

THE LEGAL &
ACCOUNTANCY | **50**
— 2018 —

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You hold in your hands the names
of *exceptional* practitioners - and
a directory of the *finest* companies
in their field.

TIM INGHAM, PUBLISHER, MUSIC BUSINESS UK

TIM INGHAM

Music Business UK

Welcome to the first ever Legal & Accountancy 50 - proudly brought to you by Music Business UK together with Centtrip Music.

When Centtrip approached us last year to enquire if there was a way to best highlight excellence in the world of financial and legal artist services, it triggered a thought: what if we could represent the 'gold standard' of companies working in these fields as a resource for managers, while celebrating and recognising some of the best individuals behind the scenes?

That discussion led to what you hold in your hands today: 50 names of exceptional practitioners in their field, yes - but also a reassuring directory of some of the finest companies working in artist-related legal and accounting sectors. The hope is, when it comes time to find a new partner, a manager will be able to rely on our list to help put the very best team around their artist.

Over 100 managers and industry experts voted on the list of names and companies you can read in the following pages - confidentially picking out brilliant people who their peers could benefit from in the months ahead.

Before the names are revealed, there's time for a vital bit of transparency (it's all the rage in the music business these days, didn't you know).



Here's how the voting worked:

All of the people on this list received multiple votes from our widespread panel of judges.

If you see pairings of two people in one spot, that's probably because at least one person voted for them as a unit.

Also, due to the very limited nature of the 50 spaces here - we had over 100 lawyers and accountants voted for in total - we capped the maximum number of individuals from each company at five, and the total number of placings for each company at three.

In other words, if someone at a company won an individual place in the Top 50, but there were four or more other people from that company also in the Top 50, these folks might end up sharing a spot with their colleagues.

Phew! Mathematics out of the way, let's meet our exceptional Legal & Accountancy 50 for 2018...

TONY NORTH

Centtrip Music

The music industry can be as financially and legally complex as it can be rewarding. Especially now that the sector has shifted from sales to streaming.

Whether you are an independent artist, manager, label owner, publisher, promoter or distributor, when entering into any kind of deal in the music industry, you will probably need to enlist a music lawyer who will help you make sense of complicated legal jargon – as well as an accountant to maximise earnings and ensure international tax regulations are complied with.

Like the roadies and lighting engineers who set the stage for the band out of the view of the public eye, lawyers and accountants are some of the music industry's lesser-known stars.

Through my work with Centtrip Music, a specialist division of Centtrip dedicated to helping international artists and their representatives optimise their income and reduce their touring costs, I have seen many truly talented lawyers and accountants in action.

And I didn't think twice when Tim from Music Business UK suggested we work together on the Legal & Accountancy 50 to recognise and celebrate the top lawyers and accountants, upon whom some of the world's biggest stars rely.

We didn't want to simply create another awards event in a business that is already teeming with accolades, but we were



determined to create an opportunity to acknowledge individuals whose 'behind the scenes' work is undoubtedly crucial to the music business.

Earlier this year, we set out to uncover the best of the best as part of the inaugural Legal & Accountancy 50 ranking. Having asked more than 100 managers and industry experts, we have uncovered a wealth of talent and I am pleased that our first annual search for the industry 'gold standard' has now been completed.

I am very proud to finally unveil the individuals in this Legal & Accountancy 50 almanac.

Featuring the finest lawyers and accountants, this is a must-have guide for artists, managers and anyone else looking to work with and learn from the best in the music industry.

I believe that in the age of digital transformation it is crucial to celebrate those individuals who champion change and embrace new technologies for the sake of their clients and the prosperity of the wider music industry.

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We have uncovered a wealth of *talent* and I am pleased that our first annual search for the industry '*gold standard*' has now been completed.

TONY NORTH, CEO, CENTTRIP MUSIC

Are you *making* *the most* of your success?

Our **efficient international payments, transparent foreign exchange and smart treasury management services** will help you and your artists realise your **global ambitions.**

