



U.S. House of Representatives

COMMITTEE ON ETHICS

Employee Post-Travel Disclosure Form

☒ Original ☐ Amendment

This form is for disclosing the receipt of travel expenses from private sources for travel taken in connection with official duties. This form does not eliminate the need to report privately-funded travel on the annual *Financial Disclosure Statements* of those employees required to file them. In accordance with House Rule 25, clause 5, you must complete this form and *file it with the Clerk of the House, B-81 Cannon House Office Building*, within 15 days after travel is completed. Please *do not* file this form with the Committee on Ethics.

NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.

1. Name of Traveler: Paul Taylor
2. a. Name of Accompanying Relative: _____ OR None ☒
b. Relationship to Traveler: ☐ Spouse ☐ Child ☐ Other (specify): _____
3. a. Dates: Departure: 10/2/2019 Return: 10/3/2019
b. Dates at Personal Expense, if any: _____ OR None ☒
4. Departure City: D.C. Destination: New York City Return City: D.C.
5. Sponsor(s), Who Paid for the Trip: Recording Industry Association of America
6. Describe Meetings and Events Attended: Please see attached full agenda for trip.

7. Attached to this form are each of the following, signify that each item is attached by checking the corresponding box:

- a. ☒ a completed *Sponsor Post-Travel Disclosure Form*;
- b. ☐ the *Primary Trip Sponsor Form* completed by the trip sponsor *prior* to the trip, including all attachments and the *Grantmaking or Non-Grantmaking Sponsor Forms*;
- c. ☒ page 2 of the completed *Traveler Form* submitted by the employee; and
- d. ☒ the letter from the Committee on Ethics approving my participation on this trip.

8. a. I represent that I participated in each of the activities reflected in the attached sponsor's agenda.

Signify statement is true by checking the box: ☒

b. If not, explain: _____

I certify that the information contained on this form is true, complete, and correct to the best of my knowledge.

Signature of Traveler: Paul Taylor

Date: 10/7/2019

I authorized this travel in advance. I have determined that all of the expenses listed on the attached *Sponsor Post-Travel Disclosure Form* were necessary and that the travel was in connection with the employee's official duties and would not create the appearance that the employee is using public office for private gain.

Name of Supervising Member: Dag Collins

Date: 10/10/19

Signature of Supervising Member: _____



U.S. House of Representatives

COMMITTEE ON ETHICS

Sponsor Post-Travel Disclosure Form

☒ Original ☐ Amendment

This form must be completed by an officer of any organization that served as the primary trip sponsor in providing travel expenses or reimbursement for travel expenses to House Members, officers, or employees under House Rule 25, clause 5. A completed copy of the form must be provided to each House Member, officer, or employee who participated on the trip *within ten days of their return*. You must answer all questions, and check all boxes, on this form for your submission to comply with House rules and the Committee's travel regulations. Failure to comply with this requirement may result in the denial of future requests to sponsor trips and/or subject the current traveler to disciplinary action or a requirement to repay the trip expenses.

NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.

1. Sponsor(s) who paid for the trip: Recording Industry Association of America

2. Travel Destination(s): New York, New York

3. Date of Departure: 10/02/2019 Date of Return: 10/03/2019

4. Name(s) of Traveler(s): Amy Bos, Erick Harris, Jennifer Lauterbach, Paul Taylor, Sophie Trainor

Note: You may list more than one traveler on a form only if *all* information is *identical* for each person listed.

5. Actual amount of expenses paid on behalf of, or reimbursed to, each individual named in Question 4:

	Total Transportation Expenses	Total Lodging Expenses	Total Meal Expenses	Total Other Expenses (dollar amount per item and description)
Traveler	Train: \$106.00 Uber/Cabs: \$31.31	\$250.00	\$35.28	NA
Accompanying Family Member	NA	NA	NA	NA

6. All expenses connected to the trip were for actual costs incurred and not a *per diem* or lump sum payment. Signify statement is true by checking box: ☒

I certify that the information contained in this form is true, complete, and correct to the best of my knowledge.

Signature: Victoria Sheckler Date: 10/09/2019

Name: Victoria Sheckler Title: SVP, Deputy General Counsel

Organization: Recording Industry Association of America

I am an officer of the above-named organization. Signify statement is true by checking box: ☒

Address: 1025 F Street NW 10th Floor, Washington DC 20004

Telephone: 202-857-9603 Email: vsheckler@riaa.com

Committee staff may contact the above-named individual if additional information is required.

If you have questions regarding your completion of this form, please contact the Committee on Ethics at 202-225-7103.



TRAVELER FORM

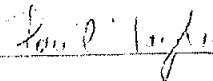
This form should be completed by House Members, officers, or employees seeking Committee approval of privately-sponsored travel or reimbursement for travel under House Rule 25, clause 5. The completed form should be submitted directly to the Committee by each invited House Member, officer, or employee, together with the completed and signed trip sponsor form(s) and any attachments. A copy of this form, minus this initial page, will be made available for public inspection. This form, and any attachments, may be faxed to the Committee at 202-225-7392, sent or delivered to the Committee at 1015 Longworth, or e-mailed to travel.requests@mail.house.gov.

Your completed request must be submitted to the Committee no less than 30 days before your proposed departure date. Absent exceptional circumstances, permission will not be granted for requests received less than 30 days before the trip commences. You must receive explicit approval from the Committee before you depart on this trip.

Name of Traveler: Paul Taylor

NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.

I certify that the information contained on both pages of this form is true, complete, and correct to the best of my knowledge.

Signature: 

Name of Signatory (if other than traveler): _____

For Staff (name of employing Member or Committee): House Judiciary Committee/Ranking Member Collins

Office Address: H2-362 FORD House Office Building

Telephone Number: 202-225-7157

Email Address of Contact Person: paul.taylor@mail.house.gov

☐ Check this box if the sponsoring entity is a media outlet, the purpose of the trip is to make a media appearance sponsored by that entity, and these forms are being submitted to the Committee less than 30 days before the trip departure date.

NOTE: You must complete all of the contact information fields above, as Committee staff may need to contact you if additional information is required.

KEEP A COPY OF THIS FORM. Page 2 (but not this page) must be submitted to the Clerk as part of the post-travel disclosure required by House Rule 25. Travel Regulation § 404(d) also requires you to keep a copy of all request forms and supporting paperwork for three subsequent Congresses from the date of travel.

If there are any questions regarding this form, please contact the Committee on Ethics at 202-225-7103 or via e-mail: travel.requests@mail.house.gov.



