**Submission #1**

**Kevin Liles**

**(CEO, 300 Entertainment)**

300 Entertainment and CEO Kevin Liles have continually proven their commitment to supporting the mental health and work/life balance of the staff. Introduced in 2020 and sustained ever since, 300 Entertainment offers its employees a robust wellness program, inclusive of health insurance, mental health and therapy reimbursements which are also extended to artists; a gym stipend, and the 300 Takes a Break program, a vacation fund to support the staff’s overall wellbeing. On top of that, 300 now offers student loan assistance and 401k matching. Further, 300 encourages its staff to merge their personal interests with their work at the company, providing employees with the resources and support necessary to pursue these endeavors out of 300.

Submitted By: Lily Golightly, 300 Entertainment

**Submission #2**

**Monstercat**

Monstercat has fostered numerous ways that support mental wellbeing, work/life balance and wellness for their staff. They truly know that their staff are the number one priority and they are willing to do whatever it takes to show them! The attached document lays out every initiative that Monstercat has for their staff. We appreciate your time and hope you enjoy!

**Supporting Materials**

<https://musicbiz.org/wp-content/uploads/gravity_forms/174-ba2852ca6db19a807d5eebf7fdb15595/2022/02/Leading-Light-Award.pdf>

Submitted By: Leteasha Cavall, Monstercat

**Submission #3**

**SoundExchange**

Please see the attached document.

**Supporting Materials**

<https://musicbiz.org/wp-content/uploads/gravity_forms/174-ba2852ca6db19a807d5eebf7fdb15595/2022/02/SX-Bizzy-Award-Submission-022322.docx>

Submitted By: Emily Fulp, SoundExchange

**Submission #4**

**Warner Music Group**

Warner Music Group responded very well in 2021 as we entered into the second year of this pandemic. They provided their employees with the tools and support to work from home, they constantly communicated and updated the employees on the status of our office situation and continued to provide a flexible working environment. Offices were opened on a voluntary basis, no visitors allowed, because they wanted to create a safe atmosphere for those individuals who chose to come into the office. They focused on the employee’s mental well-being by providing the tools and resources (and privacy) to address all situations that may have been present. WMG partnered with some outside organizations such as NAMI and Talkspace to help address mental health as well as providing volunteer information through the Crisis Text Line for those employees who wanted to participate. Information about disability awareness was presented so that employees were made aware of the various contributions of people with disabilities and raising awareness about inclusive practices in an effort to break down access barriers.

Submitted By: Steve Corbin, Warner Music Group

**Submission #5**

**Vydia**

Vydia is an end-to-end music technology platform that provides labels with the infrastructure and tools to power their business globally. Founded in 2013 by Roy LaManna, Vydia prioritizes employee mental health, well-being and work/life balance through a hybrid work model, unlimited PTO policy, monthly remote events and book club discussions, and bi-annual in-person events. With a hybrid work model, employees work from the comfort of their own home, but have the option to go into the office when they please. Because of this, Vydia has spread their recruiting search across the country, allowing for people in different states to join our team. One of the most valued rewards Vydia offers is their unlimited PTO policy. In an effort to relieve any stress, employees are encouraged to take mental health days when needed, without guilt. It is also encouraged to take vacation time to avoid burnout and take sick days to address your health needs. Vydia’s maternity and paternity leave policies are also in effort to improve work/life balance, allowing for new mothers and fathers to take time off, without losing pay. Vydia’s unlimited PTO policy builds a culture of trust. Vydia’s Culture Committee hosts monthly culture events which range from Jeopardy to Virtual Olympics and happy hours. These remote gatherings are crucial to keep camaraderie flowing, and allow team members to set aside time to decompress and share laughs with their colleagues. Monthly book club discussions are targeted to improve personal development and company culture, which goes into consideration when voting on the book/podcast of the month. One of our most treasured on-going culture initiatives as a remote company that aims to improve employee well-being is our bi-annual in-person gatherings. Vydia hosts a summer retreat and a winter holiday party, flying in all employees around the country to join. These events are times dedicated to being with coworkers, leaving the “work stuff” at home. In 2020 when COVID-19 put a halt to in-person events, Vydia hosted a “Virtual Impact Award Show” where we recognized every employee for their hard work and accomplishments. Vydia’s employer also sent each team member a swag box as a small token of appreciation for their hard work during an uncertain time. These internal initiatives foster a positive work environment, most notably publicized when Vydia was named an NJBIZ Best Places to Work in 2017, 2018, and 2021, which is surveyed by the employees themselves.

**Supporting Materials**

<https://musicbiz.org/wp-content/uploads/gravity_forms/174-ba2852ca6db19a807d5eebf7fdb15595/2022/02/Team-Cheers-2020.jpg>

<https://musicbiz.org/wp-content/uploads/gravity_forms/174-ba2852ca6db19a807d5eebf7fdb15595/2022/02/Summer-2021.jpg>

<https://musicbiz.org/wp-content/uploads/gravity_forms/174-ba2852ca6db19a807d5eebf7fdb15595/2022/02/Holiday-2021.jpg>

Submitted By: Stephanie Riordan, Vydia

**Submission #6**

**Altafonte**

At Altafonte we believe in transparency, humility, honesty and integrity in our work. We pride ourselves on being an ethical company. We are music fans. We love music above all things. We are focused on artists and labels, to give them personalized treatment and develop their careers to the fullest. We believe in culture as a way to improve and enrich society and daily life. We believe in the fair remuneration of artistic work, we strive to maximize the income of our artistic partners throughout the world and in the shortest possible time. We are focused on innovation, design and technology, as a process of continuous improvement and learning. Technology is at the service of artists and labels. We create fast and simple tools that allow managing the complex ecosystem of distribution and rights management in an easy, efficient and secure way. We are a responsible company committed to the United Nations Sustainable Development Goals. We want to make the world a better place. Change it. Hand in hand with the artists.

Submitted By: Ricardo Chamberlain, Altafonte

**Submission #7**

**Brandon Holman**

**(Director of Artist Marketing, UnitedMasters)**

Brandon is an avid mental health and wellness advocate and has a passion for supporting artists, creatives, labels, and executives in the music & entertainment industry. Brandon is the cofounder of the Mindful Creative, a mediation club on Clubhouse with over 267K followers, which hosts 20 to 30 minutes rooms for creatives to reset and be their highest and best selves. While at TikTok, Brandon assembled a taskforce to organize weekly wellness programming for remote employees during the COVID-19 pandemic and moderated a conversation with Deepak Chopra during Mental Health Awareness Month. Wellness programming also made its way in the TikTok app and Brandon helped curated a Wellness Hub, a new section in the app that highlighted wellness creators as practices to share with the TikTok community which was sponsored by Headspace and Nike. Brandon is a young ambassador for MusicCares and volunteers on the Foundations Committee in the LA Chapter of The Recording Academy. In May of 2021, Brandon partnered with the Black Music Collective and MusiCares to produce “Be Well”, a virtual panel for Mental Health Awareness Month. He has also executed wellness campaigns and partnerships with Calm, Nike, Toyota, and Soho House. In 2022, launched The Lazuli Collective to orchestrate impactful campaigns that connect the wellness community to the entertainment industry with a goal to establish a new cultural paradigm of prioritizing mental health and well-being through wellness informed-consulting.

Submitted By: Brandon Holman, UnitedMaster