

BLACK RIVER ENTERTAINMENT CELEBRATES **OUR** *women* IN MUSIC!



Kelsea Ballerini
Black River Records Artist



Hannah Kerr
Black River Christian Artist
& Black River Publishing Writer



MaRynn Taylor
Black River Records Artist
& Black River Publishing Writer



Anna Vaus
Black River Publishing Writer



Nikki Abbamont
Black River Records



Katie Barolak
Black River Publishing



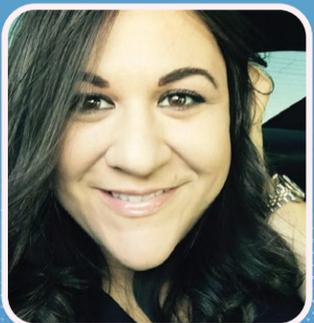
Ainsley Barry
Black River Records



Hope Buser
Black River Entertainment



Natalie Davis
Black River Records



Dawn Delvo
Black River Entertainment



Theresa Ford
Black River Records



Rebekah Gordon
Black River Publishing



Megan Hazeltine
Black River Records



Emily Hungate
Black River Entertainment



Taylor Kelly
Black River Records



Abby Miller
Black River Records



Tanya Schrage
Black River Entertainment



Rachael Skvorak
Black River Publishing



Bailey White
Black River Records

WOMEN of INFLUENCE

Country Aircheck asked the industry leaders included in the 2020 reader-voted Power 31 to nominate one woman in the industry and outside of their company they feel deserves recognition. Those nominees were asked to share the most powerful piece of advice they received from or would give to fellow women in the industry.

Aaronee Cottam
KIYK & KCIN/St. George, UT
 PD/morning personality
Nominated by: Becky Brenner
 “[Former Cherry Creek AC KREC/St. George morning host] Cindy Olsen has been my competition for years and is the epitome of grace and personal connection; her fans love her and follow her anywhere. Radio without connection might as well be dead air.”



Addison Nunes
Warner Music Nashville, Sr. Analyst
Nominated by: Gregg Swedberg
 “Never stop learning. There is always a new skill to develop, question to ask or conversation to have.”



Ali Matkosky
Big Loud, Dir./National Promotion
Nominated by: Charlie Cook
 “I have been fortunate enough to have many strong female leaders invest in my growth, all of them leading this advice by example: Never mimic the way others do business just because you have seen it work for them. Be true to who you are, and the people around you will see your passion and authenticity, and you’ll have more fun along the way!”



Alicia Mathews
MakeWake Artists/Range Media Partners, Artist Manager
Nominated by: Seth England and Stacy Waugh
 “1. Learn as much as you can about every aspect of the industry, absorb knowledge and work to understand how everything works together. 2. Take time to nurture yourself and your hobbies outside of work. It will revive and inspire you and make you a better manager, leader, colleague, friend and partner. 3. Find the parts of this business that light a fire in you and run full speed towards them. This industry isn’t an easy one, but it’s rewarding, even more so when you love the projects you work on and the people you work with. 4. It will get hard. Don’t give up.”



Amanda Good
The AMG, Exec. Dir./Marketing
Nominated by: Bobby Young
 “The advice I would give the next generation of female leaders in the industry is to not let fear of failure keep you from trying. The best lessons and moments in your career will come from seeing an idea come to life that you were part of building.”



Anna Weisband
Sony/ATV Music Publishing Nashville, VP/Creative
Nominated by: Allison Jones
 “The best advice is advice that is hard to implement in this business: take care of yourself early in your career. Make time to pour into yourself, even if you feel you

haven’t ‘earned’ that yet. It will help you service your songwriters and your team to the best of your abilities. You can’t pour into others when you’re running on empty.”

Ashley Wilson
iHeartMedia
 Kentucky-Indiana Region Dir./Country Programming
Nominated by: Carson James
 “You’ll never get to a point in your career where you don’t need a mentor. Don’t ever stop building connections. Align yourself with people who not only elevate women but those who have passion and do good work.”