U.S. House of Representatives

COMMITTEE ON ETHICS

TRAVELER FORM

1. Name of Traveler: Paul Taylor
2. Sponsor(s) who will be paying for the trip: Recording Industry Association of America (RIAA)
3. City and State OR Foreign Country of Travel: New York, NY
4. a. Date of Departure: 10/2/19 Date of Return: 10/3/19
b. Will you be extending the trip at your personal expense? ☐ Yes ☒ No
If yes, list dates at personal expense: _____
5. a. Will you be accompanied by a family member at the sponsor's expense? ☐ Yes ☒ No If yes:
(1) Name of Accompanying Family Member: _____
(2) Relationship to Traveler: ☐ Spouse ☐ Child ☐ Other (specify): _____
(3) Accompanying Family Member is at least 18 years of age: ☐ Yes ☐ No
6. a. Did the trip sponsor answer "Yes" to Question 8(c) on the *Primary Trip Sponsor Form* (i.e., travel is sponsored by an entity that employs a registered federal lobbyist or a foreign agent)? ☒ Yes ☐ No
b. If yes, and you are requesting lodging for two nights, explain why the second night is warranted:

7. *Primary Trip Sponsor Form* is attached, including agenda, invitee list, and any other attachments and contributing sponsor forms: ☒ Yes ☐ No
NOTE: The agenda should show the traveler's individual schedule, including departure and arrival times and identify the specific events in which the traveler will be participating.
8. Explain why participation in the trip is connected to the traveler's individual official or representational duties. Staff should include their job title and how the activities on the itinerary relate to their duties.
I am the Chief Republican Counsel of the House Subcommittee on the Constitution, Civil Rights, and Civil Liberties ,
which entails analysis of the Patent Clause of the Constitution, which includes
issues related to copyright law. /PT
9. Is the traveler aware of any registered federal lobbyists or foreign agents involved planning, organizing, requesting, or arranging the trip? ☒ Yes ☐ No
10. For staff travelers, to be completed by your employing Member:

ADVANCED AUTHORIZATION OF EMPLOYEE TRAVEL

I hereby authorize the individual named above, an employee of the U.S. House of Representatives who works under my direct supervision, to accept expenses for the trip described in this request. I have determined that the above-described travel is in connection with my employee's official duties and that acceptance of these expenses will not create the appearance that the employee is using public office for private gain.

Signature of Employing Member

Date

8/29/2018
2018



U.S. House of Representatives

COMMITTEE ON ETHICS

Primary Trip Sponsor Form

This form should be completed by private entities offering to provide travel or reimbursement for travel to House Members, officers, or employees under House Rule 25, clause 5. A completed copy of the form (and any attachments) should be provided to each invited House Member, officer, or employee, who will then forward it to the Committee together with a *Traveler Form* **at least 30 days before the start date of the trip**. The trip sponsor should *NOT* submit the form directly to the Committee. The Committee website (ethics.house.gov) provides detailed instructions for filling out the form.

NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001. Failure to comply with the Committee's Travel Regulations may also lead to the denial of permission to sponsor future trips.

1. Sponsor who will be paying for the trip: Recording Industry Association of America (RIAA)
2. I represent that the trip will not be financed, in whole or in part, by a registered federal lobbyist or foreign agent. Signify that the statement is true by checking box: ☒
3. **Check only one.** I represent that:
 - a. The primary trip sponsor has not accepted from any other source, funds intended directly or indirectly to finance any aspect of the trip: ☒ **OR**
 - b. The trip is arranged without regard to congressional participation and the primary trip sponsor has accepted funds only from entities that will receive a tangible benefit in exchange for those funds: ☐ **OR**
 - c. The primary trip sponsor has accepted funds from other source(s) intended directly or indirectly to finance all or part of this trip and has enclosed disclosure forms from each of those entities. ☐If "c" is checked, list the names of the additional sponsors: _____
4. Provide names and titles of ALL House Members *and* employees you are inviting. **For each House invitee, provide an explanation of why the individual was invited** (include additional pages if necessary): See Attachment 1
5. Is travel being offered to an accompanying family member of the House invitee(s)? ☐ Yes ☒ No
6. Date of Departure: October 2nd 2019 Date of Return: October 3rd 2019
7. a. City of departure: Washington, DC
b. Destination(s): New York, NY
c. City of return: Washington, DC
8. **Check only one.** I represent that:
 - a. The sponsor of the trip is an institution of higher education within the meaning of section 101 of the Higher Education Act of 1965: ☐ **OR**
 - b. The sponsor of the trip does not retain or employ a registered federal lobbyist or foreign agent: ☐ **OR**
 - c. The sponsor employs or retains a registered federal lobbyist or foreign agent, but the trip is for attendance at a one-day event *and* lobbyist / foreign agent involvement in planning, organizing, requesting, or arranging the trip was *de minimis* under the Committee's travel regulations. ☒
9. **Check only one of the following:**
 - a. I checked 8(a) or (b) above: ☐
 - b. I checked 8(c) above but am not offering any lodging: ☐
 - c. I checked 8(c) above and am offering lodging and meals for one night: ☒ **OR**
 - d. I checked 8(c) above and am offering lodging and meals for two nights: ☐ If you checked this box, explain why the second night of lodging is warranted: _____



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10. Attached is a detailed agenda of the activities House invitees will be participating in during the travel (i.e., an hourly description of planned activities for trip invitees). *Indicate agenda is attached by checking box:* ☒
11. **Check only one of the following:**
- a. I represent that a registered federal lobbyist or foreign agent will not accompany House Members or employees on any segment of the trip. *Signify that the statement is true by checking box:* ☒ **OR**
- b. *Not Applicable.* Trip sponsor is a U.S. institution of higher education: ☐
12. For **each** sponsor required to submit a sponsor form, describe the sponsor's interest in the subject matter of the trip **and** its role in organizing and/or conducting the trip:
- See Attachment 2
-
13. **Answer parts a and b. Answer part c if necessary:**
- a. Mode of travel: Air ☐ Rail ☒ Bus ☐ Car ☒ Other ☐ (specify: _____)
- b. Class of travel: Coach ☒ Business ☐ First ☐ Charter ☐ Other ☐ (specify: _____)
- c. If travel will be first class, or by chartered or private aircraft, explain why such travel is warranted:
-
14. I represent that the expenditures related to local area travel during the trip will be unrelated to personal or recreational activities of the invitee(s). *Signify that the statement is true by checking box:* ☒
15. **Check only one.** I represent that either:
- a. The trip involves an event that is arranged or organized *without regard* to congressional participation and that meals provided to congressional participants are similar to those provided to or purchased by other event attendees: ☐ **OR**
- b. The trip involves events that are arranged specifically *with regard* to congressional participation: ☒
- If "b" is checked:
- 1) Detail the cost *per day* of meals (approximate cost may be provided): Approximately \$41
-
- 2) Provide the reason for selecting the location of the event or trip: See Attachment 2. New York is home to three recording labels and studios: Sony Music Entertainment, Universal Music Group, and Warner Music Group
16. Name, nightly cost, and reasons for selecting each hotel or other lodging facility:
- Hotel Name: The Gallivant Hotel Times Square City: New York, New York Cost Per Night: \$250
- Reason(s) for Selecting: Proximity to the recording labels and studios
- Hotel Name: _____ City: _____ Cost Per Night: _____
- Reason(s) for Selecting: _____
- Hotel Name: _____ City: _____ Cost Per Night: _____
- Reason(s) for Selecting: _____
17. I represent that all expenses connected to the trip will be for actual costs incurred and not a per diem or lump sum payment. *Signify that the statement is true by checking box:* ☒



