*, SoundExchange, CMT, GAC; the Country Music Hall of Fame; Microsoft; Samsung, Twitter, Amazon, YouTube, Pandora, two Nashville Mayors, a U.S. Congressman, a past editor of *USA Today*; deans of three universities, attorneys, accountants, publishers, publicists, journalists, booking agents, artist managers, artists, songwriters, radio executives, entrepreneurs, record producers and engineers, video producers, musicians and bankers.



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2017, 2018
- COUNTRY NIGHTCLUB / BAR OF THE YEAR
NIGHTCLUB BAR & MAGAZINE, 2018
- BEST NIGHTCLUB – LVRJ BEST OF LAS VEGAS
GOLD 2018 & 2008, BRONZE 2017
- BEST COUNTRY BAR – LVRJ BEST OF LAS VEGAS
GOLD 2016, 2017, SILVER 2018
- BEST PLACE TO DANCE –
LVRJ BEST OF LAS VEGAS 2008, 2009, 2012
- TOP 100 BARS & LOUNGES –
NIGHTCLUB & BAR MAGAZINE, 2010
- BEST LADIES NIGHT – LAS VEGAS SUN, 2011
- TOP 100 – NIGHTCLUB & BAR MAGAZINE, 2011
- BEST LADIES NIGHT – LAS VEGAS WEEKLY, 2011
- BEST PLACE TO DANCE – LAS VEGAS WEEKLY, 2013
- BEST OF THE CITY NIGHTCLUB – VEGAS SEVEN, 2013
- BEST SINGLES BAR – LVRJ BEST OF LAS VEGAS, 2014

THE STATS

ANNUAL GUESTS: 144K // AVERAGE SPEND: \$24.73
FANS // FACEBOOK: 31,167 // INSTAGRAM: 12.5K
MONTHLY REACH SOCIAL: 100K
VIA FB & INSTA ADS // @STONEYSROCKINCOUNTRY
COUNTRY AF RADIO REACH: 10-12K PER MONTH
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2-TIME ACM-NOMINATED WORLD-FAMOUS STONEY'S ROCKIN' COUNTRY IS LAS VEGAS' PREMIERE DESTINATION FOR LOCALS AND TOURISTS WHO ARE LOOKING FOR A BOOT-STOMPING GOOD OLE TIME WITH LINE-DANCING, MECHANICAL BULL RIDING, BEER PONG, POOL TABLES AND MORE. LOCATED AT TOWN SQUARE, STONEY'S ROCKIN' COUNTRY IS A 19,000-SQUARE FOOT HIGH-ENERGY NIGHTCLUB THAT FEATURES A 2,000-SQUARE FOOT DANCE FLOOR AND 570-SQUARE FOOT STAGE FOR DANCING AND PERFORMANCES, ALONG WITH A STATE OF THE ART SOUND SYSTEM, LIVE BANDS AND THE INDUSTRY'S LEADING DJS. DOORS OPEN WEDNESDAY THROUGH SUNDAY AT 7 P.M. AND LINE-DANCING LESSONS BEGIN AT 7:30 P.M.

2019 INCHARGE

Nashville's Music Industry Decision Makers



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An entertainment attorney with expertise in structuring and negotiating a wide variety of agreements including recording, music publishing, copyright administration, live performance, personal management, joint venture, licensing, merchandising, endorsement, catalog sales, television talent, production, and distribution agreements; as well as forming publishing companies and other business entities. He enjoys spending time with family, playing golf and LSU football. Member—Leadership Music, CMA, The Recording Academy, ACM, Copyright Society of the South, Tennessee Bar Assoc. Entertainment and Sports Law Executive Committee (past Chairman), Nashville Bar Assoc.



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Allbee was named partner in 2002. Clients include Brad Paisley, Nitty Gritty Dirt Band, Skillet, Matthew West, Francesca Battistelli, Colony House, Zach Williams, Marshall Altman, Scott Hendricks and more. Allbee oversees office management, tax matters, client relations, royalties and risk management. Enjoys time with husband and friends, musicals and traveling. Board—SOURCE, W.O. Smith Music School. Member—Leadership Music, CMA, ACM, Copyright Society of the South, AIMP, GMA



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Leader of New West Record's

offices in Nashville and Athens, Ga., in addition to New West Independent Music Publishing and its developing artists imprint, Normaltown Records. Previously served as VP of BMG Chrysalis (via Bug Music), where he worked with New West artists including Buddy Miller, Richard Thompson, Rodney Crowell, John Hiatt, Justin Townes Earle, The Devil Makes Three, Sara Watkins and Nikki Lane. Board—AMA. Member—Leadership Music



MARCIE ALLEN

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Allen leverages her more than 24 years of music industry experience to negotiate high-profile partnerships between the world's leading brands and artists. Allen has brokered and executed multi-faceted programs on behalf of brands including Sony, Southwest Airlines, YouTube, Microsoft, Verizon, Citi, Samsung, Capital One, Delta, Adidas, Hollister, and AT&T; and artists including Chance the Rapper, The Rolling Stones, Khalid, John Mayer, Lady Antebellum, Billy Joel, Kelsea Ballerini, John Legend, Imagine Dragons, Ludacris, Travis Scott, and Keith Urban. Allen is an eight-time winner of *Billboard's* Concert Marketing and Promotion Award, and has been named to numerous industry power player lists. She is an adjunct professor at NYU Steinhardt and Clive Davis Music Institute of Recorded Music. Board—CMA, Berklee College of Music, Barclays Brooklyn Sports & Entertainment. Member—ACM, Leadership Music, The Recording Academy



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Allen is responsible for the development, implementation and supervision of the strategic and tactical radio promotional plans for all of Columbia Nashville's artist roster and projects, including Luke Combs, Maren Morris, Tim McGraw, Brandon Ratcliff, Jameson Rodgers, Mitchell Tenpenney and Tenille Townes. Prior to this he oversaw promotion for Capitol Nashville, which he joined in 2007. His label career began at MCA Nashville in 1998. He is an NFL Owner (Go Pack Go!). Member—ACM, CMA, HMWH Alumni



TATUM ALLSEP

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Founded the music industry's first non-profit resource for healthcare in 2013, which has gone on to serve over 10,000 industry professionals and saved them \$40 million in healthcare costs. Allsep's career also includes time with MCA Records, artist management, and the launch of the Vanderbilt Medical Center's Music Industry Relations Department. She has served on committees and boards of The Deanna Glossup Foundation, Project Paper Doll, MS Society, St. Jude, Musicians On Call and Vanderbilt's Peabody College. Honors include: *MusicRow* Rising Women on the

Row (2017), Nashville Healthcare Hero (2015-2017), *Billboard's* Forward Facing Careers (2018) and National Healthcare Innovation Award. Member—CMA, ACM, The Recording Academy, AMA, GMA, SOURCE, Leadership Music



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Atwood oversees sales and streaming for the Sony Music Nashville labels which includes Arista Nashville, RCA Records and Columbia Records. In her role, she spearheads SMN's initiatives in sales, streaming, and expanding non-traditional initiatives, as well as manages its relationships with digital music providers and retail accounts. Honors include 2014 *MusicRow* Rising Women on the Row, and 2017 *NBJ* Women in Music City Awards. Atwood enjoys boating with her husband Nick, an Officer in the U.S. Army, and cheering for the Chicago Cubs and Nashville Predators. Board—Tennessee Chapter of Easter Seals. Member—ACM, CMA, The Recording Academy



NICK AUTRY

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Autry joined Sound Stage Studios nine years ago, where he handles everything from scheduling sessions to marketing the facility. The studios are owned by Black River Entertainment, and has hosted recent clients including Carrie Underwood, Chris Young, Carolina Story, Keith Urban, Sam Hunt, and Spotify Singles Nashville. Autry, who started at the studios as an intern, is today a Grammy-nominated producer and engineer. Board—SAE Institute Advisory



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Badgett brings more than 20 years of financial services experience to companies and individuals in the music business nationwide. She works to strategically plan finances for current and future growth. Badgett launched the Nashville office for City National in 2011 and co-manages the office with Diane Pearson. Named to *Billboard's* Top 50 Women In Music, *Variety's* Entertainment Dealmakers Impact Report and *Variety's* Top 30 Music City Impact Players. Enjoys travel and spending time with her husband and their daughters. Board—ACM (VP), ACM Lifting Lives (past Chairman), The Women's Fund of

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Bann is a 30-year veteran of the company, where he oversees day-to-day operations of the video promotion and club marketing departments. He also assists with the company's other divisions. Bann is a sports fan who enjoys reading, music and raising his family. Member—CMA, Leadership Music



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Barker founded ClearBox in 2010. Clients include Songwriters Guild of America, Sea Gayle Music, Ray Stevens Music Group, Allen Shamblin, John Anderson, Primary Wave, Green Hills Music, Don Schlitz, Daywind Music Group, and others. Founded Integrated Copyright Group in 1990, and sold to Evergreen Copyrights in 2006. Interests include biking, reading and family. Member—AIMP, Copyright Society of the South, CMA, ACM, Leadership Music, The Recording Academy



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Opened his independent songplugging/production/consulting company in 2010, securing cuts by Luke Bryan, Jason Aldean, Wynonna, Brett Young, Trisha Yearwood, Gretchen Wilson, Casey James, and many others. During his time at ole, he secured the No. 1s "Crazy Girl" (Eli Young Band) and "Let Me Down Easy" (Billy Currington). Also spent six years in A&R at MCA Nashville. Enjoys time with wife, family and friends, songwriting, guitar, and football.



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Basden joined the company in 2011 where he oversees all publicity and corporate communications for the label group and its roster. He is an award-winning publicist who started his career at New York City's Ogilvy Public Relations Worldwide. He later led publicity efforts in the entertainment division of Edelman, the world's largest public relations agency. Board—Nashville Film Festival Music Committee. Member—ACM, CMA



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Fleaner is VP of Sony Music Nashville's creative team, overseeing artist imaging and all operations related to print and video creation, including music video and video tool production, album packaging, photography, advertising and design for the label group and its three recording imprints: Columbia, RCA and Arista Nashville. Member—ACM, CMA, The Recording Academy



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Baum created SMACK with husband, hit songwriter Shane McAnally, in 2012. SMACKSongs is Nashville's second largest independent publisher with a roster that boasts McAnally and business partner Josh Osborne, Trevor Rosen of Old Dominion, Matt McGinn, Walker Hayes, Renee Blair, Kylie Morgan, Noah Schnacky, Teddy Robb, Ryan Beaver, Aaron Eshuis, Pete Good and Emily Falvey. Board—ACM, ACM Lifting Lives, Onsite Foundation. Member—CMA, AIMP (past board), The Recording Academy



JOHN C. BEITER

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Entertainment attorney for more than 20 years, focusing on contractual and intellectual property matters. Institutional clients include SESAC, AMA, and IEBA. Peer-selected among Best Lawyers in America—Entertainment Law/Music, International Who's Who Legal—Entertainment Law, and Mid-South Super Lawyers—Entertainment Law. Liverpool FC supporter and former songwriter. Member—The Recording Academy, CMA, Leadership Music, American Bar Assoc. Forum on Entertainment Law, TN Bar Assoc. Entertainment Law Section, Nashville Bar Assoc. Entertainment Law Committee (past Chairman)



BRAD BELANGER

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Belanger established Homestead to manage Sam Hunt's career and has recently added Dustin Lynch, country duo Everette and rising artist Conner Smith to the roster. Belanger runs point on marketing, brand management and the overall aesthetic for his artists. Previous stops include APA and working with Keith Urban.



RANDY BERNARD

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Bernard has been co-managing Garth Brooks for three years. Bernard was previously CEO of Rural Media Group, and prior to that, CEO for INDYCAR. He guided the strategic transformation of INDYCAR by introducing the new DW12 car, creating a successful ladder series, implementing double file starts and double header races in a single weekend. Bernard developed his leadership skills while serving as the CEO of the Professional Bull Riders, Inc., spurring it to become a worldwide sport, growing from eight events in 1994, to over 220 in five countries by 2006. Member—CMA, ACM, The Recording Academy



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Bess joined the WMN team in 2018 after nearly 25 years at Universal Music Group, where he was most recently VP Finance for Nashville. A Vanderbilt University graduate with an MBA from Tulane, Bess began his career at Sony BMG in 1989. Member—ACM, CMA, The Recording Academy, St. Thomas Seton Society



BRANDON BLACKSTOCK

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Blackstock teamed with father and President of Starstruck Management Group, Narvel Blackstock in 2006. Brandon currently manages wife Kelly Clarkson, Blake Shelton, and Brynn Cartelli. Member—ACM, CMA



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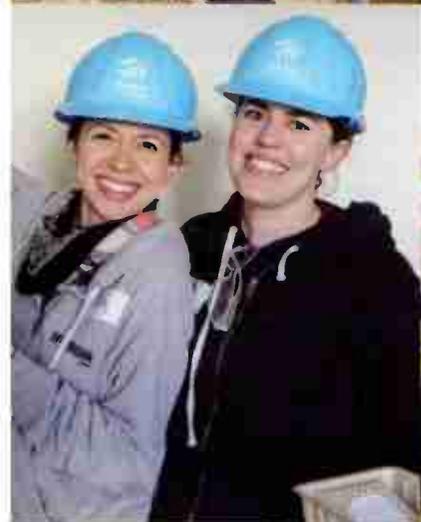
Blackstock heads operations at the Starstruck organization which represents management clients Blake Shelton, Kelly Clarkson, Hunter Hayes, Cale Dodds, Maggie Rose, John King, and Emily Ann Roberts.



DALE BOBO

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Big Deal Music tapped publishing vet Bobo in 2013 to lead the Nashville office along



THE GREATNESS OF A COMMUNITY IS MOST ACCURATELY MEASURED
BY THE COMPASSIONATE ACTIONS OF ITS MEMBERS

- CORETTA SCOTT KING





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STATE
OF KIND**



with Pete Robinson. Responsibilities include signing writers, pitching songs and artist development. Prior posts include Exec. VP of Chrysalis Music Nashville, and Sr. VP/GM of Warner/Chappell Nashville. Enjoys new music, hiking, travel and reading. Board—AIMP Nashville. Member—CMA (past board), ACM (past board), Leadership Music



BRYAN BOLTON

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Bolton is a Relationship Manager with the Music Industry Group for First Tennessee Bank. He provides specialized financial services to music industry businesses and individuals, both locally and nationally. The group's offices are located on Music Row in Nashville. Bolton has 16 years banking experience, with the last 11 years specializing in music industry banking. He holds Series 7 and 66 FINRA Investment Licenses. Member—ACM, CMA, AIMP



WOODY BOMAR

Pres./Owner, Green Hills Music Group
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Bomar, a songwriter and 30-year-plus publishing veteran, oversees daily operations at Green Hills Music Group. Home to music by Bob Regan, Steve Mitchell, Danika Portz, Rich Karg, Mary Haller, Rick Giles, Bonnie Baker, Steve Williams, Emily Minor, and Georgia Middleman. Former Pres. of Little Big Town Music, later Sr. VP of Sony/ATV, where he signed artist/writers Taylor Swift, Rascal Flatts, Blake Shelton, Dierks Bentley and Eric Church. Enjoys bicycling, reading, collecting vintage instruments, and performing with his rockabilly band The Road Crew. Board—The Mike Curb College of Entertainment and Music Business, The Recording Academy. Member—ACM, AIMP, CMA, Leadership Music, NSAI, Copyright Society of the South



JULIE BOOS

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Boos provides financial oversight and guidance to clients including Blake Shelton, Lady Antebellum, Kip Moore, and others. Started with FBMM in 1995 and rose through the ranks to ownership in 2011. Named to *MusicRow's* Rising Women on the Row (2014), *Billboard's* Top 50 Women in Music (2018), *NBJ's* Women in Music City (2016, 2017, 2018) and *Billboard's* Top Business Managers (2017, 2018). When she's not crunching numbers, she's on the lake. Board—Leadership Music (Co-Chair Alumni Relations). Member—The Recording Academy, CMA, ACM



SANDI SPIKA BORCHETTA

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Borchetta oversees all visual elements for Big Machine Label Group, including videos, photos, album packaging, stylistic imaging, and branding for Big Machine Records, The Valory Music Co., BMLG Records, and Big Machine/John Varvatos Records. She also oversees the Music Has Value brand and fund, consults for CTV's program *The Launch*, and is a clothing and interior designer. Borchetta's honors include *Billboard's* 2014 Top 50 Women in Music and *MusicRow's* 2019 Rising Women on the Row. Supporter of Starkey Hearing Foundation, T.J. Martell Foundation and Vanderbilt Children's Hospital. Enjoys real estate, construction, remodeling, traveling and having fun with her best friend, Scott Borchetta. Board—Monroe Carell Jr. Children's Hospital at Vanderbilt. Member—CMA, ACM, SOURCE



SCOTT BORCHETTA

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Borchetta is the Founder, President and CEO of Big Machine Label Group, the No. 1 independent record label in the world home to superstars such as Florida Georgia Line, Reba McEntire, Thomas Rhett, Lady Antebellum and others. BMLG has celebrated monumental success since its inception 13 years ago with artists achieving over 73 billion streams, 313 million downloads and more than 200 industry awards. During his career, Borchetta has helped various artists achieve more than 400 million album sales and over 200 No. 1 hit songs. Board—CMA, Barclays Center. Member—Leadership Music, The Recording Academy



GARY BORMAN

CEO/Owner, Borman Entertainment
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Personal manager guiding the careers of Keith Urban, Mickey Guyton and Dan Smalley. In association with Missi Gallimore, Borman also works with artists Jamie McLaughlin, Abbey Cone, Track45 and Sam Williams. Borman Entertainment was established in 1976. Member—ACM, CMA, The Recording Academy, NRDC Leadership Council



DAVID BOYER

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Boyer earned his B.S. in accounting from the University of Mississippi in 1994. After a few years of writing music and touring with his band, he moved to Music City and joined the FBMM family in 2001. Starting as an entry-level employee, he has risen through the ranks and become an asset to the firm's

owners. Recently, Boyer was named vice president and owner of FBMM. Board—IEBA (Treasurer). Member—Leadership Music, ACM, CMA, The Recording Academy



KARL BRAUN

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With over 24 years of

entertainment/intellectual property legal experience, Braun has also worked as a musician, songwriter and publisher. In 2002, he opened the Nashville office of HBS, offering full litigation and transactional services including entertainment and intellectual property litigation. He is a creative partner in Next Century Music. Enjoys guitar, writing, exercising and golf. Member—CMA, The Recording Academy, NSAI, American Bar Assoc., Nashville Bar Assoc.



MARK BRIGHT

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Bright is a multiple award winning

producer and songwriter. He currently works with new artist Alyssa Micaela at Liz Rose Music, Carrie Underwood, Sara Evans, Sarah Darling and Sierra Black. He has produced or co-produced Rascal Flatts, Luke Bryan, Lonestar, BlackHawk, Reba, Shakira and many others. Since launching his career in 1993, he has served as Pres./CEO of Word Entertainment, VP of EMI Music Publishing, and co-founded Teracel Music, signing writers Brett James, Rascal Flatts, and Danny Wells. Member—ACM, CMA, Leadership Music, The Recording Academy



GEORGE BRINER

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Briner joined Valory in 2007, where he enjoys working with the Valory staff and everyone within BMLG. He is currently associated with music from Justin Moore, Brantley Gilbert, Thomas Rhett, Eli Young Band, Tyler Rich and Aaron Lewis. His promotion career began over 30 years ago at Warner Bros. Previous stops include marketing/promotions with KZLA, Giant, DreamWorks and BNA. Enjoys sailing, skiing, hiking and just about anything outdoors. Favorite saying: "Never settle for anything less than awesome." Member—ACM, CMA, Leadership Music



ALLEN BROWN

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Brown, a longtime label executive, handles corporate PR for the label group which includes RCA Nashville, Columbia Nashville and Arista Nashville. He also spearheads media campaigns for various artists on

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World Radio History

the Sony Music Nashville roster. Board—T.J. Martell Foundation (Southern Region). Member—ACM, CMA, The Recording Academy



MARK BROWN

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Oversees Round Hill's Nashville operations and manages the careers of songwriters including Ashley Gorley, Dallas Davidson, Jimmy Robbins, Wade Kirby, Danny Myrick, Katie Pruitt, Devin Guisande and Eric Arjes. Also works together with partner Big Loud Shirt and shared writers Craig Wiseman, Rodney Clawson, Sarah Buxton, Chris Tompkins, Matt Dragstrem, Joey Moi and Jamie Moore. Brown's 35-year career includes A&R positions at Capitol Records and Sony Records, and publishing positions at Silverline/Goldline, Warner/Chappell, Universal, Crossfire3 and Root 49. Enjoys guitar, golf, managing his family farm, and being a real estate entrepreneur. Board—AIMP. Member—CMA, ACM, NSAI, NMPA



TONY BROWN

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Career has yielded over 100

No. 1 singles. Album sales from his signings and productions exceed the 100 million mark. Has produced tracks and/or albums for Lionel Richie, George Strait, Vince Gill, Reba McEntire, Trisha Yearwood, Wynonna and many others. Honored with a Grammy, multiple ACM and CMA awards, and the AMA Lifetime Achievement award. During 19 years at MCA Records, led the company to Label of the Decade for the '90s. His career began as a musician playing piano with the Oak Ridge Boys, Elvis Presley, Emmylou Harris, Rosanne Cash and Rodney Crowell. His book *Elvis, Strait, to Jesus*, released in 2018, chronicles his career and life in music. Member—ACM (past board), CMA, AMA (past board), The Recording Academy (past board), Country Music Hall Of Fame (past board), Leadership Music (founding board)



ARTURO BUENAHORA JR.

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Oversees the day-to-day operations of the publishing company that he and Eric Church founded in 2013. Represents the works of Casey Beathard, Tucker Beathard, Luke Dick, Jeff Hyde, Ryan Tyndell, William Reames and Barton Davies. The catalog also contains past works of Charlie Worsham, Erin Enderlin, Dave Pahanish and Haley Georgia. As a publisher he signed Dierks Bentley, Miranda Lambert, Taylor Swift and Church, among others, to their first publishing deals. Member—Leadership Music, ACM, CMA, AIMP, The Recording Academy



FRANK BUMSTEAD

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Bumstead has served with FBMM for over 25 years and has over 40 years of experience as a financial, investment, merger and acquisitions advisor. Clients include Frank Thomas; Jake Grove; Mark Woodforde; the estates of Alyne Massey, Ann Hart, and Colleen Conway-Welch; Spalding Entertainment; Shopkeeper Management; Sandbox Entertainment Group; Clint Higham; Kelly Curtis; Split Second and others. Board—CMA (past Chairman), Brookdale Senior Living (Chairman, Compensation Committee), The Memorial Foundation (Vice Chair), ASBMA Star Foundation, Fishbowl Spirits



VIRGINIA BUNETTA

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Manager for Thomas Rhett, Danielle Bradbery and Patrick Droney. Since 2011, Bunetta has overseen the skyrocketing career of Thomas Rhett, including partnering with the singer and his father/fellow hitmaker, Rhett Akins, to launch Home Team Publishing as a partnership with Jay Z's Roc Nation. Bunetta's career began at NSAI, followed by time at WBR/RAYBAW Records, and Irving Azoff's Front Line Management. Honored as a *MusicRow* Rising Women on the Row (2017), a *Billboard* Nashville Power Player, and by *HITS* Magazine. Board—CMA. Member—ACM, Leadership Music, SOURCE



BUSBEE

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busbee is a 2017 BMI Country Song of the Year winner for

co-writing Florida Georgia Line's No. 1, "H.O.L.Y." He also co-produced Grammy-winner Maren Morris' breakthrough album, *Hero*, and co-wrote her first two hits, "My Church" and "80's Mercedes." busbee also co-wrote and co-produced "The Fighter" (Keith Urban ft. Carrie Underwood), and produced Lady Antebellum's 2017 Grammy-nominated album, *Heart Break*, co-writing six songs, including hit single, "You Look Good." Additionally, busbee produced and contributed to songs on the breakout albums from Lauren Alaina (*Road Less Traveled*) and Carly Pearce (*Every Little Thing*), including co-writing Pearce's No. 1 title track. Other recent writing and/or production credits include pop stars Rachel Platten, Pink, Gwen Stefani and Kelly Clarkson. Board—NSAI, RIAA, The Recording Academy. Member—CMA, ACM



TERRY CALONGE

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Leader of country music's go-to

merchandise company for more than four decades,

specializing in expanding artist brands and enhancing the concert experience for fans. Introduced screen printed T-shirts to the country market. Clients include Tracy Lawrence, Jimmie Allen, Morgan Wallen, Mitchell Tenpenny, Travis Tritt, Lauren Alaina, Alabama, George Strait, Clint Black, Kenny Chesney, Brad Paisley, and Luke Bryan. Community initiatives include St. Jude, YWCA, MusicCares and First Baptist Church Hendersonville, Tenn. Board—CMA. Member—ACM



CRAIG CAMPBELL

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Campbell launched his firm in 2008. Clients include Gretchen Wilson, 38 Special, Pepsi Gulf Coast Jam, SandJam, CJ Solar, Chelsea Bain, Tenille Arts, Cledus T. Judd, Wade Hayes, Gethen Jenkins, Smith & Wesley, Granddaddy Mimm's Moonshine, The Bluebird Cafe and Tin Pan South. Manages Kory Caudill, co-manages the Swon Brothers with Vanessa Davis. Previously led the publicity department at Sony Music. Partner in The POD (Professionals On Demand) handling publicity for Tracy Lawrence, The Country Music Cruise and Southern Rock Cruise. Board—Country Cares for St. Jude Kids. Member—ACM, CMA, The Recording Academy, Leadership Music, IEBA, Canadian Country Music Assoc.



BUDDY CANNON

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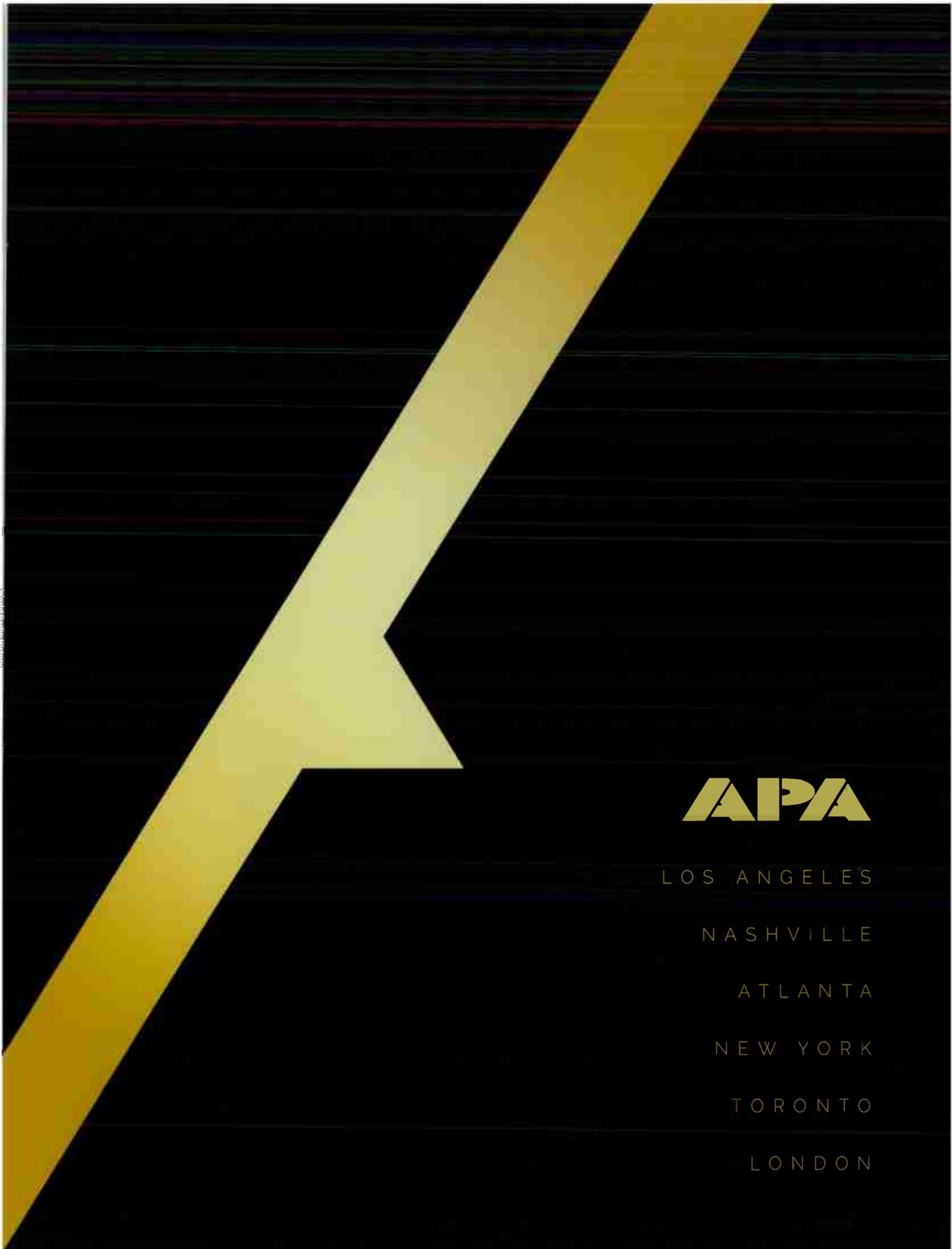
Hit producer Cannon currently works with Kenny Chesney, Willie Nelson, Alison Krauss, Reba McEntire and David Lee Murphy. He was instrumental in signing Shania Twain, Sammy Kershaw and Billy Ray Cyrus to recording contracts during his six years at Mercury/PolyGram Records. Cannon won Grammys for two albums he produced for Willie Nelson, and also wrote the No. 1 hits "Set 'Em Up Joe," "Give It Away" and "Dream Of Me," among others. Member—ACM (past board), CMA, NSAI, The Recording Academy, Leadership Music, Leadership Bluegrass



CORAN CAPSHAW

Founder, Red Light Management
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Founded Red Light Management

in 1991 at the beginning of his now 28-year role as personal manager of Dave Matthews Band. Since then, the company has grown to become the largest independent artist management firm in the world. Starr Hill Presents, Red Light's sister company, promotes live music with an equity position in festivals and venues including Bonnaroo, South by Southwest, and Nashville's Ascend Amphitheater. Capshaw is a four-time winner of *Pollstar's* Personal Manager of the Year award, 2011 recipient of *Billboard* Touring Awards Humanitarian award, and 2017 recipient of the City of Hope's Spirit of Life award.



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Carroll is responsible for developing and implementing MusiCares grant and service programs nationally while overseeing the national programs and services staff. MusiCares offers critical financial assistance, addiction recovery services and wellness initiatives to music people in need. Carroll is a five-time recipient of the Women in Music City Award, and the 2015 Communications Services Award from the Vanderbilt Bill Wilkerson Center. Board—ACM Lifting Lives, Leadership Music, Onsite Foundation (Pres.), Cumberland Heights, Music Health Alliance. Member—ACM, CMA, SOURCE



JOANNA CARTER
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Carter is responsible for all aspects of music video production and visual content for all UMG Nashville artists and works closely with each artist to develop, refine and maintain their image. Board—The Recording Academy (VP). Member—ACM, CMA, Leadership Music



TODD CASSETTY
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Cassetty started digital music marketing firm Hi-Fi Fusion in 2001 and works with major labels including Universal, Sony, Warner and BMLG. The company also does extensive video production work, having created content for Taylor Swift, Luke Bryan, Keith Urban, Tim McGraw, Brad Paisley, Blake Shelton, Reba, Wynonna, Kelsea Ballerini and more. Cassetty Entertainment is a management company that oversees the all-female songwriter series Song Suffragettes as well as the career of Kalie Shorr. Member—ACM, CMA, Leadership Music, The Recording Academy



JIM CATINO
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Catino joined the label group in 2001, where he handles A&R initiatives. He is a Belmont graduate whose career includes time at MCA Music Publishing, Giant Records and Publishing, and DreamWorks Publishing. His hobbies are spending time with his kids, hunting, fishing and golf. Board—The Mike Curb College of Entertainment and Music Business. Member—ACM, CMA, Leadership Music, The Recording Academy (P&E Wing)



LEGINA CHAUDOIN
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Since joining O'Neil Hagaman
in 1995, Chaudoin has been

promoted from staff accountant to Principal and then to Partner in 2018. She oversees eight accountants handling 18 artists. Specializes in financial accounting and management, compensation structures, investment planning, wealth preservation, contractual evaluation and monitoring, and risk management. Honored as one of 20 Women in Music City at the 2015 NBJ Awards. Previous board member of Women Rock For The Cure (2010-2015). Member—CMA, ACM, SOURCE, Leadership Music



JAMIE CHEEK
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Cheek is an established business manager at the firm which was founded in 1990. FBMM provides financial guidance and other services at its offices in Nashville and New York City. He enjoys family, travel, his dogs, and fishing on a local stream, about which he does not want to tell anyone. Board—Miles and Music (Treas.), The Community Foundation. Member—ACM, CMA, The Recording Academy, Leadership Music



**LORI GENES
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Christian has led the publicity department at UMG Nashville (Capitol Records Nashville, EMI Records Nashville, MCA Nashville and Mercury Nashville) since the 2012 merger of EMI/Capitol and Universal Music Group.