Aubrey Schwartz
KP Entertainment
 Sr. Creative Dir./Publishing
Nominated by: Rusty Gaston
 “In a blend between advice and learning: find the talent, nurture the talent, work hard, keep your head down, be honest with yourself and with your writers, go with your gut and — most importantly — be a kind human through it all.”



Becky Gardenhire
WME/Nashville
 Co-Head/Partner Agent
Nominated by: Cris Lacy
 “I remind myself of this piece of advice Michelle Obama has given: ‘Success isn’t about how much money you make, it’s about the difference you make in people’s lives.’ It keeps me grounded and reminds me of the ripple effect we all have the power to cause. One impactful thing can have a long tail in this business.”



Callie Bartz
Red Light, Day-to-Day Manager
Nominated by: Katie Dean
 “My biggest piece of advice is to work hard and make yourself a valuable asset to as many people as possible. Always be friendly and get the job done. You never know who you might be working for or with later down the road.”



Callie Cunningham
Red Light, Manager
Nominated by: Scott Borchetta
 “Your intuition is one of the strongest tools you have. Trust it, even if it means having a hard conversation or sharing an unpopular opinion. If it feels scary, you’re probably doing something right.”



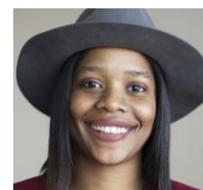
Cameo Carlson
mtheory Nashville
 President/CEO
Nominated by: Cindy Mabe
 “When I came up in the industry, many of the worst sexism I faced was from other women. We were pitted against each other and seen as competition for limited access to the table. The advice I have for the next generation of women leaders is to expand that damn table at every chance you get and bring another woman to sit alongside you every. single. time.”



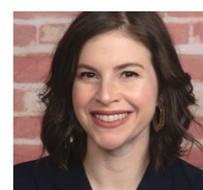
Candice Watkins
Big Loud, VP/Marketing
Nominated by: Leslie Fram & Brittany Schaffer



“The way you get something is typically the way you have to keep it. In all your ‘getting’ – jobs, promotions, clients, deals – do it with integrity so you don’t have to sustain it with compromised character. There’s enough to go around; achieve in such a way that you can always stand by it and be proud of it.”



Emily Cohen
Amazon Music
 Principal Music Curator
Nominated by: Ben Vaughn
 “Remember to take stock in the special moments of joy that come along with working in the business, like a concert or successful record launch. These moments can ebb and flow in your career, and it’s important to take a mental picture so as not to forget the times that solidify and fuel your passion for the music.”



Hillary Borden
The Bobby Bones Show, Producer
Nominated by: Lauren Thomas
 “Don’t compare your journey to anyone else’s. It’s very easy to get caught up in the concerts, the awards shows and the lifestyle of the music industry. Know who you are as a person, stay true to it and don’t let anyone’s opinions or words make you feel less about yourself.”



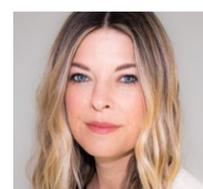
Jackie Campbell
615 Leverage & Strategy
 Co-Founder/Head of Business Development
Nominated by: Marci Braun
 “If you are looking for your next job or trying to grow in your current role, write up your dream job description and figure out how that applies to your potential employer. In the ever-changing music industry, the job you want may not even exist yet, but there’s no reason you shouldn’t pitch it or try to find it.”



Jackie Tighe
iHeartMedia
 Country Artist Relations
Nominated by: Kris Lamb
 “How you do anything is how you do everything. No matter how small the task, do a great job with a good attitude. And shout out to all of the incredible female leaders in Nashville that are as kind as they are smart — you’re an inspiration!”