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18. Total Expenses for each Participant:

<input type="checkbox"/> Actual Amounts	Total Transportation Expenses per Participant	Total Lodging Expenses per Participant	Total Meal Expenses per Participant
<input checked="" type="checkbox"/> Good Faith Estimates			
For each Member, Officer, or Employee	\$106	\$250	\$41
For each Accompanying Family Member	N/A	N/A	N/A

	Other Expenses (dollar amount per item)	Identify Specific Nature of "Other" Expenses (e.g., taxi, parking, registration fee, etc.)
For each Member, Officer, or Employee	\$43	Taxis
For each Accompanying Family Member		

NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.

19. **Check only one:**

a. I certify that I am an officer of the organization listed below: ☒ **OR**

b. *Not Applicable.* Trip sponsor is an individual or a U.S. institution of higher education. ☐

20. I certify that I am not a registered federal lobbyist or foreign agent for any sponsor of this trip. ☒

21. I certify by my signature that the information contained in this form is true, complete, and correct to the best of my knowledge.

Signature:  Date: 08/22/2019

Name: Victoria Sheckler

Title: Senior Vice President, Deputy General Counsel

Organization: Recording Association of America

Address: 1025 F Street NW, 10th Floor, Washington DC 20004

Telephone: 202-857-9603

Email: vsheckler@riaa.com

If there are any questions regarding this form, please contact the Committee at the following address:

Committee on Ethics

U.S. House of Representatives

1015 Longworth House Office Building, Washington, D.C. 20515

Phone: 202-225-7103 General Fax: 202-225-7392

Theodore E. Deutch, Florida
Chairman

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Grace Meng, New York
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Anthony Brown, Maryland

John Ratcliffe, Texas
George Holding, North Carolina
Jackie Walorski, Indiana
Michael Guest, Mississippi



ONE HUNDRED SIXTEENTH CONGRESS

U.S. House of Representatives

COMMITTEE ON ETHICS

Thomas A. Rust
Staff Director and Chief Counsel

David W. Arrojo
Counsel to the Chairman

Christopher A. Donesa
Counsel to the Ranking Member

1015 Longworth House Office Building
Washington, D.C. 20515-6328
Telephone: (202) 225-7103
Facsimile: (202) 225-7392

September 10, 2019

Mr. Paul Taylor
Committee on the Judiciary
H2-362 Ford House Office Building
Washington, DC 20515

Dear Mr. Taylor:

Pursuant to House Rule 25, clause 5(d)(2), the Committee on Ethics hereby approves your proposed trip to New York, New York, scheduled for October 2 to 3, 2019, sponsored by Recording Industry Association of America. We remind you that, because the trip sponsor employs a federal lobbyist, you may participate in officially-connected activity on one calendar day only.

You must complete an Employee Post-Travel Disclosure Form (which your employing Member must also sign) and file it, together with a Sponsor Post-Travel Disclosure Form completed by the trip sponsor, with the Clerk of the House within 15 days after your return from travel. As part of that filing, you are also required to attach a copy of this letter and both the Traveler and Primary Trip Sponsor Forms (including attachments) you previously submitted to the Committee in seeking pre-approval for this trip. If you are required to file an annual Financial Disclosure Statement, you must also report all travel expenses totaling more than \$390 from a single source on the "Travel" schedule of your annual Financial Disclosure Statement covering this calendar year. Finally, Travel Regulation § 404(d) also requires you to keep a copy of all request forms and supporting information provided to the Committee for three subsequent Congresses from the date of travel.

If you have any further questions, please contact the Committee's Office of Advice and Education at extension 5-7103.

Sincerely,

Theodore E. Deutch
Chairman

Kenny Marchant
Ranking Member

TED/KM:adw



PRESENT THIS DOCUMENT FOR BOARDING

RES# OE5696-10SEP19

RESERVATION NUMBER OE5696

WAS



NYP

Round-Trip

WASHINGTON, DC

NEW YORK PENN, NY

OCTOBER 2, 2019

Depart

TRAIN	NORTHEAST REGIONAL	WASHINGTON - NEW YORK (PENN STATION)	DEPARTS	ARRIVES (Wed Oct 2)
178	Oct 2, 2019	1 Reserved Coach Seat	4:02 PM	7:24 PM

Return

TRAIN	NORTHEAST REGIONAL	NEW YORK (PENN STATION) - WASHINGTON	DEPARTS	ARRIVES (Thu Oct 3)
127	Oct 3, 2019	1 Reserved Coach Seat	4:05 PM	7:30 PM

PASSENGERS (1)

TAYLOR, PAUL

ADULT

AMTRAK GUEST REWARDS

No member number provided. Join at Amtrak.com

Proper identification is required for all passengers. This document is valid for only passengers listed. See www.amtrak.com/ID for details.

IMPORTANT INFORMATION

- NOT VALID ON OTHER DATES/TRAINS
- NON-REFUNDABLE, EXCHANGES PERMITTED FOR OTHER RAIL FARE PURCHASES

- For passenger safety the boarding gate at Washington Union Station will close two minutes prior to train departure time.
- Try the FindYourWay app for personalized train and station information at New York Penn Station. Download it on Google Play or the Apple App Store today, or learn more at Amtrak.com/findyourway.
- eTickets for **Reserved services** are valid only for the specific train number, date and accommodation type booked.
- When should you arrive at the station? Check the recommended arrival times for your departure station at Amtrak.com/stations. Allow additional time if you require ticketing/baggage services or boarding assistance, or if you are boarding at a Canadian station.
- Tickets are non-transferable. They are valid only for the personal use of the passenger(s) named on the ticket.
- For Amtrak travel information, or to make adjustments to your travel plans, please visit Amtrak.com, or call 1-800-USA-RAIL (1-800-872-7245).
- Your printed eTicket travel document shows the services you booked. If you change your booking but do not reprint the document, it will not reflect your current itinerary. You may obtain an updated copy of your eTicket at Amtrak.com. At some stations, a gate agent may need to view your eTicket prior to boarding (learn more at Amtrak.com/boarding).
- Changes to your itinerary may affect your fare. Refund and exchange restrictions and penalties for failure to cancel unwanted travel may apply. For more information please visit Amtrak.com/changes.
- Carry-on baggage is limited to 2 personal items, 14x11x7" / 25lbs per item, and 2 bags, 28x22x14" / 50lbs per bag, per passenger. **You may be charged a baggage fee or denied boarding if your items exceed these limitations.** See the baggage policy at Amtrak.com/baggage.
- Check the departure board or ask a uniformed Amtrak employee to find out where to board your train.
- **If You See Something Say Something! Contact Amtrak Police at 1-800-331-0008 or Text to APD11 (27311).**