DUANE CLARK
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Co-owner of the company which specializes in business management and strategic planning for recording artists, producers and songwriters. Clark was named 2014 and 2017 CMA/SRO Business Manager of the Year, and to *Billboard's* Country Power Players List in 2017, and Top Business Managers List in 2017 and 2019. Board—ACM (Chairman). Member—CMA, Leadership Music, SOLID (founding alumni), The Recording Academy



RAC CLARK
Pres./Exec. Producer, Lion's Heart
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Emmy-nominee and producer of the *ACM Awards* since 1999. Executive Producer of numerous *ACM* specials including *ACM Honors*, *George Strait: ACM Artist Of The Decade*, *Brooks & Dunn: The Last Rodeo* and *Tim McGraw's Superstar Summer Night*. Other credits include the six-time Emmy nominated *The Night That Changed America: The Beatles—A Grammy Salute*, *Garth Brooks and The Magic Of Christmas*, *Elvis All-Star Tribute*, *Grammy Red Carpet Live!* (2016-2019), *Oscars Live On The Red Carpet* (2019), *Elton John: I'm Still Standing—A Grammy Salute* (2018), *Motown 60: A Grammy Celebration* (2019) and *CMT Artists Of The Year*. Member—ATAS, PGA, DGA, WGA, ACM, CMA, The Recording Academy



SCOTT CLAYTON
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Clayton is a Partner at WME and Co-Head of its Nashville office. He is responsible for guiding the daily touring, film, literary and sponsorship opportunities for some of the biggest names in music. His client roster includes Dead & Company, John Mayer, Train, Michael Franti, My Morning Jacket, Kings of Leon, Mat Kearney and many others. *Billboard* regularly names Clayton on its Nashville Power Player List and *Variety Magazine* has named him on its Music City Impact Report. Board—Music City Music Council (Co-Chair). Member—CMA, ACM



JOHN CLORE
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Clore was named to his current post in 2018, where he oversees marketing strategy and execution for the company's roster of artists, covering country, pop, hip-hop, and Christian genres. Clore joined Curb I Word Entertainment following six years at the company's Word Entertainment imprint as a Sr. Director. Member—The Recording Academy, CMA, ACM, GMA



DAVE COBB
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Best known for his work with Chris Stapleton, Jason Isbell, Brandi Carlile and Sturgill Simpson, Dave Cobb is a 6-time Grammy winner. He is also a CMA, ACM and *MusicRow* Awards Producer of the Year. Recently served as a music consultant and soundtrack producer on the Bradley Cooper and Lady Gaga blockbuster *A Star Is Born*. Cobb is the resident producer in Historic RCA Studio A where Dolly Parton, Elvis Presley and Johnny Cash recorded classics. He also owns and runs Low Country Sound Records

Lainey Wilson

Lainey Wilson chased her dreams in a bumper-pull camper trailer all the way to Nashville. Now she's a signed recording artist and songwriter with a homegrown country sound and a rebel flare as bold as her bell-bottoms.

You recently signed with Broken Bow Records. How did you feel in that moment as you started to see your hard work pay off?

When I signed my record deal, it was like I finally entered the race I'd been preparing for my entire life. I wrote my first song when I was 9 years old, and I've always had this sense of peace about knowing that this is what I was supposed to do.

Tell us about the girl who left her farming community for Music City.

What would you tell her knowing what you know now? If I could talk to little Lainey, I'd say, "You got a long road ahead of you, sister, but you got this. You're gonna meet some really cool people along the way who are going to have your back no matter what."

What financial advice would you give other newcomers and aspiring music professionals?

To have a bank that truly supports the music community, like Regions Music Row. They have sponsored Tin Pan South, and they've set up meetings for me and gone to record label meetings with me. They are supporting their artists, and they're supporting people they believe in.

How critical is it for a musician to develop a smart financial plan?

My bankers, Brad Peterson and Kari Barnhart, work in the music industry and they work very closely with my managers and my entire team to figure out everything from royalties to licensing. They keep it all together for me, not just in the short term, but in the long term too.

A line in your song Waste of Good Whiskey mentions a "pretty penny for a faded memory." At the end of the day, what does money mean to you?

I come from a farming community and my daddy is a farmer. And so I've grown up to know the worth of a dollar. In my opinion, every penny is pretty.

Call Brad Peterson or Kari Barnhart at **615.748.2447** or visit **regions.com/musicrow**

and LCS Publishing with his partners at Warner Music Group. Member—CMA, ACM, Recording Academy (past board)



BARRY COBURN

**President, Ten Ten Music Group/
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Heads Ten Ten Music Group which has celebrated over three decades in Nashville, including major success with Keith Urban, Alan Jackson, Pistol Annies and Split Enz. Current writer roster is home to Dan Tyminski, Johnny Lucas and Dori Valentine. Works extensively in rock, pop, country and international markets. Previously led the Nashville division of Atlantic Records. Enjoys photography and hiking. Board—ASCAP, NMPA



MICKEY JACK CONES

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Cones has produced eight No. 1 songs, including four consecutive hits by Dustin Lynch, and back-to-back No. 1s by Joe Nichols. His award winning productions have over 200 billion collective streams. As an engineer, Cones has earned two Grammy nominations for his work with Jason Aldean, and has recorded many artists from Motley Crue to George Strait. Through his company, COR Entertainment, Cones is a publisher of Luke Combs' No. 1 "When It Rains It Pours" and manages Jay Allen and Johnny McGuire. Member—CMA, ACM, ACA, The Recording Academy, AFM Local 257, SAG-AFTRA



TONY CONWAY

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A member of the Nashville entertainment business since 1974, Conway currently manages Alabama, Randy Travis, Lorrie Morgan, Jerry Lee Lewis, Jamie Lynn Spears, Delta Rae, and Striking Matches. Through Conway Entertainment Group, he is booking agent for The SteelDrivers, Johnny Rivers, Sweet Tea Trio, Monte Montgomery, Joe Hott & The Short Mountain Boys, and The Grascals. Previously spent 33 years at Buddy Lee Attractions and was co-owner of the agency. During this time he represented George Strait, Willie Nelson, Waylon Jennings, Kris Kristofferson, Roy Orbison, Tammy Wynette, George Jones, Ricky Van Shelton, Mary Chapin Carpenter, Johnny Paycheck, David Allan Coe, Patty Loveless, Sawyer Brown, Tracy Lawrence, Mark Chesnutt, Garth Brooks, Dixie Chicks, Trisha Yearwood, Miranda Lambert, and Jason Aldean, to name a few. Member—IAFE, CMA (past Pres. and Chairman), ACM, IEBA (past board), NATD (past Pres.), The Recording Academy, IBMA, IAMA, AFM, SAG-AFTRA, OABA, SLA, Leadership Music, Leadership Nashville



CHARLIE COOK

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cumulus.com

Cook is a 47-year radio vet and a Country Radio Hall of Fame inductee. As Cumulus/Nashville Operations Manager, he oversees 95.5 Nash Icon, Nash-FM 103.3, Urban 92-Q, Super Talk 99.7 and sports station 104.5 The Zone. He is the hands-on program director for 95.5 Nash Icon. He is also the VP Country for all 75 of the Cumulus country stations. Board—ACM. Member—CMA (past board), Leadership Music



JUANITA COPELAND

**Pres./COO/GM, Sound Emporium
Studios**
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Brings 29 years experience to her role managing Sound Emporium Studios, which celebrates its 50th anniversary in 2019. Past and present clients include Robert Plant, Alison Krauss, Kenny Chesney, Willie Nelson, Little Big Town, Don Williams, Cole Swindell, Granger Smith, Will Hoge, Kaleo, Cage The Elephant, Jason Isbell, Pharrell, Avicii, Cyndi Lauper, Sturgill Simpson, Keshia, Allen Stone, Pop Evil, Blues Traveler, Alabama Shakes and ABC's *Nashville*. Copeland is also production assistant for Garth Fundis, Jim Ed Norman, Chad Carlson, Sturgill Simpson and others. Member—ACM, CMA, Sea Shepherd, The Recording Academy, Running Strong Foundation



GEORGE COURI

**Founder/Partner, Triple 8
Management, Triple Tigers
Records**
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Since starting Triple 8 Management on August 8, 2008 (08/08/08), the company has reached numerous milestones: 13 No. 1 songs across multiple artists in multiple genres, dozens of major award nominations and wins, and five different *Billboard* No. 1 albums. Additionally, Couri is a founding partner of Triple Tigers Records (Russell Dickerson, Scotty McCreery), which sent its first four singles to No. 1. With more than 40 full-time team members, Triple 8 is also focused on the growing success of breakthrough artists Whiskey Myers, and Judah and the Lion. Board—ACM, CRB



RON COX

**Music, Arts & Entertainment
Executive, Studio Bank**
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With over 30 years of banking experience, Cox is a Co-Founder of Studio Bank and oversees all facets of financial services to the entertainment industry including intellectual property lending, commercial and consumer banking, deposits, investments and mortgages. He was formerly on the founding team of Avenue Bank, and led their Music & Entertainment

group until it was acquired in 2016. Also an adjunct Professor teaching personal finance at Belmont University's Curb College. He is a former road musician and writer for Curb Music. Enjoys family, church, fishing, camping and movies. Board—Leadership Music, GMA Foundation. Member—ACM, AMA, CMA, GMA, IBMA, The Recording Academy



MIKE CRAFT

**Sr. VP, Finance, Big Machine Label
Group**
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Oversees the finance function for the label group, which includes Big Machine Records, The Valory Music Co., BMLG Records and publishing arm Big Machine Music. Previously spent 20 years with Sony Music Nashville and its predecessor companies, including COO of Provident Music Group, and Sr. VP Finance and Operations for Sony Music Nashville. Member—ACM, CMA, The Recording Academy, Leadership Music (past Pres.)



DAVID CROW

**Partner, Milom Horsnell Crow
Kelley Beckett Shehan PLC**
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Crow represents individuals and entities throughout the entertainment industry such as producers, artists, publishers, songwriters and labels. Clients include The Band Perry, Easton Corbin, Gary Allan, Brett Eldredge, Scotty McCreery, CMH Label Group and Dailey & Vincent. Fiddle player with The Osborne Brothers/Bobby Osborne since 1992. Member—IBMA (past Pres./Chairman), ACM, CMA, Leadership Music, Leadership Bluegrass, The Recording Academy, AFM Local 257, Tennessee Bar Assoc.



DEREK C. CROWNOVER

**International Entertainment,
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Crownover counsels various entertainment and media executives and company owners, assisting with LLC funding deals, real estate sales, asset purchase agreements, recording agreements, audits, employment agreements, as well as tax and wills and trusts matters. Clients of the firm have sold in excess of one billion records. Crownover has been on the national Best Lawyers list since 2011, Nashville's Best of the Bar, and recently received recognition in Chamber's international lawyer rankings for entertainment law excellence and chosen as a Nashville Bar Foundation Fellow. Enjoys Nashville and New York City history, softball, golf, tennis and family time. Board—T.J. Martell Foundation (National Board and Legal Counsel), Nashville Intellectual and/or Developmental Disability Housing. Member—CMA, Copyright Society of the South, Copyright Forum (Tenn.), Tennessee Bar, New York Bar, Nashville Bar Assoc.

Music is our life.
Songwriters are our inspiration.
- Jon Platt

World Radio History



**BENSON CURB**

Sr. VP, Revenue & New Business,
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curb.com

Curb has been with the company for more than 25 years and is responsible for all physical, digital and streaming revenue and distribution for the label. In his free time he enjoys pickleball, fishing, and spending time with his family. Member—CMA, ACM

**MIKE CURB**

Chairman, Curb | Word
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Curb is Chairman and owner of Curb Records and Word Entertainment. The Mike Curb College of Entertainment and Music Business at Belmont University, The Curb Center at Vanderbilt University, The Curb History Institute at Rhodes College and The Curb College of Arts Media and Communication at California State University have been established by the Curb Foundation. Writer of more than 300 songs, and named *Billboard* Producer of the Year. In 2007 received a star on the Hollywood Walk of Fame. Former California Lieutenant Governor and Acting Governor. His favorite pastime is auto racing. Board—Fisk University, Mike Curb Foundation (Chairman)

**RJ CURTIS**

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Curtis was tapped to lead Country Radio Seminar in late 2018. Prior to that, he spent five years as Country Editor at AllAccess. His career also includes time in radio at KZLA/Los Angeles, KNIX/Phoenix, KYY/San Antonio and After Midnight, as well as stops at *R&R*, *Country Aircheck*, and Arista Nashville. Board—CRS (VP, past Pres.), St. Jude Radio Advisory Committee. Member—CMA (past board)

**JEN DANIELSON**

Head of Country Programming,
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Danielson oversees programming at Pandora for country music, one of the most popular genres on the streaming service which draws more than 30 million unique listeners per month. She joined Pandora in 2018 after nearly a decade at CMT, where she most recently served as Dir. of Music Strategy. Member—Leadership Music

**BRENT DAUGHRITY**

*Partner, Entertainment Practice
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Daugherty leads the entertainment practice group for Anderson Benson Insurance & Risk Management. In this role, he works with clients across multiple genres, ranging from baby acts to superstars to provide strategic counsel and tailored coverage solutions to protect artists and their interests. Board—Horton's Helpers. Member—CMA, ACM, The Recording Academy, AIMP

**DALLAS DAVIDSON**

Pres. & CEO, Play It Again Music
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Davidson has written 24 No. 1 hits, more than 30 Top 10 songs and contributed more than 400 cuts to many of today's top music stars in every genre. The singer, songwriter, executive and producer is an ACM, *Billboard*, BMI, CMA and NSAI award winner. Board—Georgia Music Foundation (Chairman)

**MICHAEL DAVIS**

Pres./Owner, Digital Audio Post
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Davis' award-winning company handles audio recording and post-production for television, concerts, commercials and film. Recent concert projects include Amy Grant Christmas, Opry Salute to Ray Charles, Jason Aldean, Darius Rucker, Luke Bryan, Lady Antebellum, Lee Ann Womack, Emmylou Harris and *Christmas At Belmont*. Recipient of a 2012 Grammy Award for Americana Album of the Year. Other projects include the IBMA Awards, *CMT Awards*, Americana Music Awards, and *CMT Artists of the Year* as well as commercials, documentaries, and a number of TV reality show series including *Celebrity Undercover Boss* and *Going Combo*. Member—AES, AFM, Leadership Music, The Recording Academy

**VANESSA DAVIS**

President, Splash! Public Relations
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Opened Splash! Public Relations in 2003 where she has coordinated publicity for Blake Shelton, Emerson Drive and The Band Perry. Current clients include Tracy Lawrence, The Swon Brothers, Casey Donahew, Walker Montgomery, Sundance Head, Jeremy McComb and others. Through her work with The POD, she co-represents Tracy Lawrence's Mission: Possible, The Country Music Cruise, and Kory Caudill. Davis also manages The Swon Brothers. Previous stops include Arista Nashville, Atlantic Records Nashville and Capitol Records Nashville. Member—ACM, CMA, The Recording Academy, Leadership Music

**KATIE DEAN**

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Leads radio promotion efforts for MCA's roster comprised of Kassi Ashton, Jordan Davis, Clare Dunn,

Vince Gill, Sam Hunt, Kip Moore, Kacey Musgraves, George Strait and Josh Turner. Joined UMG in 2005 following stops at AristoMedia, Lyric Street Records, CMA and Clear Channel. She is an ordained minister who enjoys playing golf, guitar and drums, travel, and spending time with family, including rescue dogs Boone and Floyd. Member—ACM, CMA, Leadership Music

**ROBERT DEATON**

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Deaton is the Exec. Producer of television programming including the *CMA Awards*, *CMA Music Festival: Country's Night To Rock*, *CMA Country Christmas* and *Billboard Music Awards*. Member—CMA, Leadership Music, NATAS, The Recording Academy

**DAWN DELVO**

*Head of Media and Public
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Delvo leads the media and public relations strategies for the entertainment company's studios, publishing, executive staff, labels, and artist roster including Abby Anderson, Kelsea Ballerini, Carolina Story, Hannah Kerr and Josh Wilson. Additionally, Delvo is the publicity liaison creating synergy between Black River and the label's parent company Pegula Sports and Entertainment, which is also home to NFL and NHL teams, hotels, and restaurants. Delvo joined the Black River team in 2011 and has proudly been a part of the launch of Ballerini's career. Named 2012 Leukemia & Lymphoma Society Nashville Woman of the Year. Member—ACM, CMA, The Recording Academy, SOURCE, GRAMMY Next

**JOHN DENNIS**

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Dennis oversees the careers of Billy Currington, Russell Dickerson, Montgomery Gentry, Calynn Green, Avenue Beat, Riley Roth and Logan Mize. Member—ACM, CMA, Leadership Music

**MARC DENNIS**

Co-Head, CAA Music Nashville
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Dennis has been with CAA since 2005 and represents Shania Twain, Alison Krauss, Willie Nelson, Kip Moore, Brett Eldredge, Billy Currington, Kelsea Ballerini, Little Big Town, Cale Dodds, Russell Dickerson, Seth Ennis, Carly Pearce and Kellie Pickler. Member—ACM, CMA, Leadership Music, The Recording Academy

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2019 RISING WOMEN ON THE ROW

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FAMILY



JULIE DEVEREUX

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Opened The Kinkead Entertainment Agency in 2015 with Bob Kinkead. Devereux oversees financial operations, as well as the Film and Television division. Current clients of the talent agency include: Bill Engvall, Roseanne Barr, Billy Ray Cyrus, Lorrie Morgan, Mark Wills, Bill Anderson, Bobby Bare, Stephanie Quayle, Josh Gracin, Craig Wayne Boyd, Tony Jackson, The Swon Brothers, Macy Kate, Trent Tomlinson, Lucas Hoge, Emerson Drive, Cowboy Troy, Sandra Lynn, New North, Lucy Angel, Derek Jones, Seth Cook, Paul Bogart, Cory Marks, Erin Enderlin, The Nelsons, The Artimus Pyle Band, and Uncle Si & The Sicotics. Devereux's career includes time as an artist manager, and Dir. of Marketing for several record store chains. Member—AFM, SAG-AFTRA, ACM, AMA, WIFT



FAITHE DILLMAN

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Dillman founded Marbaloo Marketing in 2010. Bandwidth in 2014, Remedy Creative in 2016 and took ownership of The Avenue West in 2017. Marbaloo is a full-scope marketing firm that specializes in social media, digital stunting, progressive PR and eye-catching creative. Current clients include Luke Bryan, Maren Morris, Russell Dickerson, Martina McBride, Cole Swindell, Kelsea Ballerini, Brett Eldredge, Carly Pearce, Ryan Hurd, and Creative Nation. Previously worked at station KFRG/CBS Radio, Interscope Records and Weapons of Mass Entertainment (VP, Creative Services). 2018 *MusicRow* Rising Women on the Row honoree. Member—The Recording Academy, CMA, ACM, Music Biz, CMHoF Troubadour Society, YEC, PRSA



LESLIE DIPIERO

GM, Tree Vibe Music
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info@treevibezmusic.com
Building on more than two decades on Music Row, Leslie "Tomasina" DiPiero currently

leads Tree Vibe Music as the General Manager. The TVM roster includes Jordan Schmidt, Corey Crowder, James McNair (with Sony/ATV), Daniel Ross (with Big Machine), Raelynn (with Warner/Chappell), Canaan Smith, Jared Mullins, Ernest K. (with Big Loud and UMPG) and Blake Redferrin. DiPiero is a 2018 *MusicRow* Rising Women on the Row honoree. Board—T.J. Martell Foundation, The Women's Fund (Community Foundation of Middle Tennessee). Member—CMA, The Recording Academy, Leadership Music, NMPA, AIMP



JAMES DONIO

President, Music Business Association (Music Biz)
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musicbiz.org

Named President in 2004, Donio has greatly expanded the Music Biz membership profile and board representation to include Amazon, Apple, Facebook, Google/YouTube, Pandora, Sony Music, Spotify, Universal Music Group, and Warner Music Group. Also added membership categories for professionals and students. Donio revitalized Music Biz's annual conference, moving it to Nashville in 2015, and drawing over 2200 attendees to the event in 2018, which marked the 60th anniversary of the association. Member—CMA, The Recording Academy



BOB DOYLE

Owner/Pres., Bob Doyle & Assoc.
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Bob Doyle & Associates is the longtime management and now co-manager for Garth Brooks. Brooks is also signed to Doyle's Major Bob Music publishing, along with Larry Bastian, Josh London, Steven McMorran, Andy Sheridan, Sam Riggs, and Alysa Vanderheym. Recently celebrating 30 years, the publisher has hits by Brooks, Thomas Rhett, Jason Aldean, Florida Georgia Line, Lauren Alaina, TobyMac, Jon Pardi and Lady Antebellum. Doyle also co-wrote Brooks' No. 1 "Good Ride Cowboy." Member—ACM, CMA, NMPA, CCMA, The Recording Academy



MELINDA DRENNAN

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Drennan is a Certified Public Accountant, focusing on the areas of tax and tax planning for the past 26 years. In May 2017, she formed Drennan & Associates, PLLC, where she is the sole member. Her career began as a staff accountant in 1993. She worked as the Controller for Mel Tillis Theater, Inc. and Mel Tillis Enterprises in 1997. She returned to Nashville in 1998 to work for Dodd & Taylor, PLLC, where she became a partner, and in 2006 the company name was changed to Dodd, Drennan & Associates, PLLC. Board—SOURCE, The New Beginnings Center. Member—American Institute of CPAs, TN Society of CPAs, National Association of Valuation Analysts, Leadership Music, 100 Women Who Care, Williamson County Chamber of Commerce



MARC DRISKILL

Exec. VP/GM, Sea Gayle Music
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Driskill was tapped to oversee the operations of the company in 2012. He came to Sea Gayle Music from ASCAP, where as VP/GM, he managed operations in Nashville. Driskill is a Nashville native who lives in Franklin with his wife and two sons. Member—CMA, ACM, Leadership Music, The Recording Academy, Grammy U mentor, Belmont University One-on-One mentor



JADE DRIVER

Co-Founder/Co-Owner, Crowd Surf
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Driver is one of the co-founders of Crowd Surf, an entertainment marketing solutions firm with offices in L.A., Nashville and New York City, working with some of the biggest acts in music such as Backstreet Boys and Britney Spears. As one of the first digital-driven marketing companies in music, Driver, alongside business partner Cassie Petrey, helped transform the way artists communicate with and sell to their fans. Since 2007 the firm has expanded into publicity, branding, content creation and digital crisis management services. Current Nashville-based clients include Abby Anderson, CB30, Matthew West, Cody Johnson, Jimmie Allen, LOCASH, Runaway June and King Calaway. Driver was honored on *Billboard's* 2018 Digital Power Players list. Member—CMA, ACM, The Recording Academy



CHRIS DUBOIS

Partner, Sea Gayle Music
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Hitmaking songwriter and producer, and co-owner of Sea Gayle Music with Brad Paisley. Recent No. 1s as a songwriter include "Fix A Drink" (Chris Janson) and "Today" (Paisley). Board—CMA. Member—ACM, NSAI, The Recording Academy



JERRY DUNCAN

Owner, Jerry Duncan Promotions
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Duncan started his record promotion company in 1982 specializing in secondary radio promotion. With a track record of working over 75 No. 1 singles, he and his staff promote radio airplay at over 300 stations including *MusicRow*, Indicator, and non-reporting stations. Enjoys tennis, basketball and reading. Member—ACM, CMA, Founding Member IBMA, The Recording Academy



MIKE DUNGAN

Chairman & CEO, UMG Nashville
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After 10 years as GM of Arista Nashville, Dungan served as President of Capitol Records for 12 years. He has been at the helm of UMG Nashville as Chairman/CEO since 2012. The label group is the home of imprints MCA, Capitol, Mercury, EMI, and Buena Vista (a partnership with Disney Music Group). Board—CMA, CRB, Country Music Hall of Fame, HMWH Elder



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O'NEIL HAGAMAN  LLC

ENTERTAINMENT INDUSTRY CONSULTING AND BUSINESS MANAGEMENT

LEGINA CHAUDOIN
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KERRY O'NEIL
CRAIG OWENS
SAM POWERS
LILLIAN WILLIAMS



TIFFANY A. DUNN

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An entertainment attorney representing leading artists, songwriters and producers, including the John R. Cash Revocable Trust, the B.B. King Trust, the Grand Ole Opry, Midland and Old Crow Medicine Show. On various trademark, copyright, right of publicity, touring, recording and publishing matters she has worked with Carrie Underwood, The Civil Wars, Vince Gill, Jerrod Niemann, Casting Crowns, Hot Chelle Rae and Tootsie's Orchid Lounge. Honored as a Mid-South Super Lawyer in Entertainment and Sports by *Thomson Reuters*; America's Leading Lawyers for Business, in Tennessee Media & Entertainment, by *Chambers USA*; *MusicRow* Rising Women on the Row; *NBJ's* Best of the Bar; and *Variety's* Music City Impact. Board—Porter's Call, Belmont University Alumni Assoc., David C. Cook. Member—CMA; The Recording Academy; Nashville, Tennessee and American Bar Assoc.



KENT EARLS

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Earls was promoted in 2012 to the head of the publishing company's Nashville operations. He joined UMPG in 1997 and rose through the ranks. Current writers include Keith Urban, Sam Hunt, Kane Brown, Troy Verges, Ryan Hurd, Natalie Hemby, Hunter Hayes, Josh Hoge, Chase McGill, Paul DiGiovanni and more. Enjoys Tennessee Titans football (most years) and family time. Board—Oasis Center. Member—ACM, CMA, Leadership Music, The Recording Academy



MARTHA EARLS

Owner/Manager, EFG Management
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Earls launched this company and is personal manager to hit-making artist Kane Brown. She started EFG following a successful run in music publishing. Board—Oasis Center. Member—CMA, ACM, The Recording Academy



JOSH EASLER

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Easler is responsible for the development, implementation and supervision of the strategic and tactical radio promotional plans for all of Arista Nashville's artist roster and projects, including Brad Paisley, Brooks & Dunn, Carlton Anderson, LANCO, Robert Counts, Seth Ennis, The Sisterhood Band, and Monument Records artist Walker Hayes. Easler previously spent more than four years as Dir., National Promotion, RCA Nashville, and first joined the RCA

Nashville promo staff in 2006. Member—ACM, CMA, Leadership Music



JANINE EBACH

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Ebach launched Word Publishing's country division in 2013, and has gone on to celebrate multiple No. 1 songs, including the Platinum-selling singles "Sleep Without You" (Brett Young) and "Singles You Up" (Jordan Davis), and Gold-selling "Heartache On The Dance Floor" (Jon Pardi) and more recently "Good Girl" (Dustin Lynch). When Curb Records and Word Entertainment merged in 2018, Ebach was elevated to VP, Curb I Word Music Publishing. Honors include *MusicRow's* Rising Women on the Row, and AIMP's Song Champion of the Year. Board—W.O. Smith Music School. Member—ACM, CMA, The Recording Academy



ANN EDELBLUTE

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Edelblute has been working in artist management for more than 15 years and runs her own Nashville-based management company, representing longtime client Carrie Underwood. Board—CMA, ACM Lifting Lives, C.A.T.S. Foundation. Member—ACM



KERRI EDWARDS

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Edwards manages the careers of country stars including four-time Entertainer of the Year Luke Bryan, Platinum-selling Cole Swindell, EMI/32 Bridge Entertainment's Jon Langston, Stoney Creek Records signee Adam Craig, Buena Vista Records/UMG sibling duo CB30 and concert spinmeister DJ Rock. Edwards' honors include CMA Manager of the Year (2014, 2015, 2016, 2019), *Billboard's* Country Music Power Players and Women in Music, *Variety's* Music City Impact Report in 2017 and *MusicRow* Rising Women on the Row. Board—ACM, CMA



SETH ENGLAND

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As co-founding partner of Big Loud, England manages Florida Georgia Line, Chris Lane, Dallas Smith, Morgan Wallen, HARDY and MacKenzie Porter. He also oversees operations at Big Loud Shirt Publishing, which has accumulated 49 No. 1s with writers Lane, company founder Craig Wiseman, Rodney Clawson, Chris Tompkins, Sarah Buxton, Matt Dragstrem, Joey Moi, Brian Kelley, Tyler Hubbard, Madison Kozak, Ashley Leone and Jamie Moore. Additionally, England is a Partner at Big Loud Records, home to Lane, Jake Owen, Morgan Wallen, Mason Ramsey, MacKenzie Porter and HARDY. England first

joined Big Loud Shirt in 2008. He has been named to *Billboard's* Nashville Power Players and 40 Under 40 lists. Member—ACM, CMA



JOHN ESPOSITO

Chairman & CEO, Warner Music Nashville
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Nearing his tenth anniversary helming Warner Music Nashville (comprised of Warner Bros. Nashville and Atlantic Nashville), Esposito has made monumental contributions to the ascension and longevity of the company. Under his leadership, WMN artists have seen a quadruple increase in share on the singles charts and amassed 76 weeks at No. 1 with 52 chart-topping hits. Both country music superstars and breakout artists have welcomed the digital age with success in streaming, contributing to multiple Gold and Platinum sales certifications. Their accomplishments have earned award nominations and wins spanning Grammy, ACM, CMA and more. Esposito previously served as President and CEO of WEA Corp., WMG's U.S. sales and retail marketing company, in addition to prior executive posts at Island Def Jam and PolyGram. He is an accomplished guitar player and drummer who enjoys wine, travel and, most of all, his family. Board—CMA (past Chairman), The Recording Academy (Nashville Chapter Governor 2015-2017), T.J. Martell Foundation (Vice Chairman of National Board), CRB, Leadership Music, Livable Nashville Committee, Nashville Convention & Visitor's Corp., Nashville Health Alliance, Natural Resources Defense Council's Global Leadership Council, Metropolitan Nashville Airport Authority's Air Service Coalition



ROD ESSIG

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With CAA since 1993, Essig represents Ashley Monroe, Heart, Joan Jett & The Blackhearts, KC and the Sunshine Band, The Band Perry, Martina McBride, REO Speedwagon, Styx, Tim McGraw and others. Prior to joining CAA, Essig was VP and Owner of Variety Artists International. Honors include *Pollstar's* Bobby Brooks Agent of the Year (2000), six-time *Pollstar* Third Coast Agent of the Year, NATD Talent Director of the Year (1997-1999), NATD Hubert Long Award (2001), NATD Honors Gala Honoree (2016), and The T.J. Martell Frances Preston Outstanding Music Industry Achievement Award (2017). Board—ACM, Country Music Hall of Fame, ACM Lifting Lives, MusicCares, Nashville Airport Authority, TN Film Commission, Monroe Carell Jr. Children's Hospital at Vanderbilt, TPAC. Member—Leadership Music, Leadership Nashville, The Recording Academy



ZACH FARNUM

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Farnum is a passionate representative for clients ranging from Country Music Hall of Fame members Bobby Bare and Randy Travis, to legendary multi-genre icon Jerry Lee Lewis, fast-rising star Kalie Shorr, and newcomers Paul Bogart and Scooter Brown



Nashville Roots. National Reach.

Our roots in Music City run deep. And our vast network in media capitals across the globe, combined with decades of entertainment industry experience, allow us to overcome obstacles and build connections for our Nashville clients taking on the ever-changing music business landscape.

With a reputation built on close, personal relationships and individualized service, we partner with artists, songwriters, managers and music companies to provide sophisticated, yet practical, legal and business advice to achieve short-term goals and long-term success.

Together we can make music.

Josh Brackin
Tiffany Dunn
John Frankenheimer
Kenneth Kraus

Barry Slotnick
Denise Stevens
Farrah Usmani
Debbie White



Band. Farnum is a Rhode Island native. Board—NATD, Country Music Hall of Fame Troubadour Society Advisory Committee, T.J. Martell Foundation Young Professionals Council. Member—CMA, ACM, The Recording Academy



BEN FARRELL

President, Varnell Enterprises, Inc.
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With more than 49 years in the

touring industry, Farrell is the longtime concert promoter for Garth Brooks, including the superstar's current record-breaking run. The two have worked together since 1989. Farrell has worked with 21 Country Music Hall of Fame inductees, with artists including Elvis, The Statler Brothers, Merle Haggard, Elton John, Alan Jackson and George Strait. Farrell is a member of the IEBA Hall of Fame. Member—CMA



CHRIS FARREN

President, Combustion Music
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Farren formed Combustion Music in 2001 where he continues to oversee its publishing, production and management companies. He is a two-time Grammy nominated and CMA award-winning producer, and an 11-time ASCAP award-winning songwriter. Combustion is home to six-time ASCAP Country Songwriter of the Year Ashley Gorley, and five-time ASCAP Christian Songwriter of the Year Matthew West. Combustion recently celebrated its 75th No. 1 song. Board—ACM, The Recording Academy. Member—AFM, CMA, NSAI, SAG-AFTRA



KELLA FARRIS

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Farris is business manager for clients including Hillary Lindsey, Luke Laird, Natalie Hemby, Rodney Clawson, Nicole Galyon, Conner Smith, Joey Hendricks and Walker County. After earning an MBA, she founded The Kella Stephenson Company in 2006. She expanded the firm in 2015 to form Farris, Self, & Moore. Honors include 2017 *MusicRow* Rising Women on the Row. Enjoys cheering for her alma mater Auburn University, travel and spending time with her husband and children. Member—ACM, CMA, The Recording Academy, Leadership Music, Nurturing Outstanding Women (NOW) mentor



ROBERT FEMIA

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Femia, an experienced attorney and label executive, joined UMG Nashville in 2013 where he serves as head of business and legal affairs for the label group and its imprints: Capitol Records Nashville, EMI Records Nashville, MCA Nashville and Mercury

Nashville. He previously spent time at Sony BMG, Virgin Records/Capitol Records/EMI Music, and Atlantic Records. New Jersey native and graduate of Rutgers University School of Law. Member—ACM, CMA, Nashville Bar Assoc.



