The **Leading Light Award** is presented to a company or executive that has supported their staff via internal initiatives aimed at improving mental health, wellbeing and work/life balance.

Submission #1

**TuneCore**

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Since its inception in 2006, TuneCore has established itself as the leading digital music distribution and career development platform for self-releasing artists, not only through consistent technological innovation and artist support initiatives, but also by creating a work environment where its employees feel nurtured and supported both in and out of the office. In an effort to ensure a healthy work-life balance for employees, TuneCore adopted a year-round 4.5 day work week as well as a flexible remote work policy—including one full month of fully remote work during Summer— allowing employees to keep up productivity while prioritizing their health, families, and home life. In office, the company also regularly provides mental & physical health and wellness perks for employees including guided meditation breaks, sound baths, massages, and more, creating an inviting work environment that stokes creativity while relieving stress. In 2022, for mental health awareness month, TuneCore invited Rosana Corbacho, a clinical and humanistic psychologist specialized in the unique challenges faced by music industry professionals, to join for a series of lunch and learn sessions throughout the month to provide employees with direct access to mental health support. Outside of the office, TuneCore offers employees access to mental and physical health support programs through partnerships with Calm and Gympass. Calm, an online mediation app, provides employees with free guided meditations, breathing exercises, and more to help combat anxiety. Gympass, meanwhile, supports employees' mental and physical wellbeing by providing low-cost access to a diverse roster of gyms, training facilities, yoga studios & more, ensuring that employees are able to take care of their bodies and minds without incurring additional financial stress. TuneCore’s leadership takes the health of employees very seriously, and as such has implemented an unlimited sick day policy as well as 100% employer paid short term disability and 16 weeks paid leave at 100% of salary for new parents.

TuneCore’s employees only make up half of its true workforce; the other half are its artists. As such, in 2022, TuneCore hosted its first artist & industry-facing mental health support event, Mental Health Matters, which featured Dr. Amy Mariaskin (Nashville OCD & Anxiety Treatment Center), Chad Karger (Porter's Call), Tatum Hauck Allsep (Music Health Alliance), and Mad Welsley (TuneCore Artist) providing lectures and resources to support the mental health of artists/songwriters and members of the greater music industry, covering topics including stigma, resources for support, and living and creating/working in a post-pandemic world. As a result of the numerous steps taken to ensure the wellbeing of TuneCore employees across all levels and functions, in 2022, TuneCore was named #49 in Crain’s Best Places to Work in New York City.

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Submission #2

**Mike Heyliger**

*Director of Label Management*

**The Orchard**

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Mike Heyliger is the Director of Label Management at The Orchard, a leading global music distribution and artist and label services company operating in over 45 markets worldwide. Mike Heyliger brings 25 years of music industry experience to his role, where he’s worked to manage relationships and releases with distribution partners, Red Bull, Mack Avenue, Omnivore, Vpal, and Ruco.

In addition to his work at The Orchard, you can find Mike on the board of numerous mental health organizations such as Sound Mind, and working closely with Backline.cares. Beyond his work with these organizations, Mike often discusses his mental health journey through his intersectional lens. He aims to use these conversations as part of his endless desire to reduce stigma, help others, and provide a safe space for those struggling. Mike proves to be a comfort to all those who know him.

Additionally, Mike heads the Mindful Vinyl initiative, which supports mental health awareness by raising money and partnering with labels to provide limited-edition green vinyl music releases. Direct proceeds from the vinyl sales benefit the JED Foundation, a mental health and resource organization. In 2018, The JED Foundation honored Mike and The Orchard with the Media Award for Leadership in Mental Health, because of Mindful Vinyl’s work in raising mental health awareness.

Aside from his social impact work, Mike uses his voice through his podcast Detoxicity, which looks to amplify conversations with men around toxic masculinity, and through his journalism having written for Popmatters, Ultimate Classic Rock, and The Boombox. You can also find Mike, an avid vinyl collector, hosting music trivia nights most Thursdays.

Links:

<https://dailyrindblog.com/billboard-names-the-orchards-mike-heyliger-a-pride-power-player/>

<https://www.dailyrindblog.com/spreading-mental-health-awareness-jed-foundation/>

<https://www.mondo.nyc/speakers-2022/mike-heyliger>

<https://www.soundmindlive.org/about-soundmind>

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Submission #4

**Sarah Robertson**

*Founder/President*

**A to Z Media**

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Throughout her almost 30 years at A to Z Media, Sarah has always been focused on the well-being of her staff, their communities and the music industry as a whole.

Sarah founded A TO Z CARES, because the company’s management and employees have a longstanding tradition of providing charitable contributions for select non-profit projects that align with our shared sense of values.

A to Z Cares is our more deliberate and targeted effort to inspire meaningful, direct and ongoing positive impact within our immediate communities of business by encouraging staff and clients alike to work together in donating their time, ideas and labor for the greater good.

Our mission is to foster civic engagement by supporting and empowering the efforts of individuals and organizations bravely taking a stand against injustice, poverty and care for our Earth by offering a hand-up and not simply a handout.

A to Z Cares has partnered with over 25 different organizations over the last few years (most listed below) and continues to look for new opportunities both in our industry and the world at large.

In regards to taking care of staff, Sarah’s efforts are unparalleled and she offers a number of different benefits / options to her growing staff, now at about 50 people in multiple states across the USA.

