The **#NEXTGEN\_NOW One To Watch Award** is presented to an executive under 40 whose work (professional and/or volunteer) has been exceptional, innovative, and stands out as a contribution to the industry.

Submission #1

**Chris Dampier**

*Vice President, TuneCore Publishing*  
**TuneCore**

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Chris Dampier, at 38 years old, is Vice President, Publishing and Sync for leading independent digital music company, TuneCore and one of the most dynamic young executives in the music industry today. Dampier has built the company almost from the ground up and turned it into a hugely profitable and influential player, becoming one of the most important music publishing companies in the independent music space. In the past twelve months, Dampier has remained laser focused on growing the company at a rapid pace (TuneCore has grown an impressive 160% since Dampier took the reins), while continuing his fierce advocacy on behalf of independent songwriters. TuneCore Publishing, under Dampier, currently administers over 105,000 songwriters and almost 1.5M songs across 230 territories around the world (all numbers are confidential). In the last twelve months, Dampier added 10,769 new songwriters to TuneCore’s roster and generated tens of billions of streams worldwide. In December 2022, TuneCore Publishing reached the milestone of $100 million in revenue, with Dampier at the helm, TuneCore Publishing has consistently seen double digit Y-o-Y growth, with the past twelve months showing 32% growth from 2021 to 2022. Dampier’s efforts in expanding revenue streams for TuneCore Publishing songwriters has also spurred substantial international growth. He grew international publishing revenue for domestic TuneCore songwriters a whopping 237% from 2021 to 2022. One of Dampier’s areas of focus at TuneCore is to increase education and transparency surrounding publishing administration to benefit rising songwriters. Because many of his songwriters are independent and don’t have the benefit of major labels to advise them, he leans heavily on curating his own support services. Dampier has created and executed proprietary newsletters, workshops, in-person and virtual panels, speaking engagements, op-eds and more in order to ensure his songwriters are aware of the revenue streams available to them and that they don’t leave their hard-earned money on the table. To better achieve this, Dampier has developed premier processes to ensure data accuracy, yielding an industry-leading 99% verified song rate for TuneCore Publishing songwriters. Dampier knows that a good sync deal can change an independent artist’s life, and therefore has led TuneCore Publishing to secure significant placements, including international multi-year advertising campaigns for Samsung’s QLED 8K launch, Michelob Ultra, and hundreds of other placements in film, television, trailers and video games, with 66% of sync placements secured in 2022 being first time syncs for TuneCore songwriters. Some of Dampier’s most notable placements in 2022 include Bad Bunny’s “El Apogon” in the trailer for Bullet Train, Prettyboy D-O’s “Dey Go Hear Wehh” in FX’s Atlanta, Risqkae’s “The Intro” in the video game Madden ‘23 and more. Very much a renaissance man in his own right, in 2022, Dampier also served as music supervisor for ‘Right To Offend: The Black Comedy Revolution’ which was executive produced by Kevin Hart and premiered at the Tribeca Film Festival before airing on A&E. Dampier also sits on the Independent Publisher Advisory Council for the National Music Publishers Association, is a voting member of the Songwriters Hall of Fame and is a member of both the Association of Independent Music Publishers and the Guild of Music Supervisors.

In a sector long dominated by an old guard of major music publishers, Dampier is an endlessly energetic executive who works furiously to help independent songwriters receive their fair share of the music publishing revenue pie by raising awareness, providing education, creating opportunities and influencing legislation. The fact that he’s able to do this all while increasing his roster and growing revenue by double digits year over year on a consistent basis, has not only independent songwriters paying attention, but should have the entire music industry watching him and TuneCore.