PETE FISHER

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Since 2017, Fisher has led the organization best known for the ACM Awards, ACM Honors and charitable arm, ACM Lifting Lives. Previously served the Grand Ole Opry in Nashville for 17 years as VP/GM, overseeing the world-famous show through a significant transformation. Nominated for a Grammy Award in 2017 for his work on *An American Saturday Night, Live from the Grand Ole Opry*. His career includes artist management at Fisher-Raines Entertainment, and music publishing as Dir. of Creative Services at WarnerSongs. Board—MTSU College of Media and Entertainment, The Store. Member—ACM, CMA, The Recording Academy, Leadership Music



RICK FISHER

Managing Dir., Nashville, Gelfand, Rennett & Feldman
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Fisher joined the Nashville office of business management firm Gelfand, Rennett & Feldman in 2014 as a result of the merger between GR&F and Haber Corporation. Prior to the merger, Fisher had worked with Haber Corporation since 1996. Fisher works with clients including songwriters, performers, producers, industry executives, and athletes, advising them on day-to-day business and financial affairs.



LARRY FITZGERALD

President, Fitzgerald Hartley
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Together with Mark Hartley created Fitzgerald Hartley in 1977, and opened the Nashville offices in 1984. Current clients include Vince Gill, Brad Paisley, Chris Young, Randy Houser, Kellie Pickler, Tracy Lawrence, Chase Bryant, Morgan Evans, Eric Paslay, Cash Campbell, Olivia Newton-John, Robert Cray Band and Jessie Clement. Member—ACM, CMA



GEORGE J. FLANIGEN IV

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Flanigen directs and produces commercials, network television specials, music videos, and films. Winner of multiple Emmy and CMA Awards, and four-time Grammy nominee. Recent projects include Grammy-nominated music film on the Grand Ole Opry, and co-directing the independent feature film *Benched*. Clients include ABC Television, NBC Television, *Sports*

Illustrated, Walt Disney Company and Chevrolet. Also the co-host of *Lost In Transmission* on History Channel. Board—The Recording Academy, The Mike Curb College of Entertainment and Music Business, Curb College Motion Pictures Industry. Member—CMA, ACM, Leadership Music



CHUCK FLOOD

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Flood specializes in business and financial management for clients including Vince Gill, Don Schlitz, Greta Van Fleet, Carly Pearce and Joe Nichols.



MARK FORD

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Named to the post in 2013, he is responsible for strategic planning, fundraising, education, operations and brand development of the non-profit. He is co-executive producer of *The Songwriters* TV show. The Nashville Songwriters Hall of Fame Gallery is located in the Music City Center. Previously spent 23 years at the Nashville Songwriters Association International (NSAI). Member—Leadership Music



CYNDI FORMAN

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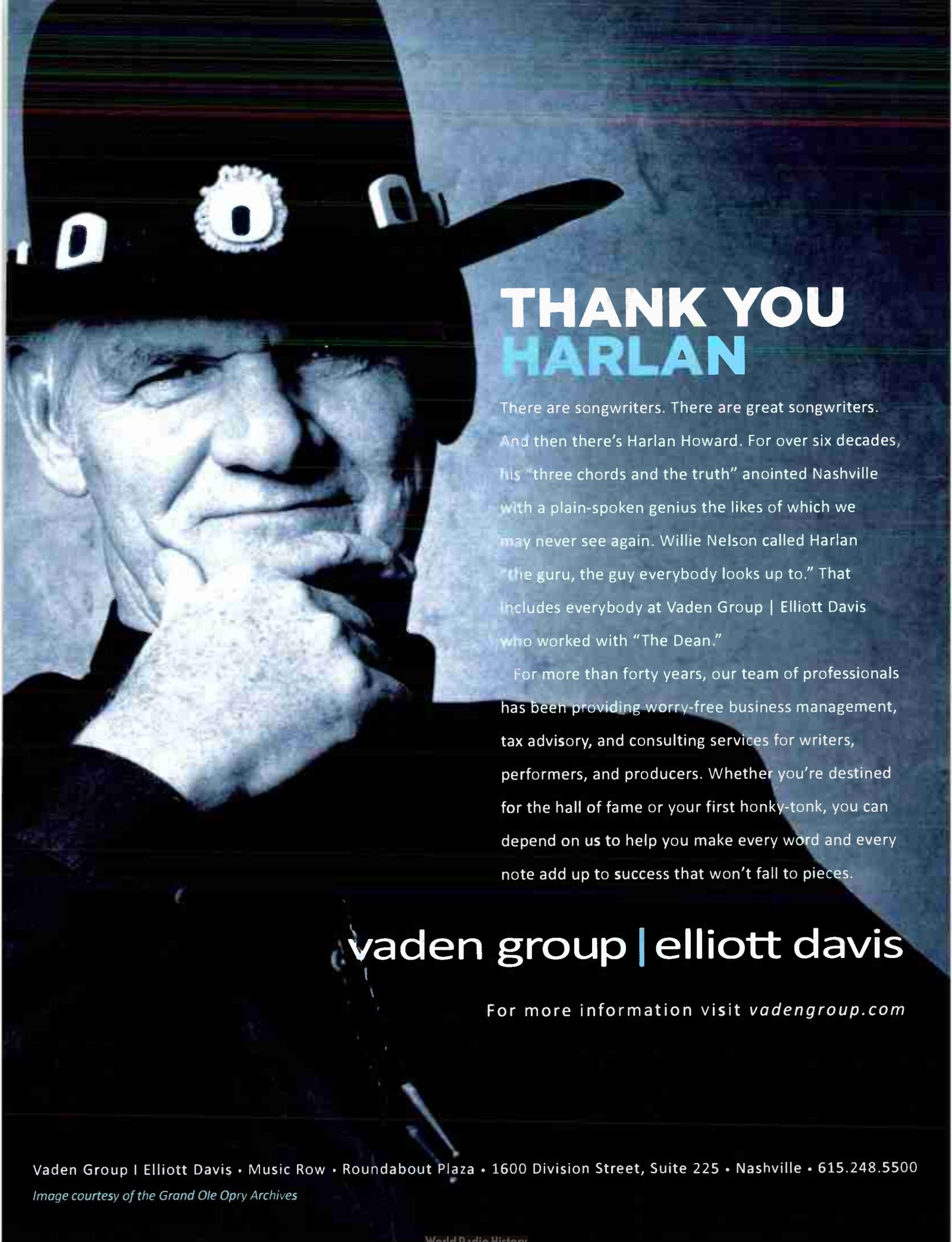
Forman focuses on artist and writer development, leading the creative staff, and finding opportunities for UMPG writers and the UMPG Nashville catalog. Among the top songwriters she works with are Ryan Hurd, Caylee Hammack, Chris Young and Hunter Hayes, who she is credited with signing and developing. Forman is a 2013 *MusicRow* Rising Women on the Row, and 2015 *NBJ* Women In Music City honoree. Belmont University's Mike Curb College of Entertainment & Music Business, alongside ASCAP, also honored Forman as the 2018 recipient of the Music City Milestone Award. Member—CMA, ACM, Leadership Music, The Recording Academy



TOM FORREST

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Forrest and his team produce awards shows, comedy specials, digital branded content, commercials and music videos. Programming clients include Netflix, AT&T, Hallmark, CBS, CBS Sports, Fox, Dick Clark Productions and CMT. Recent brand clients include Swisher, Coca-Cola, Kingsford, Dr. Pepper, General Mills, Kraft and Walmart. Board—ACM. Member—ATAS, CMA, EO, The Recording Academy, Leadership Music



THANK YOU HARLAN

There are songwriters. There are great songwriters. And then there's Harlan Howard. For over six decades, his "three chords and the truth" anointed Nashville with a plain-spoken genius the likes of which we may never see again. Willie Nelson called Harlan "the guru, the guy everybody looks up to." That includes everybody at Vaden Group | Elliott Davis who worked with "The Dean."

For more than forty years, our team of professionals has been providing worry-free business management, tax advisory, and consulting services for writers, performers, and producers. Whether you're destined for the hall of fame or your first honky-tonk, you can depend on us to help you make every word and every note add up to success that won't fall to pieces.

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For more information visit vadengroup.com

Vaden Group | Elliott Davis • Music Row • Roundabout Plaza • 1600 Division Street, Suite 225 • Nashville • 615.248.5500

Image courtesy of the Grand Ole Opry Archives

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Foster spent more than 20 years

working at various Nashville- and L.A.-based record companies before venturing into management with Iconic Entertainment in 2014. Today with F2 Entertainment, Foster oversees all aspects of the company, and manages artists Runaway June, Levi Hummon and Jessie James Decker. Enjoys travel, fitness and real estate. Board—The Recording Academy, Songwriters Hall of Fame, Gilda's Club, Nashville Convention & Visitor's Corp. Member—ACM, CMA, Leadership Music

**LESLIE FRAM****Sr. VP Music & Talent, CMT**330 Commerce St.
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Following a prominent career in radio, Fram joined CMT in 2011 where she negotiates partnerships with major and indie label acts for world premieres and exclusive digital content. She champions new avenues to showcase emerging artists including CMT Artist Discovery and Listen Up. She started the CMT Next Women Of Country franchise and tour to showcase powerful female voices. Co-founder of Change The Conversation and passionate supporter of MusiCares. Enjoys travel, live music and folk art. Board—ACM, The Recording Academy. Member—CMA, Leadership Music

**DARRELL FRANKLIN****GM, 3 Ring Circus Music/Darrell Franklin Music**2209 Grantland Ave.
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Serves as GM of 3 Ring Circus

Music, a publishing company owned and operated by Jeffrey Steele, and home to writers Adam James, Davis Naish, Sons of the Palomino and Blake Griffith. Franklin also oversees Darrell Franklin Music where he publishes Russell Dickerson and co-manages artist Patrick Droney. Franklin previously headed BMG's Nashville office after Crosstown Songs, his venture with Dann Huff, was purchased by BMG in 2009. Maintains a joint venture with BMG called Franklin Publishing. Member—CMA, The Recording Academy, Musicians Union

**JESSE FRASURE****Songwriter/Producer/Publisher, Rhythm House**Nashville, TN
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A Detroit native, Frasure has called Nashville home for over 18 years. He's a CMA and ACM award-winning producer and a Grammy-nominated songwriter. His cuts include hits by Thomas Rhett, Florida Georgia Line, Kacey Musgraves, Kenny Chesney, Tim McGraw, Blake Shelton, Meghan Trainor, Lauren Alaina, Jon Pardi, Old Dominion and many more. Frasure has tallied 10 No. 1 hits as a songwriter and an additional seven No. 1s as a producer. He has received CMA Triple Play awards from 2017-2019. As a music publisher, Frasure partnered with Roc Nation and Warner/Chappell to open Rhythm House Music

in 2016. Frasure's background as a DJ has taken him around the world spinning for clients including Florida Georgia Line, Thomas Rhett, Drake, Nicki Minaj, Lil Wayne and Alyssa Milano.

**PAUL FREUNDLICH****Founder/CEO, pfa Entertainment Media & Marketing**214 W. 29th St., Ste. 1401
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Freundlich leads his self-built public relations, digital marketing and strategic branding company with offices in New York and Nashville. Additionally, Regina Stuve serves as VP/GM of pfa Nashville.

**DAVID FRIEDMAN****VP, Promotion, UMG Nashville**222 2nd Ave. S., Ste. 2200
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Joined UMG Nashville in 2015,

where he helps facilitate national radio promotion for all four label imprints, which includes Capitol Records Nashville, EMI Records Nashville, MCA Records Nashville and Mercury Records Nashville. Prior to that spent 15 years at Sony Music Nashville in radio promotion. Community initiatives include Congregation Micah board of directors. Member—CMA, ACM

**RICK FROIO****Exec. VP, Black River Entertainment**12 Music Cir. S.
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Froio oversees all divisions of Black River Records including promotion, sales, A&R, PR, marketing and P&L. The label is home to Kelsea Ballerini, Abby Anderson, Hannah Kerr, Josh Wilson and Carolina Story. Previous career stops include senior executive posts at Warner Music Group, Atlantic Records and Gibson Guitars. Member—CMA, ACM, The Recording Academy

**JOE GALANTE****President, Galante Entertainment Organization**Nashville, TN
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Revered former label head who now serves as head of Galante Entertainment Organization. During his 40 years with RCA/Sony in Nashville and NYC, Galante's vision was instrumental in the development of hitmaking artists including Alabama, The Judds, Keith Whitley, K.T. Oslin, Clint Black, Kenny Chesney, Martina McBride, Alan Jackson, Brooks & Dunn, Miranda Lambert, Brad Paisley, Dave Matthews Band, Wu Tang Clan, Carrie Underwood and more. Board—CMA, CMA Foundation (co-chair), Music City Music Council, Artist Growth, Fishbowl Spirits, Pinnacle Financial Partners, Cumberland Pharmaceuticals, Made In Network

**MANDY GALLAGHER****VP, Relationship Manager, City National Bank**54 Music Sq. E., 1st Fl.
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With 15 years of music industry banking experience, Gallagher was recruited by City National Bank in 2011 to help launch the Nashville office. Board—SOURCE (past Pres.). Member—CMA, The Recording Academy, Country Music Hall of Fame Troubadour Society, GMA, Leadership Music, SOLID, WMBA

**BECKY GARDENHIRE****Partner, WME**1201 Demonbreun St., 15th Fl.
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Gardenhire oversees the

daily touring, television, literary and sponsorship opportunities for many well-known artists including Adam Craig, Adam Hambrick, CAM, Chase Bryant, Clare Dunn, Danielle Bradbery, Ingrid Andress, Jake Owen, Jordan Davis, Justin Adams, LANCO, Rachel Wammack, Raelynn, Rascal Flatts, Reba McEntire, Sara Evans, Scotty McCreery, Teddy Robb, Trisha Yearwood and many others. Gardenhire's numerous industry honors include CMA Talent Agent of the Year and *MusicRow's* Rising Women on the Row (2018), as well as being named to *NBJ's* 40 Under 40 and Women in Music City lists. Board—ACM, T.J. Martell Foundation, W.O. Smith Music School. Member—CMA, The Recording Academy, IEBA, Leadership Music, SOURCE**RUSTY GASTON****GM/Partner, THiS Music**20 Music Sq. E.
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Gaston oversees all operations

for the company he started in 2006 with partners Tim Nichols and Connie Harrington. THiS Music songwriters include Nichols, Harrington, Ben Hayslip, J.T. Harding, Jessi Alexander, Marv Green, Chris Stevens, Molly Reed, Jimmy Yeary, Deric Ruttan, Drew Baldridge, Emily Weisband, Mike Elizondo and Jeff Outlaw. Gaston is a longtime volunteer with the Middle Tennessee Chapter of Big Brothers/Big Sisters. Board—ACM, Studio Bank. Member—CMA, CCMA, The Recording Academy, AIMP

**DAWN GATES****Sr. VP, Digital Business & Creative Development, UMG Nashville**222 2nd Ave. S., Ste. 2200
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umgnashville.comCore liaison with UMG global on digital business, integration strategies, commercial growth, and television/film development, as well as overseeing UMG Nashville's content strategy, execution, and syndication for marketing initiatives. Honors include *NBJ Women in Music City* (2016), *MusicRow Rising Women on the Row* (2015), *NBJ 40 Under 40* (2015), and Leukemia & Lymphoma Society Nashville Woman of the Year (2011). Board—MusiComms. Member—ACM, CMA, Leadership Music



IT'S PERSONAL.

It sounds simple enough but, for us, it's really true. It's why we've been together, focusing our practice on entertainment law, longer than anyone else in the southeast. It's why many of our clients have been with us for decades. It's why when you call you talk to a partner directly. For us, practicing law is building trusted relationships, being there for our clients. For us, it's personal.

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Gershon heads the Nashville

office of Atlas Publishing and One Riot Music, home to flagship artist Brandi Carlile. Additionally, Gershon is President of TG Consultants, providing career management, A&R and consulting services for the entertainment industry, and also manages the career of Natalie Stovall along with Red Light Management. Gershon is co-founder of Change the Conversation, a coalition striving for gender equality among artists and executives in the industry. She recently hosted SiriusXM's Y'all Together Now special on the Beatles Channel. Honors include *NBJ's* Women in Music City (2015-2018) and *Nashville Lifestyles' Women In Business* award (2016). Board—The Recording Academy Nashville Chapter (National Trustee), The Actors Bridge, Nashville Film Festival. Member—ACM, CMA, Leadership Music, AMA



ASHA GOODMAN

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With Sacks & Co. since 2006, Goodman moved to Nashville to open the company's office in 2010. Since then, she has executed publicity campaigns for clients including Chris Stapleton, Brandi Carlile, John Prine, Sturgill Simpson, Luke Combs, Tenille Townes, Anderson East, Brent Cobb, Lori McKenna, Dave Cobb, Tyler Childers, Blackberry Smoke, Ruston Kelly, Joan Baez, Mary Chapin Carpenter, Colter Wall, Joy Williams and many more. Member—Leadership Music



RANDY GOODMAN

Chairman & CEO, Sony Music Nashville
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Goodman oversees all of Sony

Music Nashville's operations, including Arista Nashville, Columbia Nashville, and RCA Nashville, as well as Provident Music Group. He brings 32 years of industry experience to the role. Goodman was tapped to lead Lyric Street Records as President when Disney launched the company in 1997. Prior to that, he spent 16 years as an executive at RCA Records. Board—Country Music Foundation, CMA (past Chairman), Music City Center Authority (Mayoral appointment). Member—ACM, The Recording Academy



ASHLEY GORLEY

Founder/CEO, Tape Room Music
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Gorley has written 39 No. 1 singles

and had over 250 songs recorded. Honored as ASCAP Country Songwriter of the Year (2018, 2017, 2016, 2015, 2014, 2009), *Billboard* Country Songwriter of the Year (2017, 2016, 2013), and NSAI Songwriter of the Year (2018, 2017, 2016, 2014). Gorley has been nominated for multiple Grammy, CMA and ACM Awards. With 12 CMA Triple Play Awards, he

is the most honored in history. Gorley launched Tape Room Music in 2011, which now has 16 No. 1 songs and numerous top 10 singles. Member—ACM, CMA, NSAI, The Recording Academy



RENEE GRANT-WILLIAMS

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Grant-Williams brings more than 30 years of experience as a vocal coach to clients including Miley Cyrus, Tim McGraw, Carrie Underwood, Faith Hill, Huey Lewis, Linda Ronstadt, Keith Urban, Kenny Chesney, Dixie Chicks, Bob Weir/Grateful Dead, Jason Aldean, Christina Aguilera, Brett Eldredge and many more. She teaches a reality-based technique. Member—SAG-AFTRA, SOURCE, AVGA, CMA, Metropolitan Opera Guild



PETE GRIFFIN

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In his five years with Musicians On Call (MOC), Griffin has been instrumental in the organization's growth, quadrupling the number of cities with MOC programs, and significantly increasing fundraising efforts. His vision and leadership have garnered national attention with features on *CBS Sunday Morning*, *The Today Show*, *Wall Street Journal*, and *Rolling Stone*. He has also been named to the 2018 TIAA Difference Maker 100 List and *NBJ's* Most Admired CEOs, Healthcare Heroes and 40 Under 40 lists. Through MOC's Bedside Performance Program, Griffin and his team have brought the healing power of music to over 700,000 patients, families, and caregivers in over 20 cities across the country. Board—Musicians On Call, Iraq and Afghanistan Veterans of America. Member—Nashville Rotary, Red Cross of Nashville



SHALACY GRIFFIN

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With Music Knox for nine years, Griffin oversees the company's day-to-day operations. Griffin is also the Production Coordinator for award-winning, multi-Platinum producer Michael Knox. Her credits include projects with Jason Aldean, Miranda Lambert, Thomas Rhett, Randy Owen, Trace Adkins, Brantley Gilbert, Montgomery Gentry, and Hank Williams, Jr., totaling over 40 million singles and 18 million albums sold. In 2018, Michael Knox launched Music Knox Records with BMG, and Knox Country 360, a syndicated radio show with Griffin as co-host. Member—CMA, ACM



JULI NEWTON GRIFFITH

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Griffith oversees Play It Again

Music, the publishing company started by multi-Platinum songwriter Dallas Davidson. In this role she handles operations and catalog management of songwriters Kyle Fishman, Trea Landon and Justin Wilson, as well as handles Davidson's copyrights. Griffith joined Play It Again in 2018, following a successful tenure as VP of Magic Mustang Music. With that company since its 2003 inception, she guided it to SESAC Publisher of the Year for three consecutive years—a first for an independent publisher. 2017 *MusicRow* Rising Women on the Row honoree. Member—SOURCE, ACM, CMA, SOLID, AIMP, VP North Chappell Bowling Assoc.



DON MURRY GRUBBS

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Grubbs launched his publicity

company ten years ago where current clients include Alabama; Charlie Daniels; Ricky Skaggs; Ray Stevens; Larry, Steve & Rudy—The Gatlin Brothers; The Marshall Tucker Band; John Anderson; Shenandoah; Restless Heart; Collin Raye; Aaron Tippin; Sammy Kershaw; T.G. Sheppard; Darryl Worley; Billy Dean; Halfway to Hazard; Moe Bandy; Pam Tillis; Leroy Van Dyke; Cody Webb; The Belles; The Journey Home Project and Christmas 4 Kids. Member—ACM, CMA



PHIL GUERINI

VP, Music Strategy, Disney Channels Worldwide; GM, Radio Disney Network, The Walt Disney Company
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Oversees music strategy of the DCWW networks, including Disney Channel, Disney XD, Disney Junior and all aspects of Radio Disney programming, its strategic direction, and the daily management for Radio Disney and Radio Disney Country. In 2013, Guerini created and launched the Radio Disney Music Awards, and reimagined Radio Disney's NBT (Next Big Thing) program supporting the career launches of Fifth Harmony, Shawn Mendes, and Kelsea Ballerini, to name a few. His Disney career began in 1992 following time in radio. Member—St. Jude Children's Research, TJ Martell Foundation, Boys & Girls Club of America, City of Hope



REE GUYER

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Guyer has operated this publishing house since 1983. She oversees day-to-day operations and creative initiatives including songwriter and artist development, and pitching. Current writer roster: Trevor Rosen of



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Old Dominion, Colin Elmore, Mitch Rossell, Bob and Clint Moffatt of Endless Summer and Alexis Ebert. Board—AIMP (VP and AIMP Awards co-chair), T.J. Martell. Member—CMA, NMPA, Leadership Music, Chicks With Hits, The Recording Academy



ALVIN G. HAGAMAN, JR.

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Hagaman is an established

financial expert who specializes in consulting and business management for all aspects of the entertainment industry.



JOJAMIE HAHR

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Hahr has been with BBR Music Group for five years, previously serving as the VP of Promotion before assuming the role of VP of Marketing. In her current role she oversees brand partnerships, strategic marketing, as well as coordinating marketing efforts for each of the BBR Music Group's three imprints. Prior to joining the BBR team, Hahr served as the National Dir. of Field Promotion for The Valory Music Co., after being promoted from Dir. of SE Promotion & Marketing. Her 20 years in the industry includes stops at UMG, WSIX

and WWKA. Board—St. Jude. Member—ACM, CMA



JOHN HAMLIN

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In his twelfth year with CMT, Hamlin executive-produces *The CMT Music Awards*, *Artists of the Year*, *Crossroads* and *Instant Jam*, via his own production and artist management company Switched On Entertainment. Also served as executive producer/showrunner for *Pitbull's New Year's Revolution* on Fox in 2016 and 2017. Hamlin is in his 26th year as a contributing producer for *60 Minutes*, most recently producing profiles of Bruno Mars, Blake Shelton, Adele and Lady Gaga. Member—ACM, CMA (past board), The Recording Academy, Leadership Music



DENNIS P. HANNON

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Hannon held several executive positions with CBS Records and Capitol Records prior to joining Curb in 1991. He currently handles day-to-day operations of the label. His favorite leisure activities include hockey and boating. Member—ACM



MATTHEW HARGIS

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Hargis spearheads the radio promotion department for the BMLG Records roster. His other career stops include DreamWorks Records, *All Access* and Capitol Records Nashville. Member—CMA, ACM



LISA HARLESS

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With Regions for 34 years, Harless oversees the Private Wealth Management Division of the Music Row office. She assists clients with a wide range of financial services including deposit and credit needs, investments, and estate and financial planning. She is a Certified Wealth Strategist who holds the Series 6, 63 and 7 investment licenses. Charitable initiatives include MusiCares, Mid-Cumberland Meals on Wheels, High Hopes Development Center, and Center for Courageous Kids. Honors include Women in Music City (2014-2018), *NBJ's* Women of Influence, and NSAI's Stephen Foster Award. Board—T.J. Martell Foundation, National Academy of Television Arts & Sciences (VP), W.O. Smith Music School (past Pres.), Healing Net Foundation. Member—CMA, SOURCE, Leadership Music, NSAI, The Recording Academy

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ALI HARNELL

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Harnell was named to her current post in March 2019. She previously spent 15 years managing the Southeast region for AEG Presents, as well as AEG's national touring activity for artists including Keith Urban, Little Big Town, Kacey Musgraves, Maren Morris and Sugarland. Developed and programmed AEG Presents' international country music festival Country2Country. Producer of All For The Hall benefit concerts in Nashville since 2009. Honors include *Billboard's* Most Powerful Women in Music, *NBJ's* Women in Music City, IEBA Promoter of the Year, CMA and ACM nominations, and T.J. Martell Ambassador of the Year. Charitable initiatives include Nashville Rising, Bama Rising, and Country Rising concerts for flood and hurricane relief, as well as Magdalene House/Thistle Farms. Board—ACM, IEBA, Lifebeat/Music Fights AIDS. Member—CMA, NACPA



JIMMY HARNEN

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VP, Big Machine Label Group*
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Harnen brings more than 15 years of experience to his role overseeing BMLG Record's roster, including Florida Georgia Line, Lady Antebellum, Brett Young, Riley Green and Danielle Bradbery, as well as providing executive leadership at all four BMLG imprints. Harnen's career includes a *Billboard* Top 10 hit as a recording artist and songwriter, artist management, Regional Promotion Dir. at Curb Universal Records, Regional and Co-National Promotion Dir. at DreamWorks Records Nashville and most recently, Sr. VP of Promotion at Capitol Records Nashville. Also Exec. Producer on the debut albums for A Thousand Horses and Brett Young. Enjoys spending time with his family and golf. Member—CMA, Leadership Music



ED HARPER

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Started his agency 33 years ago, and represents Southern Gospel artists including Mark Lowry, Booth Brothers Triumphant Quartet, Tribute, Karen Peck & New River, Legacy Five, The Perrys, Brian Free & Assurance, Ball Brothers, Collingsworth Family, The Martins, The Talleys, Joseph Habedank, Mark Bishop, Jim & Melissa Brady, Kingsmen, Old Paths Quartet, and The Whisnants. Received 2016 Southern Gospel Music Guild Lifetime Achievement Award. Board—Gospel Music Trust Fund (Dir.), SGMG (VP), GMA, GMA Foundation, Gospel Music Hall of Fame. Member—Leadership Music

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MARY HILLIARD HARRINGTON

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A leader in Red Light Management's Nashville office where she is also personal manager for Dierks Bentley, Tucker Beathard, LANCO, Elle King, and Caylee Hammack. Additionally, the publicity firm she started in 2006, The GreenRoom, represents Jason Aldean, Tucker Beathard, Dierks Bentley, Lady Antebellum, Rascal Flatts, Kip Moore, Thomas Rhett, Bobby Bones, Bailey Bryan, Brett Young, and Live Nation's country music festivals. Harrington is a three-time CMA Publicist of the Year and was honored as one of *MusicRow's* Inaugural Rising Women on the Row. Board—CMA (President Elect)



BECKY HARRIS

President, Huskins-Harris Business Management
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Harris began the firm 12 years ago, where she handles business management and accounting for clients including Chris Young, Kane Brown, Drew Baldridge, Frankie Ballard, Riley Green, Keith Anderson, Larry Gatlin, and Absolute Publicity, among others. Under the Huskins-Harris umbrella, she and CPA/business partner Donna A. Huskins work for CeCe Winans. Board—T.J. Martell (Southern region),

WMBMA (Chairman Emeritus). Member—ACM, CMA, Leadership Music, The Recording Academy



CHERYL HARRIS

Member, O'Neil Hagaman, LLC
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Co-founded the firm in 1984 with Kerry O'Neil and Al Hagaman,

where she currently serves as the Managing Member. She is well-versed in all facets of business management, and has a special expertise in the touring arena. Harris and her staff have overseen some of the largest musical events and concert film projects in country music. She has successfully negotiated with the largest promoters and venues in the U.S. Member—ACM, CMA, Leadership Music, SOURCE



MIKE HARRIS

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Joined the label group as Chief Operating Officer in 2016. Previously Harris was Exec. VP/GM for Caroline, a division of the Capitol Music Group. Under his guidance, Caroline had market share growth in each year culminating in the highest share in company history while delivering four No. 1 debuts for their partners in 2015 as well as four Grammys and six nominations. Prior to joining Caroline in 2013, Harris was Exec. VP/GM for EMI Label Services and Caroline Distribution for three years, and spent 15

years total with EMI. Community initiatives include the associate board of YMCA of Middle Tennessee.