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Sony Music Entertainment
Paul Robinson
Warner Music Group
Portia Sabin
Kill Rock Stars
Tom Silverman
Tommy Boy Entertainment
Julie Swidler
Sony Music Entertainment
Will Tanous
Universal Music Group

Paul,

We are so excited that you have chosen to attend the Recording Industry Association of America's (RIAA) congressional staff delegation trip to New York City to visit Sony Music Entertainment (SME), Warner Music Group (WMG) and Universal Music Group (UMG), on Wednesday, October 2nd and Thursday, October 3rd, 2019.

This trip involves a series of briefings and discussions pertaining to the development and business practices of music companies in the digital age. It will bring congressional staffers together with industry experts and executives for the purposes of understanding key issues affecting trade, intellectual property and copyright policies. On Thursday, October 3rd, RIAA will sponsor a full day of discussions and tours that examine the daily functions of these three major record labels. Items on the agenda will include presentations from the record labels' leadership and communications staff, along with visiting onsite facilities such as the Artist & Repertoire (A&R) department and in-house recording studios.

I will be your event coordinator for this trip! Please do not hesitate to reach out to me should you have any questions. I will meet you at Union Station at the Starbucks near the terminal gates at 3:15pm on October 2nd. For questions or guidance day of, my cell is 770-634-1053. Our train departs at 4:02pm sharp. We will be staying at the Gallivant Time Square. A credit card will need to be provided upon arrival to cover any room incidentals. Please pack light, attire is casual or business casual and wear comfortable shoes. The weather during our trip should be in the high 80s with a chance of rain on Thursday.

RIAA will cover costs relating to the trip, including round-trip transportation, hotel expenses for Thursday, October 3rd and group meals. We have consulted with our counsel at Perkins Coie and the House and Senate Committee on Ethics to ensure compliance with the House and Senate travel rules.

Hotel: The Gallivant Time Square
234 W 48th St, New York, NY 10036

Confirmation: 17272773

Train Reservation: 0E5696
October 2nd- NE Regional 178 departing Union Station at 4:02pm
October 3rd- NE Regional 129 departing Penn Station at 4:35pm

Best,

Lindsey Taylor
Executive Assistant to the CEO
RIAA

Taylor, Paul

From: Lindsey Taylor <ltaylor@riaa.com>
Sent: Thursday, October 10, 2019 9:18 AM
To: Bos, Amy; Harris, Erick; Taylor, Paul; Trainor, Sophie; Haynes, Jennifer
Subject: House Post Travel Documents- RIAA
Attachments: image001.png; ATT00001.htm; image002.png; ATT00002.htm; image003.png; ATT00003.htm; image004.png; ATT00004.htm; image005.png; ATT00005.htm; image006.png; ATT00006.htm; image007.png; ATT00007.htm; image008.png; ATT00008.htm; image009.png; ATT00009.htm; October 2019 Internal Staffdel Agenda.docx; ATT00010.htm; October 2019 Post Travel Doc House.pdf; ATT00011.htm; Ethics_INTERACTIVE Employee Post-Travel Disclosure Form_12-28-2018.pdf; ATT00012.htm

Good Morning,

I wanted to thank you all for participating in our Congressional Staff Delegation Tour of Sony, Warner and Universal Music last week. I hope you found the experience both informative and worthwhile! Attached are the post-travel sponsor form, updated agenda, and the employee post travel document. **As a reminder, House Ethics requires these documents to be filed no later than Friday, October 18th.** Let us know if you require additional documents to assist with filing.

We will also be sending out a brief survey on your tour experience. As we mentioned, this is only our second trip, and we are appreciative of any feedback you would be willing to provide.

Best,

Lindsey



**RECORDING INDUSTRY ASSOCIATION OF AMERICA
EDUCATIONAL STAFF TRIP TO
SONY MUSIC ENTERTAINMENT / WARNER MUSIC GROUP / UNIVERSAL MUSIC GROUP
WEDNESDAY OCTOBER 2ND- THURSDAY OCTOBER 3RD**

Wednesday, October 2nd

- 3:15PM** **Staff Suggested Arrival to Union Station (Washington, DC)**
Union Station to Penn Station (coach travel)
Estimated travel cost: \$53/person
- 4:02PM** **Amtrak Train Departure**
Amtrak train #178 Northeast Regional
- 7:24PM** **Amtrak Train Arrival to Penn Station (New York, NY)**
- 7:35PM** **Depart Penn Station for The Gallivant Hotel Times Square**
Upon arrival to Penn Station, Hill staff will take Ubers to the hotel
Estimated transportation costs: \$15/person
- 7:45PM** **Hotel Check-In to The Gallivant Hotel Times Square**
The Gallivant Hotel Times Square (234 W 48th St New York, NY 10036)
room rate: \$219/night
Hotel was chosen due to best proximity to first two of the three site
locations being visited on 5/31

Thursday, October 3rd

- 8:00AM** **Staff Hotel Check-Out**
- 8:15AM** **Staff Take Ubers to Briefing at Sony Music Entertainment**
Estimated transportation costs: \$15/person
- 8:45AM-10:00AM** **Working Breakfast & RIAA Educational Briefing at Sony Music Entertainment**
Sony Music Entertainment (25 Madison Ave, New York, NY 10010)
22nd Floor Multi-Purpose Room
POC: Caitlin Olivera
Breakfast Delivered 8:15AM
will greet in building entryway

Hill staff will receive an overview of the music business looking at public RIAA industry revenue numbers along with a recent report on label value in the modern music era and will hear from an industry expert on the latest trends in music fans' listening habits. Overview will end with Q&A. The educational briefing will feature:

- **8:40AM-8:50AM** – Introductions, Rafael Fernandez, SVP, State Public Policy, RIAA
- **8:50AM-9:00AM**- Welcome
- **9:00AM-9:25AM**- Josh Friedlander, SVP, Research & Economics, RIAA
- **9:25AM-9:40AM**- Liz Kennedy, SVP Gold and Platinum Awards Program, RIAA
- **9:40AM-9:50AM**- Q & A
- **9:50AM-9:55AM**- Closing

10:00AM-11:30AM

Continued Educational Briefing at Sony Music Entertainment

Sony Music Entertainment (25 Madison Ave, New York, NY 10010)
22nd Floor Multi-Purpose Room

At Sony Music, staff will get a demonstration of the company's cutting-edge artist royalty portal as well as its state-of-the-art data and analytics tools. These tools have been developed and are continually improved upon with the goals of transparency, speed and ease of use. They also inform the company's Artist & Repertoire and marketing efforts, applications which will be brought to life through a case study of 2019's breakaway hit, Lil Nas X's "Old Town Road." Staff will follow the artist and track's journey from early buzz on social media platforms to remixes featuring other artists to a record-breaking chart streak.