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Submission #4

**Emilio Morales**

*Director*  
**Rimas Publishing**

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Esteemed Music Biz Award Committee, I am writing to nominate Emilio Morales for the #NEXTGEN\_NOW One To Watch Award in recognition of his leadership and his exceptional and innovative contribution to the music publishing industry. As the Director at Rimas Publishing, the music publisher affiliated with the Rimas Entertainment label, Emilio has demonstrated outstanding leadership and achieved remarkable accomplishments that have positioned the company as one of the leading Latin publishers today. Under Emilio’s direction, Rimas Publishing has achieved impressive milestones, including the financial success of RSM Publishing LLC (one of the three companies that make up Rimas Publishing, which also includes Risamar Publishing LLC and Megasongs Publishing LLC), which finished the year with a revenue of over $5M, for the first time in its history. The company also has exponentially grown its roster and boasts a diverse clientele list that includes over 100 talents, among them the renowned Bad Bunny, Eladio Carrión, Mora, Súbelo NEO, Caleb Calloway, Lennex, Pailita, Cris MJ, Marcianeke, Corina Smith, Tempo, DJ Negro and Lizzy Parra. In 2022, Emilio led Rimas Publishing to receive prestigious recognitions within the industry, including Publisher of the Year at the Billboard Latin Music Awards, an honor the company received for a second consecutive edition in 2022. The company also won “Best Urban Music Album” at the 2022 Latin GRAMMY Awards® and “Best Música Urbana Album” at the 2023 GRAMMY Awards®. Rimas Publishing also received a historic Album of the Year nomination at the GRAMMYs for Bad Bunny’s global hit production “Un Verano Sin Ti.” This honor was the first time in the organization’s 65th-year history that a non-English album received that recognition. Emilio concluded 2022 as Hitbreaker in Variety’s prestigious Hitmakers List, a special honor he received as a top industry publisher. For his role as a visionary leader who continuously demonstrates innovation and creativity, delivering for his clients and positioning the company as a trailblazer in the industry, I strongly endorses Emilio Morales for the #NEXTGEN\_NOW One To Watch Award. His proven record and remarkable success make him an ideal candidate for this award.

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Emilio's passion and dedication to his work are truly exceptional, as he consistently goes above and beyond to ensure that his clients receive the best possible service. His empathetic nature has helped him build strong relationships with clients, enabling him to truly understand their needs and provide tailored solutions to meet them. Through his tireless efforts and expertise, my colleague has made significant contributions to the music industry, helping to shape and elevate the industry as a whole.

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Submission #13

**Sarah Janiszewski**

*Senior Manager of Industry Relations*  
**TIDAL**

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Sarah Janiszewski is the senior manager of industry relations at TIDAL. In her role, Sarah is the lead representative for TIDAL’s editorial team for maintaining and building relationships with labels, distributors, creators, artists, and industry partners. In 2022, Sarah led the creation of a new Editorial Partner Toolkit for our label and distributor partners, which was a complete revamp of the Editorial and partner experience. The tools allow labels to know who to reach out to, how to pitch songs for playlists, how to pitch songs for campaigns and more streamline how they partner with TIDAL. Both executives to day-to-day account leads from labels and partners have shared feedback that the toolkit is a ‘game-changer’. She also is responsible for scoping and securing exclusive experiences for TIDAL members in-app. For example, for the last Black Music Month Sarah secured Dyana William, co-founder and often referred to as Mother of Black Music Month to curate The Official Black Music Month Playlist series in partnership with the National Museum of African American Music. Before joining TIDAL, Sarah has consistently occupied artist-first roles including: Being a part of the management team of GRAMMY-winning artist D'Angelo and was a lead on behalf of him for VERZUZ Presents: D’Angelo & Friends.

Coaching artists in media strategies and artist development across all major label groups alongside revered artist media coach Dyana Williams, which involves deep-diving with artists in coaching sessions to develop their storytelling around who they are and how to talk about their music. Previously Sarah was head of industry relations and marketing reporting to the CEO of Jammer, an interactive music app invested in by record executive, talent agent, and entrepreneur Scooter Braun. While at Jammer, Sarah oversaw partnerships with all labels and artist teams and developed artist marketing strategies, including campaigns for artists such as Ariana Grande, Jonas Brothers and Anitta. Sarah is considered a stem expert and was frequently engaged in speaking engagements on behalf of Universal Music Group while with Jammer. Sarah also previously served as a GRAMMY board member, managed an Interscope Records and Will.i.am Music Group artist who had a No. 1 single, directed a music brand in which she managed a multi-year partnership with The Roots, and managed projects for Kenny Gamble and Leon Huff, including working on their induction into the Rock & Roll Hall of Fame.