SHANNAN HATCH

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As a gifted songwriter advocate, Hatch leads the Nashville-based Creative Services team in the selective recruitment, signing and retention of affiliated songwriters and publishers. In her 15 years at SESAC, she has worked closely with affiliates Jimmie Allen, Lee Brice, Zac Brown, Craig Campbell, Rob Hatch, Josh Hoge, Jamey Johnson, Jesse Lee, Lance Miller, Runaway June, Hillary Scott, Michael Tyler, and Americana tunesmiths Hayes Carl, Jim Lauderdale, Allison Moorer, in addition to many more. She also supervises SESAC's participation at countless showcases and festivals to continually raise awareness of the company's brand and its affiliates. Honors include *MusicRow* Rising Women on the Row (2013). Board—ACM, AIMP (Nashville Chapter), T.J. Martell Foundation (Southern Region), YMCA Camp Widjiwagan, Island Time Music Festival. Member—AMA, CMA, The Recording Academy



LAURA HEATHERLY

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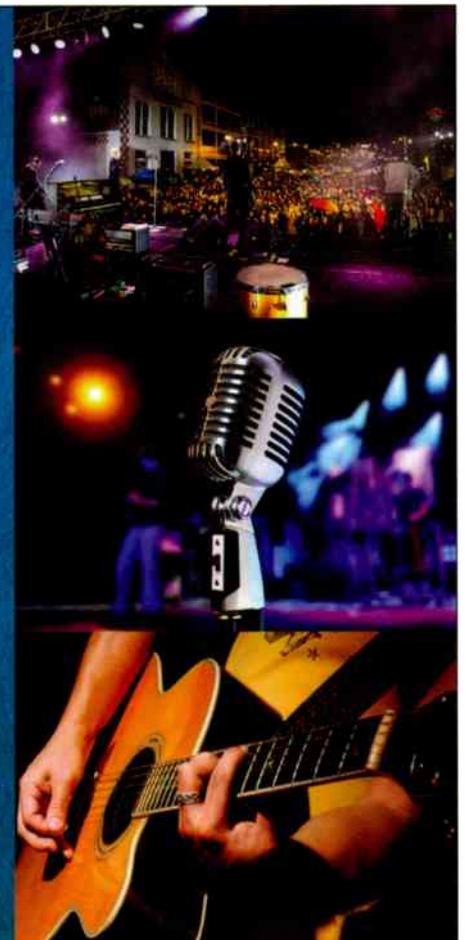
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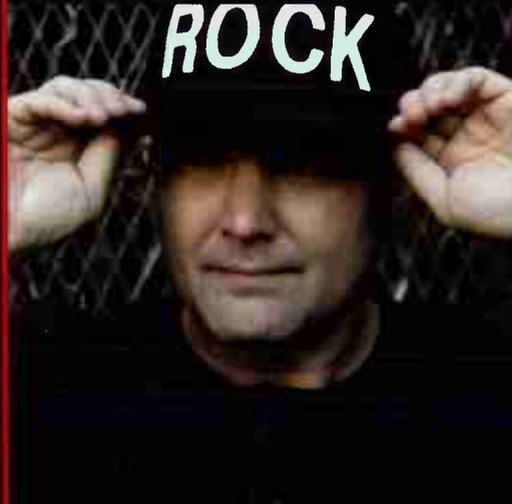
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music industry's largest foundations which has raised more than \$280 million for cancer research since 1975. Loves fine wine, running, oil painting and music. Member—ACM, CMA, The Recording Academy, Vanderbilt-Ingram Cancer Center Board of Overseers



LON HELTON

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Helton is the Publisher of *Country Aircheck*, a trade magazine he founded in 2006 following his departure from *R&R* after 23 years as the Nashville Bureau Chief. He also hosts *Westwood One's Country Countdown USA*. Nine-time winner of CMA National Broadcast Personality of the Year and four-time ACM winner. Helton is a 2006 Country Music DJ Hall of Fame inductee. Enjoys golf and bowling. Board—CMA, CMA Foundation, Country Music Hall of Fame and Museum, National Corvette Museum (Chairman)



TERRY HEMMINGS

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Hemmings leads Provident Label Group, comprised of Essential Records, Reunion Records, Essential Worship, RCA Inspiration and Verity. His rosters include Casting Crowns, Matthew West, Tenth Avenue North, Matt Maher, Zach Williams, Kirk Franklin,

Travis Greene, Marvin Sapp and Koryn Hawthorne. Hemmings also oversees Provident Films (*War Room*, *Courageous*, *Woodlawn*), Provident Distribution, Essential Music Publishing, and Essential Artist Services. Board—Gospel Music Trust Fund, Music City Music Council, RIAA, The Recording Academy Board of Trustees (Secretary/Treasurer). Member—Leadership Music



SCOTT HENDRICKS

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In addition to his role as Exec. VP, A&R/Creative Advisor for WMN, Hendricks' production credits include Blake Shelton, Dan + Shay, Michael Ray, Alan Jackson, Brooks & Dunn, John Michael Montgomery, Faith Hill, Trace Adkins, Steve Wariner, Chris Cagle and many more. Hendricks has produced over 115 Top 10 hits, 72 of which went to No. 1. He is also the former head of Capitol and Virgin Nashville. Enjoys camping, boating and riding ATVs. Member—ACM, CMA, Leadership Music, The Recording Academy



BARTON HERBISON

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Herbison has led the organization to legislative accomplishments including adoption

of the Music Modernization Act in 2018, a 44.5 percent increase in digital mechanical streaming royalties through the Copyright Royalty Board in 2018, the landmark Songwriters Capital Gains Tax Equity Act in 2006, creation of the first Group Copyright Infringement—Social Network Insurance, and acquisition of the famed Bluebird Cafe. NSAI is the world's largest not-for-profit songwriters trade organization with 7,000 annual members and over 100 chapters. His honors include the Industry Legacy Award from the National Music Publishers' Association (NMPA) and the IP Champion's Award from the U.S. Chamber of Commerce Global Innovation Policy Center. Member—CMA, The Recording Academy, Leadership Music (past board)



KEVIN HERRING

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Herring took his post in 2017, overseeing all radio promotion efforts for Triple Tigers artists including Russell Dickerson, Gone West and Scotty McCreery. Previously served as Sr. VP of Warner Music Nashville and VP of Lyric Street Records. Enjoys hockey, golf, motorcycles, boating, drone photography, and is a volunteer with Best Buddies of Tennessee. Member—ACM, CMA, Leadership Music





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SCOTT HEUERMAN

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Oversees the digital agency's

Nashville office, responsible for website development, fan clubs, e-commerce and marketing strategy. Also serves as an Adjunct Professor at the Lipscomb University Commercial Music Program. BubbleUp serves customers including Luke Bryan, Dierks Bentley, Alan Jackson, Jimmy Buffett, The Avett Brothers, Charles Esten, Jamey Johnson, Aaron Watson, Casey Donahew, Granger Smith, The Fats Domino Estate, Jake Owen, Academy of Country Music, The Ryan Seacrest Foundation and Tedeschi Trucks Band. A Nashville resident since 1989, Heuerman has worked with organizations including Warner Bros. Records, Musictoday and Live Nation, and Apple/iTunes. Board—T.J. Martell (Southern Region), T.J. Martell Young Professionals (Sr. Advisor Committee). Member—ACM, CMA, Leadership Music



PAT HIGDON

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Higdon is a music industry veteran with more than 40 years of music

publishing experience. He has worked with Matraca Berg, Don Schlitz, Keith Urban, Dave Loggins, Rivers Rutherford, Mel Tillis, and Troy Verges. He has worked as a boutique publisher with his company, Patrick Joseph Music, as well as at Warner/Chappell, MCA and Universal Music Publishing. He relaunched Patrick Joseph Music in 2012 and currently manages Berg, Melissa Peirce, Kat Higgins, and Jake Mitchell, and consults with Carnival Music on writer/artist development. Member—ACM (past board), CMA (past board), The Recording Academy (past board)



CLINT HIGHAM

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Higham has been with Morris Artists Management (now Morris Higham Management) for 25 years where he manages the careers of Kenny Chesney, Old Dominion, Brantley Gilbert, Michael Ray, Louise Mandrell, Ryan Griffin, Brandon Lay, Carly Pearce, Carlton Anderson, and Walker County. A native of central California and a graduate of Belmont University, he enjoys wine, cars, and real estate. Board—T.J. Martell Foundation. Member—CMA (past board), ACM (past board)



DANIEL HILL

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Hill brings more than 30 years of experience to his post heading this independent music publisher, which is home to songwriters Jay Brunswick, T Bone Burnett, Jim Collins, Zach Crowell, Marcus Hummon, Logan

Ledger, Jason Mizelle, Tim Montana, Kyle Rife and Frank Rogers, with the hit catalogs of Dave Berg, Josh Osborne, Eric Paslay and many others. Through a joint venture with Frank Rogers' Fluid Music Revolution, Spirit/FMR writers include Justin Adams, Erik Belz, Ryan Creamer, Monty Criswell, Mike Fiorentino, Derek George, Palmer Lee and Jason Lehning. Board—The Recording Academy (past Chapter President, National Trustee). Member—ACM, CMA, Leadership Music



GREG HILL

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Hill formed this company in 2013 where he manages the careers of Rodney Atkins, Dylan Scott, Drew Baldridge, Naomi Judd, Josh Kelley and We Are Messengers. In 2015, he added The Legendary Coaches, representing coaches from some of college football's greatest teams. Previously founded Greg Hill Management in 2001, then teamed with Red Light Management and later worked with McGhee Entertainment. Enjoys flying and family time. Board—ACM. Member—The Recording Academy, CMA, USO Entertainment Advisory Committee



JED HILLY

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Hilly leads the organization and serves as Exec. Producer of AmericanaFest, the annual Americana Music Festival & Conference, and the two-time Regional Emmy-winning *Americana Honors & Awards* program (PBS). Hilly has raised the genre's profile exponentially, yielding three categories at the Grammy Awards, and Americana Album Sales Charts in *Billboard* and The Official Charts (UK). Also expanded the AMA into the UK and Australia. Hilly co-produced the Grammy and Regional Emmy-winning album and PBS special, *Levon Helm: Ramble at the Ryman*. His two-decade career includes tenures at Sony Music Entertainment in New York and Orbison Records. Member—Leadership Music, The Recording Academy



STEVE HODGES

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Hodges joined Sony Music Nashville in 2015 where he oversees the Arista, Columbia and RCA imprints. He has 12 years of experience in radio and programming, and previously spent more than 20 years as an executive at Capitol Records Nashville. Community initiatives include the board of the Animal Rescue Foundation. Member—ACM, CMA



JEREMY HOLLEY

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Co-founded FlyteVu, an

entertainment marketing agency, in 2015 to connect brands with consumers. FlyteVu's impressive roster has grown to include ClassPass, Enterprise, Norwegian Cruise Line, Victoria's Secret PINK, Bumble, American Red Cross, Cracker Barrel, Tennessee Tourism, Spotify, Pilgrimage Festival, Macy's and many more. The company's campaigns have earned multiple awards including a CLIO, Emmy, Grammy, two Davey Awards, and several Addy Awards. Holley has been recognized as one of *Billboard's* Top Branding Power Players (2018) and Nashville Power Players (2017, 2018). He previously worked as Sr. VP of Consumer & Interactive Marketing at Warner Music Nashville. Member—The Recording Academy, Leadership Music, ACM Strategic Partnership Committee



CHRISTIAN A. HORSNELL

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Horsnell is a 39-year veteran of entertainment law who represents and counsels clients on matters related to the entertainment business and intellectual property. His favorite pastimes are relaxing in front of the television while watching Carolina basketball and British detective programs and cheering on his grandchildren playing soccer. Board—W.O. Smith Music School. Member—ACM, CMA, Leadership Music



SHANNON HOUCHINS

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Houchins heads the Atlanta- and Nashville-based entertainment group that houses three labels, a management and publishing company, and Hideout Pictures, a film/TV production company. In addition, the company runs the Mega Truck Race Series and Slinger Apparel. Average Joes focuses on a grassroots approach, availability of product, and cross-promotional opportunities. It launched as a record label with flagship artist Colt Ford in 2008. Current roster includes Colt Ford, Montgomery Gentry, Adam Wakefield, Carter Winter, Bubba Sparxxx, Sam Gray, Lenny Cooper, Sarah Ross, Cypress Spring, Tommy Chayne, T Woods, DJ Canyon Banyon, Cash Set, Willy J Peso, Devin Burris and James Phillips. Member—ACM, CMA, The Recording Academy



DOUG HOWARD

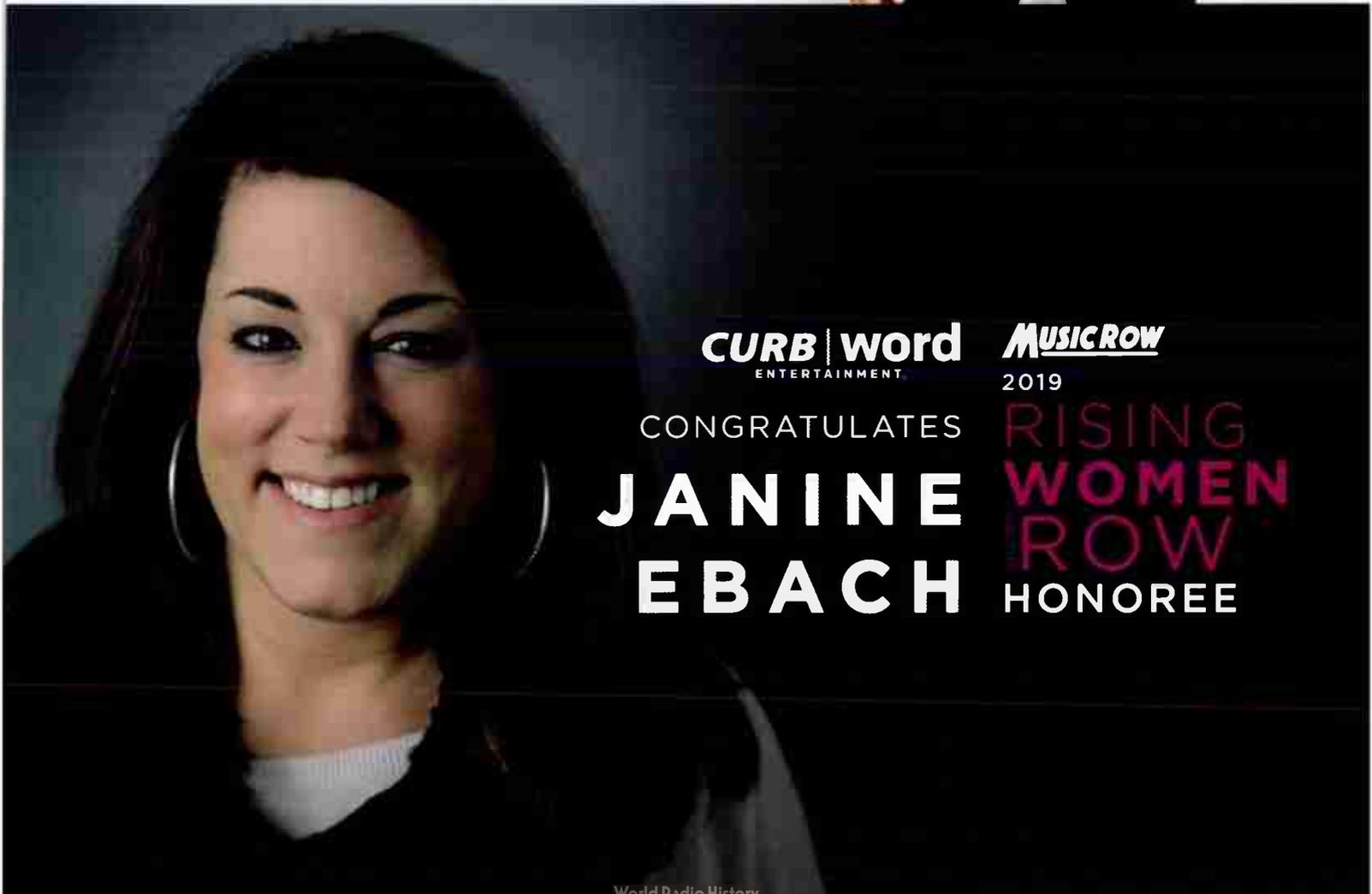
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With more than 30 years of industry experience, Howard oversees the Mike Curb College

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of Entertainment and Music Business. Previously launched a publishing and production/development company, Vermont Music Group. Also spent 13 years as Sr. VP of A&R at Disney's Lyric Street Records and five years as Sr. VP/GM at Disney Music Publishing/ Nashville. His career began at Welk Music, and includes a tenure as VP/GM at PolyGram Music. Board—The Recording Academy (Nashville Chapter). Member—CMA, AMA, Leadership Music, MEIEA



LINDA EDELL HOWARD

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Howard is a law veteran of three decades. She serves as the Team Leader for the Entertainment and New Media practice group. Board—Future of Music Coalition, Music Health Alliance, Ordinary Hero, FLO Thinkery. Member—CMA, The Recording Academy, Leadership Music



DANN HUFF

Producer/Guitarist, Dann Huff Productions
Nashville, TN

Multi-Platinum producer and guitarist whose current projects include Thomas Rhett, Brett Young, Midland, Keith Urban, Kane Brown, Tim McGraw/Faith Hill, Brooks & Dunn, Lady Antebellum and Riley Green. Three-time CMA Musician of the Year, three-time ACM Producer of the Year, and two-time ACM Album of the Year winner. Huff has produced over 50 No. 1 singles, including the CMA and ACM Single of the Year "Die a Happy Man" (Thomas Rhett) and CMA Single of the Year "Blue Ain't Your Color" (Keith Urban). Board—CMA. Member—ACM



JOHN HUIE

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Huie moved to Nashville and opened CAA's first satellite office with Ron Baird in 1991. Prior to that, he worked in New York City and Los Angeles, as well as at The Paragon Agency in his hometown Macon, Ga. Huie's client list has grown to include Faith Hill, Jennifer Nettles, Kelsea Ballerini, Zac Brown Band, Amy Grant, Michael W. Smith, Sugarland, Dwight Yoakam, and Lady Antebellum, among others. He has been named *PolStar's* Third Coast Agent of the Year seven times. In 2014, he won the Bobby Brooks Award for Agent of the Year across all genres. Board—CMA, CMA Foundation, T.J. Martell Foundation, Jack and Jill Foundation, Nashville Symphony Council, Lipscomb University's College of Entertainment and the Arts, Porter's Call, The Onsite Foundation



EMILY HUNGATE

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Handles all aspects of business operations for Black River Records, Black River Christian, Black

River Americana, Black River Publishing, Passport Productions, Thrive Management and Sound Stage Studios. The label group is home to Kelsea Ballerini, Abby Anderson, Carolina Story, Hannah Kerr and Josh Wilson. She previously held similar positions at Sussman & Associates and Dualtone Music Group. Member—CMA, ACM, The Recording Academy, SOURCE



CLAY HUNNICUTT

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Hunnicutt began his 27-year radio career at US-101/Chattanooga while attending the University of Tennessee at Chattanooga and rose to PD. That was followed by stops in Cleveland, Nashville and Atlanta. For five years, he served as Exec. VP of Programming for Clear Channel's major markets working with all formats, talent, and stations. At iHeartMedia (formerly Clear Channel), he was Exec. VP and GM of iHeartMedia's National Programming Platforms, and VP/Brand Manager of Country Programming. After 17 years at Clear Channel/iHeartMedia, he joined Big Loud Records as Partner and President in 2015. Board—CMA, CRB. Member—Leadership Music



CINDY HUNT

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Hunt started the company in 2010 where current clients include Aaron Watson, Chris Young, Craig Morgan, Matt Stell, Sara Evans, Tiffany Woys and Music Health Alliance. She previously spent five years at Lyric Street Records and nine years at RCA Label Group. Honored as a *MusicRow* Rising Women on the Row in 2013. Board—Music Health Alliance, WMBA. Member—ACM, CMA, Leadership Music, The Recording Academy, SOURCE



MASON HUNTER

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Hunter works closely with Jody Williams, VP, Creative, Nashville, to support Music City's thriving and diverse songwriting community, as well as attract and maintain BMI's market share of country music songwriters. Hunter manages the day-to-day operations of the Nashville Creative Rep Team. He also created the Events & Partnership team to identify new partners that align with BMI's business needs, creating new revenue streams to benefit the organization's songwriters, and maximizing existing partnerships for mutual brand awareness through performance opportunities. Board—T.J. Martell Foundation, Texas Heritage Songwriters Assoc. Member—Leadership Music, CMA, ACM, AIMP, Songwriters Hall of Fame



TIM HUNZE

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Hunze has been a music publisher for 25 years, working with great writers including Tom Shapiro, Tony Martin, Bobby Pinson, Brett James and Kip Moore. Hunze continues as a writer and song champion in his role at ole. Board—AIMP. Member—ACM, CMA, Leadership Music



MICHAEL HUPPE

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Huppe leads SoundExchange, the premier digital collective management organization in the world, which has delivered nearly \$6 billion in digital performance royalties to recording artists and rights owners. Charged with protecting the long-term value of music for recording artists and record labels in the United States, SoundExchange leads the charge for artists' rights. Under Huppe's leadership, the company has won major rate proceeding cases that put more money in artists' pockets. During his tenure, SoundExchange was a strong supporter of the Music Modernization Act, which passed into law in 2018. Board—musicFIRST, The Kennedy Center for the Performing Arts. Member—The Recording Academy, The Young President's Organization (D.C. Chapter), the Fourth Circuit Judicial Conference, American Bar Assoc.



COPELAND ISAACSON

Artist Relations, YouTube Music
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Joined Google in 2018 as the Artist Relations Manager for YouTube Music in Nashville, where he identifies artists and songs to feature online. He was previously Spotify's first executive on the ground in Nashville, tasked with pitching the free platform to a music industry that wasn't completely sold on ad-supported streaming. While at Spotify, he helped identify and exclusively release debut music from Sam Hunt and Maren Morris when those future stars were ready to launch, long before they were gaining traction on terrestrial radio or had a record deal. Prior to that, Isaacson worked on the digital teams at Sony Nashville and UMG Nashville. He is a native of Santa Barbara, Calif. Member—CMA



DAVID ISRAELITE

Pres. & CEO, National Music Publishers' Association
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Took current post in 2005 where he is responsible for overseeing all aspects of the NMPA's operations, from legal strategy and implementation to government affairs and advocacy. Previous positions include serving at the Department of Justice as Chairman of the Department's Task Force on Intellectual Property. Currently named to *Billboard's* Power 100. Board—



BRANDON KINNEY
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PEERMUSIC SIGNS
KID POLITICS

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JASON ALDEAN
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ERIK DYLAN
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RILEY GREEN
 A TRUCK RIGHT NOW

JASON ALDEAN
 Rearview Town

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 PRODUCED BY MICHAEL KNOX

JOSH PHILLIPS
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THE WEEKS

RILEY GREEN
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 Song of the Year
 AND THE WINNER IS...
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Songwriters Hall of Fame, Special Olympics (D.C.), NMPA S.O.N.G.S. Foundation



BRETT JAMES

Owner, Cornman Music
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Hit songwriter who has had more than 450 of his songs recorded by some of the biggest artists in the world. Named ASCAP Country Songwriter of the Year in 2006 and 2010, and *MusicRow* Magazine Songwriter of the Year in 2015. James has received more than 40 ASCAP Awards across the country, pop, Latin and Christian genres. He is also the owner of Cornman Music Publishing. Board—CMA, NSAI



CARSON JAMES

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bbmusicgroup.com

Joined BBR Music Group over 10 years ago after nearly a decade in promotion at Curb Records. At BBR, James oversees promotional efforts for Broken Bow, Stoney Creek and Wheelhouse Records. Previously GM at Bullseye Marketing/Research and Hart Media. Prior to that served as Sr. VP Programming for then Colonial Broadcasting in Montgomery, Ala. Member—ACM, CMA



PAUL JANKOWSKI

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Founder of branding, consumer engagement, and branded entertainment agency focusing on the New Heartland customer. Clients/campaigns include: Arby's, Durango Boots, The George Jones, Children's Miracle Network Hospitals, Edley's BBQ, Pizza Hut/Blake Shelton, Yahoo-Pepsi/

Taylor Swift, Lipton/Lady Antebellum, Pepsi/Rascal Flatts, Verizon/Samsung/Beyoncé and Mountain Dew/Jason Aldean/Brantley Gilbert/Dierks Bentley. Career includes marketing at MCA Records, Gibson Guitar, SFX Entertainment and CMO at Elvis Presley Enterprises. Enjoys wake surfing/boating at Center Hill Lake. Member—CMA, Leadership Music, Entrepreneurs Organization



BARRY JEFFREY

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Jeffrey is a Partner in WME's Nashville office and oversees the daily touring, television, literary and sponsorship opportunities for iconic artists including Reba McEntire, The Oak Ridge Boys, Josh Turner, Diamond Rio, Brad Paisley and many others. Jeffrey also works across the entire WME roster booking client appearances at fairs, festivals, private and corporate engagements. He has devoted over 20 years to the IEBA Board of Directors, including serving as Chairman, and as a founding member of the IEBA Educational Outreach Fund. Honors include the IEBA President's Award, and Talent Agent of the Year. Board—IEBA. Member—ACM, CMA, The Recording Academy



DOUG JOHNSON

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blackriverent.com

Joined Black River in 2011 where he works with the artist roster of Abby Anderson, Kelsea Ballerini, Carolina Story, Hannah Kerr and Josh Wilson. Johnson oversees song selection, the recording process, artist development and talent signing. His three decade career includes achievements as an engineer, mixer, musician, songwriter and producer. Member—ACM, CMA, NSAI, The Recording Academy



JENNIFER JOHNSON

President, Riser House Entertainment
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riserhouse.com

Launched Riser House Entertainment with the signing of Mitchell Tenpenny, who is a co-founder along with Matt Swanson. Johnson oversees all aspects of label and publishing operations for an artist/writer roster that includes Tenpenny, Dillon Carmichael, Logan Ashley and Jordan Rager, along with songwriters Michael Whitworth, Dallas Wilson, Rob Crosby and Claire Douglas. Also, Johnson continues to operate independent music publishing company The Song Factory, which includes songwriter Jon Pardi. Member—CMA, AIMP, ACM, The Recording Academy



JOHN JOHNSON

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Serving in performing rights for over 28 years, Johnson's responsibilities at ASCAP have included licensing operations, customer service, licensing administration, and general licensing. Johnson holds a B.A. in Management and Human Relations, and an M.B.A. from Trevecca Nazarene University in Nashville.



ALLISON BROWN JONES

Sr. VP, A&R, Big Machine Label Group
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bigmachinelabelgroup.com

With 27 years of experience in the music industry, Jones leads recording processes for all artists on Big Machine Records, Valory Music Co., BMLG Records and other Big Machine projects. Most recently, Jones spearheaded A&R for Thomas Rhett's Platinum-certified, Grammy-nominated *Life Changes* album,

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where all five singles went to No. 1, bringing his career tally to 12 chart-toppers. Member—The Recording Academy, ACM, CMA, Leadership Music



JAY JONES

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Joined BBR Music Group in 2017 as the VP of Publicity where he is responsible for strategizing and leading national publicity campaigns for its artists including Jason Aldean, Zac Brown Band, Kid Rock, Dustin Lynch, Chase Rice, Lindsay Ell, Runaway June, LOCASH, Jimmie Allen and others. Prior to joining BBR, Jones served as Dir. of Media Relations at CMA, leading the organization's media initiatives and public relations campaigns. He also owned and operated Jay Jones Music, a public relations and marketing company for nine years. There his clients included The Beach Boys, Jason Boland and the Stragglers, 12th & Porter, Capitol Records, and others. Member—ACM, CMA, PRSA



RUSTY JONES

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With more than 40 years of Music Row experience, Jones' clients include Garth Brooks, Tim McGraw, Toby Keith, Trisha Yearwood and Montgomery Gentry. He formerly served as chair of TBA's Copyright, Entertainment and Sports Law Section. He enjoys time with his family, snow skiing, travel, history, Titans football, Volunteer football and Mardi Gras.



JOHN JOSEPHSON

Chairman & CEO, SESAC
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sesac.com

As Chairman and CEO, Josephson is responsible for the company's overall business operations as well as leading the company's strategic growth, guided by a commitment to transformational change in music rights management and a focus on the needs of creators. He initially invested in SESAC in 1992 and has served as a director of the company continuously since that time. Since his appointment as CEO in 2014, SESAC has expanded its music licensing activities across multiple rights categories and international territories, transitioning SESAC to a multi-territory music rights organization. Under his leadership, SESAC has acquired the Harry Fox Agency (HFA), the Christian Copyright Licensing International (CCLI), formed Mint Digital Services and, in 2017, led the sale of SESAC to Blackstone's Core Equity fund. Josephson has also overseen prominent signings of Adele, Mariah Carey, George Clinton, David Crosby, Green Day, Randy Newman, R.E.M., Zac Brown Band and many more. Board—Paley Center for Media, Songwriters Hall of Fame. Member—ACM, CMA, The Council on Foreign Relations, The Recording Academy



JAY JOYCE

Producer/Publisher, Neon Cross
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neoncrossmusic.net

Joyce is the longtime producer for Little Big Town, Eric Church, Cage the Elephant and more. In recent years he has also worked studio magic with Carrie Underwood, Brothers Osborne and The Wild Feathers, and played a major role in helping newcomers Ashley McBryde, LANCO, Devin Dawson and Tenille Townes find unique sounds and hone their songwriting abilities. Joyce partnered with Warner/Chappell in 2014 to establish Neon Cross Music, a publishing company with a roster of rock, pop and country artists and writers.



CHRIS KAPPY

Founder/Owner, Make Wake Artists
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After seeing a then-new artist named Luke Combs play the 40 Watt club in Athens, Ga. in 2015, Kappy quit his job and moved to Nashville. He launched Make Wake Artists, overseeing all aspects of Combs' career, including touring and driving the van. Kappy spent the next few years helping Combs build a fan base, which ultimately skyrocketed to five No. 1 songs, a double-Platinum record, and one of the fastest-growing careers in country music—making a wake in Nashville and beyond. Member—CMA, ACM



JOEL A. KATZ

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Katz is *Billboard's* top entertainment attorney in its Power 100 list of most powerful executives in the music business, was *Billboard's* 2017 Top Music Lawyer of the Year, and is included in *Billboard's* Country Power Players List. Katz represents legends from an array of genres, including artists, producers, record companies, concert promoters, and business leaders. His client list has included Jimmy Buffett, Kenny Chesney, Jamie Foxx, Steve Harvey, Faith Hill, Julio Iglesias, Alan Jackson, Estate of Michael Jackson, Kris Kristofferson, Little Big Town, Ludacris, Tim McGraw, L.A. Reid, George Strait, James Taylor, Justin Timberlake, TLC, and others. Spearheads philanthropic endeavors in cancer research and education. Board—T.J. Martell Foundation (Chairman), Grammy Museum, The Recording Academy (General Counsel), CMA (Special Counsel), Farm Aid (General Counsel), Midem (Inaugural Advisory Board), Berklee College of Music



ANDREW KAUTZ

Chief Operating Officer, Big Machine Label Group
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bigmachinelabelgroup.com

Oversees operations of the various business units, including leading the financial, human resources,

administrative and business development processes for Big Machine Label Group, which includes Big Machine Records, The Valory Music Co., BMLG Records, Big Machine/John Varvatos Records, Big Machine Music Publishing, Big Machine Merchandising, Big Machine Vodka, FGL Fest @ IMS and *The Launch* TV Show which is a partnership with Bell Media, Inc. He joined the company as second-in-command under Scott Borchetta when the label launched in 2005. Previously spent 17 years as COO of Emerald Entertainment Group, Emerald Sound Studios and Masterfonics. Board—A2IM, ACM, MusiComms, Leadership Music. Member—CMA, The Recording Academy, SPARS (past board)



BEVERLY KEEL

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Keel has been with MTSU since 1995, taking a leave in 2010 to become Sr. VP, Artist and Media Relations at UMG Nashville and returning as Dept. Chair in 2013, where she creates courses to align with the changing music industry. Also continues as a consultant for Jamey Johnson and others. She is a co-founder of Change the Conversation with Tracy Gershon and Leslie Fram. She has been a music journalist for 25 years, serving as *People's* Nashville correspondent, and with bylines in *Rolling Stone*, *InStyle* and *USA Today*. Enjoys pop culture and her dog Ruby. Her father coined the nickname Elvis the Pelvis. Board—CMA, The Recording Academy, The Women's Fund, I'll Fly Away Foundation, Owl's Hill Sanctuary. Member—ACM, Leadership Music, Leadership Nashville



JORDAN S. KELLER

Partner, Keller Turner Andrews & Ghanem
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A leading attorney in legal management and strategy, Keller represents music industry clients around the globe, handling contracts, licenses, intellectual property disposition, estate planning, corporate matters and real estate transactions. Clients include OneRepublic, Ryan Tedder, Backstreet Boys, SUM 41, Striking Matches, Ryan Follese, Michael Martin and Leslie DiPiero. Member—CMA, The Recording Academy



D. PAGE KELLEY, III

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Kelley provides counsel and legal representation for entertainment industry clients including artists, songwriters and independent labels. His law career began in New York City in 1990. Moved to Nashville in 1994 and served as in-house counsel for Arista Records Nashville and Word Entertainment before entering private practice in 2002. Co-founded Baker & Kelley in 2006 and partnered with Milom Horsnell Crow Rose Kelley in 2010. Baritone in Concert Chorus of Nashville. Member—Leadership Music, CMA, ACM, Tennessee Bar Assoc.

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DAVID KELLS

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Since joining the Bridgestone Arena and Nashville Predators in 2005, Kells has climbed the ranks and earned awards including IAVM Venue Executive of the Year 2014 and 2016, and *Pollstar* Venue Executive of the Year 2017. The arena was named 2018 CMA Touring Awards Venue of the Year, and 2017 ACM Honors Venue of the Year—Large Capacity. His career includes time at SFX Entertainment, Great Big Shows, and AC Entertainment, and helping manage 328 Performance Hall and the legendary Exit/In. Named to *Billboard* 2017 and 2018 Country Power Player Lists. Board—T.J. Martell Foundation, Leadership Music. Member—CMA, ACM, IAVM



RICK KELLY

VP, Radio Marketing, Marco Promotions
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Kelly promotes country singles to secondary radio outlets including *MusicRow* and *Billboard* Indicator stations. A 27-year veteran of the Nashville music industry, he has previously held positions with RCA Records, Almo Sounds and Gibson Guitars. Served on the CRS agenda committee for four years. Interests include cycling, beekeeping, gardening, and cooking. Member—CMA



BRAD KENNARD

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Joined Razor & Tie Music in 2015, which in January 2018 became Concord Music Publishing. Represents clients such as Ian Fitchuk, Blair Daly, Tofer Brown, Sean McConnell, Danny Orton, Thomas Finchum, Mindy Smith, Phillip LaRue, Sarah Siskind and others. Past tenures include time at Big Yellow Dog Music, Violator Nashville management, Song Garden Music Publishing, Carnival Music Publishing and Curb Publishing. Member—ACM, AIMP, CMA, Leadership Music, NMPA



SHELBY KENNEDY

VP Entertainment Relations, TuneCore
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Heads TuneCore's local office and works to develop the Nashville presence. Past tenures include Lyric Street Records, ASCAP, BMI, and work as a publisher, record producer, and songwriter, whose cuts include Reba McEntire, Ray Charles and Mel McDaniel. Member—The Recording Academy Nashville (past board), Leadership Music, AMA, NSAI (past board)



GORDON KERR

CEO, Black River Entertainment
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As a part of the family ownership,

Kerr leads Black River Entertainment and its subsidiaries, Black River Publishing, Black River Records, Black River Christian, Black River Americana, Passport Productions, Thrive Management and Sound Stage Studios. The company is part of the Pegula Sports and Entertainment family which also includes NFL and NHL teams, hotels and restaurants. Kerr is a published author who enjoys family time, music, hockey, football, lacrosse and baseball. Board—ACM. Member—CMA



LAUREN KILGORE

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Kilgore serves as general counsel to Black River Entertainment, and represents artists, songwriters, and companies including Paramore, The LACS, The Harry Fox Agency, Glorious Games Group, Jaida Dreyer, Tegan Marie Thomas, Whiskey Dog Productions, Gina Mendello, Echopraxia, and Guthrie Trapp, among others. Named to *Super Lawyers'* Tennessee Rising Stars list, and *NBJ's* Top 40 Under 40 (2018). She previously handled complex commercial litigation and entertainment transactional matters at Burr & Forman, LLP. Enjoys family time with her husband, a 22-year veteran of the Nashville Police Department, and their three daughters. Member—SOURCE, Entertainment Law Section of the Nashville Bar Assoc.