- **10:00AM-11:00AM** – Demonstration and discussion featuring:
 - Kirit Joshi, Chief Information Officer
- **11:00AM-11:30AM** – Discussion featuring:
 - Jenifer Mallory, EVP and GM, Columbia Records
 - Melissa Thomas, SVP, International Marketing

11:30AM

Staff Take Ubers to Briefing at Warner Music Group

Estimated transportation costs: \$15/person

11:45AM-1:30PM

Educational Tour & Luncheon at Warner Music Group

1633 Broadway, New York, NY 10019

7th Floor, Boardroom (7-51)

POC: Stephanie Briffa, Stephanie.Briffa@wmg.com (609-558-4346)

Lunch delivered at 11:30AM

At Warner Music Group, staff will learn first-hand what goes into discovering unique talent in the digital age, when anyone can be a DIY artist, leading to millions of songs posted on various streaming sites and how music is marketed in the digital world. In this loud and crowded online environment, how does a label cut through the chafe to find high quality music and artists today? What is the “formula” for knowing which artists to sign? How does emerging technology assist in that search? And in this age of DIY, where anyone can release an album, what does a label bring to the table that might help an artist achieve their dreams of success? All of these questions (and more) will be answered as staff will hear from label executives in charge of these essential functions, along with a tour of the in-house Atlantic recording studio. The educational briefing will feature:

- **11:45-12:15PM:** Ebonie Smith, Head Studio Engineer/Producer, Atlantic Records Studio Tour
- **12:15PM:** Lunch Buffet
- **12:30PM-1:30PM:** Mark Baker, Vice President, Public Policy & Government Affairs, Warner Music Group, will moderate a panel featuring:
 - David Bither, President, Nonesuch Records
 - Riggs Morales, VP, A&R & Artist Development, Atlantic Records
 - Elsa Vivero, EVP, Global Digital Account Management, WEA

**Lunch costs: \$19/person*

2:00PM-3:30PM

Educational Tour at Universal Music Group

1755 Broadway New York, NY 10019

1st Floor, Lobby Performance Space

POC: Charles Wadelington, Charles.Wadelington@umusic.com

(919-602-4931) *will greet group in building entryway*

Attendees will begin their visit to Universal Music Group (UMG) with a tour of Island Records’ offices and a discussion with senior Island executives. The meeting will deliver an educational overview on how record labels provide value to their signed artists. Following that, attendees will participate in a record mixing session in the in-house master studio, followed by a walk thru of the Bravado showroom.

During these highly interactive sessions, attendees will learn about how IP is utilized through multiple business opportunities. Questions raised will include: What goes into the label-artist partnership? How does a label nurture an artist’s sound and shape their brand? What role does a label have in helping an artist in the studio and continuing to optimize

their catalog through new, creative and innovative projects? The sessions will feature:

- **2:00 PM-2:15 PM:** Eric Berman, EVP, Public Affairs, UMG welcomes guests & intros UMG
**Note: Time window subject to change – if needed, add in 15 minutes for potential UMe component*

- **2:20 PM-2:40 PM:** Conversation with Island Records: The partnership between artist and label

Location: Island Records (1755 Broadway, 4th Floor)

Featuring: Eric Wong, Chief Operating Officer, among other Island staff:

- Jonathan Briggs, VP Commerce
- LaTrice Burnette, EVP/GM
- Ziggy Chareton, SVP A&R
- Tony Corey, VP Marketing
- Lauren Schneider, EVP Strategic Media Relations

- **2:45 PM- 3:30PM:** Guests divide into two groups (Groups A & B) and alternate visits between the In-House Master Studio and Bravado Master Showroom.

Location 1: In-House Master Studio (1755 Broadway, 4th Floor)

Featuring: Anthony Munderville, Director of UML Digital Operations (East), UMG and Andy Skurow, Vault Manager, UMG

Location 2: Bravado Showroom (1755 Broadway, 2nd Floor)

Featuring: Frank Bartolotta, SVP Sales, Bravado

**LT and Assistant Pick Up Bags from Gallivant, Order Uber XLs and Pick Up Congressional Staff from UMG*

3:35PM: **Guests regroup in the Lobby Performance Space and depart UMG for Penn Station and Staff Take Ubers to Penn Station**
Estimated transportation costs: \$10/person

4:00PM **Staff Arrival to Penn Station (New York, NY)**
Penn Station to Union Station (coach travel)
Estimated travel cost: \$53/person

4:35PM **Amtrak Train Departure**
Amtrak train #129 Northeast Regional

8:13PM

Amtrak Train Arrival to Union Station (Washington, DC)

October 2nd-3rd RIAA Educational Tour Attendees

Attending	Title	Office	State/District/Party
Amy Bos	Legislative Director	Rep. Jim Sensenbrenner	R, WI-5
Erick Harris	Legislative Counsel	Rep. Steve Chabot	R, OH-1
Jennifer Lauterbach	Senior Legislative Assistant, HJC	Rep. Debbie Lesko	R, AZ-8
Lindsay Linhares	Senior Policy Advisor	Senator Cindy Hyde-Smith	R- MS
Erica Songer	Chief Counsel	Senator Christopher Coons	D- DE
Paul Taylor	Chief Counsel	Rep. Mike Johnson	R, LA-4
Sophie Trainor	Deputy Chief of Staff and Legislative Director	Rep. Brett Guthrie	R, KY-2

RIAA Staff Attending Meetings:

Josh Friedlander, SVP, Research & Economics, RIAA - (607)-351-3412

Monique Ziadie, Manager, State & Public Policy, RIAA

Liz Kennedy, SVP Gold and Platinum Awards Program, RIAA

Rafael Fernandez, SVP, State Public Policy, RIAA

Thomas Clees, VP Federal Public Policy, RIAA - (602)-327-0156

Morna Willens, Chief Policy Officer, RIAA

Mitch Glazier, Chairman and CEO, RIAA

Lindsey Taylor (advance only), (770)-634-1053

Congressional Attendees Bios:

Amy Bos:

Amy Bos is Legislative Director for Representative James Sensenbrenner (WI-05). She is responsible for assisting in the development of policy positions and legislative initiatives and managing the office's legislative staff. She also staffs the Congressman in his role on the House Judiciary Committee, preparing him for hearings and markups and floor statements.