Janet Weir
42 Entertainment/Red Light
 Manager
Nominated by: Steve Hodges
 “Try as many things as you need to find what your passion is, then go after it. Be confident in your abilities, but not so confident that you aren’t able to gracefully accept advice — never stop learning. And ... don’t let the bastards get you down. Bitches came to win!”



Jenna Johnson
Warner/WAR
 Mgr./West Coast Regional Radio & Streaming Promotion
Nominated by: Nate Deaton
 “The best thing I’ve been taught is if you want something, you have to find the confidence to ask for it. Don’t ever stop being your authentic self, and always remember to support and build others up, because when you do, incredible things will happen.”



Jennie Smythe

Girilla Marketing, Founder/CEO
Nominated by: Ken Robold
 "Honor your own value and be quick to recognize value in others."



Jillian Shuhart

iHeartMedia/Albany, NY
 Dir./Promotion, Coord./Integrated Media Sales and WRVE on-air personality
Nominated by: Kevin Callahan
 "Diversify your skill set, while also being careful not to be taken advantage of. Having experience in different departments than what you know or think you were hired for will only make you a stronger asset to your team. While some can be linked to pure timing, when you're willing to pitch in, grow and learn new things, it will ultimately provide sustainability to your career. Be ready for change and never say 'this is how we used to do it.'"



Jojaime Hahr

BBR Music Group/BMG Nashville, SVP
Nominated by: Kelly Rich
 "Cindy Mabe, who I respect immensely and look up to as a mentor and friend, told me to own who I am. This resonated with me, because it taught me that not only can I be in a leadership position and be exactly who I am, but that it's vital to success and I should. She also taught me to focus my energy into the places where I can make the most difference. My advice to anyone in the business, male or female, is to work harder than everyone else in the room."



Katelyn Lester

Monument
 Mgr./Regional Promotion
Nominated by: Royce Risser
 "Just because you're ready for something doesn't mean it's ready for you. Be patient, give yourself grace, and the right opportunity will come along."



Katie Bright

Capitol, Dir./Midwest Promotion
Nominated by: Kristen Williams
 "The best advice I received from another woman in the industry when I was traveling and had two small children was, 'You can't pour from an empty cup. Don't try to be everything to everyone all the time. Take care



of yourself first, then you'll turn up to work ready to rock.' Find your tribe. Don't work by yourself and wait to be discovered. Network a lot; find your people; collaborate; and make genuine, solid, advantageous relationships."

Katie McCartney

Monument, GM
Nominated by: Gator Harrison & Ashley Gorley
 "Show initiative, show passion, trust your gut and take risks. Confidence and belief are key; you can make anything happen!"



Kelly Bolton

Tape Room, Music VP/Creative
Nominated by: Shane McAnally
 "Have dreams, but master the work you're doing today – it will serve you in the long run. Lift up your peers and celebrate others' successes. Doing so creates community and it will ultimately make your own successes more gratifying. Above all: stay kind, work hard, listen to your gut and, as Celia Froehlig once told me, 'Go be brilliant.'"



Kimsey Kerr

Red Light Management, Marketing
Nominated by: Shane Allen
 "Be true to your authentic self and genuine to everyone around you. Take pride in everything you do and trust the journey to bring you where you're supposed to be. Aim to leave a legacy behind that you'd be proud to leave again and again."



Kristie Sloan

The GreenRoomPR, Co-Owner
Nominated by: Clarence Spalding
 "Don't let a fear of failure prevent you from speaking up and sharing ideas – but also know when to shut up and listen."



Laurel Kittleson-Cobb

Curb, VP/Artist Development & A&R
Nominated by: Jimmy Harnen
 "I've recently had some amazing women mentor me and share their honest experiences, which makes me want to pay it forward. My advice is to be kind to other women in the industry, lift each other up, celebrate one another's successes and take care of each other when needed."



Lauren Black

Country Now, Editor-in-Chief
Nominated by: Coran Capshaw
 "Never give up. I truly hit rock bottom after a layoff in 2018 and considered leaving the music industry. When a new opportunity came my way, I jumped on it and now, I'm happier than ever and so proud of the path that got me here."