TK KIMBRELL

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Kimbrell has worked in the Nashville music scene since the age of 17. After being Steve Wariner's bass player, guitar tech, merchandise seller, tour manager and eventually management representative, he started TKO Artist Management in 1987 with Mac McAnally. In 1989 he signed Sawyer Brown and went on to manage them for 14 years. He signed Chris LeDoux in 1991 and Toby Keith in 1994. In 2004, he was named Entertainment Marketer of the Year by *Advertising Age*. His roster currently includes Toby Keith, Mac McAnally, Chris LeDoux, Glen Campbell, The Bacon Brothers, Ashley Campbell, Colt Ford, Krystal Keith, Ned LeDoux and Waterloo Revival.



BOB KINKEAD

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Kinkead brings more than three decades of experience to his booking agency. He launched the company four years ago and currently represents Bill Engvall, Roseanne Barr, Billy Ray Cyrus, Lorrie Morgan,

Mark Wills, Bill Anderson, Bobby Bare, Stephanie Quayle, Josh Gracin, Craig Wayne Boyd, Tony Jackson, The Swon Brothers, Trent Tomlinson, Lucas Hoge, Emerson Drive, Cowboy Troy, Sandra Lynn, New North, Lucy Angel, Derek Jones, Cory Marks, Erin Enderlin, Paul Bogart, Seth Cook, The Artimus Pyle Band, and Uncle Si & The Sicotics. Member—ACM, CMA, IEBA, IAFE, SAG-AFTRA



ANDREW KINTZ

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Kintz and his team provide specialized financial services to music industry businesses and individuals, both locally and nationally, from their offices on Music Row. Kintz has been in banking since 1998 and has served the music industry since 2009. He holds a CFP Certification, Series 7, 24, 66 FINRA Investment Licenses, and a MBA from UGA. Member—ACM, CMA, NSAI, AIMP, The Recording Academy, Hall of Fame Circle Society, Leadership Music



SAM KLING

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Since joining SESAC in 2014, Kling has installed an innovative client services structure as well as elevated the company's affiliate roster by collaborating with some of the industry's most significant artists, music publishers and managers. He has led the department's strategic effort to secure songwriter affiliations such as Adele, Rosanne Cash, Green Day, Kesha, Kings of Leon, Shawn Stockman, Robin Thicke, and more. Kling is also bridging the gap between Mint Digital Services, (a joint venture between SESAC and Swiss collection society, SUISA) and U.S.-based music publishers to ensure a smooth U.S. rollout. Mint Digital Services administers licenses to use musical compositions in multi-territorial online music services on behalf of music publishers. Board—T.J. Martell Foundation (Los Angeles), AIMP (Los Angeles Chapter). Member—The Recording Academy



SARA KNABE

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Oversees the A&R department of BBR Music Group and works with the roster of artists across imprints Broken Bow Records, Stoney Creek Records, and Wheelhouse Records. She is also responsible for scouting, signing and developing new talent for the roster. Knabe joined the team from BBR's parent company, BMG, where she started as Sr. Dir., Creative and was elevated to VP, Creative in 2016. Member—ACM, CMA, The Recording Academy

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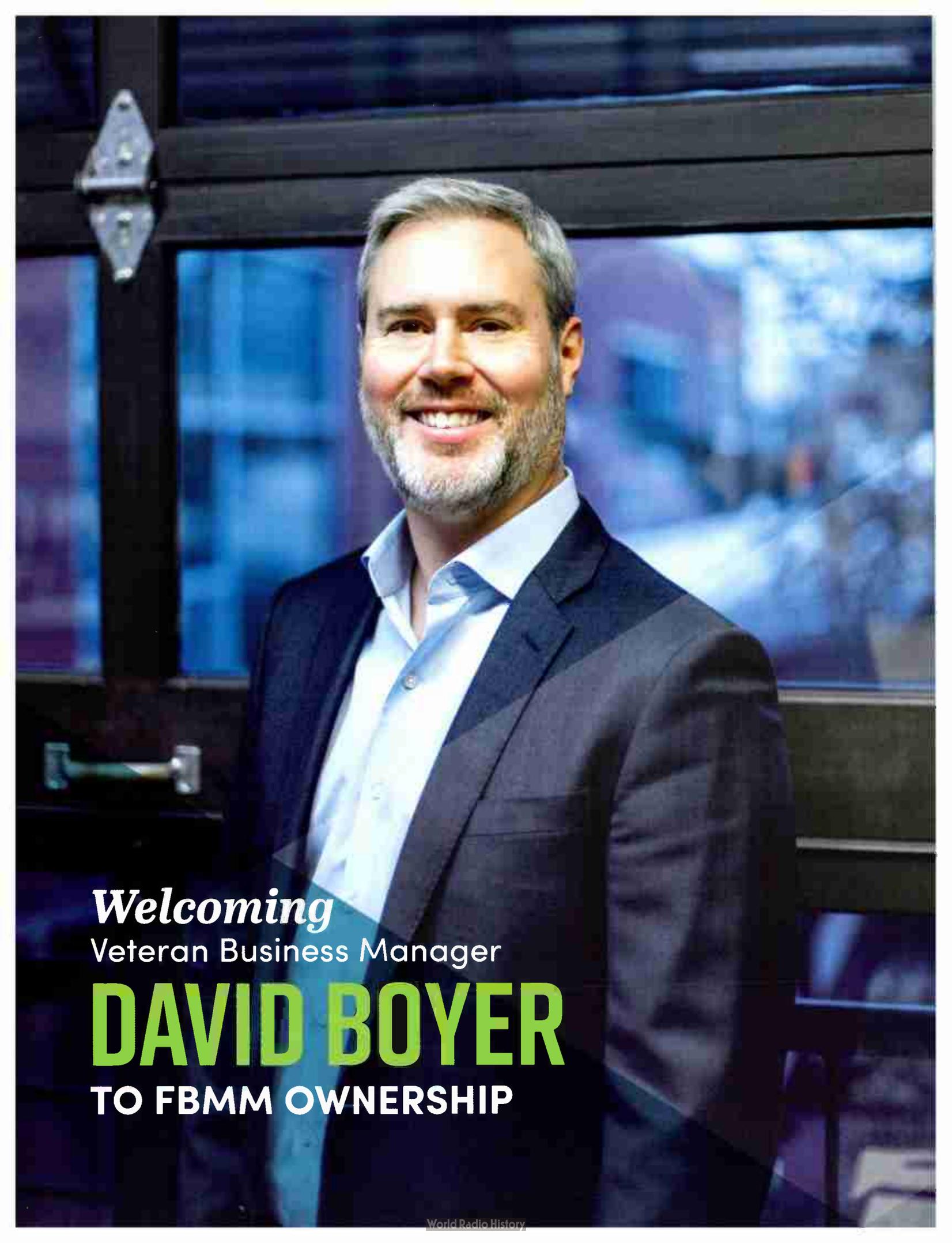


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MICHAEL KNOX

Sr. VP, peermusic Nashville; Pres./CEO, Music Knox
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Oversees the day-to-day operations of the peermusic Nashville office, which is home to Neil Thrasher (2013 ASCAP Song of the Year), Jaron Boyer and Michael Tyler (2016 SESAC Song of the Year writers), Justin Weaver, Jeffrey East, Brandon Kinney, Erik Dylan and Jennifer Hanson. As Jason Aldean's longtime producer, Knox's awards include 2011 CMA Album of the Year. His production credits have yielded 23 No. 1s, more than 45 million singles and 20 million albums sold. Has worked with Thomas Rhett, Tyler Rich, Trace Adkins, Kelly Clarkson, Bush Hawg, Michael Tyler, Ludacris, Luke Bryan, Eric Church, Miranda Lambert, Montgomery Gentry, Randy Owen, Rachel Farley, Josh Thompson, Frankie Ballard, Hank Williams Jr. and more. In 2018, Knox started Music Knox Records and launched his syndicated radio show Knox Country 360. Board—ACM. Member—Leadership Music, The Recording Academy, CMA (past board), AIMP



MARION KRAFT

CEO, ShopKeeper Management
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Kraft has guided the career of multi-Platinum superstar Miranda Lambert for over a decade, and also manages Grammy-nominated singer/songwriter Ashley Monroe as well as the trio Pistol Anniés. Prior to founding her company in Nashville in 2009, Kraft worked at management powerhouse The Firm handling day-to-day for the Dixie Chicks, Mary J. Blige, Tears for Fears, Anastacia and Clay Aiken, followed by four years at Frontline Management with the same client roster. Board—CMA, Onsite Foundation, MuttNation Foundation



KENNETH L. KRAUS

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Attorney focused on entertainment, copyright, trademark and intellectual property law in the music, television and film industries. Among his notable clients are Carrie Underwood, 19 Entertainment (producer of *American Idol*), Bob Seger, the estate of B.B. King, Amy Grant, Seether, Casting Crowns, Clint Black, REO Speedwagon and Boz Scaggs. Recently worked on the television series *American Epic* (PBS). Named to Super Lawyers list for the past seven consecutive years, and Best Lawyers for Entertainment Law since 1995. Enjoys cooking and working on his organic avocado and coffee farm in California. Member—CMA, GMA, The Recording Academy



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Lacy joined Warner Music Nashville 12 years ago where she heads A&R initiatives for its roster of artists.

The Vanderbilt University graduate's prior career stops include Tom Collins Music, Fame Music, Island Bound Music and Warner/Chappell Music. 2016 *MusicRow* Rising Women on the Row honoree. Board—ACM. Member—CMA, Leadership Music



BETH LAIRD

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As head of all operations and creative endeavors at Creative Nation, Laird publishes and manages the careers of Luke Laird, Barry Dean, Lori McKenna, Steve Moakler, Kassi Ashton, Alec Bailey, Casey Brown, Bear Rinehart and Tyler Johnson. In six years, Creative Nation has had 15 No. 1 country singles, over 30 other *Billboard* singles in both country and pop music, over 100 major label album cuts, and multiple production projects in various genres, including Kacey Musgraves' Grammy-winning debut album. In 2010, Beth Laird was named one of *Billboard's* 30 Under 30 power players, and in 2013 she was honored as one of *MusicRow's* Rising Women on the Row. Founder of N.O.W. (Nurturing Outstanding Women) and supporter of Preston Taylor Ministries. Board—The Recording Academy Task Force on Diversity and Inclusion. Member—AIMP (past Pres.), ACM, CMA, Leadership Music, NSAI, SOLID, The Recording Academy



LUKE LAIRD

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Laird is a Grammy-winning producer and one of country and pop music's most sought-after songwriters. His credits total 23 *Billboard* No. 1 hits, two *Billboard* No. 1s as a producer, 49 radio singles—27 of which hit the Top 5—and more than 100 album cuts. In three separate years, every single released that Laird wrote peaked at No. 1. He earned ACM Songwriter of the Year honors in 2015, and BMI Songwriter of the Year in 2012. He co-produced Kacey Musgraves' 2013 debut album, *Same Trailer, Different Park*, which earned the Grammy for Best Country Album, as well as ACM Album of the Year, and he also co-produced her 2015 follow-up, *Pageant Material*. Today, Laird writes for and co-owns Nashville-based publishing and management company Creative Nation with his wife, Beth. Board—CMA. Member—ACM, NSAI, The Recording Academy, AIMP



KRIS LAMB

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Lamb joined the BMLG team over eight years ago, and has been integral in developing the careers of artists including Taylor Swift, Rascal Flatts, Tim McGraw, Steven Tyler, Jennifer Nettles, Zac Brown Band, Midland, and Carly Pearce. He was named to his current post in 2017, following past roles including Sr. Dir. of West Coast Promotion for Big Machine Records and most recently, VP of Promotion for Dot Records.



CHANDRA LAPLUME

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As an Executive Producer at Taillight, LaPlume works with directors Shane Drake, Jim Wright, Blythe Thomas and Matthew Underwood to create music videos, as well as live and branded content. Board—Leadership Music, The Recording Academy (Trustee/Governor). Member—ACM, CMA



DANIELLE LARES-BOUHAROUN

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Lares-Bouharoun has worked with sports and entertainment figures, as well as entrepreneurs, executives and family wealth offices over her 30-year career in banking. Oversees Wells Fargo Private Bank's Nashville Entertainment Group office and has responsibility for clients nationwide. Outside the office, she enjoys tennis and golf. Board—T.J. Martell Foundation (Southern Region). Member—CMA, Leadership Music, The Recording Academy



STEVE LASSITER

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Lassiter oversees operations for the agency's Nashville headquarters, which represents over 80 artists including Mary J. Blige, 50 Cent, Sublime with Rome, Culture Club, The Charlie Daniels Band, Travis Tritt, Lee Greenwood, The Marshall Tucker Band, KANSAS, Jackyl, Kiefer Sutherland, David Lee Murphy, Crystal Gayle, and Little Texas, among others. Lassiter received the NATD Honors Award in 2015 and Talent Director of the Year Award in 2005. In 2017, he was named to *Billboard's* Nashville Country Power Players List, as well as *Variety's* Music City Impact List. Board—ACM, T.J. Martell Foundation. Member—CMA, The Recording Academy, NATD (past Pres.), GMA, IAFE, IEBA (past board)



JOEY LEE

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Lee is a Partner at WME and Co-Head of its Nashville office. He is responsible for guiding the daily touring, film, literary and sponsorship opportunities for some of the biggest names in country music. His client roster includes Alan Jackson, Brooks & Dunn, Garth Brooks, Thomas Rhett, Miranda Lambert, Chris Young, Ryan Hurd, Tucker Beathard, as well as many others. *Variety Magazine* recognized him as one of the top touring agents in their annual Music City Impact Report, and *Billboard* named him a Nashville Power Player. Member—CMA (past board), ACM (past board), The Recording Academy, IEBA, Songwriters Hall of Fame



JONATHAN LEVINE

Co-Head of Music, Nashville,
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Levine is Co-Head of the Nashville office alongside longtime associate Jackie Nalpant. Levine represents artists including The Estate of Johnny Cash, the Grateful Dead's Bob Weir & Phil Lesh, reigning CMA and Grammy Album of the Year winner Kacey Musgraves, Sturgill Simpson, Margo Price, Tyler Childers, Lee Ann Womack, The Milk Carton Kids, Anderson East, Ashley Monroe, Ben Folds, Colter Wall, Brent Cobb, Tori Kelly, Wynonna, Waylon Payne, and more. In 2018, Paradigm acquired the Dale Morris & Associates touring business, bringing superstar clients Kenny Chesney and Old Dominion into the Paradigm Nashville fold. As an adjunct to the deal, Levine also represents Blake Shelton and George Strait for select live work. Levine is a recipient of *Pollstar's* Third Coast Agent of the Year and Bobby

Brooks Agent of the Year awards and has been named on *Billboard's* Country Power Players and Power 100 lists. Board—CMA, AMA, HeadCount, Phil Lesh's Unbroken Chain Foundation, The Creative Coalition (Honorary Music Chair)



KEN LEVITAN

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Levitan has an active role in the successful careers of the company's diverse list of artists such as Kid Rock, Alison Krauss, The Struts, Peter Frampton, LOCASH, Tom Morello, T Bone Burnett, Prophets of Rage, Lynyrd Skynyrd, Emmylou Harris, John Hiatt, Aaron Lewis, Hank Williams Jr, and others. Board—Country Music Hall of Fame, Nashville Convention & Visitors Corp., Nashville Health, Nashville Area Chamber of Commerce, Brooklyn Sports & Entertainment Advisory



SHARI LEWIN

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Levin is a Partner at WME in commercial endorsements, splitting time between New York and Nashville. She is responsible for finding and securing sponsorship/commercial endorsement opportunities for some of the biggest names in music including: Brad Paisley, Chris Young, Cole Swindell, Dolly Parton, Garth Brooks, Jason Aldean and Luke Bryan. During her career she has successfully designed and executed numerous notable brand deals for her clients. She has been named a Master of Music Marketing and Branding Power Player by *Billboard* and a Women in Music City Honoree by *NBJ*. Member—ACM, CMA

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FRANK LIDDELL
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Liddell is the Creative Head of independent song publishing company Carnival Music. Among writers who had their first No. 1s at Carnival: Bruce Robison, Scooter Carusoe, Natalie Hemby, Troy Jones and David Nail. The current roster includes Brent Cobb, Waylon Payne, Jedd Hughes, Marla Cannon-Goodman, Dustin Christensen and Hailey Whitters. In addition to producing all of Miranda Lambert's albums, Liddell produces David Nail, Charlie Worsham, Lee Ann Womack, Aubrie Sellers, Pistol Annies, and others. He is a Grammy, CMA, and ACM award winner, who lives in Nashville with his wife, Lee Ann Womack, and their children, Aubrie and Anna Lise. Board—ACM, The Recording Academy. Member—CMA, NMPA, The Recording Academy (P&E Wing)



JAY LIEPIS
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 With more than 14 years of
 experience at Apple, Liepis is
 focused on bringing the country

music fan from the transactional download era to the streaming era. During his time with the company, he previously oversaw all music programming as well as label and artist relations for iTunes during its peak. Prior to Apple, Liepis worked for Epic Records in New York in the New Media department, and started

his career in artist management working for Scott McGhee. Board—CMA



DEBBIE S. LINN
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Linn was hired in 2012 to direct daily operations of the national organization. She oversees committee and alumni activities, the Leadership Music Program and the Leadership Music Dale Franklin Award. Linn previously worked with Sony Music in various capacities from 1994 to 2011 in the New York and Nashville offices. Board—Music Makes Us Advisory Council. Member—ACM, CMA, SOURCE, The Recording Academy



CHRIS LISLE
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Lisle has more than 28 years of experience as a live concert/event production designer, lighting designer and production manager. Present clients include Chris Young, Alice Cooper, Sugarland, Judah & The Lion, Chase Rice, Dave Koz, Sara Evans, Brooks & Dunn, The Recording Academy, IEBA, KAABOO Festivals, C3 Festivals, and the City of Nashville. Co-Founder of the Touring Career Workshop. Member—ACM, CMA, Leadership Music, Event Safety Alliance



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 Loba serves as Exec. Vice

President of the BBR Music Group (a BMG company) which consists of Broken Bow, Stoney Creek and Wheelhouse Records. BBR Music Group is home to the RIAA's top digital selling male country artist of all time and 2016-2018 ACM Entertainer of the Year Jason Aldean, and a mix of fellow stars and rising artists including Zac Brown Band, Kid Rock, Dustin Lynch, Tyler Farr, Randy Houser, Trace Adkins, Chase Rice, Granger Smith, LOCASH, Lindsay Ell, Jimmie Allen, Runaway June, Kristian Bush, Parmalee, Chase Bryant, Everette, Brooke Eden, Adam Craig, Lainey Wilson, Home Grown Kids, and King Calaway. Board—ACM, CMA, CRB, Project Music



TOM LORD
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With Red Light since 2014, Lord works with the various artists and staff in the Nashville office on overall marketing efforts. Prior to Red Light, Lord was in marketing and artist development at Universal Music Group Nashville and Warner/Reprise Nashville. Board—T.J. Martell Foundation, Leadership Music

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 of riaa's latest certified singles.



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CINDY MABE

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Together with Chairman/CEO Mike Dungan, Mabe oversees all

departments including marketing, digital marketing, media marketing, creative services, production, sales and streaming, promotion, A&R, and international strategies for UMG Nashville (Capitol Records Nashville, EMI Records Nashville, MCA Nashville, Mercury Nashville). Mabe joined Capitol Records Nashville in 2007, then expanded her role following the 2012 acquisition of EMI properties by Universal Music Group. Prior to joining Capitol Records Nashville, Mabe oversaw marketing for Arista Records Nashville. Honors include *Billboard's* Power Player (2018-2019); *Billboard's* Women in Music (2015-2018); and *MusicRow* Rising Women on the Row (2013). Board—ACM, Belmont University Alumni. Member—CMA



DAVID MACIAS

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Macias is the co-founder and

President of Thirty Tigers, a label services company that specializes in marketing services, music distribution, management, promotion, and publishing for independent artists. Thirty Tigers releases music from diverse genres. Thirty Tigers is also a partner in Triple Tigers, the commercial country label that is the

proud home of Russell Dickerson, Scotty McCreery and Gone West. Board—The Recording Academy. Member—A2IM, CMA, ACM



ANGIE MAGILL

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Magill joined the company in 2007 where she directs legal and business affairs for the label group and its three recording imprints: Arista Nashville, Columbia Nashville and RCA Nashville. Member—ACM, CMA, Leadership Music



MATT MAHER

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As a co-founding partner and head of Activist Artists Management's Nashville office, Maher oversees the roster including multiple Grammy-winner Dwight Yoakam, The Lumineers, Bob Weir, Ben Rector, Frankie Ballard, Michael Franti, Nahko and Medicine for the People, and Clare Bowen among others. Maher was previously a partner at Roar and the head of the Roar Nashville office, where he helped to expand the roster and build the career of Zac Brown Band in their rise from regional success to a Grammy-winning stadium

act. Maher previously worked as the sole manager of the entertainment law practice at the Cahill Law Office. Has been listed as one of *Billboard's* annual Nashville Power Players. Board—T.J. Martell Foundation (Southern Region). Member—CMA, ACM, AMA, The Recording Academy



BRIAN MANNING

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Manning represents a broad

scope of musical talent, providing strategic counsel on concert tours and aspects of their overall career development. His clients include Charlie Puth, Niall Horan, 5 Seconds of Summer, Julia Michaels, Mike Posner, Meghan Trainor, Zara Larsson, DNCE, Iggy Azalea, Pentatonix, Dean Lewis, Fletcher, and Lennon Stella, among others. Manning joined CAA in 1999 as an assistant, and he was promoted to agent in 2002. Over the years, Manning has been named to both *Billboard's* 30 Under 30 and 40 Under 40 power lists. He is a three-time nominee for *Pollstar's* Bobby Brooks Agent of the Year and four-time nominee for IEBA Talent Agent of the Year.



KENT MARCUS

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law firm provides focused business affairs and legal counsel for Grammy-winning artists, labels, writers, actors, models and fashion designers, management, publishers, film and TV companies, estates, executives, concert promoters, and digital music platforms. His firm is of counsel with the New York/L.A. firm Carroll, Guido & Groffman. Marcus supports Volunteer Lawyers for the Arts and the Vanderbilt Children's Hospital. Member—Leadership Music, ACM



STEVE MARKLAND

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In 2014 Downtown tapped 25-year vet Markland to open its Nashville office. He previously served as VP of A&R, Nashville at Warner/Chappell Music, a position he held since 2009. He also opened Windswept Publishing's Nashville office in 1996 and started his career at Patrick Joseph Music. He enjoys spending time with his family, fishing and the great outdoors. Board—AIMP. Member—ACM, CMA, Leadership Music, The Recording Academy



JOHN MARKS

Global Dir. of Country Music,
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Marks joined Spotify in 2015, overseeing all things country for the global music curation/programming team

and growing country globally for Spotify through playlist curation, programming and written editorial. Marks spent most of his adult life in programming and operations in country music radio. He moved to Nashville from KSON/San Diego eight years ago to work at SiriusXM. Honors include the CMA Jo Walker-Meador International Award (2018), and British Country Music International Services Award (2018). Board—ACM, CMA



KIRKE MARTIN

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Opened this business management company in 1980 where he handles the business affairs of current clients Brad Paisley, Nanci Griffith, Matthew West, Francesca Battistelli, Nitty Gritty Dirt Band, Jaci Velasquez, Skillet, Zach Williams and others. Enjoys golf, reading, boating on Tim's Ford Lake, and Nashville Predators hockey. Member—ACM, CMA, Leadership Music



MICHAEL MARTIN

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Martin heads ASCAP's Nashville Membership team and since 2010 has led ASCAP to major marketshare

growth to become a leading PRO in country music. As Vice President, he manages relationships with some of ASCAP's most successful members, including six-time Songwriter of the Year Ashley Gorley, major artists Garth Brooks, Reba, Chris Stapleton and Kelsea Ballerini, hit songwriters Josh Osborne, Jon Nite, Zach Crowell and more. He also maintains ASCAP's relationships with key Christian artists like Michael W. Smith, Matthew West and Francesca Battistelli, and crossover hitmakers David Garcia, Ben Glover and Tommee Profitt. Under his direction, the Nashville Creative team has curated many member opportunities, including ASCAP's GPS Program, which pairs unsigned songwriters with local publishers for mentoring and development. ASCAP's festival footprint has also been expanded, with stages at the 30A Songwriters Festival, Pilgrimage Music & Cultural Festival, Forecastle Festival, Big Ears and more. Board—AIMP, CMA, GMA. Member—ACM, The Recording Academy



JACQUELYN MARUSHKA

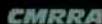
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Marushka brings 25 years of experience to the publicity company she founded in 2016. Current clients include Americana Music Association, Angaleena Presley, Charles Esten, Clare Dunn, Drake White, Jimmy Wayne, Lee Brice, Nell & Jim Band, Parker McCollum, Randy Rogers Band, Riders In The Sky, The Stryker Brothers, and We Are Messengers, as well as serving on the Academy Awards public

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*ASCAP Heritage Award Winner
(For Most Country Airplay This Century)
and Founder of Big Loud*



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relations team. Marushka previously launched Shore Fire Media's Nashville office as GM, and prior to that led publicity for Provident Music Group. Board—AMA. Member—ACM, CMA, The Recording Academy, GMA (past board)



ELIZABETH MATTHEWS

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Matthews has led ASCAP to record-breaking financial results and growth, driving \$1 billion in revenue for four consecutive years and more than \$1 billion in annual royalty distributions to ASCAP members. Under her leadership, ASCAP has launched pioneering transparency and technology initiatives and annually processed trillions of musical composition performances. Operating on a not-for-profit basis, ASCAP is among the most efficient PROs, delivering 89 cents on every dollar collected back to creator and music publisher members. Matthews has closed key licensing deals with digital media companies, cable and TV networks, satellite radio and a recent 5-year deal with the radio industry which secured higher rates for performances of the ASCAP repertory's more than 11.5 million works. She also leads ASCAP's advocacy efforts, including passage of the Music Modernization Act. Board—ASCAP Legislative Fund for the Arts (Chairman), CISAC (Exec. Governance Committee), Recording Academy/ NARAS Task Force, She Is The Music Executive Committee, FastTrack, Songwriters Hall of Fame (Sr. VP), MIDEM, National Recording Preservation. Member—ACM



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Matthews has led the trade organization through significant growth since taking the helm in 2013. She previously spent seven years as GM of the Ryman Auditorium. During her tenure, the historic venue rose to prominence as one of the top-grossing theaters in the world. Matthews spent 12 years with The Judds and Wynonna as VP/Treasurer of their corporations. She landed in Nashville in 1985 as part of the Pace Concerts team that built and operated Starwood Amphitheatre. Ranked in *Billboard's* Top Women in Music and honored by *NBJ* with a Women in Music City award.



ELLEN MAY

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With 30 years of banking experience, she focuses on private banking and mortgage lending for the Sports, Music and Entertainment Group. She provides these unique clients expert assistance for their specialized banking and financial needs. Member—ACM, CMA, The Recording Academy, Tennessee Mortgage Bankers Assoc.



PHIL MAY

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May joined the company in 2009 where he manages business operations, and negotiates songwriter contracts and catalog acquisitions. He was one of the founders of global music publisher R2M Music LLC and previously spent 11 years with Sony/ATV Music Publishing. His career began as a CPA with Price Waterhouse—but he denies enjoying spreadsheets. Enjoys family, reading and pool volleyball. Community initiatives include the board of Hunter's Hope Foundation. Member—ACM, CMA, Copyright Society of the South, Leadership Music



SHANE MCANALLY

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McAnally is a multiple CMA, ACM and Grammy Award-winning

country music songwriter and producer. He currently works with Kacey Musgraves, Walker Hayes, Sam Hunt, Midland, Old Dominion, Thomas Rhett and more, along with new artists Renee Blair, Kylie Morgan and Brandon Ratcliff. SMACKSongs has been listed among *Billboard's* Top 10 Nashville publishers for the last four years. In 2017, McAnally, and co-writers Zach Crowell, Hunt and Josh Osborne, scored with the 4-times Platinum "Body Like A Back Road," which broke the record for the longest reigning No. 1 on *Billboard's*



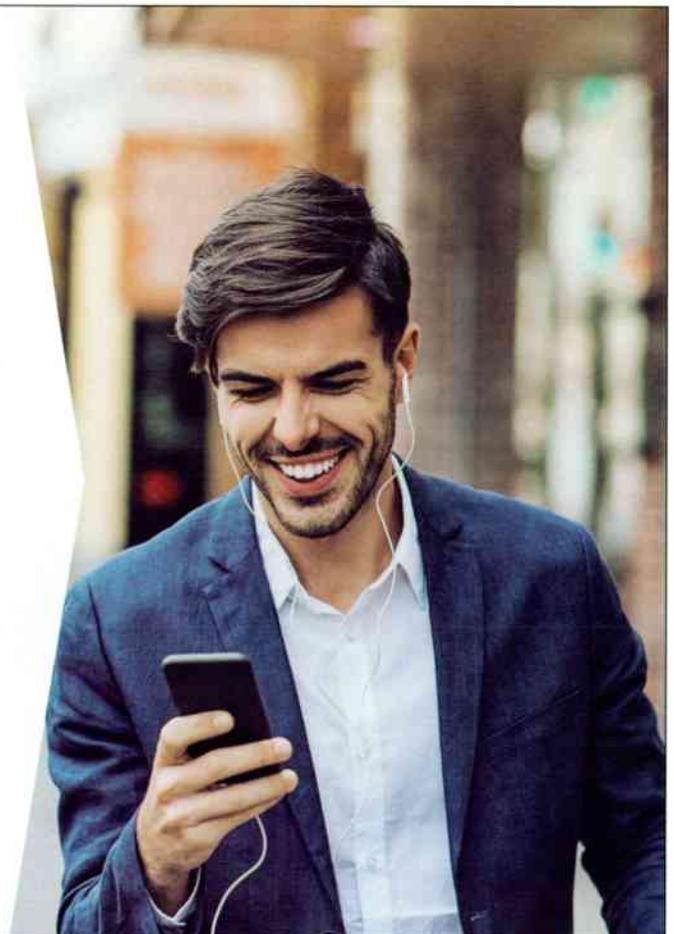
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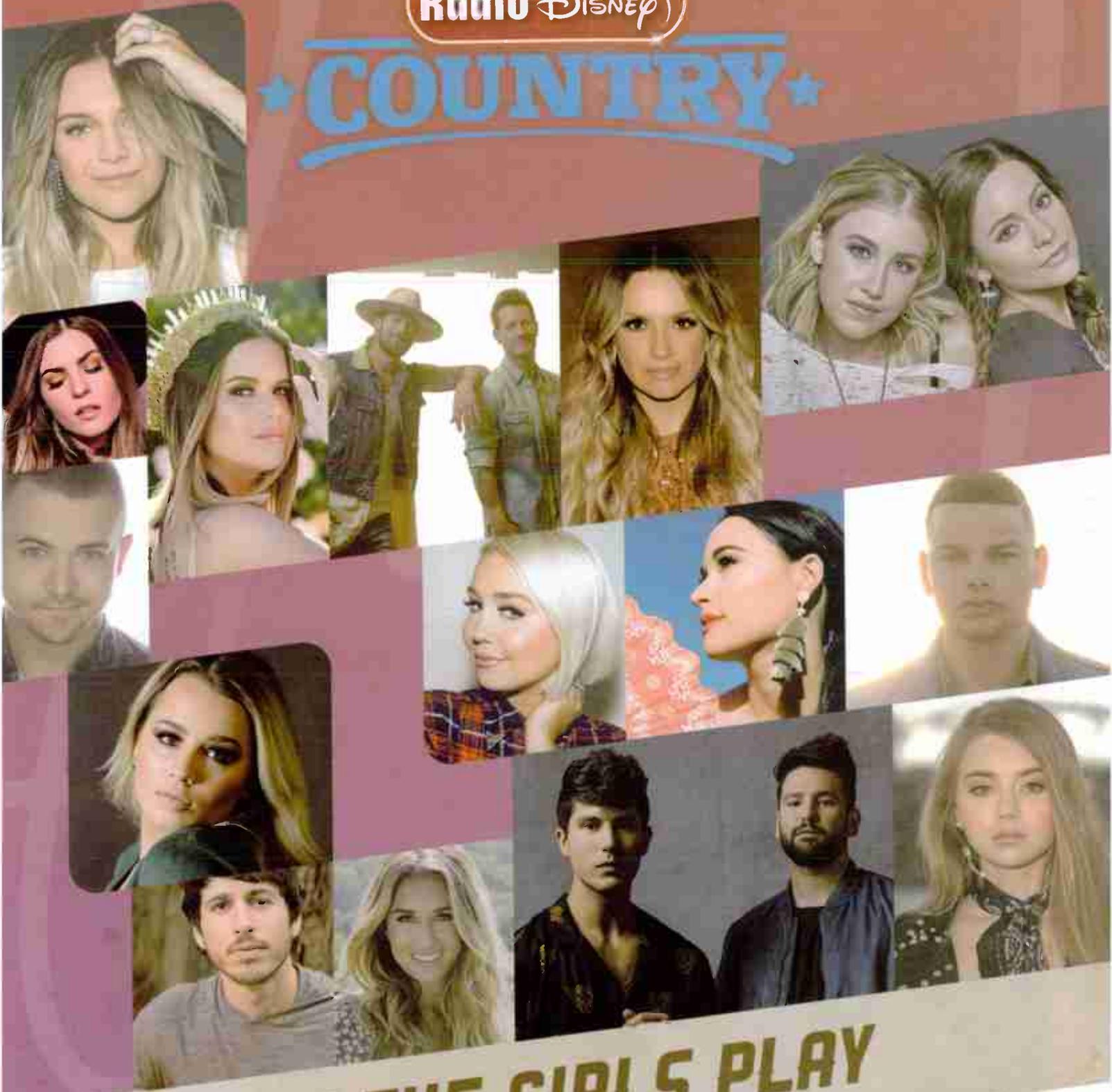


Ellen May
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JOHN MCBRIDE

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Blackbird Studio was launched in 2002, designed as a cutting-edge facility which now includes nine studios used by a who's-who of artists and producers including Beck, Kings of Leon, Tim McGraw and Faith Hill, Sheryl Crow, Queen, The White Stripes and Taylor Swift. McBride oversees sound logistics for wife Martina on the road and is a recognized collector of vintage audio gear and Beatles memorabilia. In 2013 McBride launched The Blackbird Academy offering Studio Engineering and Live Sound Engineering programs. He is also the President of Clair Global's Nashville office. Member—ACM, CMA



MARY ANN MCCREEDY

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McCreedy co-founded this business management firm in 1990 with Chuck Flood and Frank Bumstead. FBMM focuses on recording artists, songwriters, producers, and high net-worth individuals. Her clients include Kelly

Clarkson, Alison Krauss, Blake Shelton (with Julie Boos), Keith Urban, and the Estate of Mac Miller. In 2018, she was the first female and first Nashvillian to receive *Variety's* Business Managers Elite Award, for both her career and dedication to philanthropic causes. Also in 2018, named to the Country Music Hall of Fame and Museum's Circle Guard for unwavering commitment and contributions. Other honors include the 2017 Nashville Chamber of Commerce's Impact Award for mentorship, seven *Billboard* Women In Music honors, and the first female recipient of the CMA President's Award. Co-founder of the Music City Music Council. She enjoys spending time with her godson, sailing, shooting, skiing, world travel and beaches. Board—Country Music Hall of Fame (Finance Committee, and Investment Committee chair). Member—Music City Music Council (past co-chair), the M Society (President, founding), W.O. Smith Music School (former council and ongoing advocate), ACM, CMA



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McFarland started this publicity company in 2007, where her current clients include Ashley McBryde, Caitlyn Smith, Chase Rice, Darius Rucker, Eric Church, George Strait, Jimmie Allen, Kellie Pickler, Kenny Chesney, Michael Ray and more. She enjoys music, spending time with family and friends, the outdoors, reading and traveling. Honors include *MusicRow* Rising Women on the Row (2014). Board—ACM, ACM Lifting Lives, CMA.