In the 116th Congress, Amy has taken the lead role in staffing the Congressman as Ranking Member of the Antitrust Subcommittee. The Committee is in the process of a bipartisan investigation of technology companies. She has also focused extensively on drug pricing, music licensing, immigration reform, criminal justice reform, privacy issues and copyright and patent reform.

Amy is in her 14th year on Capitol Hill. Previously she worked for Congressman Pete Hoekstra (R-MI). She is a graduate of Hope College in Holland, Michigan.

Erick Harris:

Erick serves as Legislative Counsel to Congressman Steve Chabot. In addition to handling the judiciary portfolio, Erick focuses on financial services, tax, healthcare, labor, and technology issues. Erick formerly served as Legislative Counsel to Congresswoman Emerson and as an aide to Senator Talent and at the U.S. Department of Justice in the Office of the Solicitor General.

While completing his law degree, Erick served on the Wiley Rutledge Moot Court Board and as Senior Editor of the Washington University Jurisprudence Review. He appeared on various media outlets to discuss the 2008 Presidential election.

Erick received his Juris Doctor from Washington University in St. Louis, School of Law and his Bachelor of Science Degree from Vanderbilt University in Political Science and Human and Organizational Development with a concentration on Public Policy. While studying at Vanderbilt, Erick served on the Honor Council and completed internships with the U.S. House of Representatives, the U.S. Senate, the British House of Commons, and at the White House. He is originally from Cape Girardeau, Missouri and is active in various organizations in Washington D.C. metropolitan area.

Jennifer Lauterbach:

Jennifer Lauterbach is Congresswoman Debbie Lesko's Senior Legislative Assistant where she manages the Congresswoman's Judiciary Committee assignment, national security portfolio, and other policy issues such as veterans, intelligence, foreign affairs, and telecom.

Prior, she worked for Senator Kennedy (R-LA) as his Military, National Security, and Foreign Affairs staffer. In this role, she oversaw and briefed the Senator and staff on all legislation and matters under the jurisdiction of the Senate Armed Services and Foreign Relations Committees. She was responsible

to manage the National Defense Authorization Act process and assisted in overall development of legislation and policy ideas, prepared memorandums and other briefing materials for both written and oral remarks, and drafted hearing questions.

Before Senator Kennedy, she worked for Senator Cassidy (R-LA) as both his Military Legislative Correspondent and Scheduler. In this dual role, she managed the Senator's daily schedule and was responsible for creating outgoing correspondence pertaining to veterans issues, defense, foreign relations and related topics. She prepared the Senator for meetings by giving oral and written briefings and analysis and also individually taking meetings with various stakeholders.

Previous to Jennifer's time on Capitol Hill, she worked at American for Prosperity's Policy Department where she researched, wrote op-eds, and briefed senior staff on current events.

Jennifer graduated from Elon University in North Carolina with a Bachelor of Arts and Science degree having majored in International Business. She grew up in Chadds Ford, Pennsylvania and has lived in Washington, D.C. for the past 5 years.

Lindsay Linhares:

Lindsay Linhares currently serves as a Senior Policy Advisor for U.S. Senator Cindy Hyde-Smith. She leads a portfolio that includes: judiciary, law enforcement, appropriations, education, labor and workforce development, Senate rules and the legislative branch. Lindsay previously worked for Senate Appropriations Chairman Thad Cochran. She is from Starkville, MS and graduated from Mississippi State University with a Bachelor of Arts in Political Science and Communication with an emphasis in Journalism.

Erica Songer:

Erica Songer is the Chief Counsel for Senator Chris Coons, a member of the Senate Judiciary Committee and the Ranking Member of the Judiciary Subcommittee on Intellectual Property. In her role working with the Senator and the Judiciary Committee, Erica handles a broad portfolio of issues, including criminal justice, immigration, civil rights, and judicial and Department of Justice nominations. Erica has worked with Senator Coons on several high-profile matters, including legislation to protect the special counsel investigation, legislation to respond to President Trump's Muslim ban, and the confirmation hearings for Justices Kavanaugh and Gorsuch.

Prior to working on Capitol Hill, Erica was a partner at Hogan Lovells in Washington, DC. Erica's practice focused on high-stakes class actions and other complex commercial litigation.

Before joining the firm, Erica served as a law clerk for the Honorable Cornelia G. Kennedy of the United States Court of Appeals for the Sixth Circuit and held internships with the White House and the National Conference of State Legislatures. Erica received her J.D. from Harvard Law School, cum laude. During law school, Erica served as Deputy Editor-in-Chief of the Harvard Journal of Law and Gender. Erica received a B.A. in Political Science and a B.S. in Psychology from University of Illinois, summa cum laude, Phi Beta Kappa, and upon graduation, she received the Bronze Tablet award, the school's highest academic honor.

Paul Taylor:

Paul Taylor is a 1991 graduate of Yale College (summa cum laude), and a 1994 graduate of Harvard Law School (cum laude). Subsequently he worked as an associate at Kirkland & Ellis, and Covington & Burling, in Washington, D.C. He has published over a dozen law review articles and is the Chief Republican Counsel for the House Subcommittee on the Constitution, Civil Rights, and Civil Liberties, where he has worked since 1999.

Sophie Trainor:

Sophie Trainor, RD, serves as Deputy Chief of Staff and Legislative Director for Congressman Brett Guthrie of Kentucky, where her focus is on healthcare policies and the jurisdiction of the House Energy and Commerce.

Prior to joining Congressman Guthrie's team, Sophie served as a shared staffer for Congressman Joe Barton and the Energy and Commerce Committee, where she spearheaded efforts to combat the Zika virus and negotiated key parts of the 21st Century Cures Act and the Comprehensive Addiction and Recovery Act. Previously, Sophie served as a Legislative Assistant focusing on health, education, and labor appropriations for Congressman Martha Roby of Alabama and Congressman Lee Terry of Nebraska. Sophie began her career on the Hill as a Legislative Correspondent and Staff Assistant for Senator Jeff Sessions of Alabama.

Sophie earned a Bachelor of Science in Human Environmental Sciences from the University of Alabama. Sophie served as President of the University of Alabama Alumni Association, National Capital Chapter, and is a member of the Junior League of Washington. Originally from Memphis, Tennessee, Sophie currently resides in Washington, DC.



Presenter Bios: October 3rd, 2019

Sony Music Entertainment

Kirit Joshi

Chief Information Officer
Sony Music

Kirit Joshi is a veteran of the Music Industry with over 25 years of experience in digital technology, focusing the last 10 years in helping transform Content Delivery and elevating transparency and visibility standards. He joined Sony Music in the International Group and is currently the SVP & CIO of Sony Music leading the Global Technology Strategy, Operations and Application Security based out of New York.