We’ve outlined many of the staff benefits, below:

Mental Health Day added to employee OOO schedule, separate from the generous vacation program

Loan Program - account for those who have an unexpected expense

Bereavement - open and supported

Maternity and Paternity leave policies available

Feminine hygiene products in bathrooms

Supporting local communities directed by employees (more info via A to Z Cares tab)

Birthdays are an additional day off for all staff

When first starting the company, Sarah generously subsidised medical benefits for all staff, partners and children and continues today including vision / dental at 100% coverage

CPR Training to anyone interested and sessions held in both our NYC and PDX offices

Always celebrate International Woman's Day with a lunch / gift for all female employees

Employee Development - Relevant course work may be covered by A to Z

Employee Recognition - Win of the Week: employees are recognized internally by their peers and get a gift card for their effort

Mate Rate Manufacturing - Employees have access to cost + 5% manufacturing for their personal projects

Employee Referral Program - Any staff member who refers a candidate who is hired gets a $500 bonus after the new hire's 90 Day Review

Office Environment - Snacks provided, Coffee machine/water cooler available & Free product made available to staff

Financial planning services available via 401K provider to all employees

Profit Share for eligible employees

Recognizing Work Anniversaries by calling out employees and celebrating quarterly

Cross training programs between NYC and PDX where employees visit offices on opposite coasts to work with their peers - all costs covered

A TO Z CARES OUTLINE:

Program Action

Alzheimers Association

Made double 12" gatefold project and CD projects for Mona Dehghan free of charge

Build the Block PDX Program 2023

Oregon Food Bank Food Drive Holiday 2019

ATO Benefit Project LP for Charity

Relapse Benefit Project LP for Charity

Hopeless Benefit Project LP for Charity

 Other Initiatives/Charitable Partners we've worked with:

Donations in communities that have an A to Z presence

Thanksgiving initiative, Portland,Oregon — https://www.oregonfoodbank.org/

Thanksgiving initiative, New York — http://chipsonline.org/donate/

Thanksgiving initiative, Las Vegas, Nevada — https://www.threesquare.org/

Thanksgiving initiative, Milwaukee: WI — https://www.hungertaskforce.org/

Thanksgiving initiative, Philadelphia/PA — https://www.philabundance.org

Thanksgiving initiative, California — https://www.sfmfoodbank.org/

Thanksgiving initiative, New Jersey – https://www.bridgesoutreach.org/

Ukraine World Central Kitchen — https://www.peopleinneed.net/

Earth Day — https://oeconline.org/

Friends of Trees — https://friendsoftrees.org/

Woman Charities —  Planned Parenthood, 28 Days

GOFUNDME — Several individual Go Fund me projects for people in our industry including Walter from Imprint, Jeffrey Kaye, Lawrence Mass Baseball Club and https://www.gofundme.com/f/sleeping-bags-for-portland-unhoused

Black Lives Matter — We made a number of donations including George Floyd via Rhymesayers

Womens Help — https://rosehaven.org/helping/

Health/social Services for youth — https://outsidein.org/

Food Bank — https://www.gsfb.org/

St. Judes —  https://www.stjude.org/

Community efforts — https://ioby.org/

Gifts — Wynona’s House Child Advocacy Center

Personally, I have seen Sarah do amazing and very generous work, often without a word to anyone else – her generous spirit runs throughout A to Z and benefits everyone lucky enough to be in her presence. She inspires, and is often inspired, by these initiatives – our employees feel supported and heard, and A to Z is an important part of the larger community due to Sarah’s belief in giving back and being a proactive partner to those around us.

Supporting Materials:

<https://musicbiz.org/wp-content/uploads/gravity_forms/194-2970d341b57fca936d549962fb2ed8f0/2023/02/The-Bizzys-2023-Sarah-Robertson.docx>

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Submission #5

**Warner Music Group**

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WMG is committed to the employee’s mental health by 4 initiatives. 1). One Medical- focus on in-office remote visit with a PCP (primary care provider), which includes virtual therapy, coaching and mindful breaks. 2). Ginger- provides confidential mental healthcare through coaching sessions and is designed to work with people from all backgrounds. 3) Cigna- virtual sessions with a social worker/psychologist or psychiatrist using Talkspace, Sondermind, and MDLive. 4). Rightway- a concierge health service via app or live speak to locate best in class network doctors. Well Being- Employees are able to participate in our Emotional Well-Being pillar which can include live meditations, webinars, self help tips and much more through the resources mentioned above as well as partnering with our DEI team on sourcing businesses and providers that can support our employees in their wellbeing goals. This also extends to artists and songwriters through various programs such as Porter’s Call (Warner Music Nashville and Warner Chappell Music Nashville) and Warner Music UK efforts in 2022 on artist/songwriters’ mental health and wellness. In 2022, WMG hired its first SVP of Global Workplace Experience who strategically aligns real estate, office services, and office experience initiatives. WMG implemented a new employee program, called Go Visit, which allows employees to work remotely for up to 20 days per year. In 2022, WMG supported nearly 10,000 Go Visit days globally, across 1,200 people from 37 countries! In the US, WMG worked with Sharebite, a non-profit food delivery service that enables every meal ordered on the platform to prompt a meal donation to help combat food insecurity in our local communities. In 2022, WMG donated nearly 75,000 meals through City Harvest and Feeding America. Lastly, WMG has a global view to employee well-being based on a local approach. Warner Music Korea, for example has monthly family days to Warner Music Germany expanding their employee assistance program to 24 hours, 7 days a week. Warner Music Australia and Warner Music Poland’s Social Benefits fund have a time off for wellness that aids employees facing difficult life situations.

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