PAT MCMAKIN

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McMakin took on his role heading operations at Ocean Way Nashville in 2008. In 2016, he celebrated 40 years in the music industry, including time as a Grammy-winning recording engineer, producer and studio executive. His wide range of clients (engineer and producer) include Willie Nelson, Ray Charles, Dolly Parton, NSync, Steve Martin, Nashville Opera and many more. He spent 25 years with Sony/ATV and has managed recording studios on Music Row continuously since 1982. Member—The Recording Academy (P&E Wing), The Recording Academy (past board, Nashville Chapter), The Mike Curb College of Entertainment and Music Business (founding Chairman), AMA, CMA, Leadership Music, Belmont University Alumni Assoc., G.A.N.G. Audio



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Joined the firm in 2017, bringing 10 years of transactional entertainment practice representing independent and major label artists, writers, publishers, producers, and industry executives, as well as new media, intellectual property and corporate

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Milom's 40-plus years of experience in entertainment law have earned him a national reputation in matters of intellectual property. His clients include Luke Bryan, Emmylou Harris, Keith Urban, Kelsea Ballerini, Rascal Flatts, Brandy Clark and Hank Williams Jr. Milom served as an adjunct professor at Vanderbilt University Law School for more than 30 years teaching Entertainment and Copyright Law, and serves as counsel for the boards of directors of the Country Music Hall of Fame and Museum, and Country Radio Broadcasters. Board—Copyright Society of the South (Founding Dir., past Chairman). Member—ACM, CMA, Leadership Music, Leadership Nashville



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Mimms is Exec. VP of, and General Counsel for, Big

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Miner provides media, marketing and consulting services to current clients including Garth Brooks, Pearl Records and Alan Jackson. In the past year, he has also provided services to Sony Music Nashville, Miranda Lambert, Pistol Anniés and Hill Entertainment Group, among others. Miner began his career in radio journalism and spent over a decade in syndicated radio at MJI Broadcasting (later Premiere Radio). In 2005, he joined RCA Label Group (later Sony Music Nashville), and he worked in artist management at The Co-op. He is co-producer of the annual Bob Kingsley Living Legend Award event benefiting the Opry Trust Fund, and co-creator and producer of the annual Music Row Storytellers event. Member—CMA, Leadership Music



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Moats, a co-founder of Avenue Bank, assumed his current post following its merger with Pinnacle

Financial Partners in 2016. In his role as Dir. of Music Sports and Entertainment, Moats works with a client base in Nashville, New York, Los Angeles and London, serving the finance and banking needs of major artists, athletes, music publishing companies, and record labels. Board—Nashville Film Festival (music), Montgomery Bell Academy Alumni, M Street Entertainment. Member—Leadership Music, CMA, The Recording Academy, ACM, A2IM



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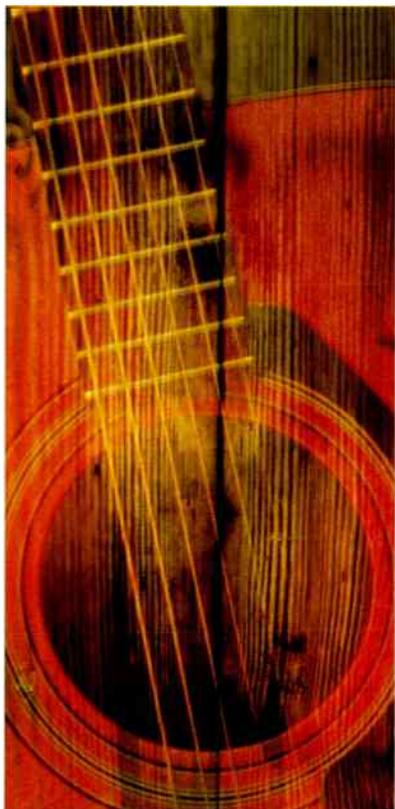
Moberly joined the label 20 years ago where he oversees radio promotion for the Mercury Nashville roster including Lauren Alaina, Billy Currington, Travis Denning, Chris Stapleton, Sugarland, Shania Twain, and Maddie & Tae. Moberly's hobbies include great songs from great songwriters, cooking, collecting and drinking Kentucky bourbon, and hunting and fishing with his son Boo. Board—St. Jude advisory label committee



JOEY MOI

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Moi has built an impressive, multi-Platinum resume during his 15-plus years in the music business. Known primarily as a producer with more



A Musician's Perspective...

Karl Braun at Hall Booth Smith, P.C. offers entertainment and intellectual property services to Nashville's music industry. Braun's unique legal perspective derives from his personal experiences as a professional musician, publisher and music business entrepreneur. With over 20 years of litigation and transactional experience, Braun offers Music Row the total "360" legal solution.

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than 20 No. 1s to his credit, the veteran hitmaker is one of *Billboard's* Top Country Producers of 2019, and also a celebrated songwriter, engineer, mixer, and business leader.



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which was ranked as a Top 10 *Billboard* Hot 100 Publishing Corp. and Hot Country Publishing Corp. for both 2017 and 2018. BMM boasts 20 No. 1 hits and more than 30 Top 20 singles since opening in 2012. BMM's electric roster of hitmakers and artists includes ASCAP 2018 Country Songwriter-Artist of the Year Brett Young, CMA New Artist of the Year Luke Combs, 2018 AIMP Breakthrough Songwriter of the Year Josh Thompson, Brandy Clark, Jessie Jo Dillon, Jonathan Singleton, Laura Veltz, Daniel Ross, Benjy Davis, Nathan Barlowe, as well as artist/writers Justin Moore, Trent Harmon, Maddie & Tae, Tyler Rich and Joe Don Rooney of Rascal Flatts, among others. Board—"Industry Consensus" Mechanical Licensing Collective, AIMP Nashville, Country Music Hall of Fame Education Council, Independent Publisher advisory committee. Member—Leadership Music, ACM, CMA, NMPA, The Recording Academy



CHARLIE MONK

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Monk's more than 60-year

entertainment career includes radio, TV, theatre, movies, commercials, songwriting, music journalism, teaching, and music publishing, with executive positions at ASCAP, CBS Songs, and Gaylord's Acuff-Rose Music Publishing. Inducted into the CRB Country Radio Hall of Fame (2019), Tennessee Radio Hall of Fame (2018) and Alabama Music Hall of Fame (2014). Monk was named 1998 SESAC Country Publisher of the Year. Known as the "Mayor of Music Row," he enjoys painting, writing songs, and hosting his daily SiriusXM morning radio show. Member—ACM, CMA, CRS (Lifetime Dir.), Leadership Music, GMA, The Recording Academy, NSAI, SAG-AFTRA (past Pres.)



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Provides accounting, business management and financial planning services to artists, songwriters and producers including Old Dominion, Devin Dawson, Josh Osborne, Brett James, Boy Named Banjo, Ingrid Andress and Caylee Hammack. Moore co-founded the boutique business management and financial planning firm in 2015, bringing with her seven years of

experience in entertainment business management. Board—SOURCE Nashville (Treasurer). Member—CMA, ACM, The Recording Academy, GrammyNEXT, Country Music Hall of Fame Troubadour Society



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Moore is a 25-year-plus music industry veteran who began this independent publicity company in 1988. She oversees all public relations needs of her clients which include The Hank Cochran Pen Fund, Marty Brown (Plowboy Records), Southern Halo, Mark Wayne Glasmire and special projects for Rhyme Partners and Mountain Home Records. Member—ACM, AMA, CMA, IBMA, ICM, SOURCE



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Morris Higham Management oversees the careers of Kenny Chesney, Old Dominion, Louise Mandrell, Brandon Lay, Ryan Griffin, Walker County, Michael Ray, Carlton Anderson and Johnny Dailey. In his free time, Morris enjoys boating and reading. Member—ACM, CMA

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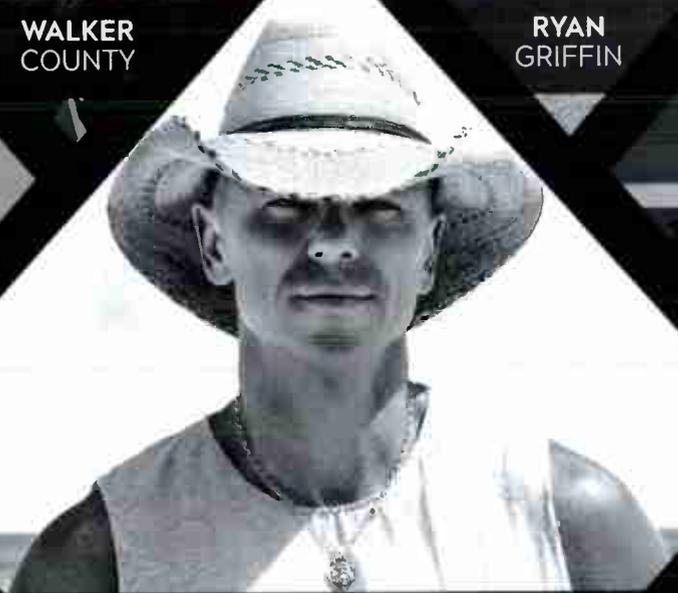
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Morrow is a partner in the firm's downtown Nashville office. She represents a wide range of entertainment clients primarily in the contemporary Christian and country genres, and serves as Legal Counsel to the CMTA and Leadership Music, and as Entertainment Counsel to the Nashville Symphony and Nashville Opera. Morrow was named Nashville's Lawyer of the Year in Entertainment Law in 2013 and 2017 by Best Lawyers. She's an avid tennis player and works with the Music City Tennis Invitational, as well as Tennessee Prayer Breakfast, Mercy Multiplied International, and Fellowship of Christian Athletes (state board). Member—ACM, CMA, GMA, Leadership Music, The Recording Academy, Copyright Society of the South; Nashville, Tennessee, California and American Bar Assoc.



AL MOSS

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For almost 33 years, Moss has worked independently as a radio promoter, spending the past 24 specializing in Americana music. Current or recent clients include New West Records, ATO Records/Red Light Management, Dualtone Records, Mercury Records Nashville, Columbia Records

Nashville, Atlantic/Elektra, Black River Entertainment, Average Joe's Entertainment, Outside Music, Blue Elan Records, Crossroads Label Group, as well as various other independent labels and artists, including Easy Eye Sound/Gibson Brothers, Jim Lauderdale, Lauren Morrow, Edward David Anderson, Scott Miller, Billy Burnette, Band of Heathens, Jamestown Revival, Becky Warren, Mary Bragg, Black Lillies, Donna the Buffalo, Seth Walker, Adam Hood, and more. Career began in 1974, promoting music on the Warner Bros., Atlantic, and Elektra/Asylum labels. Member—Leadership Music, AMA (founding member and past board)



CURT MOTLEY

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Joined UTA Music in 2016. Clients include Toby Keith, Jamey Johnson, Mac McAnally, Ashley Campbell, Krystal Keith, Ned LeDoux, Waterloo Revival, Chris Bandi, Lance Carpenter and Scotty Emerick. Motley was former co-head of music at Paradigm Talent Agency in Nashville. He began his career in 1990 at TKO Artist Management, then in 1995 came to Monterey Artists (acquired by Paradigm in 2005) from his own in-house booking agency. In 2015, Motley was recognized on *Billboard's* inaugural Nashville Power Players list. Enjoys Harleys, outdoors, shooting sports, golf and spending time with friends and family. Board—ACM. Member—CMA



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Moxley is a 34-year music industry veteran. With the label since 2008, he oversees radio promotion efforts for the roster including Toby Keith, Waterloo Revival, Krystal Keith and Lance Carpenter. Member—ACM, CMA



DARIN MURPHY

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Murphy represents top musicians including The Dixie Chicks, Sam Hunt, Keith Urban, Maren Morris, Loretta Lynn, Little Big Town, Darius Rucker, Hunter Hayes and Cassadee Pope, among others. He was named Talent Agent of the Year at the 2015 CMA SRO Awards and 2017 CMA Touring Awards. Board—ACM (past Pres. and Chairman). Member—CMA, The Recording Academy, Leadership Music



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As a Partner in WME's Nashville Office, Neal is responsible for guiding the daily touring, film, literary and sponsorship opportunities for some of the biggest names in country music. His client roster includes Jason Aldean, Florida Georgia Line, Morgan Wallen and Dustin Lynch, among others. A 30-year veteran of the music business, Neal joined WME in 2014 after 25 years at Buddy Lee Attractions where he served as President from 2009 to 2014. Neal has received countless industry honors including *Pollstar* Third Coast Agent of the Year, IEBA Talent Agent of the Year, NATD Agent of the Year and NATD Honors Award. Member—ACM, CMA, IEBA



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Nichols has been with The Bluebird Cafe for 11 years, where she oversees all of the venue's on and off-site operations and manages the brand. She started at The Bluebird as a waitress while a student at Belmont University, two years after the venue opened. She played herself in the CMT series, *Nashville*. Enjoys being a visual artist, a runner, and a New England Patriots fan. Board—The Recording Academy Nashville Chapter, Leadership Music. Member—CMA, AMA, SOURCE, Folk Alliance International (past board)



NORBERT NIX

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Head of day-to-day operations for the label which is home to artists Russell Dickerson and Scotty McCreery. Nix is a 20-year industry veteran with experience at Mercury Records, RCA Nashville and Columbia Nashville. His career also includes time in artist management and publishing. Member—ACM, CMA, USAT



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Veteran executive, producer and arranger who focuses on opportunity creation for the label group he joined in 2013. Worked at KSC on Apollo 11, former school bus driver, trombone player and President of Warner Bros. Records Nashville.



BRIAN O'CONNELL

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During 25-plus years, O'Connell has worked with touring powerhouses Jason Aldean, Luke Bryan, Keith Urban, Dierks Bentley, Thomas Rhett, Lady Antebellum, Brad Paisley, Rascal Flatts and many more. Launched festivals including Watershed, Faster Horses, Country Lakeshake and Route 91 Harvest, and developed the successful Country Megaticket. Relocated to Music City in 2001 to become president of Clear Channel Entertainment Nashville and joined Live Nation in 2010. Named Promoter of the Year by CMA, IEBA, *Pollstar*, and seven times by the ACM, and recipient of the CMA Touring Awards Lifetime Achievement Award. Massive music fan who enjoys being on the road with his artists and cheering for teams from hometown Chicago. Board—ACM, CMA, Country Music Hall of Fame



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O'Neil is a co-founder of

entertainment business management and consulting firm O'Neil Hagaman, LLC which was started in 1984 with Cheryl Harris and Al Hagaman. Its clients include many of the most significant U.S. based touring

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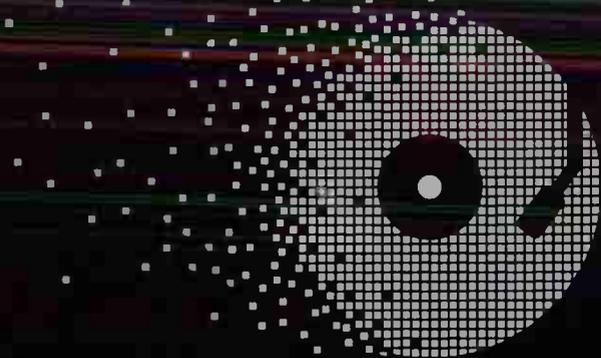
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Kirke Martin and Lainie Allbee of Martin, Allbee, and Associates are thrilled to announce the elevation of Elaine Bryan and Breanne Miller to the position of Partner! With this change in structure, we will now be Martin, Allbee, Miller, Bryan & Associates, LLC, and we are excited to unveil our new logo!

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Elaine Bryan



Breanne Miller

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and recording artists across several genres. The Special Projects division is known for its expertise in due diligence, publishing matters and strategic consulting. The firm is also a longtime contributor to *MusicRow* magazine. In 1998, O'Neil and Carla Wallace co-founded artist development and publishing company Big Yellow Dog Music, home to writers Meghan Trainor, Josh Kear, Maren Morris, Tenille Townes, Daniel Tashian and others, who have tallied 36 No. 1s and ten Grammys. The film, TV and branding division placed over 300 syncs in 2018. O'Neil is past Chairman of the WPLN board, and founding board member of W.O. Smith Music School. Member—CMA, ACM, NMPA, AIMP, Leadership Music, NSAI



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O'Neil oversees all of BMI's business operations, both domestically and globally, and directs the company's strategic growth to benefit BMI's writers, composers, music publishers and licensees. Board—BMI Board of Directors, FastTrack (Chairman), Songwriters Hall of Fame, T.J. Martell Foundation, Broadcasters Foundation of America, National Association of Broadcasters Education Foundation, Monmouth Medical Center Foundation, BMI Foundation (Honorary Chairman).



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Oermann is a multi-media personality in print, TV, radio,

graphic arts, and public speaking in addition to being a music historian, photographer, illustrator, librarian and writer/producer of specials for CMT, TBS, A&E, CBS, and PBS. Longtime *MusicRow* magazine columnist, he is a feature writer for many others in addition to authoring eight books and annotator of 100-plus reissue albums. Honors include 2016 Nashville Songwriters Hall of Fame Keystone Award, 2011 R.O.P.E. Media Award, 2002 IFCO Award, 2001 Belmont Lifetime Achievement Award, 1999 *Nashville Scene* readers poll, 1996 Nashville Music Award, 1994 ASCAP Deems Taylor Award and 1988 CMA Media Achievement Award. Also a gardener, carpenter, painter, and record and antique collector. Board—Nashville Songwriters Foundation, Nashville Public Library. Member—AMA, CMA, IBMA, The Recording Academy, Leadership Music, Leadership Nashville



LYNN OLIVER-CLINE

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In 2016, Oliver-Cline launched River House Artists, a creative firm that includes label, publishing and management, with flagship artist Luke Combs. Combs has since celebrated a

Platinum-certified album and five multi-Platinum, No. 1 singles. River House Artists songwriters include Ray Fulcher, Driver Williams, Rob Williford and Nicolette Hayford. Oliver-Cline's career began at Virgin Records, followed by time at BMI, ROAR, Zac Brown's Southern Ground Artists, and Thirty Tigers, spearheading album launches for Jason Isbell, Lucinda Williams, and more. 2018 *MusicRow* Rising Women on the Row honoree. Board—ACM. Member—CMA, NAIMP



GREG OSWALD

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Oswald is a Partner at WME, and Co-Head of its Nashville office. He is responsible for guiding the daily touring, film, literary and sponsorship opportunities for some of the biggest names in country music. His client roster includes Dolly Parton, Brad Paisley, Randy Houser, Lonestar, Lynyrd Skynyrd, Kix Brooks, Pat Green, 38 Special, Gretchen Wilson, Kenny Rogers, Big & Rich, Hank Williams Jr. and many others. Oswald has been named to *Billboard's* annual Nashville Power Player List every year since its inception. *Variety Magazine* named him one of the top Touring Agents in the United States and has recognized him on its annual Music City Impact Report. He is a previous winner of CMA Talent Agent of the Year. Member—CMA, ACM, IEBA, The Recording Academy, Songwriters Hall of Fame

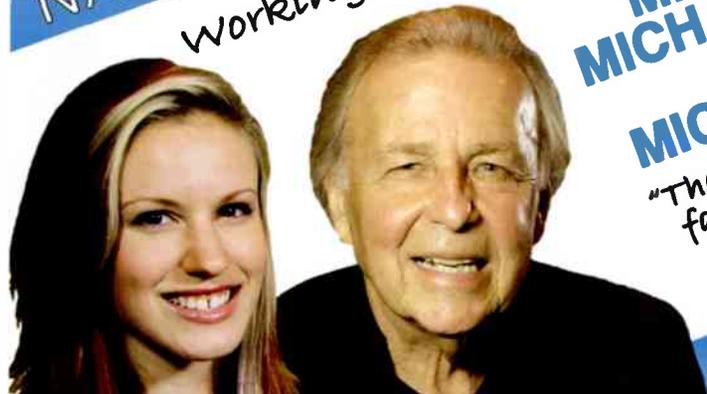
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Overly oversees the Nashville office and supports all facets of SunTrust's private wealth management platform. She has worked 13 years at SunTrust, and seven years in its Sports & Entertainment Group, focusing on assisting members of the music community, including artists, songwriters, publishers, labels, managers, agencies and more. A graduate of Washington and Lee University, Overly spent three years in investment banking covering the financial sector, followed by a three-year capital markets stint focusing on IPOs and follow-on offerings for companies in the consumer and financial sectors. Board—CASA of Davidson County. Member—CMA, The Recording Academy, Country Music Hall of Fame and Museum Honor Society Circle Level, Walk Bike Nashville



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With the company six years, Owen oversees day-to-day operations and creative initiatives. The current roster includes Gary Baker, Kyle Coulahan, Whitney Duncan, Ashley Elle, Liz Hengber, Graeme Hogg, Matt Johnson, Cassidy Lynn, Reba McEntire, Anthony Smith, Conner Sweet

and Danny Wilson. Owen's three-decade career began at Starstruck Entertainment, where she spent 15 years as VP of Creative Services. She followed that with 10 years as head of Owen Entertainment before partnering with Jim Kacmarcik to launch Given Entertainment. Enjoys collecting heart rocks, the beach, hiking and hot yoga. Member—CMA, The Recording Academy, SOURCE, AIMP



JASON OWEN

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Owen, Pres./CEO of Sandbox Entertainment, launched the full-service management and entertainment company in 2010. Named *Billboard's* 2018 Executive of the Year, Owen represents artists including Faith Hill, Little Big Town, Kacey Musgraves, Dan + Shay, Kelsea Ballerini, Midland and legacy clients including the John R. Cash Revocable Trust. Recently, Under Owen's guidance, Sandbox artists received a combined total of nine Grammy nominations, resulting in five total awards with wins in all country categories as well as the Album of the Year (Musgraves' *Golden Hour*). An Emmy Award winner, Owen is also co-President of Monument Records (an imprint of Sony Music).



CRAIG OWENS

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Began his career at the firm in 1994, and today is a Principal of the Special Projects Division which works with clients to support the management of intellectual properties. Conducts royalty examinations on behalf of recording artists and publishers and provides strategic advice to independent entertainment companies.



JOHN OZIER

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Ozier joined Reservoir Media Management in 2019 to launch the company's Nashville division. This comes following a successful tenure as VP, Creative at ole, where he led the independent publishing company's Nashville Creative division to 20 No. 1 singles over five years. Under Ozier's leadership, ole's acquisitions and/or signings included: Parallel Music, Red Vinyl, Tony Martin, Jordan Davis, Chris Janson, Tyler Farr, Adam Hambrick and Jeremy Stover. Ozier is co-writer of the No. 1 songs Lee Brice's "Hard to Love" and Tyler Farr's "Whiskey in My Water." Honors include 40 Under 40 from *NBJ* and the University of Georgia. Board—AIMP (Pres. of Nashville Chapter), Oasis Center, Regions Bank Middle Tenn. Member—ACM, CMA, GMA, Leadership Music, NATD, The Recording Academy



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TREE PAINE

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Paine launched Premium PR in 2014 where she oversees publicity

for client Taylor Swift. Paine previously worked at Warner Music Nashville handling publicity for WMG's country, Christian and comedy labels. She made the move to Nashville from Los Angeles, where she gained experience in marketing, publicity, and promotion working for the Academy of Country Music. Board—ACM Lifting Lives (Chairman), The Recording Academy (Sec.), Cheekwood. Member—ACM, CMA, Leadership Music



LARRY PAREIGIS

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Pareigis started this virtual label in 2007 to provide promotion, social media, and marketing services to new and established country artists and now has a full team covering reporting, Indicator/Activator, MusicRow, and secondary country radio. Current and former clients include Aaron Tippin, Ashley Monroe, Bryan White, Charlie Daniels, Court Yard Hounds, Dave McElroy, Dixie Chicks, FLO, Jackie Guy, Joe Diffie, Joey & Rory, John Berry, Neal McCoy, Nick Brennan, Sammy Kershaw, Tracy Lawrence, Train, and Willie Nelson. He enjoys reading, writing, weightlifting,

Iron Trib-ing, and walking long distances with his dog Blue. Member—ACM, CMA, Leadership Music, The Recording Academy



TYNE PARRISH

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Parrish serves as a co-owner of

The GreenRoom and has played a role in shaping the careers of some of country music's most notable artists including current clients Jason Aldean, Dierks Bentley, Tucker Beathard, Bobby Bones, Garth Brooks, Bailey Bryan, Caylee Hammack, Brooks & Dunn, Lady Antebellum, LANCO, Kip Moore, Maddie & Tae, Rascal Flatts, Thomas Rhett, Brett Young and Rachel Wammack, in addition to powerhouse company Live Nation Entertainment. The GreenRoom solidifies and elevates client profiles through strategic planning and execution of album/single/tour campaigns, national media appearances, tour publicity, international press plans, special events and charitable initiatives. Board—CRS, CMA. Member—ACM



JACKIE PATILLO

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Patillo took the helm of GMA in 2011, with commitment to fulfilling its mission: "To expose, promote and

celebrate the life changing message of Jesus Christ to the world through music, the arts, and media." Anchored by the annually televised GMA Dove Awards, the Gospel Music Association also hosts GMA Honors, and Immerse, a three-day music training program. Patillo previously served as VP, A&R and Artist Development at Verity Music/Sony. Enjoys family, gardening, and home decorating. Board—Gospel Music Trust Fund, Lipscomb University College of Entertainment and the Arts. Member—The Recording Academy, Leadership Music (past board), Stellar Awards, SOURCE



DIANE PEARSON

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With over 20 years of

entertainment banking experience Pearson provides financial solutions including loans, deposits, leasing and wealth management to personal and business clients. Pearson joined City National Bank in 2011, co-managing the Nashville Entertainment Division with Lori Badgett. Honors include: *Billboard's* Women in Music, *Variety's* Music City Impact Country Power Player, *Variety's* Women Who Power Country Music, and *Nashville Lifestyles'* Women in Business. Board—Musicians On Call (National Board), Leadership Music (Pres. 2019-2020 and past Pres. 2015), T.J. Martell Foundation. Member—ACM, CMA, GMA, AMA, The Recording Academy, SOURCE



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JOHN PEETS

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Peets is an artist manager and the founder of Q Prime South, established in 2001. Q Prime South boasts a roster that includes The Black Keys, Eric Church, Brothers Osborne, Ashley McBryde, Brandon Ratcliff, Brett Eldredge, Dee White, The Wild Feathers and Marty Stuart. Peets is also an award-winning photographer and videographer—published in *The Wall Street Journal*, *Billboard* and *Rolling Stone*. Member—CMA, ACM, The Recording Academy



CHIP PETREE

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Petree represents individuals and companies throughout the entertainment industry, including multiple Grammy, CMA and ACM award winning artists, songwriters, producers and music publishers. Petree also specializes in the buying and selling of copyright catalogs, having closed over 40 catalog sales worth over \$100 million. Board—Leadership Music. Member—ACM, AIMP, CMA, The Recording Academy



DAVE POMEROY

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A bassist, songwriter and producer, Pomeroy is a 40-year AFM member who was elected President of the Nashville Musicians Association, AFM Local 257 in 2008, with subsequent unanimous re-elections since then. He negotiates contracts with the Grand Ole Opry and Nashville Symphony, and advocates on behalf of Local 257's 2,400 members, and more than 80,000 musicians as an AFM International Executive Officer. He toured and recorded with Don Williams for 14 years and has played on hundreds of albums with artists such as Keith Whitley, Trisha Yearwood, Alison Krauss, Willie Nelson, Earl Scruggs, and Emmylou Harris. He has performed live with Chet Atkins, Steve Winwood, Peter Frampton, and Larry Carlton, and has released 14 solo and band projects on his label, Earwave. He remains active as a session musician, live performer, photographer and publisher of *The Nashville Musician*. Board—Leadership Music, *Bass Player* magazine, SAE, Chamber of Commerce. Member—AFM, The Recording Academy, ROPE



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Peterson has been a banker for the music and entertainment industry since 1996. He specializes in providing capital for expansion, development and acquisition of music catalogs, along with facilitating banking services tailored for the music and film industries. Among his numerous clients are record labels, studios, songwriters, artists, music publishing companies, entertainer coach companies, sound equipment companies, business management firms, artist management firms and film production companies. Board—AIMP, SAE Institute Entertainment Business School, Nashville Filmmakers Guild. Member—Leadership Music



ROD PHILLIPS

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Phillips is a radio and music veteran with more than 25 years of experience in programming, including leading the development of the extremely popular *The Bobby Bones Show*. In 2015 he was appointed to lead the Nashville-based iHeartCountry team, which includes over 150 radio station brands nationwide. Board—CMA, ACM, CRB



ELLEN POWERS

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Powers oversees the recording and marketing

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administration for MCA, Mercury, EMI and Capitol Nashville. She has developed and implemented systems, policies and procedures over the past 32 years with UMG, first in Los Angeles and now in Nashville. Member—ACM, CMA



JIMMY RECTOR

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Rector started in promotion in 1990 at Capitol Nashville and his career includes time at Decca, BNA, Raybaw, Columbia, Show Dog and now EMI. He enjoys sailing, diving, skiing and boxing. Member—ACM, CMA



DENNIS REESE

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Reese is responsible for the development, implementation and supervision of the strategic and tactical radio promotional plans for artists on the RCA Nashville roster including Chris Young, Kane Brown, Miranda Lambert, Old Dominion, Pistol Anies, Rachel Wammack, Ryan Hurd, and Seaforth. Reese previously worked as Sr. VP, Promotion, Epic Records and held similar posts at Capitol Records, Elektra Records and Columbia Records. Began his career in radio, and programmed stations in Miami, Orlando and Charlotte.