Kirit was involved in the initial set up of DDEX industry standards and has guided the organization in various capacities including: Chairman of the Board for two terms, Chair Emeritus and Executive Board member since the inception of DDEX in 2005. He has utilized DDEX standards to help transform the digital supply chain to support sophisticated release strategies and the building of a big data environment processing trillions of transactions from commercial and social digital platforms which enable centralized revenue and royalty processing as well as marketing analytics. These capabilities are used to provide Sony Music's artists and staff with real-time music consumption perspectives and advanced royalty analytics via the Artist Portal. Some of Sony's DDEX compliance capabilities have also been made available to the DDEX community as open source.

Kirit brings a global perspective having lived and worked extensively in Europe, Asia and Africa. Prior to joining the music industry in 1993, Kirit started his career in the finance industry in London building the first automated stock trading systems using AI, and in the defense industry to build federated secure open system command control systems. He followed an education in Computer Science with a focus on Cognitive Science.



Jenifer Malloy

EVP and GM
Columbia Records

Jenifer Mallory is Executive Vice President, General Manager for Columbia Records. She is based in New York and oversees the labels marketing, publicity, promotion, digital, sales, content, licensing, and brand partnerships departments. She quarterbacked the launch of significant campaigns for Columbia this year including, Hozier, Solange, Vampire Weekend, Tyler, The Creator, and more.

Prior to her General Manager position, Jenifer was Executive Vice President, International Marketing for Sony Music Entertainment, playing a key role in the global strategic development of established and new talent across Columbia, Epic and RCA. She lead teams in both New York and London, she spearheaded global campaigns for US signed artists, including Adele, Beyoncé, Camila, P!nk, Harry Styles, Khalid, SZA, Travis Scott, Pharrell, Daft Punk, DJ Khaled, Future, The Chainsmokers and many others.

Jenifer began her career at Sony Pictures before joining Columbia Records' Digital Marketing Department in 2006. She transitioned to International Marketing at Sony Music in 2010 where she held various roles, culminating in leading the team as Executive Vice President, International Marketing. Jenifer has been profiled in Billboard's 40 Under 40 and Women in Music issues.

Melissa Thomas

SVP, International Marketing
Sony Music

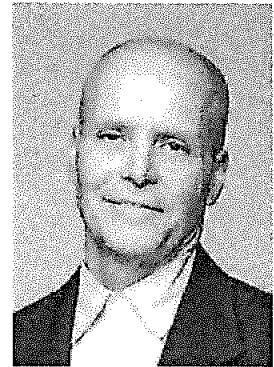
Thomas was most recently Vice President International for Epic Records, overseeing the global team that has broken Fifth Harmony, Zara Larsson, Meghan Trainor, DJ Khaled, Future, French Montana, Camila Cabello, and Travis Scott, among others. She also simultaneously has led Sony Music's International Urban team. She began her career with Sony Music in London in 2005 working on the UK international team where she spent eight years before transferring to Sony Music's US International team in New York. Previously she worked for Universal Motown Records and Universal Music Canada. Thomas holds a bachelor's degree in Business Administration from the University of Western Ontario's Richard Ivey School of Business in her native Canada.



Warner Music Group

David Bither

President
Nonesuch Records



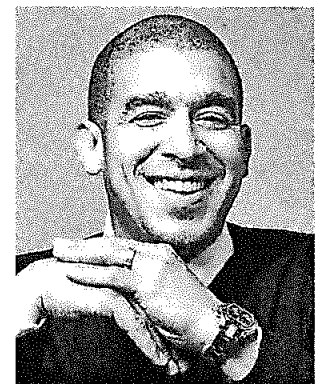
David Bither has been President of New York-based Nonesuch Records since the beginning of 2017, following two decades as Senior Vice President of the label. At Nonesuch, Bither has worked with a wide range of projects including such artists as The Black Keys, Rhiannon Giddens, David Byrne, Emmylou Harris, Robert Plant, Laurie Anderson, Wilco, Youssou N'Dour, Ry Cooder, Brian Wilson, and the artists of London-based World Circuit Records—licensed for North America by Nonesuch—including the Buena Vista Social Club and its offshoots.

Previously he spent nine years at Elektra Records—Nonesuch's original home from its inception in 1964 until the mid '90s—where he first served as Vice President, International, followed by stints as Vice President, Marketing, and Senior Vice President/General Manager. Prior to joining the Warner Music family, Bither had experience as a musician, music journalist, and arts administrator.

He grew up in the Chicago area and has a BS in Journalism from the University of Illinois—Urbana and an MA in Arts Administration from the University of Wisconsin—Madison.

Rigo "Riggs" Morales

Vice President, A&R and Artist Development
Atlantic Records



Riggs joined Atlantic Records in 2014, where he is currently Vice President of A&R and Artist Development and works with artists such as Wiz Khalifa, Action Bronson, Janelle Monae and *Hamilton*, the groundbreaking soundtrack to the smash Broadway musical.

In 2015 Riggs signed and produced *Hamilton: Original Broadway Cast Album* with Pulitzer Prize-winning playwright, Lin-Manuel Miranda. The triple-platinum album won a 2016 Grammy award for Best Musical, a Tony Award for Best Original Score and is the only cast album to debut number one on Billboard's Rap Charts.



Between 1995 and 2001, as a music editor at *The Source* magazine, Riggs wrote and edited innovative stories while he discovered young acts such as David Banner, Kardinal Official, Juelz Santana and super star rapper, Eminem.

In 2000, Riggs became a producer manager at Goliath Artists, Inc. and simultaneously took on A&R duties for Eminem's Shady Records, where he championed the signing of 50 Cent, resulting in the multi-platinum classic, "Get Rich or Die Tryin'". During his 12 years as Vice President of A&R for Shady Records, Riggs worked on all of the label's prominent releases including multi-platinum and gold albums from 50 Cent, Eminem, D12 Obie Trice and Bad Meets Evil. Riggs won 2011 Grammy acknowledgment for his A&R work on Eminem's comeback album, *Recovery*, where he secured the diamond-selling single, "Love the Way You Lie" featuring Rhianna amongst others.

In January 2004, Riggs founded The Monday Night Fight Klub ("MNFK"), an exclusive rap battle event that pinned some of the world's best unsigned rappers against each other in a lucrative verbal competition. MNFK was developed into a series for MTV.

He has been featured as an on-air correspondent for MTV, VH1 and MSNBC and is an active member of The National Academy of Recording Arts and Sciences (The Grammys), where he currently serves as Trustee for the New York Chapter.