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Submission #14

**Lindsey Major**

*Head of Customer Experience*  
**The Mechanical Licensing Collective (MLC)**

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As Head of Customer Experience at the Mechanical Licensing Collective (The MLC), Lindsey Major is responsible for designing an effective customer experience strategy and leading The MLC’s world-class support team. Major’s team consistently provides an excellent experience for The MLC’s users and members and has provided one-on-one support to more than 40,000 people, engaging in more than 16,000 interactions last year alone. Within six months of joining The MLC, Major had built the entire Customer Experience department — virtually. Major continues to lead this 20-person Support Team, which is available via phone, e-mail or chat 10 hours a day, five days a week, to assist members, prospective members and others. As The MLC’s membership steadily grew throughout 2022 — surpassing 23,000 by end of the year — the Support Team was often the first interaction new members had with the organization. At that critical juncture, Major’s team proved highly effective in helping those individuals navigate the membership process, set up their user accounts, register their songs and access their royalty statements. In her role, Major also develops and enhances customer experience operations, creates effective staff training programs, designs and improves processes, builds innovative support tools to improve quality interactions, and spearheads the overall voice of the customer strategy for The MLC. She regularly leads organization-wide process design and improvement initiatives using Lean Six Sigma principles (of which she is a Master Black Belt.) Service is at the heart of The MLC, and in everything Major does, she carries out this guiding principle through her commitment to maintain a strong relationship with each person she and her team serves. By building and leading a team that has helped thousands of rightsholders navigate the complex landscape of mechanical licensing and become members of The MLC, Lindsey has established a new standard for service in the music industry.

The MLC was created under the Music Modernization Act of 2018 (MMA), revolutionizing the way songwriters, publishers, and other rightsholders receive their mechanical royalties. As part of the leadership team, Major’s role supports the organization’s efforts to ensure songwriters, composers, lyricists and music publishers and administrators receive their digital audio mechanical royalties from streaming and download services in the U.S. accurately and on time.

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Submission #20

**Jenna Gaudio**

*Chief Operating Officer*  
**Vydia**

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Jenna Gaudio is a music and media technology executive who specializes in building, aligning, and scaling successful teams that deliver innovative, industry-leading products and outcomes. Gaudio currently serves as COO of Vydia, an end-to-end music technology platform that provides innovative infrastructure and tools to some of the most influential music businesses in the world. Known for being an impactful catalyst for change and growth in an organization, Gaudio’s previous roles at Vydia include SVP Operations, VP Product, and Head of Marketing, leading the company with a strategic, agile plan at every inflection point, and allowing the company to continue launching a record number of industry changing products year after year. Prior to Vydia, Gaudio built and managed the marketing team at video ad tech company, Yashi, where she played a critical role in the company’s successful acquisition in 2015 for $33M by Nexstar Media Group. Focused on successful team building that leads to rapid innovation, Gaudio is most proud of the award-winning culture at Vydia that has led to the company being named a “Best Place to Work” for four years, as well as being honored as an Inc 5000 Fastest Growing Company in America four times.

Gaudio has achieved many personal accolades such as being named a Top 50 Women in Business by NJBIZ in 2021, Product Leader of the Year in 2019, and won The American Business Association's awards for "Female Executive of the Year" and the “Women Helping Women” in 2018. With a priority of providing employees the opportunity to grow both professionally and personally, Gaudio led the execution of many employee-first programs, including Vydia’s Professional Development Reimbursement Program to enhance professional output and personal growth, and Sweat Equity Reimbursement Program, encouraging healthy exercise to support employee well-being. Gaudio is also the Executive sponsor of Vydia’s Culture Committee, aimed to promote and drive the company’s culture through a variety of initiatives, and Vydia’s Benefits Committee, focused on proposing ideas and programs to improve employee satisfaction. Passionate about elevating the visibility and success of other women in tech, Gaudio serves as Executive Director of Jersey Shore Women in Tech, an organization that supports, educates, mentors, and develops a network for women in business. Gaudio also graduated from Monmouth University Honors School with a focus on Communication and Media Studies and remains an active mentor to the community. Gaudio has led partnerships with notable organizations including MusicBiz, a global network connecting, empowering, and educating the industry; SXSW, a conference that celebrates the convergence of tech, film, and music industries; Women In Music, a non-profit organization committed to advancing equality, visibility and opportunities for women in music; and A2IM and their Black Independent Music Accelerator program (BIMA), a fellowship initiative with the intention of fighting for social and economic justice within the music industry by amplifying independent, Black-owned music businesses. She also participates as a mentor, speaker, and supporter of several industry and community-driven programs including the All Stars Project, the Boys and Girls Club in Asbury Park, Executive Women in Product, and HOBY’s annual leadership conference. Her charisma and success has led her to become a recognized role model within the tech community. Whether it be mentoring interns to giving seasoned professional advice from her own experiences, or coaching her direct reports, Gaudio continues to pave the way for more women to find their own success. She has created a large community of women who champion the idea of using their individual strength and ability to lean into difficult situations in order to positively affect their environments.

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