KELLY RICH

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Rich joined Amazon Music in February 2017, ensuring Nashville's priority releases have a direct advocate,

are properly set up within the Amazon eco-system and that Amazon's global reach is leveraged on all of their properties for Nashville's multiple genres. Honored as a *Billboard* Women in Music (2010-2013), *MusicRow* Rising Women on the Row (2014), *NBJ* Women in Music (2014-2015 and 2017-2018), *Billboard* Country Power Player (2017-2018) and most recently named one of *Variety's* Women Who Power Country Music (2018). Her more than 30 years of experience includes time at Big Machine Label Group, UMG Nashville, DreamWorks, Arista Nashville, BMG and Western Merchandisers. Board—ACM. Member—SOURCE, CMA



KATHARINE RICHARDSON

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Richlynn Group's clients include John Oates, The Doobie Brothers, Robert Earl Keen, Martin Guitar, LR Baggs, Steve Dorff, Beth Nielsen Chapman, David Starr, Morris Lighting & Sound, Paul Childers, Ear Trumpet Labs, Frank Ray, Don Gibson American Music Foundation, Quarto Valley Records, author Sharon Draper, Folk Music Hall of Fame, InDo Nashville and more. Offers PR, marketing strategy, management, influencer marketing, social media, digital marketing, brand activations and advertising services. Board—Folk Music Hall of Fame. Member—AMA, CMA, SOURCE, Folk Alliance



DIANE RICHEY-HAUPT

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Richey-Haupt opened her radio promotions company in 1985. Her team, which includes employees Beth Brightwell, Ben Kann and Kiersten Suarez, specializes in secondary country promotion to *MusicRow*, Indicator and Activator stations. They are the most-awarded promotion company in Nashville, having won

over a dozen awards, including the 2018 Independent Promotion Team honor at the *CRS/Country Aircheck* Awards. Enjoys hiking, live music, theatre and volunteerism. Member—CMA, SOURCE



ROYCE RISSER

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Risser oversees all promotion efforts in the UMG four-imprint structure, including MCA Nashville, Mercury Nashville, Capitol Records Nashville and EMI Records Nashville. He began with MCA Nashville in 1992. Enjoys family, football, hockey, skiing, volleyball and prestidigitation. Board—CRB. Member—ACM, CMA



MIKE RITTBURG

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Rittberg joined the label group in 2017 in the newly created role of CMO where he oversees a variety of teams including sales/revenue, streaming, marketing, ecommerce, data and brand partnerships. Prior to joining BMLG, Rittberg worked for Bill Silva Management and was involved with the management of Linkin Park. His past stops include GM at Verve Music Group (UMG) as well as Sr. VP of Reprise Records, owned by Warner Music Group. Board—Music Biz. Member—ACM, CMA, The Recording Academy, Leadership Music



ED RIVADAVIA

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Rivadavia, who joined the label group in 2017, oversees digital strategy for Sony Music Nashville's

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Columbia, RCA and Arista Nashville rosters, including social media, web campaigns and advertising, content development, CRM, D2C, ticket bundles, and music video content marketing. Most recently, he was VP of Marketing and Digital Strategy for Sony Music's Century Label Group. Member—ACM, CMA



LANCE ROBERTS

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With more than 20 years of experience, Roberts is currently the agent for Jimmie Allen, Steve Earle & The Dukes, Matt Stell, Parmalee, Sammy Kershaw, John Anderson, Trace Adkins, Tanya Tucker, Craig Morgan, Logan Mize, Pam Tillis and more. Prior to joining UTA he was the agent for icons such as Merle Haggard, Waylon Jennings, and Don Williams at the Bobby Roberts Company. Roberts jointly oversees the full Nashville roster and daily operations of the UTA Music office with Nick Meinema and Curt Motley. Roberts additionally serves as booking representative for the Central U.S. territory. Member—ACM, CMA



SHEROD ROBERTSON

Publisher/Owner, Music Row Enterprises
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After many years as a fabulous bean counter, Robertson acquired the company in 2010 and oversees all operations for its products including *MusicRow* magazine, song pitch-sheet *RowFax*, the *CountryBreakout* Chart, *Top Songwriter* Chart and *MusicRow's* new merchandise line. The publication also hosts three annual events: the *Country Radio Meet & Greet* and *CountryBreakout Awards*, *Rising Women on the Row* honors, and the reader-voted *MusicRow Awards*. During the '90s, Robertson served as Dir. of Finance for Arista Records, working under Tim DuBois and Mike Dungan. He launched his career in the music industry in 1991 as VP, Finance and CFO at Reunion Records, Inc. and its publishing company, Reunion Music Group, Inc., then led by Terry Hemmings. Member—ACM, CMA, The Recording Academy, Leadership Music, HMWH Elder



PETE ROBINSON

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Robinson oversees operations of the publishing company's Nashville division along with Sr. VP Dale Bobo. Robinson joined Big Deal in 2012 following its purchase of Propel Music Publishing Nashville, of which he was a partner. Previous tenures include time in New York as Sr. VP A&R at RCA Records from 1993 to 2000, and Sr. VP A&R at Epic Records.



SCOTT ROBINSON

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Robinson leads Dualtone, an Entertainment One company, known for releasing roots-oriented gems. Dualtone has been nominated for 17 Grammy awards and garnered four wins. The independent entertainment company has released albums by The Lumineers, Shakey Graves, Mt. Joy, Hayes Carll, Langhorne Slim and The Law, Chuck Berry, Robert Earl Keen, Guy Clark and more. Enjoys anything Leipers Fork. Member—A2IM, AMA, The Recording Academy, Leadership Music



KEN ROBOLD

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Named to current post in July 2015. Prior to joining Sony Music, he served as President of Zac Brown's Southern Ground Artists, where he oversaw the operation's record label, publishing, and studio divisions. The role followed nearly 22 years with PolyGram Records/Universal Music Group, where he rose to Exec. VP/GM of UMG Nashville. Board—ACM (past Chairman), The Recording Academy (Nashville Chapter Governor). Member—CMA, Leadership Music (past Pres.)



RISHA RODGERS

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As a Partner in WME's Nashville office, Rodgers guides the daily touring, television, literary and sponsorship opportunities for hit artists including Lee Brice, Tyler Farr, Miranda Lambert, The Pistol Annies, Brett Young, Maddie & Tae, Neal McCoy, Mark Chesnutt and many others. In 2016, she earned the distinction of becoming the first female partner in WME's Nashville office. She is also a founding member of Women in Music, a group organized by WME partners across the globe to elevate other women, both in the company and in the community. Rodgers is a multiple-time honoree at *NBJ's* Women in Music City awards, and 2016 *MusicRow* Rising Women on the Row recipient. Board—Studio Bank (Founder's advisory). Member—ACM, CMA, IEBA



FRANK ROGERS

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Rogers is a multi-Platinum producer, hit songwriter and publisher. He is a three-time recipient of *MusicRow's* Producer of the Year honor with production credits on Brad Paisley, Josh Turner, Darius Rucker, Trace Adkins, Scotty McCreery and Granger Smith. Rogers co-founded Sea Gayle Music in 1999 with Paisley and Chris DuBois. He

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Brian Kelley - Owner
Tyler Hubbard - Owner
Leslie T. DiPiero - GM
Adam Romaine - Creative/Tour Dir.
Emily Peacock - Creative Dir.

ROAD VIBEZ SINCE 2015

currently runs Fluid Music Revolution, a joint venture with Spirit Music Group. Board—Belmont University Alumni. Member—ACM, CMA, Leadership Music, The Recording Academy



PETER ROSELLI

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Roselli has been with Bluewater since 2001, where he oversees all of the day-to-day operations of the company. While working closely with Pres./CEO Brownlee Ferguson, Roselli handles licensing, royalty distributions and administration client negotiations. He enjoys French Bulldog rescue and craft beer.



DAVID ROSS

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Since launching Reviver Records in 2011, the company has gone on to have three No. 1s, three Top 5s, four Top 20s and three Gold singles. The song "Everything's Gonna Be Alright" by Reviver artist David Lee Murphy with Kenny Chesney garnered a 2018 CMA Award. Today, Reviver Entertainment Group is home to Murphy, Big & Rich, Thompson Square, Tenille Arts, Michael Tyler, Haley & Michaels, Aaron

Goodvin, The Carter Family, John Carter Cash and Irlene Mandrell. Member—CMA, ACM



DAVID M. ROSS

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Founded BossRoss Media in 2012, which published his books, *Secrets Of The List* (2013) and *The Digital Solution* (2014); and also houses his industry blog, and song catalog, Songs Of BossRoss. He consults clients on how to best embrace and profit from digital media. Founded and ran *MusicRow* magazine (1981-2010). Wrote *Twenty Years of Change, Music's Digital Transformation* for the 2012 Edition of the *Encyclopedia of Country Music*. Received CMA President's Award (1998), and Canadian CMA's Leonard T. Rambeau Award (2003). Hosted the first CMA Awards Internet simulcast in 1997. Attended Berklee College of Music. Graduate of Wharton School, University of Pennsylvania. Board—Country Music Hall of Fame and Museum (Chairman, Marketing/Sales Committee). Member—CMA (past board), ACM (past board), Leadership Music (past board)



RONNA RUBIN

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Rubin opened this independent publicity/PR,

marketing and events firm in 1992. Her clients include The Recording Academy; ASCAP; Flood, Bumstead, McCready and McCarthy; *Rolling Stone*; The Listening Room Cafe; City National Bank; SongBird Tours and Ed Rode. Member of the SOURCE Hall of Fame. She enjoys international travel, has visited all 50 states, is a certified master gardener, and with her rescue golden retriever, Buddy, is a registered Intermountain Therapy Dog team. Charitable endeavors include Room in the Inn and Second Harvest Food Bank. Board—W.O. Smith Music School, Gilda's Club Nashville. Member—The Recording Academy, SOURCE



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Represents an array of entertainment clients including Cole Swindell, Maren Morris, Dustin Lynch, Jon Pardi, Justin Moore, Kip Moore, Chris Lane, Granger Smith, Tyler Farr, Craig Campbell, Wade Bowen, Tucker Beathard, Cale Dodds, Tyler Rich, Rachel Wammack, Trea Landon, Everette, Buddy Cannon, Michael Carter, Average Joes Entertainment, Hideout Pictures, and more. Before entering private practice in 2007, he worked as an in-house attorney for Sony Music Nashville. Teamed with Jonathan Motley to form Safford Motley, PLC in 2009. Enjoys live music, golf and the outdoors. Board—Nikki Mitchell Foundation. Member—ACM, CMA, Nashville and Tennessee Bar Assoc.



BRITTANY SCHAFFER

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Schaffer and her team partner with artists, labels, and managers to develop and execute world-class marketing campaigns for artists to promote their music on and off platform, to bring their stories to life and form deeper connections with their fans, and to maximize exposure and global reach. Schaffer is also central to the development and execution of Spotify's global strategy for the country genre. This includes spearheading the transformation of the flagship Hot Country playlist into an "enhanced playlist," adding original video content to and re-branding the visual identity of the playlist, and bringing Hot Country to the fans off platform through a North American marketing campaign. Prior to joining Spotify in January 2018, she was Senior Counsel in the Entertainment Department of Loeb & Loeb, LLP. Board—CRB. Member—ACM (Co-Chair, Developing Artist Task Force), CMA, Copyright Society of the South, SOURCE



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Clients of Schmidt's publicity firm include Luke Bryan, Easton Corbin, Eric Paslay, Cole Swindell, Chris Tomlin, and Grand Ole Opry. She launched the company 20 years ago. Member—ACM, CMA

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Schnur has been a professional musician, music supervisor, composer, record producer, label president, TV executive producer and more. Currently, his role is to develop music for franchises such as *Madden NFL, FIFA, Battlefield Star Wars, Battlefield, Mass Effect, The Sims, Apex* and more. Schnur signed an exclusive songwriter agreement with Sea Gayle Music in 2015, and was featured in *Variety* as one Nashville's most influential executives. Board—The Recording Academy, City of Hope, The Mike Curb College of Entertainment and Music Business, Tennessee Film Entertainment and Music Commission. Member—CMA (past board), The Grammy Foundation, Leadership Music



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Shock Ink has been a leading force in entertainment and media relations for four decades, and currently represents clients including Toby Keith, Willie Nelson, Gordon Lightfoot, Krystal Keith, Lukas Nelson & Promise of the Real, Cody Jinks, Fred Eaglesmith, Mac McAnally, Lance Carpenter, Waterloo Revival, Insects vs Robots, Particle Kid, Roberta Flack, Tif Ginn, Opium Moon, Show Dog Nashville, Willie's Reserve, and Willie's Remedy.



J.R. SCHUMANN

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Joined the satellite radio company in 2015 where he leads programming for all country music stations including The Highway, as well as channels in the Christian category and SiriusXM's Elvis Radio. Previously served as Operations Manager for Cumulus Media in Dallas/Ft. Worth.



SCOTT SCOVILL

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Owner of companies including Moo TV, CenterStaging, The Steel Mill, and Moo Creative. Moo TV, *Pollstar's* Touring Video Company of the Year for the eighth consecutive time, works with Jason Aldean, Dierks Bentley, Garth Brooks, Chris Stapleton, Brad Paisley, Hall & Oates, Chris Young and Toby Keith, to name a few. CenterStaging in L.A. and New York is a music industry complex used by U2, *The Voice*, The Rolling Stones, Paul McCartney, The Grammys, Lady Gaga and Bruno Mars. The Steel Mill in Nashville is a production rehearsal facility for Chris Stapleton, Kenny Chesney, Jason Aldean, Dierks Bentley, Brad Paisley, Maren Morris, and many more. Moo Creative Media in Nashville is a video production house with a focus on music and tour content. Board—CMA, Tennessee

Entertainment Alliance, The Store. Member—Leadership Music



SALLY SEITZ

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Seitz has been with Apple Music/iTunes since 2004, where she manages artist and label relationships for Nashville. She began her career in 1998 at BMG in New York working with distribution systems and digital operations. Board—ACM. Member—CMA (past board)



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Self specializes in business management and financial planning services for songwriters, producers and touring artists including Chris Janson, Kacey Musgraves, Danny Gokey, Chris Tompkins, Jon Langston, Josh Mirenda, Ruston Kelly, Riley Clemmons, Rob Williford, Faren Rachels and Matt Stell. Self was selected as one of Nashville's Emerging Leaders and voted one of Nashville's Top 30 under 30. Also the 2018 recipient of UGA's Terry College of Business Outstanding Young Alumni Award. Enjoys time with her husband and two children. Member—ACM, CMA, GMA, The Recording Academy



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Shackelford is an attorney and managing partner of the firm, which was formed in 2002 and has 50 attorneys in Dallas, Ft. Worth, Nashville and Austin. He practices entertainment, real estate, banking and business transaction law and is admitted to the Texas, Florida, Georgia and Tennessee bars. He enjoys mentoring and leads children's Bible Study Fellowship. Member—CMA, Leadership Music



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Shehan provides counsel and legal representation for creative individuals and entities throughout the entertainment industry, including, artists, songwriters, and producers. She also handles contract negotiations and trademark, copyright, right of publicity, touring, recording and publishing matters. Community initiatives include serving on the board of Unscripted Improv. Board—Country Music Hall of Fame Troubadour Advisory Committee. Member—CMA, ACM, The Recording Academy, Grammy Next 2018 Class, SOLID Alumni, Copyright Society of the South

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PUBLIC RELATIONS



SCOTT F. SIMAN

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Siman was a partner in the law firm Benson & Siman and also served as a Sr. VP at Sony Music Nashville before becoming personal manager to Tim McGraw. Siman now serves as President of McGraw's businesses under the EM.Co banner, including music, film, television, music publishing, and health and wellness. Siman's father Si started the Ozark Jubilee and was instrumental in the careers of Chet Atkins, Brenda Lee and Porter Wagoner, among others. Member—ACM, CMA, The Recording Academy



BILL SIMMONS

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Simmons has been a partner with Fitzgerald Hartley since 1987. The company currently manages the careers of Brad Paisley, Chris Young, Vince Gill, Kellie Pickler, Morgan Evans, Randy Houser, Tracy Lawrence and more. Board—CMA (Chairman, past Pres.), Country Music Hall of Fame and Museum, Grammy Museum Mississippi. Member—ACM, CMA



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Simmons joined SunTrust Music in 2011 handling private wealth management and banking for artists, songwriters and music industry clients. Previously spent 15 years at ASCAP leading business affairs for the Nashville Membership Group and business analysis for licensing. Holds Series 7 and 66 FINRA investment licenses as well as a Tenn. Life Insurance license. Enjoys family, travel, playing music with

friends, losing golf balls and spending time outdoors. Board—Music Health Alliance (Treas.), Family and Children's Service (Finance). Member—ACM, AIMP, AMA, CMA, Country Music Hall of Fame Circle Society, Georgia Music Partners, IBMA, Leadership Bluegrass, Leadership Music, The Recording Academy



LESLY SIMON

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Simon leads the Pearl Records, Inc. team which she joined in September 2016. She is responsible for the development, implementation and supervision of strategic and tactical marketing and radio promotional plans for Garth Brooks (via Pearl Records) and Trisha Yearwood (via Gwendolyn Records). Member—ACM, CMA, Leadership Music, SOURCE



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The GreenRoom represents clients including Jason Aldean, Tucker Beathard, Dierks Bentley, Bobby Bones, Garth Brooks, Brooks & Dunn *Reboot*, Bailey Bryan, Lady Antebellum, Caylee Hammack, Maddie & Tae, Kip Moore, Rascal Flatts, Thomas Rhett, Rachel Wammack, Brett Young, and Live Nation Entertainment's portfolio of country music festivals including Windy City Lake Shake, Faster Horses Festival, Rock the Ocean's Tortuga Music Festival, Watershed Festival and Route 91 Harvest Festival. The GreenRoom was founded by three-time CMA Publicist of the Year Mary Hilliard Harrington who retains ownership alongside Sloan and Tyne Parrish. Member—ACM, CMA



JENNIE SMYTHE

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Founder and CEO of this strategic digital marketing agency with clients including Darius Rucker, Maddie & Tae, and Brandy Clark, in addition to various comedians, actors, TV shows, movies, films, books and brands. Smythe's background includes time at Yahoo! Music, Clear Channel Online Music & Radio, record labels and management companies. Enjoys reading, writing and has a huge soft spot for four legged furry friends who need homes. Board—CMA, CMA Foundation, Music Health Alliance



CLARENCE SPALDING

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Spalding manages the careers of Jason Aldean, Reba McEntire, Rascal Flatts, Kix Brooks, Darius Rucker, Brooks & Dunn, Terri Clark, Hootie & The Blowfish and Rachel Wammack. He has managed Brooks & Dunn for 20 years, helping the duo sell more than 30 million records and notch 23 No. 1s. He has also been involved in the careers of Eddie Rabbitt, Ronnie Milsap, KT Osin and Roger Miller, to name a few. In total, Spalding's acts have sold more than 70 million records and won over 130 major industry awards. Board—Music City Music Council, Country Music Hall of Fame, Vanderbilt Children's Hospital. Member—CMA (past Chairman and Pres.)



NEAL SPIELBERG

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Spielberg opened his sales, marketing and distribution consulting company in 2003 after 21 years with Warner Music Group. He

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PLUS ONE • RACHAEL LAMPA • RANDY TRAVIS • RODNEY CROWELL • SCOTT STAFF/CREED • SONNY LANDRETH • TIM MCGRAW

started his management company in 2009, which is currently home to Blane Howard, and Sons of the Palomino (Jeffrey Steele). Co-manages blues artist Tracy Nelson, in association with Gene Dries. Board—Leadership Music. Member—ACM, AMA, CMA, Feld Entertainment Marketing Alum, The Blues Foundation, The Recording Academy



KEITH STEGALL

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Stegall is a Grammy Award winning producer who has produced Alan Jackson, Zac Brown Band, Dan Smalley, Clay Walker and many more. Named *MusicRow's* 2002 Producer of the Year. As a songwriter, he has penned hits such as "Don't Rock The Jukebox," "I Do (Cherish You)," "Dallas" and "I Hate Everything." In 2016, Stegall launched Dreamlined Entertainment, a publishing and production firm. Member—ACM, CMA, The Recording Academy, AFM, SAG-AFTRA, NSAI



MIKE STEINBERG

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Steinberg is responsible for the company's Creative group, which encompasses BMI's songwriter and composer teams in Atlanta, Los Angeles, Nashville, New York, Austin, Puerto Rico and London. He works closely with the group's senior executives, who are responsible for helping to guide and develop the careers of BMI's roster of established and developing talent, and also oversees BMI's Strategic Partnership division. In addition, Steinberg leads all of BMI's domestic licensing efforts, encompassing digital media, AM/FM radio, network and local television, cable networks and MSOs, satellite radio and television, VOD and General Licensing categories, such as restaurants and hotels.



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Stem is manager for Scotty McCreery, who recently achieved his first two consecutive No. 1 hits. Previously, Stem worked for EB Media PR, handling clients including McCreery, Kellie Pickler, Steve Wariner and Eric Church. Prior to that, Stem spent 10 years at CMA overseeing publicity for the CMA Awards, CMA Music Festival, Country Music Hall of Fame inductee announcements, and other events. Stem has also run his own PR company, worked as a publicist for FORCE, served as VP/Publicity for Capitol Records Nashville, and spent 11 years as publicist for Garth Brooks via Pam Lewis & Assoc., Doyle/Lewis Management, and Bob Doyle & Assoc. Member—ACM, AMA, ATAS, CMA, The Recording Academy



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Joined Loeb & Loeb more than 23 years ago where her clients include Carrie Underwood, Lauren Alaina, Loretta Lynn, Amy Grant, Chris Tomlin, Michael W. Smith, The Accidentals, Robin Meade, Chip Esten, Megan Alexander, Rezonant Music Publishing, Kaleidoscope Media, Nicolle Clawson, Lee Thomas Miller and more. Instrumental in drafting The Songwriters Capital Gains Tax Equity Act with NSAI, for whom she is General Counsel. Honors include recurring recognition among Mid-South Super Lawyers, Chambers USA, Leading Lawyers in Tennessee Media & Entertainment, Best Lawyers, Women of Influence, *Variety's* inaugural Music City Impact Report (2014), and *MusicRow's* inaugural Rising Women on the Row (2012). Member—ACM, AIMP, CMA, GMA, IMC Club, Leadership Music, SOURCE, The Recording Academy, Nashville and Tennessee Bar Assoc.



JEFF STEVENS

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Stevens has written or produced over 30 No. 1 singles including writing George Strait's classic "Carrying Your Love With Me," Tim McGraw's "Back When," and Alabama's "Reckless." He has produced all of country superstar Luke Bryan's albums, including his quadruple-Platinum

Crash My Party and current *What Makes You Country* releases. Board—CMA. Member—ACM, AFM, The Recording Academy, NSAI, SAG-AFTRA



SUSAN STEWART

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Stewart oversees the operations, special projects and fiscal planning for the South Region, working in partnership with the Atlanta, Florida, Memphis and Nashville Chapters of The Recording Academy. In this capacity, she works to service regional and national Recording Academy programs and initiatives including advocacy, event branding, GRAMMY U, professional development, sponsorship and membership diversity. She received the 2017 Women In Music City Award and NSAI's Maggie Cavender Award of Service for supporting the songwriting community. Board—Elephant Aid International (Exec. Committee), W.O. Smith Music School. Member—ACM, AMA, CMA, GMA, Leadership Music, NSAI, SOURCE



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Stillwell is a 30-year music veteran (musician,

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publisher and producer) who founded this healthcare advocacy and insurance organization to help artists, songwriters, musicians and other creative types navigate the healthcare and insurance systems, and also offers financial planning services. Clients include Grammy, CMA, ACM, IBMA and Americana Award winners. In 2017, Stillwell architected the first-ever fully insured True Group Health Insurance Plan for Nashville's musicians and artists, available exclusively through AFM Local 257. Enjoys travel, fitness and fine bourbon. Board—Boys & Girls Clubs of Middle Tenn. Member—ACM, AMA, CMA, The Recording Academy



JEREMY STOVER

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Stover is a hit songwriter and producer with writing credits including "How I'll Always Be" (Tim McGraw), "I Know Somebody" (LOCASH), "Small Town USA" and "Til My Last Day" (Justin Moore) and many others. Stover produced recent projects by Moore, Eli Young Band, Travis Denning, Drake White, and new female artist LJ, all of whom he discovered and developed. In 2014 Stover established RED Creative Group where the publishing roster includes Mercury recording artist Travis Denning, Capitol Nashville/Buena Vista recording artist Adam Hambrick (two No. 1s), Kelly Archer (two No. 1s), Nathan Spicer, LJ, David Fanning and Baker Grissom. In 2018 Stover launched RED Creative Management via partnership with Red Light Management, where the roster includes Denning, Hambrick and LJ. Member—ACM, CMA, AIMP, NMPA, The Recording Academy



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Sussman founded the firm in 1994, specializing in business management and royalties. His clients include Jon Bon Jovi, Bon Jovi, Bette Midler, Miley Cyrus, Noah Cyrus, Loving Mary, Olivia Newton-John, Skip Ewing, Will Jennings, James Morrison, Rebecca Lynn Howard, Imogen Heap, Steve Winwood, Shelton Hank Williams III, Billy Gibbons, ZZ Top, Megadeth, Dave Mustaine, and Matt Morris. Enjoys golf and cars. Member—ACM, AICPA, CMA, Leadership Music, The Recording Academy, California Copyright Conference



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Sussman launched Sweet Talk Publicity in 2008, where her clients include A Thousand Horses, Kelsea Ballerini, Cash Campbell, Florida Georgia Line, FGL House, Home Free, Jillian Jacqueline, Chris Lane, Dustin Lynch, Tegan Marie, Jerrod Niemann, Dylan Scott and Morgan Wallen. With over 14 years experience, Sussman has fashioned national campaigns for record labels, music clientele and luxury beauty brands. She is the President/Co-Founder of Women Rock For The Cure. Honors include *MusicRow* Rising Women on the Row. Board—T.J. Martell Foundation. Member—ACM, CMA, SOLID, SOURCE



SHANE TARLETON

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Tarleton oversees marketing, brand sponsorship, digital interactive and creative services for Warner Music Nashville's complete roster of artists, including Blake Shelton, Kenny Chesney, Dan & Shay, Cole Swindell, Ashley McBryde, Chris Janson and more. Prior to joining WMN as Creative Dir. in 2010, Tarleton produced events for MGM properties in Las Vegas. His previous experience includes six years in the art department at RCA Label Group, where he worked on imaging and branding for country music superstars including Kenny Chesney, Brad Paisley and Martina McBride, as well as time with Tittle/Spalding Artist Management. Board—Musicians On Call, Safe Haven. Member—ACM, CMA



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Taylor launched Tri Star Sports and Entertainment Group more than 26 years ago, providing business management services to musicians, athletes, actors/actresses, writers, producers and executives. With offices in Nashville and Los Angeles, the Tri Star staff

has surpassed 100 employees, 75 percent of which are female. Some of Tri Star's clients include Florida Georgia Line, Reba McEntire, Martina McBride, Chase Rice, Big & Rich, A Thousand Horses, songwriter David Hodges, Seth Ennis, Jessie James Decker, Nashville Songwriters Hall of Fame inductee Bob DiPiero, Steven Tyler, Britney Spears, Jennifer Lopez, Justin Tranter, Jason Derulo, Meghan Trainor, Mary J. Blige, Travis Scott, actor Jack Huston, *Quantico* actress Priyanka Chopra and model Taylor Hill. Tri Star's services include accounting, financial statement preparation, royalty and participation rights audits, tour accounting, production accounting, estate planning and foreign and domestic tax filings and more. Honors include *MusicRow* Rising Women on the Row (2015). Member—CMA, ACM



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Taylor is an entertainment and music industry attorney providing a broad range of legal services to clients including: recording artists, songwriters, producers, artist managers, music publishers, concert promoters, venues, television talent, and music industry entrepreneurs. She was named one of *NBJ's* 40 under 40 and has been honored since 2014 as one of the Best Lawyers in America in the area of Entertainment Law—Music, Entertainment and Theatre. Member—Leadership Music, CMA, IBMA, AMA, American Bar Assoc., International Bluegrass Music Museum Trustee, Volunteer Lawyers and Professionals for the Arts



JOHN TITTA

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An industry veteran and longtime supporter of songwriters' rights, Titta was appointed Exec. VP of ASCAP Membership in 2014. His publishing career began with Screen Gems/EMI Music as Professional Manager before moving to PolyGram Music Publishing as VP of A&R. From 1993 to 2006, served as Sr. VP/GM of Warner/Chappell Music, where he scored numerous hits by artists including Santana, Justin Timberlake and Rihanna. In 2006, Titta started his own independent publishing company, MPCA Music, with the catalog of blues legend Robert Johnson and songs by Sammy Cahn, Jack Wolf and others. Board—Songwriters Hall of Fame. Member—ACM, The Recording Academy



TROY TOMLINSON

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A 35-year publishing veteran in charge of day-to-day operations for the world's largest country music publishing company, including the catalogs of Sony/ATV, EMI and Acuff-Rose, where he served as EVP from 1988-2002. His current writer/artists include Taylor Swift, Kenny Chesney, Luke Bryan, Eric Church, Miranda Lambert, Kelsea Ballerini, The Band Perry,

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Brett Eldredge, Cole Swindell, Chris Young, Darius Rucker, Frankie Ballard, Cam, Thomas Rhett, Jon Pardi, High Valley, Mitchell Tenpenny and Jimmie Allen. He is responsible for the catalogs of Hank Williams, Willie Nelson, Merle Haggard, Dolly Parton and Alan Jackson, to name a few. The songwriter roster includes Ross Copperman, Jon Nite, Josh Osborne, Chris DeStefano, Tom Douglas, Jaren Johnston, and Luke Laird. Board—CMA, Country Music Hall Of Fame Foundation, Belmont University Board of Trustees, BMI Foundation, The Recording Academy, Onsite Foundation Board. Member—ACM, NSAI



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Works with the CMA Board to advance the country format and grow the organization. This includes expanding strategic objectives developed around CMA Music Festival, *CMA Country Christmas* and CMA Awards, and managing relationships with ABC Television Network and corporate partners. Trahern worked in cable television for 30 years, including 23 years in the country music market. Her career began at C-SPAN. She moved to Nashville in 1995 to join TNN and was tapped by GAC in 2005, where she rose to GM. Honored by the Louise Scruggs Memorial Forum at the Country Music Hall of Fame. Enjoys adventure travel and hiking. Board—Monroe Carell Jr. Children's Hospital at Vanderbilt, Country Music Hall of Fame, Nashville Convention & Visitors Corp., Georgetown University's Baker Scholars Program, Girl Scouts of Middle Tennessee. Member—Leadership Music, Leadership Nashville, The Recording Academy



KEN TUCKER

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Named to current role in 2018, bringing with him more than 25 years of industry experience. Tucker previously programmed playlists and radio stations for Apple Music and iTunes genre pages. Career also includes time at Warner Bros., *Billboard*, *Country Weekly*, *Beats Music* and Belmont University. Board—ACM (past Chairman). Member—CMA, The Recording Academy



JEFF TUERFF

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Tuerff joined Curb Records in 1993 and oversees marketing strategy and execution for the company's roster of artists, covering country, pop, hip-hop, and Christian genres. Member—CMA, ACM



NANCY TUNICK

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Tunick helped found the company more than 20 years ago and has been a managing partner for 16 years. Offers radio promotion, label consulting, management, social media and online marketing initiatives. Earned *CRS/Country Aircheck Award* for Best Independent Promotion Company (2015, 2017, 2019). Clients include Aaron Watson (*MusicRow's* most played Independent Artist of 2016), Shane Owens (*MusicRow's* most played Independent Artist of 2017), James Dupre, Aaron Goodvin, Uncle Si & The Sicotics, Cassadee Pope, Ryan Kinder, The Band Steele and Shenandoah, along with Curb, Reviver, Warner and Universal artists. Previously, served as VP, Promotion for Warner Bros. Nashville, and has held executive promo posts at VFR Records and Asylum Records. Also a Rabbi, cantorial soloist, composer and motivational speaker. Board—Country Cares for St. Jude. Member—ACM, CMA, SOURCE



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Turner has over 20 years of music industry experience. Among his clients are Shane McAnally, Ross Copperman, Jon Nite, Charlie Worsham, Young Guns Publishing, BBR Music Group/BMG, Seth Mosley, High Valley, Tampa Bay Lightning and others. In 2017, served as lead counsel in representing BBR Music Group/Magic Mustang Music in its sale to BMG, and has negotiated several large catalog deals on behalf of songwriters and publishers. Enjoys hockey, golf and baseball. Board—Stetson University College of Law, Board of Overseers. Member—ACM, CMA, The Recording Academy



KELLI TURNER

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As President & COO of SESAC, Turner oversees the company's day-to-day operations and finance functions. She also plays a key role in setting the strategic direction and overall corporate management of the music rights organization. In 2017, Turner, in conjunction with CEO John Josephson, led the sale of SESAC Holdings to Blackstone. Since joining SESAC in 2014, she has also led the acquisitions of the Harry Fox Agency (HFA) and Christian Copyright Licensing International (CCLI), and continues to oversee the company's most important licensing negotiations. Turner was honored as *NBJ's* CFO of the Year in 2017, and earlier accolades include T.J. Martell Foundation's Women of Influence Awards, and *Billboard's* Women in Music. Board—Central European Media Enterprises. Member—AMA, CMA, The Recording Academy



MICHAEL VADEN

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A 35-plus-year music industry specialist, Vaden provides financial/business management, tax expertise, royalty examinations/analyses and accounting services. Board—NSF. Member—CMA, Leadership Music, NSAI, TSCPA



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Van Syckle is Exec. Dir. of SAG-AFTRA Nashville, representing more than 1,400 royalty artists, background singers, actors and other professional entertainers in Tennessee, Kentucky and Muscle Shoals, Ala. Before joining SAG-AFTRA, he was an award-winning writer, producer and director who worked with CMT, GAC, and MTV. He's worked with artists on Music Row for more than a decade. Member—CMA



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Van Valkenburg is responsible for the care of Sony/ATV's talented roster of songwriters and artists, as well as overseeing the day-to-day operations of the Nashville creative team. Member—ACM, CMA, Leadership Music, The Crew



BEN VAUGHN

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Vaughn heads the company's entire Nashville operation, overseeing creative and commercial activities across A&R, administration, business development, finance, and human resources. Vaughn also works with staff songwriters, while actively engaging in songwriter advocacy. Warner/Chappell is the reigning Country Publisher of the Year for both ASCAP and BMI, marking the sixth consecutive win from ASCAP and the first in nearly 20 years from BMI. Throughout Vaughn's career, he's worked with songwriters who have collectively won ASCAP, BMI, SESAC, or ACM Songwriter of the Year 16 times and Song of the Year (across the CMAs, ACMs, NSAI and Grammys) 24 times. Board—ACM (past Chairman), CMA, Music Comms, The Mike Curb College of Entertainment and Music Business. Member—Leadership Music, NMPA



WES VAUSE

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Vause joined Warner Music Nashville as Sr. VP, Publicity in October 2014. He oversees all publicity for Warner Music Group's country division, which includes Atlantic and Warner Bros. Nashville, as well as label and corporate press. Vause previously spent 14 years at Sony Music Nashville and prior to Sony held

positions at Asylum and Polydor Records. Member—ACM, CMA, Leadership Music



CHRISTY WALKER-WATKINS

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Walker-Watkins oversees all strategic and business aspects of the company. Current PR clients include Amber Hayes, American Young, Ana Cristina Cash, Cirque du Soleil (Nashville), Concert for Love and Acceptance, Country Faith, The Country Network, Country Radio Broadcasters, Country Radio Seminar, Eugenia Hall, Indigo Summer, James Dupré, Jamie O'Neal, John Carter Cash, Jontavious Willis, Kaylee Rutland, Keb' Mo', Kelsey Lamb, Nashville Meets London, Nashville Meets London Music Festival, QUEEVA, Travis Tritt, and Ty Herndon. A fan of classic television, Walker-Watkins enjoys photography, graphic design and camping. Board—Metropolitan Auditorium Commission, SOURCE (past Pres.). Member—ACM, CMA, Grammy Next, SOLID, The Recording Academy, WMBA



CARLA WALLACE

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As co-owner and CEO, Wallace has overseen day-to-day operations of this publishing company since launching it in 1998 with co-owner Kerry O'Neil. She leads a songwriter roster that includes Grammy winners Josh Kear, Meghan Trainor, Maren Morris and Daniel Tashian, as well as Brynn Elliott, Jessie James Decker, Logan Mize, Tenille Townes, Chris Gelbuda, Keelan Donovan, Claire Guerreso, Kate York, Alexi von Guggenberg, Leah Nobel, Daniel Agee, Connor Thuotte, Nikki Williams, Jeremy Lister and Christy McDonald. In 2012, Wallace was named one of *MusicRow's* Rising Women on the Row and one of *Billboard's* Top 40 Women in Music. Recently, she was named to *Billboard's* Country Power Players, and Indie Power Players lists. Board—CMA. Member—ACM, Leadership Music



ALICIA WARWICK

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Warwick has been with the Recording Academy for more than ten years and currently leads day-to-day operations of the Nashville Chapter. She works with the board to engage artists and industry regarding initiatives, programming, and outreach. Prior to joining the Academy, she served as national membership director for Nashville Songwriters Association International. Member—ACM, AMA, CMA, GMA, Leadership Music



JIM WEATHERSON

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Weatherson's 40-year career includes work with top music talents and brands. Joined the label group in 2014 as GM of Nash Icon Records. Previously led the Nashville office of 19 Entertainment, owner of the *American Idol* franchise, and led projects for Taylor Swift at 13 Management. During his tenure as Worldwide GM of Walt Disney Records, Weatherson spurred record-breaking sales for *Hannah Montana*, *High School Musical*, *Cars*, and *Tron* featuring music from Brad Paisley, Daft Punk, Rascal Flatts, John Mayer and others.