Lauren Hamrick

Wide Open Music
 Day-to-Day Manager
Nominated by: Jon Loba
 "The good Lord gave you a gut feeling. Follow it. Don't let anyone look down on you because you are different, but instead take ownership of the role you've been given, keep your head on a swivel and do the job that only you uniquely can do."



Mallory Michaels

RCA, Dir./Regional Promotion
Nominated by: Johnny Chiang
 "There doesn't have to be all this pressure for a work-life balance. It's all your life – the whole thing. Find something you love to do, be true to yourself and savor living your life."



Margaret Hart

YouTube, Head/Nashville Label & Industry Relations
Nominated by: John Esposito
 "Best advice I have been given (a summary): Men are often asking for promotions and raises, and going out for jobs before they check all of the boxes. Don't sit around and wait to go after that next step until you are (over)qualified, start the conversation earlier than you are comfortable and make your intentions clear. Best advice I have to give: Don't suppress your uniquely female perspective because we work in a male-dominated industry. Bring your whole self to work: empathy, caregiving, strong communication and listening skills, etc. These traits can foster a more open and accepting work environment, not to mention an overall healthier, happier and more productive team. PS: Caregiving absolutely does not mean taking on every housekeeping task for your team from notetaking to lunch ordering."



Margaret Tomlin

Sony Music Nashville, VP/A&R
Nominated by: Dann Huff
 "Be an advocate for yourself. Leave as little to chance as



Women
WHO LED

Here's a look at some notable trailblazing women in country music and Country radio. Their inclusion is by no means intended to

exclude the notable contributions of Sharon Allen, Mae Boren Axton, Janet Bozeman, Beverlee Brannigan, Lori Dale, Janet Gavin, Jessica James, Juanita Jones, Jessica Langston, Carolyn Metheny, Dianne Petty, Hazel Smith, Georgia Twitty (no relation) or the hundreds if not thousands of other women without whom this business could not have been built.



Frances Preston
BMI
 (1958)
 Established Nashville office; rose to run BMI; CMA co-founder.



Jo Walker-Meador
Country Music Association
 (1962)
 First employee, rose to Exec. Dir.



Ruth Meyer
WHN-AM/ New York
 (1973)
 First female PD in a rated market.



Maggie Cavender
NSAI
 (1967)
 Founding Exec. Dir.



Connie Bradley
ASCAP
 (1976)
 Rose to head Nashville office.



Cathy Martindale
KSCS/Dallas (1976)
 Second female PD in a rated market.



Donna Hilley
Tree Publishing
 (1978)
 Rose to head Sony/ATV



Carol Parker
WMZQ/Washington
 (1978)
 Third female PD in a rated market.



Carolyn Parks
Radio & Records
 (1981)
 Country Editor



Jacki West
WGTO/Lakeland
 (1981)
 First woman to win CMA DJ of the Year Award.



Dale Franklin
Leadership Music
 (1989)
 Founding Exec. Dir.

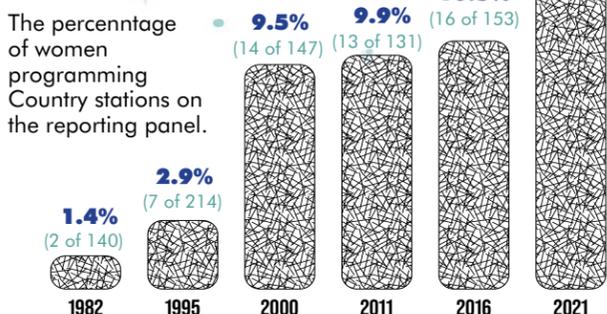


Shelia Shipley
Biddy Decca
 (1994)
 First woman to head a Nashville major label.