Elsa Vivero

Executive Vice President, Global Digital Account Management
WEA

Elsa Vivero is the Executive Vice President of Global Digital Account Management at WEA (the global artist and label services division of Warner Music Group). She leads a diverse international team and works closely with digital partners to enhance the global presence of WMG artists and labels. She has previously held positions in sales and marketing at both WEA and associated labels, including Warner Music Latina and Maverick.



Ms. Vivero was born in Cuba and resides in New York City.



Ebonie Smith

Engineer/Producer/Studio Coordinator
Atlantic Records

Forbes Magazine "30 Under 30" nominee, Ebonie Smith is an award winning music producer, audio engineer and singer-songwriter based in New York City. Ebonie is also the founder and president of Gender Amplified, Inc., an organization that celebrates and supports women and girls in music production and audio engineering. Ebonie received her first Grammy Certificate and RIAA-certified platinum plaque for work as an assistant engineer on *Hamilton* (Original Broadway Cast Recording). She currently works as an audio engineer, producer and studio coordinator for Atlantic Records.



Ebonie holds a master's degree in Music Technology from New York University and a bachelor's degree in Africana Studies from Barnard College, Columbia University. While in college, Ebonie received training at Columbia University's Computer Music Center and studied abroad in the West African nation of Cameroon. During her 5-month stay, she performed with bands, worked in studios and produced local artists.

At the age of seventeen, Ebonie left her hometown of Memphis, Tennessee to pursue her musical aspirations in the entertainment capital of New York City. In college, Ebonie discovered her love for music production and began using her baby-sitting money to finance her own project recording studio. While an undergraduate student, she began producing music for aspiring artists and establishing herself as an up-and-coming producer/engineer. This initial interest in recording and music technology set Ebonie on a path to discover new and interesting ways to merge her love for music production with a sincere desire to impact social consciousness through musical exploration and education.

Mark T. Baker

Vice President, Public Policy & Government Affairs
Warner Music Group

Mark T. Baker joined Warner Music Group (WGM) as Vice President, Public Policy & Government Affairs, in November 2017. He is responsible developing and advocating policy positions and initiatives on behalf of WGM. He serves as the primary liaison with government and regulatory bodies and represents WGM at key trade associations.





Prior to joining WMG, Mr. Baker worked for Diageo, the world's leading beverage alcohol producer, in various public policy roles in Brussels, London, Miami and Washington. Previously, Mr. Baker was Vice President, International Trade, at the Distilled Spirits Council of the United States (DISCUS) and began his career at the U.S. Department of Commerce as a Presidential Management Fellow in 1995.



Universal Music Group

Eric Berman

EVP Public Affairs
Universal Music Group

Eric Berman is Executive Vice President of Public Affairs for Universal Music Group, where he has been responsible for the company's public policy and government relations globally since October 2015. Berman advises the Executive Management Board on policy, legislative and regulatory matters, and leads the company's representation before government and legislative bodies worldwide. He also acts as UMG liaison to various industry trade associations, and serves on the boards of directors of the International Federation of the Phonographic Industry (IFPI) and the Recording Industry Association of America (RIAA).

Previously, Berman served as co-Head of the Public Affairs practice at the New York-based public relations firm of Kekst and Company, where he worked since 1997. In that role, he served companies across a range of industries – from entertainment and technology, to finance, retail, energy and many more – helping navigate a wide variety of business, regulatory and policy matters across the U.S. and internationally, including some of the most high-profile and complex corporate situations.

Prior to his time at Kekst, Berman worked for nearly ten years in the worlds of public policy and politics, including positions in the White House under President Bill Clinton, at the Democratic National Committee and on Capitol Hill, as well as senior roles in several political campaigns, including the 1992 Clinton-Gore campaign and other elections around the country. He also serves on the Board of Directors of the international non-profit, Search for Common Ground, and he is on the Board of Trustees of Congregation Rodeph Sholom in New York. Berman holds an A.B. in Government, with a specialty in International Relations, cum laude, from Harvard College.



Eric Wong

Chief Operating Officer
Island Records

Wong has served as Executive Vice President/General Manager, Island Records since 2014, where he has been pivotal in the success of Shawn Mendes, Demi Lovato, Nick Jonas, Fall Out Boy, Tove Lo, the Killers, Bon Jovi, Mike Posner, and others. Prior to that, Wong spent three years as Executive Vice President, Marketing, at the former Island Def Jam Music Group (IDJ).

Wong first joined IDJ in 1999, after graduating from New York University. During his early years at IDJ, he developed marketing campaigns and built relationships with the label's roster of artists. In 2006 Wong held dual title at Bad Boy Entertainment, as Chief Marketing Officer, and simultaneously Senior Vice President, Marketing, Atlantic Records, working closely with Sean "Diddy" Combs, Jay-Z, Janelle Monáe, Toni Braxton and others. Before returning to IDJ in 2011, he founded Wong Management in 2009 with a roster that included Mariah Carey.

Andy Skurow

Vault Manager
Universal Music Group

Andy Skurow began his career in Las Vegas working for Mary Wilson of The Supremes. He worked in radio and television, working on projects for Jerry Lewis, Louie Anderson, Gladys Knight and Smokey Robinson.

For the last 20 years, he has worked for Universal Music Group. He is the Senior Vault Manager, handling all of the company's master tapes from Abba to ZZ Top, and everyone in between. Andy has also produced over 100 CDs, whether reissues or compilations, on artists such as Diana Ross, Stevie Wonder, Marvin Gaye, Sammy Davis Jr, Bobby Darin, The Pointer Sisters, Jackson 5, and many more. Andy is our resident Motown Expert.



Anthony Munderville

Director of UML Digital Operations
Universal Music Group

Anthony started at Universal Music Group in January of 2008 as an intern for Universal Mastering Studios. The following year, he was promoted as Project Coordinator and worked on studio sessions for GRAMMY-winning mastering engineers such as Seth Foster and Vlado Meller. Anthony is now Director of Studio Operations for North America, managing the day to day activities at UMG's East Coast studio in New York City, the UMS imprint at the Capitol Tower in Los Angeles and Berry Hill Studios in Tennessee.

Frank Bartolotta, SVP US Sales

Bravado

Frank Bartolotta is the Senior Vice President for U.S. Brand Partnership and Licensing at Universal Music Group's merchandising company, Bravado. Bartolotta works to create the ultimate fan experience by connecting Bravado's roster of artists including Justin Bieber, The Weeknd, and The Rolling Stones with external partners. With 20 years of experience in sales, formulating strategy, brand partnerships/endorsements, licensing, retail and designer collaborations, Bartolotta has created fully executed 360-degree marketing campaigns and initiatives. Through his work at Bravado, he continues to help artists connect to their fans through special experiences and unique products.