KOS WEAVER

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Weaver brings more than 30 years of experience to his role overseeing Nashville operations for BMG, where the roster includes Brett Beavers, Brendan Benson, Shy Carter, Scooter Carusoe, Lindsay Ell, Ray Wylie Hubbard, Kings of Leon, Jim Lauderdale, Hillary Lindsey, Dustin Lynch, Buddy Miller, Carly Pearce, Margo Price and Justin Wilson. Under Weaver's leadership, the Nashville office has achieved unprecedented success with over 40 No. 1 songs. His previous tenures include VP posts at Disney Music Publishing and Warner/Chappell Music, as well as time as a touring musician and developing top songwriters and artists Dave Berg, Jim Collins, Tim James, Wynn Varble and Brantley Gilbert. Board—CMA. Member—ACM, AMA, GMA, Leadership Music, The Recording Academy



JANET WEIR

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Weir's career began more than 20 years ago with Terry McBride and Nettwerk Management in Vancouver, during the launch of Sarah McLachlan's Liliith Fair. She was involved with the development of talent such as Coldplay, Dido, Avril Lavigne,

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@ryansimsband

Barenaked Ladies, as well as managing Nashville-based Sixpence None The Richer and signing Old Crow Medicine Show to Nettwerk Records. After joining Red Light Management, Weir moved to Nashville to develop Maren Morris, help her independently release the single "My Church" and EP, and then sign with Sony/Columbia Records. Weir continues to manage the Grammy, ACM and CMA Award-winning singer/songwriter today. As owner of House of 42, Weir also manages Ryan Hurd (RCA Nashville) and pop newcomer Carlos Vara (WBR). 2018 *MusicRow* Rising Women on the Row honoree. Board—NOW, She Is The Music



TANYA WELCH

VP, Marketing, Black River Entertainment
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Brings more than 20 years of experience to her role heading marketing and creative direction for artists on Black River Records, Black River Christian and Black River Americana including Abby Anderson, Kelsea Ballerini, Carolina Story, Hannah Kerr, and Josh Wilson. Prior to Black River, spent two decades at Sony Music Nashville. Member—CMA, ACM, SOURCE



BILL WENCE

Owner, Bill Wence Promotions
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Wence is a music business veteran

with over 35 years experience who specializes in worldwide radio promotion for country, Americana, roots and folk acts. Clients include Bobby Bare, Michael Martin Murphey, Wanda Jackson, Johnny Rivers, Sugarcane Jane and others. Wence occasionally plays piano on live dates with Jackson and Bare. Member—AFM Local 257 (lifetime member), AMA (founding member), CMA (lifetime member), Folk Alliance



LYNDIE WENNER

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With the publicity group since

2008, Wenner heads the Nashville operations of MSO (Mitch Schneider Organization). The national roster includes 311, A Bowie Celebration Alumni Tour, All My Friends Music Festival, America, Amigo The Devil, Brian Setzer Orchestra, the Crystal Method, deadmau5, Tommy Emmanuel, Gin Blossoms, Godsmack, Heart, Jerry Douglas, Joe Perry, Kind Music Festival, Live, Made in America Festival, Madison House, Musicians On Call, Ohana Festival, Ozzy Osbourne, Ozzfest, Single Music, Stray Cats, Sofi Tukker, The Vegabonds, The Verve Pipe, Wixen Music Group, Yes, and Zappa Family Trust. Board—SOURCE. Member—Leadership Music, AMA, SAG-AFTRA



RACHEL WHITNEY

Country Music Programming Lead, YouTube Music
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Joined YouTube in 2018 as Country Music Programming Lead, working alongside the Nashville-based YouTube team to head up strategy and programming for country and roots music across the Google and YouTube ecosystem. With 15 years in Nashville, she was previously the Head of Country Music Programming at Pandora, and Dir. of Digital Marketing at Borman Entertainment. Originally from Wichita, Kan., Whitney received her BA from Indiana University and MBA from Vanderbilt University's Owen School of Business. Board—Leadership Music. Member—ACM, CMA, SOLID, SOURCE



DWIGHT WILES

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WTCO is a CPA firm providing

tax, accounting and business management services for clients in all areas of the entertainment industry. Wiles is also a partner in Do Write Music, which is a full-service administration company providing royalty collection and licensing services. Enjoys bicycling and travel. Board—CMA, ACM Lifting Lives (Treas.). Member—The Recording Academy, Leadership Music



JAY WILLIAMS

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Williams is a Partner at WME and Co-Head of its Nashville office. He is responsible for guiding the daily touring, film, literary and sponsorship opportunities for some of the biggest names in music. His client roster includes country superstars Luke Bryan, Eric Church, Dierks Bentley, Chris Stapleton, and Brothers Osborne, as well as countless others. Additionally, he works with numerous successful cross-genre artists including Preservation Hall Jazz Band, J. Roddy Walston & The Business and many more. His dedication to the music industry has earned honors including IEBA Talent Agent of The Year, CMA

Talent Agent of the Year, and T.J. Martell Ambassador of the Year. Board—CMA, ACM Lifting Lives, The Community Foundation of Middle Tennessee, Habitat for Humanity, Music Health Alliance, Riser Foundation, University of the South. Member—ACM, The Recording Academy, IEBA, Songwriters Hall of Fame



JODY WILLIAMS

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Williams is responsible for all writer/publisher relations activities in BMI's Nashville office. He has lived the songs business from every side with more than 40 years of experience as an executive in both independent and major music publishing and two previous positions as a writer/publisher relations executive at BMI. Williams enjoys family, golf and guitars. Board—CMA (chairman), Country Music Foundation



LILLIAN WILLIAMS

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CFP with more than three decades of experience in entertainment business management and consulting, offering services including accounting, risk management, contract negotiations, royalties, litigation support, tax, estate and investment planning. Her client base includes artists across multiple genres, publishers, songwriters, and record executives. Williams' career began in 1984 at Kraft Bros, which she departed with Kerry O'Neil and Cheryl Harris to start the firm today known as O'Neil Hagaman, LLC. Member—The Recording Academy, Leadership Music, CMA, ACM



SALLY WILLIAMS

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Williams leads a team responsible for booking, programming, artist relations and artist collaborations across Opry Entertainment's portfolio of entertainment



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assets, including the Grand Ole Opry, Grand Ole Opry House, Ryman Auditorium, Ole Red Nashville, Ole Red Gatlinburg, Ole Red Tishomingo and Ole Red Orlando (coming 2020). As GM of Ryman Auditorium from 2008 - 2017, the legendary venue received honors from *Pollstar*, ACM, CMA, and IEBA. Personally, she has received honors from T.J. Martell, *Pollstar*, IEBA, ACM, SOURCE and Innovation in Music. Her career includes time at Contemporary Productions, Jam Productions, Pace Concerts, William Morris Agency and the CMA. Board—CMA (past Chairman), Music City Music Council (Vice Chair), Opry Trust Fund. Member—ACM, AMA, IEBA (past board), IAVM, Leadership Music (past President)



JESSE WILLOUGHBY

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Willoughby joined Kobalt's Nashville office in 2016 where he administers the creative team and daily operations. Additionally, he explores possibilities for new deals across the various Kobalt businesses. In 2014, Willoughby was hired as Dir., Business Development for Kobalt Neighbouring Rights, where he was the face of Kobalt's North American operations for KNR and responsible for handling U.S.-based artist signings. He launched his career with almost a decade at ASCAP's Nashville office.



LANE WILSON

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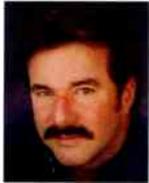
Wilson is a Partner in WME's Nashville office. In this role, he is responsible for guiding the daily touring, film, literary and sponsorship opportunities for hit-making artists including Justin Moore, Dustin Lynch, Ashley McBryde, Vince Gill, Tracy Lawrence, Rodney Atkins, Gary Allan, Joe Nichols and Eric Paslay as well as several others. Board—Leadership Music, Studio Bank, Mission Possible (Pres.). Member—ACM, CMA, IEBA



MIKE WILSON

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Joined the label group five years ago, where he works to maximize airplay for single releases for BRE artists including Kelsea Ballerini and Abby Anderson. Wilson previously spent 18 years at RCA, taking over 100 singles to No. 1 on the country chart. Member—ACM, CMA, Leadership Music



TIM WIPERMAN

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Wiperman is CEO of the publishing enterprise which is home to Grammy and NSAI Song of the Year winner Hillary Lindsey; BMI, ACM and 2017 *MusicRow* CountryBreakout Songwriter of the Year Ross Copperman; multiple No. 1 writer Scooter Caruso; four-time No. 1 songwriter Matt Jenkins; and hitmaking writer/producer Kevin Kadish (Meghan Trainor). Board—Country Music Hall of Fame, Copyright Society of the South. Member—ACM (past board), CMA (past board), The Recording Academy (past board)



CRAIG WISEMAN

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Wiseman is a Nashville Songwriters Hall of Fame inductee who has had well over 350 cuts, 125 singles and 27 No. 1 hits. Named ASCAP Songwriter of the Century and three-time Songwriter of the Year, and NSAI Songwriter of the Decade. He has won Grammy, CMA and ACM trophies for such singles such as Tim McGraw's 10-week No. 1, "Live Like You Were Dying," and Brooks & Dunn's "Believe." After founding Big Loud Shirt in 2003, the publishing company is now home to Rodney Clawson, Chris Tompkins, Sarah Buxton, Matt Dragstrem and Jamie Moore. Wiseman then co-founded Big Loud Mountain management, where Florida Georgia Line got its start, and Big Loud Records, home to Chris Lane, whose debut single marked the first No. 1 for the label. For

the past 14 years, Wiseman has hosted The Stars of Second Harvest Show at the Ryman, raising more than \$1.3 million for the food bank. Member—ACM, SAG-AFTRA, CMA, The Recording Academy, NSAI



JAN WOODS

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Woods has over 20 years of promotion experience, and her company's primary focus

is *MusicRow's* CountryBreakout Chart, *Billboard's* Indicator, and secondary markets. Clients include John Schneider, Rachael Turner, Jason Pritchett and Denny Strickland. Past clients have included Billy Ray Cyrus, Garth Brooks, Dolly Parton, Joe Nichols, Bellamy Brothers, LeAnn Rimes and more. Woods enjoys traveling to Europe and the Middle East. Member—CMA, ACM



ERV WOOLSEY

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Woolsey has been a Music Row player for more than 30 years

when he broke into the business managing a young and determined George Strait. He currently manages Strait, Lee Ann Womack (with 377 Management), The Davison Brothers, Kensie Coppin, Kylie Frey, Zach Neil, Tony Justice and Cody Purvis. Member—ACM, CMA, The Recording Academy



JULES WORTMAN

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Wortman oversees the company and overall strategic planning for clients including GMA Dove Awards, Salt Life, John Rich's Redneck Riviera, Big & Rich, The SteelDrivers, Kieran Kane & Rayna Gellert, Music City Rollin' Jamboree, Colts Chocolates, The T.J. Martell Foundation, Copper Chiefs and others. With over 20 years of experience, her career includes time as a record label executive, and working projects for GM, Viacom, FOX, and many others. Enjoys kayaking, paddle boarding, animal rescue, painting, writing, tennis and family. Board—T.J. Martell Foundation, Leadership Middle Tennessee. Member—CMA, AMA, Leadership Music



BRIAN WRIGHT

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Wright joined Universal Music

Group more than 15 years ago. He oversees A&R initiatives for Capitol Records Nashville, EMI Records Nashville, Mercury Nashville and MCA Nashville. Board—ACM. Member—CMA, The Recording Academy

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For 19 years, Wright has been an integral part of Universal Music Group's A&R department, where she aids A&R initiatives for Capitol, EMI, MCA and Mercury, including talent recruitment, artist development and overseeing respective recording projects. Board—T. J. Martell Foundation (Southern Region). Member—ACM, CMA, The Recording Academy, NOW



PETER YORK

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Promoted to current post in 2018, following 33 years with the company, including 22 years as President of the Label Group. York drives CCMG's strategic direction, business development initiatives and key partner relationships while continuing to manage the label group which includes prominent Christian Music labels Sparrow, Forefront, sixsteps, Hillsong and Jesus Culture, as well as the Capitol Christian Publishing division. York played an instrumental role in the creative development of artists including Steven Curtis Chapman, BeBe & CeCe Winans, Switchfoot, Chris Tomlin, TobyMac and Amy Grant.



BOBBY YOUNG

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Leads promotion efforts for the Capitol Records Nashville roster which includes Luke Bryan, Mickey Guyton, Dierks Bentley, Little Big Town, Jon Pardi, Darius Rucker, Carrie Underwood, Keith Urban, Adam Hambrick and Caylee Hammack. Armed with an extensive background in promotion, he joined the imprint in 2011. Member—CMA, ACM



KYLE YOUNG

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With the institution 43 years, Young oversees all operations including the museum, library, research, publications, programming, marketing and finances, as well as properties Historic RCA Studio B, Hatch Show Print, CMF Records, the Frist Library & Archive, and CMF Press. Young led the museum's move to downtown Nashville, and more recently helped spearhead a 210,000 square-foot expansion made possible through a \$100 million capital campaign. He has broadened the museum's partnerships with major brands including Ford, SunTrust, and the Kennedy Center. The museum welcomes one million visitors per year. Board—CMA (ex-officio member). Member—Nashville's Agenda Steering Committee, Tennessee Tourism Committee, American Alliance of Museums

(Peer Reviewer), Leadership Music, Leadership Nashville



JIM ZUMWALT

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Founded Zumwalt, Almon & Hayes, PLLC in Nashville in 1983 and merged his practice with the current Dallas-based firm in 2011. Zumwalt supervises client matters in most areas of traditional law firm services, and continues his 45 years of expertise in entertainment and media law including quarterbacking of strategic artist development and celebrity estates. His current clients include Riser House Entertainment, ICON Entertainment Group, Dualtone Records, Cutcraft Music Group, Kenny Wayne Shepherd, Dan + Shay, Rayland Baxter, Randy Bachman, the Bar-Kays and Tanya Tucker. Zumwalt enjoys tennis and hiking and is also writing a book. Board—North American Law Summit. Member—ACM, CMA, Leadership Music, The Recording Academy; American, Tennessee and Nashville Bar Assoc.



ROLFF ZWIEP

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With 30-plus years in the entertainment industry, Zwiep has been with Blackbird Studio for over 15 years. He launched Blackbird's equipment-rental business in 2004 and assumed his current role in 2015 with clients including major labels, publishing companies, indie artists and bands, film/video production companies and studio-themed events. Blackbird Studio was founded by John McBride in 2002. It now incorporates eleven studios, Blackbird Audio Rentals, Tech Services, and The Blackbird Academy professional audio education school. Member—ACM, CMA, Leadership Music, AES



Pictured: The first class of Leadership Music displays their certificates in 1989. Members of the first class included: Janice Azrak, Eddie Bayers, Jeffrey Beals, Ed Benson, Connie Bradley, Jerry Bradley, Donald Butler, Vincent Candilora, David Conrad, Tony Conway, Paul Corbin, Tim DuBois, Jim Foglesong, Joanne Gardner, Lon Helton, Scott Hendricks, Stanley Hitchcock, W. Michael Milom, Robert K. Oermann, Kerry O'Neil, Chip Peay, Joyce Rice, Pat Rogers, Thom Schuyler, Nancy Shapiro, Harold Shedd, Connie Westfall, Jack Weston, and Roy Wunsch.

that process to bring speakers in from a broad standpoint. We still were considered backwoods by most people. Maybe once or twice a year, you got a New York executive here but they didn't come on a regular basis, and they couldn't wait to get the hell out of dodge. When Country Soundscan happens, all of a sudden everybody goes, 'Hell, you guys are actually selling music down there. When did that start happening!?' But prior to that we were fighting on a continual basis to get the support, to get the charts to recognize us. All that stuff didn't happen by itself. I think people forget, to a large degree, when we all started working together, this was largely a regional format."

Leadership Music not only seeks to identify problems in the music industry, it addresses them and looks for solutions. "It was a male-dominated industry," Norman said of the time Leadership Nashville was

started. "All the stuff that you go through to make sure the class, in any given year, represents not only the particular disciplines, but all the other things that we're trying to work on in our society and our culture, give the class the chance of becoming a microcosm of America."

started. "All the stuff that you go through to make sure the class, in any given year, represents not only the particular disciplines, but all the other things that we're trying to work on in our society and our culture, give the class the chance of becoming a microcosm of America."

Getting into Leadership Music was no easy task. Candidates were already established leaders in their varied professions in the music industry, and getting selected was sought after, as Leadership Music quickly became a symbol of status and accomplishment.

"This was music's version of the Masons, nobody knew what they did," legendary producer and A&R man Tony Brown joked. "I think this was a great way of networking. If you could get into Leadership Music, you could network with the people you couldn't get in to see. I loved the fact that it covered everybody from the soldiers up to the executives, and everybody in between. It became a real status symbol— if you could be in the program."

Thirty years later, Leadership Music remains a symbol of status, and a sought-after opportunity. "There's been so many organizations that people will poke at and say, 'It's been the same group of people for 25 years'," Galante said. "This group continues to morph, and it reflects the general music business. It doesn't get stuck, and that is the strength of Leadership Music. It just naturally evolves and adapts to its environment. And that's the best thing that we could hope for."

Publishing, the Artist, Studio/Audio, Record Company, Live Music and Media.

“One of the things I had tried to point out over the course of time is following the money,” Galante said. “I really think part of our responsibility was to show people things like ‘What is a mechanical?’ Most people go ‘Mechanical? What is that?’ Still to this day, I’m always amazed at how often people say, ‘How does that work again?’”

Brown suggests that Leadership Music is crucial to the Nashville music business now more than ever. “I think Leadership Music keeps people in line with the fact that the business is so fractured,” he said. “I don’t know everybody at every label like I did back in the day, and I don’t think that’s because I’m not at a record label now. I read every magazine in the music industry, and I stay up on who’s going where. I think that Leadership Music now is probably more important than it was when we started it.”

Galante agreed. “Music still is underappreciated,” he said. “We’re still going through the same conversation about being compensated and protecting the copyright. How many decades, and we’re still arguing about this stuff. We just include the term ‘metadata’ now, that we never used to talk about, which is an important issue.”

Norman, Galante and Brown are unquestionably in the class of excellence personifying Leadership Music. When it comes to leadership, the three have valuable insights on developing such an important trait.

Norman touts respected United States Army General Norman Schwarzkopf’s notion of leadership, saying, “Schwarzkopf had that wonderful quote on leadership about it being this potent combination of strategy and character and if you must be ‘all in’ on one, make sure it’s character. We would go into these [programs] and be strategizing about business and how to get better. People came to appreciate that we’re in this together and what it meant to maintain high character and integrity as you walk through this process.”

“And it’s a lonely job,” Galante added. “I think that character is essential because if your team doesn’t trust you, you have the basis



Leadership Music's Founding Council with Leadership Nashville founder, Nelson Andrews. Pictured (L-R): Bruce Hinton, Joe Moscheo, Rick Blackburn, Tony Brown, Bill Ivey, Dale Franklin, Jim Ed Norman, Joe Galante, Nelson Andrews, Bill Denny, Roger Sovine, and Tom Collins. Not pictured is Founding Council member Tandy Rice.

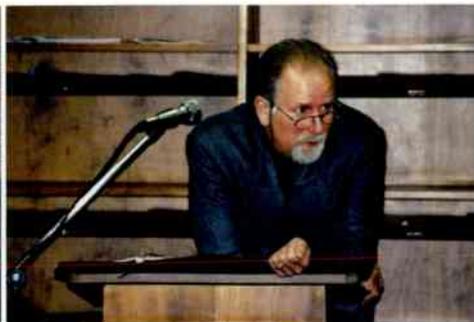
removed. [This includes] being able to listen, seek as much council as you possibly can before you make a decision, and let people feel like they have been heard. You may not agree with them, but that’s your responsibility. And there’s the accountability—you have to be able to stand up and say, ‘I made that decision. Yes, I’m responsible for that. I’ll take the hit.’”

Brown referred back to his star-making days at RCA, saying, “I think the employees have to know you have a passion, and that you have knowledge about what’s happening and what’s going to happen, and standing up for the history of the music that you’re working in. They have to think that you know what you’re doing. You’ve got to have taste. You can have good taste, and good taste could mean commercial music that sells, but then you’ve got to have taste that is a little eclectic, to where they think you’ve got a set of balls and you have blind faith.”

“It’s really your ability to provide insight, inspire, to be there, available for counsel,” Jim Ed Norman summarized. “I think it might have been Colin Powell that said, ‘When a soldier stops bringing you their problems, is when you stop being a leader.’ You have to build an environment that encourages people to feel comfortable and safe, to tell you the truth, and you have to be prepared to listen to the truth and respond to it as productively as you can. I think the number one trait is character and integrity.” MR



Pictured (L-R): Owen Bradley, Chet Atkins, and Scott Hendricks.



Pictured: Tim DuBois



Pictured (L-R): Robert K. Oermann, Brenda Lee, Sally Williams, and Jeff Gregg.

2019 INCHARGE LABEL STAFF APPENDIX

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Allison Kirkman, Reception/Staff Asst.

ROSTER

Average Joes Entertainment: Adam
Wakefield, Colt Ford, Montgomery Gentry,
Bubba Sparxxx, Carter Winter, Sam Grow,
James Phillips, Cypress Spring, Devin Burris,
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Tommy Chayne, T Woods; **AVJ Records:** DJ
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ROSTER

Broken Bow Records: Jason Aldean, Dustin
Lynch, Chase Rice, Everette, Lainey Wilson;
Broken Bow/Night Train Records: Tyler Farr;
Stoney Creek Records: Randy Houser, Lindsay
Ell, Jimmie Allen, Adam Craig, Parmalee, King
Calaway; **Wheelhouse Records:** Zac Brown
Band, Kid Rock, Trace Adkins, Granger Smith,
LOCASH, Runaway June, Kristian Bush; **BBR
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Brown

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ROSTER

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Megan Haire, Staff Accountant
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Kimberly Baker, Sr. Mgr., Royalty Accounting & Income Analysis
Amanda Denery, Royalties Analyst

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Amy Maunder, Label Coord.—UMG UK
Archie Gromley, International Dir. Marketing & Partnerships—UMG INT'L

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Molly Fisher, Project Mgr.
Leah Fischer, Project Mgr.
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Courtney Daly, Streaming Relations & Programming
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Becca Walls, Mgr., Content, Host Big Machine Radio

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Allison Smith, National Dir., Promotion—BM/JV
John Varvatos, Jr., Asst.—BM/JV

ROSTER

Big Machine Records: Carly Pearce, Jennifer Nettles, Josh Phillips, Midland, Rascal Flatts, The Cadillac Three, Reba McEntire, Sugarland, Noah Schnacky, Lauren Jenkins, Ronnie Dunn, Alex Williams, Elijah Woods x Jamie Fine, **Dan Smalley; The Valory Music Co.:** Brantley Gilbert, Delta Rae, Eli Young Band, Justin Moore, Thomas Rhett, Tyler Rich, Aaron Lewis, Sheryl Crow; **BMLG Records:** Brett Young, Florida Georgia Line, Riley Green, Danielle Bradbery, Lady Antebellum; **Big Machine/John Varvatos Records:** Badflower, Pretty Vicious, Friday Pilots Club

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ROSTER

Black River Records: Abby Anderson, Kelsea Ballerini; **Black River Christian:** Hannah Kerr, Josh Wilson; **Black River Americana:** Carolina Story

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ROSTER

Amy Grant, Hillsong Worship, Crowder, Kari Jobe, Tasha Cobbs, TobyMac, Matt Redman, Chris Tomlin, Jeremy Camp, United, Passion, Rend Collective, NF, Jesus Culture, Riley Clemmons and more

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ROSTER

Curb Records Country: American Young, Dylan Scott, Filmore, Jackson Michelson, Jerrod Niemann, Lee Brice, Mo Pitney, Rodney Atkins, Ruthie Collins, Tim Dugger; **Curb/Word Christian:** Big Daddy Weave, Blanca, Dan Bremnes, for KING & COUNTRY, Francesca Battistelli, Love & The Outcome, Mallary Hope, Meredith Andrews, Natalie Grant, Sarah Reeves, Sidewalk Prophets, Stars Go Dim, Steven Malcolm, Ty Brasel, We Are Messengers, YourWelcome Shon, Zealand; **Curb Records Pop:** Andreas Moss, Jesse Kinch, Larry Gordon, Melanie Pfirrmann, OBB, Wayne Starks

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ROSTER

Garth Brooks

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ROSTER

Beach Street/Reunion Records: Casting Crowns; **Essential Records:** Matt Maher, I AM THEY, Zach Williams, Branan Murphy, Rhett Walker Band; **Essential Worship:** One Sonic Society, Vertical Worship, Mosaic MSC, Red Rocks Worship; **Reunion Records:** Tenth Avenue North, Tauren Wells, Jamie Kimmett, Elle Limebear; **RCA Inspiration:** Deon Kipping, Donald Lawrence, Donnie McClurkin, Hezekiah Walker, Israel Houghton, Jason Nelson, Kierra Sheard, Koryn Hawthorne, Kurt

Carr, Le'Andria, Marvin Sapp, Travis Greene, William Murphy; **Fo Yo Soul/RCA**: Kirk Franklin; **Essential Sound**: J Monty; **ReMade Records**: Land of Color; **Story House Music**: Matthew West

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ROSTER

Reviver Records: Big & Rich, David Lee Murphy, Tenille Arts, Michael Tyler, Haley & Michaels; **DAVMORECORDS**: Thompson Square, Aaron Goodvin; **Reviver Legacy**: The Carter Family, John Carter Cash, Irlene Mandrell

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ROSTER

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Chris Fabiani, Dir., Promotion & Artist Engagement
Kaileen Mangan, Coord., Promotion

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Jeannie Sullivan, Coord., Promotion

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John Trapani, Dir., Regional Promotion, SW
Jackie Stevens, Dir., Regional Promotion, MW
Nick Kaper, Mgr., Regional Promotion, W
Mike Krinik, Dir., Regional Promotion, NE
Connor Brock, Coord., Promotion

ROSTER

Capitol Records Nashville: Dierks Bentley, Luke Bryan, Mickey Guyton, Little Big Town, Jon Pardi, Darius Rucker, Carrie Underwood, Keith Urban, Caylee Hammack; **EMI Records Nashville:** Gary Allan, Brothers Osborne, Eric Church, Alan Jackson, Brandon Lay, Eric Paslay; **MCA Nashville:** Jordan Davis, Clare Dunn, Vince Gill, Sam Hunt, Kip Moore, George Strait, Josh Turner, Kassi Ashton, Kacey Musgraves; **Mercury Nashville:** Lauren Alaina, Billy Currington, Travis Denning, Chris Stapleton, Sugarland, Shania Twain, Maddie & Tae; **Buena Vista (joint venture):** CB30, Adam Hambrick (Capitol)

WARNER MUSIC NASHVILLE

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117 ENTERTAINMENT GROUP	BEITER LAW FIRM	BOSSROSS MEDIA
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Matt Maher.....61	Jake Basden.....15	Craig Campbell.....20
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OLE		SMACK	Michael McAnally Baum.....	15	Shane McAnally.....	64	
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Sally Williams.....	95	Caryl Atwood.....	14	Tracy Baskette-Fleaner.....	15		
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James Donio.....	28	Jesse Frasure.....	34	David Kells.....	54
Pete Fisher.....	32	Rusty Gaston.....	34	Bob Kinkead.....	54
Mark Ford.....	32	Tracy Gershon.....	36	Steve Lassiter.....	58
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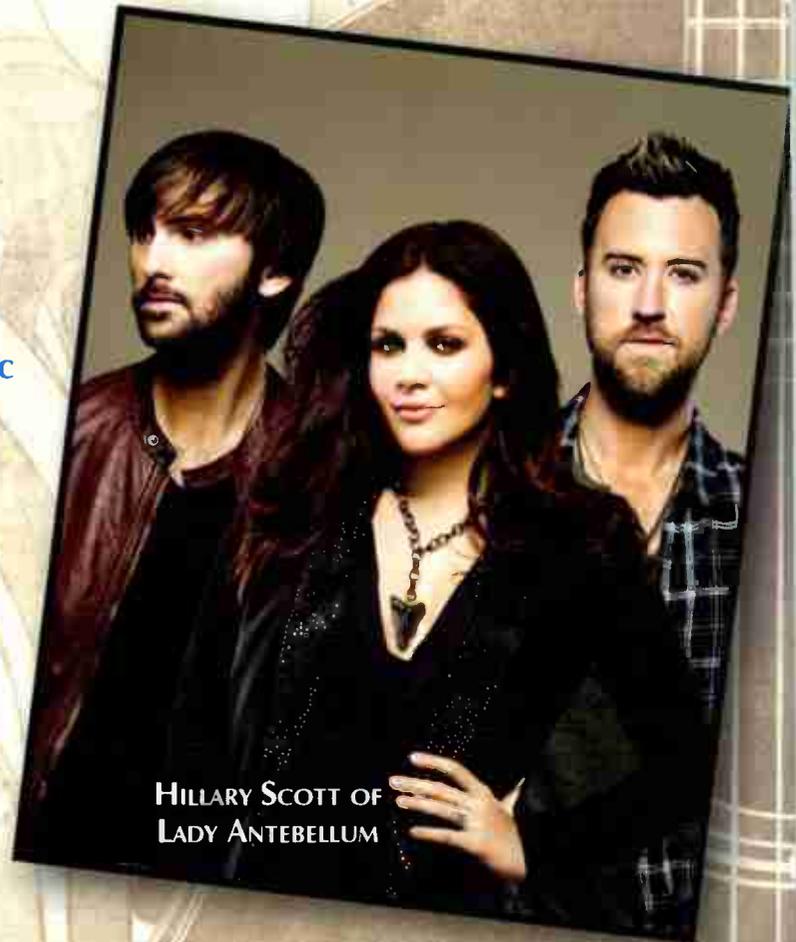
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