Evelyn Shriver
Asylum
 (1998)
 First woman to head a stand-alone major label in Nashville.

REPORTERS
By The Numbers



Source: Radio & Records, Country Aircheck.

Hannah Ellis



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possible. If you are intentional and assertive about building and nurturing your career, others will notice your dedication and offer you a seat at the table. Once you are there, have confidence that your opinion is valued. Speak up and, most importantly, be kind."

Martha Earls

Efg Mgmt, 1021, Demasiado, Owner
Nominated by *Randy Goodman*

"The most powerful advice I have received is also the advice I would give: Don't downplay your capability. Don't apologize for your success or hide your knowledge.



Anyone who tries to punish you or dismantle your confidence is offering opinion you don't need to listen to. Furthermore, don't apologize or hide being a mother, married, single, successful, shy, out-going, etc. In short, don't apologize for who you are. You are enough and capable of incredible things."

Mary Catherine Kinney

Spotify, Nashville Lead/Strategic Music Partnerships
Nominated by: *Mike Dungan*

"Invest deeply in your peers and the community around you. The close relationships you make in the early stages of your career, when everyone is hustling alongside each other, will be the foundation that steadies you through every twist and turn of this industry. The people make it all worth it."



Michelle Tigard Kammerer

BMLG Records, Sr. Dir./National Promotion & Marketing
Nominated by: *Tom Martens*

"Dolly Parton – arguably one of the best businesswomen in the industry – once said, 'Always be on time; in fact, be early. Because, when you're not, you're telling the other person that you're better than them. That your time is more important than theirs.' So true! Always respect others and thank them for their time."



Miranda McDonald

MCA, Dir./Southwest Regional Promotion
Nominated by: *Shari Roth*

"Surround yourself with people you respect and who respect you enough to always be honest with you and who have good intentions.



There is always a way to achieve what you want in your career by being your authentic self, but sometimes it takes a heavy dose of patience and knowing how to choose your battles."

Nicole Rodriguez

G Major Management
Manager/Digital Marketing

Nominated by: *George Briner*
"The best advice I ever got didn't come in the form of a single sentiment, but through daily

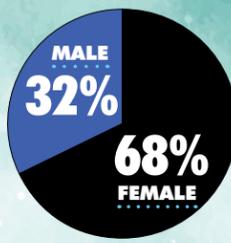


Radio & Records: The Next Generation

Fall 2020 undergraduate enrollment at a sample of top music business and broadcast programs leaned significantly female, as seen below. Additionally, enrollment in CMA EDU – the organization's leadership development program – is 85% women in the 2021-2022 class.

Broadcast Degree Enrollment

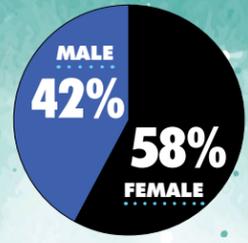
Fall 2020 Undergraduate Broadcast Degree Enrollment



Sources: University of Florida, University of Nebraska, Texas A&M, University of Missouri, University of Tennessee, Ole Miss, Gonzaga (broadcast programs);

Music Business Degree Enrollment

Fall 2020 Undergraduate Music Business Degree Enrollment



Belmont University, Berklee College of Music, Middle Tennessee State University, New York University, University of Miami (music business).

example. I am surrounded by those who exemplify what it means to continue growing and bettering themselves in order to better their teams, projects and communities. If I could offer a piece of advice to the next generation it would be to keep your eyes open to all that inspires you – your work will stay inspired if you are."

Nikki Wood

Big Loud
Dir./Northeast Promotion

Nominated by: *Lee Adams*

"You have to be willing to work harder than everyone else around you, but be careful not to let that idea isolate you. Remember that the same people around you are also the ones that can not only support and motive you but can inspire you. Never miss those opportunities to grow."



Stephanie Wagner

NY Country Swag, Founder
Nominated by: *John Foxx*

"Dream big, work hard, and be kind. You'd be surprised how many doors will open for you when you live your truth and lead with passion."



Tali Canterbury

50 Egg Music, GM/Co-Owner
Nominated by: *Ashley Sidoti*

"You absolutely can have a family life and be in the music industry; it does not have to be one or the other. When all is said and done, I will be proud of the things I did in the industry, but my relationship with my family will define who I am."



Paige Altone

Sony Music Nashville
VP/Marketing

Nominated by: *Clint Higham*

"You have to be passionate and work hard, but don't lose yourself. Be open-minded and flexible, and don't work from a place of fear because this industry is changing so fast. –River House Artists Found./Owner Lynn Oliver-Cline."



Tiffany Kerns

CMA Foundation

Executive Director; CMA VP/Community Outreach

Nominated by: *Kurt Johnson*

"Earn your success based on service to others, not at the expense of others. When you focus on people and put service at the center, the rest falls into place."



Rachel Whitney

Spotify, Head Editorial/Nashville
Nominated by: *John Marks*

"Many of the companies driving music and culture now weren't around when I started my career, which wasn't that long ago! Stay curious and keep learning. The jobs you'll have may not even exist yet."



Victoria Mason

Warner Music Nashville,
VP/Strategic Marketing

Nominated by: *Rod Phillips*

"Renewal is not a 'nice to have.' It is an imperative. Make time to take good care of yourself; it's the best thing you can do for those around you."



CAC

MEGHAN PATRICK
HEART ON MY GLASS

AVAILABLE EVERYWHERE 6/25

I CANNOT WAIT
TO GET ON THE ROAD AND
MEET EVERYONE ON MY
UPCOMING RADIO TOUR!



WE LOVE COUNTRY!



Carsen
Host, *Country with Carsen*
The Big D & Bubba Show, Co-Host



Amber Atnip
Producer/Co-Host
Taste of Country Nights



Kelly Sutton
Host
Y'all Access with Kelly Sutton



Congratulations to the Top Women in Country Music.
And we say — “Thank You” to all the women representing
Compass Media Networks for providing leadership and support
to our 7,000 affiliates nationwide.



DeDe McGuire
Host
DeDe In The Morning



Kayla Thomas
Host
PopCrush Nights (CHR)



Toni Gonzalez
Host
Loudwire Nights



Anna Zap
Co-Host
The Anna and Raven Show



Jennifer Kushinka
News Anchor
This Morning with Gordon Deal
Your Money Now



Nicole Murray
Host
PopCrush Nights (HOT AC)



Connie Sellecca
Intelligence For Your Health
Tesh Media - Intelligence For Your Life



Lady Jade
Co-Host
DeDe In The Morning



YoYo Loni Love Angelique
Hosts
Café Mocha



Kelly Cheese
Co-Host
The Free Beer & Hot Wings Show



Audrey Lee
Co-Host
The Dave and Mahoney Show



Alexis A
Show Personality
The Ace & TJ Show



Cari Lague
News Anchor
The Joe Pags Show



Sam Pags
Producer
The Joe Pags Show



Betsy Chase
Exec Producer / VP Programming
Tesh Media



Joyce Rizer
Producer
Y'all Access



Sheila Eldridge
Founder, Miles Ahead Broadcasting
Café Mocha



Michelle Salvatore
General Manager/
Executive Producer, Sports



Nancy Abramson
Vice-President
Affiliate Sales and Content



Laura Peyer
Account Director



Helene Wexler-Gold
Director of Audio Sales



Liane Sousa
Associate Director
Affiliate Sales



Kelli Grisez
Art Director
Creative Marketing Consultant



Cari Brucker
Director of Continuity



Elizabeth Coskun
Executive Assistant
Yamanair Creative



Asya Paez
Assistant Project Manager
Yamanair Creative



Danielle Dietz
Digital Director
Yamanair Creative



Devon Gedney
Director of Administration



Kristen Pavich
Operations Manager