- 01 THE TOP 50
- 02 ACCOUNTANTS
- 03 LAWYERS
- 04 DIRECTORY

THE TOP 50 | ACCOUNTANTS

- 01 **ADRIAN BULLOCK** Bullocks
- 02 **ALAN HEYWOOD** Alan Heywood & Co
- 03 **ALAN MCEVOY** LBM
- 04 **BARRY DOWNES** LBM
- 05 **CHARLES BRADBROOK** SRLV
- 06 **CHARLOTTE HARRIS** Harris & Trotter
- 07 **CHRIS PANAYI / EFFIE CHARALAMBOUS** C.C. Panayi & Co
- 08 **COLIN YOUNG** C.C. Young & Co
- 09 **DAVID CUSHION** MSE
- 10 **DANIEL ROSS** Ross Bennet Smith
- 11 **JANICE LLOYD** SRLV
- 12 **JASON COKER** LBM
- 13 **JEFF KAYE** Skeet Kaye Hopkins
- 14 **JULIAN HEDLEY** Saffery Champness
- 15 **JULIE SYMES** OJK
- 16 **LESTER DALES** Dales Evans & Co
- 17 **MIKE SKEET** Skeet Kaye Hopkins
- 18 **NICK LAWRENCE** BigStar
- 19 **PAT SAVAGE** OJK
- 20 **PAUL MAKIN** Dales Evans & Co
- 21 **RYAN POLSON** Hardwick & Morris
- 22 **SIMON WINTERS** Prager Metis
- 23 **STEPHANIE HARDWICK** Hardwick & Morris
- 24 **STEPHEN MARKS / GRANT COURT / LLOYD QUILTY** SRLV
- 25 **TIM SMYTH** Thomas St John

THE TOP 50 | LAWYERS

- 01 **ANDREW MYERS** Clintons
- 02 **ANN HARRISON** SSB
- 03 **BERKELEY EDWARDS** Clintons
- 04 **CHRIS ORGAN** Russells
- 05 **CHRIS PHILLIPS** TSPMH
- 06 **GAVIN MAUDE** Russells
- 07 **JAMES SULLY** Reed Smith
- 08 **JO BRITTAIN / SIMON ESPLEN** Russells
- 09 **JOHN REID** Russells
- 10 **JOHN STATHAM / KAZ GILL** Statham Gill Davies
- 11 **KIERAN JAY** Lee & Thompson
- 12 **LAWRENCE ENGEL** Lee & Thompson
- 13 **LIV LYONS** Simons Muirhead & Burton
- 14 **LIZZIE PAYNE-JAMES** Lee & Thompson
- 15 **NICKY STEIN** Clintons
- 16 **PAUL LENNON** Statham Gill Davies
- 17 **PAUL SPRAGGON** SSB
- 18 **PRAVEEN BHATIA / SIMON LONG** Collins Long
- 19 **PADDY GRAFTON GREEN / JAMES HARMAN** Simkins
- 20 **RICHARD BASKIND** Simons Muirhead & Burton
- 21 **RICHARD BRAY / MARK KRAIS** Bray & Kraiss
- 22 **ROBERT HORSFALL / SONIA DIWAN** Sound Advice
- 23 **RUSSELL ROBERTS / STEPHEN LUCKMAN** Sheridans
- 24 **VICTORIA WOOD** Statham Gill Davies
- 25 **WALE KALEJAIYE** Sheridans



C.C. Young & Co

Chartered Accountants & Registered Auditors

Touring - Business Management - Royalties - Taxation - Audit

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02

ACCOUNTANTS



01 ADRIAN BULLOCK

Bullocks

Adrian Bullock started out in the industry as a Junior Royalty Auditor at boutique accountancy firm Stephen Aberly & Co in 1992. Having set up his firm Bullocks a few years later, the company evolved with a focus on royalties, neighbouring rights and tour accounting.

He was actively involved in two of the more innovative artist initiatives of the new millennium, namely Daft Punk's "Daft Club", the first time a major artist gave away digital content as an extra with a CD release. This took place at the height of the Napster controversy, so was a very bold move at a time when the industry was all but hamstrung on the issue. No less groundbreaking was Radiohead's "In Rainbows" release where fans were invited to pay what they wanted for the album. The project raised many complex rights questions and remains one of the most interesting album launches ever.

Bullock's time is now split fairly equally between being on the road and off the road as tour accountant for acts including Radiohead, Robbie Williams and Nick Cave.



02 ALAN HEYWOOD

Alan Heywood & Co

From an early career with a 'big four' firm in Newcastle, Alan Heywood relocated to London to work with a specialist music practice. After that, he set up Alan Heywood & Company in 1986 as Chartered Accountants and Business Advisers to clients in the music and entertainment business.

"It has given me great pride to grow the practice into one of the most respected and longest established specialist firms in the business," says Heywood. "We are a forward-thinking dynamic practice who work with a close-knit network of the best professionals in the music and entertainment world."

The firm's impressive roster of clients includes international multi-platinum artists, producers, DJs, record and publishing companies, as well as key management players. The company offers a full menu of support and business management services to its clients, and is highly experienced in tour accounting – often working with management and agents to reduce the effects of foreign tax.



03 ALAN MCEVOY

LBM

Alan McEvoy started his career in the entertainment industry over 33 years ago in Dublin. Working for OJ Kilkenny & Co for the first 10 years, he was on various teams that looked after Ireland's biggest acts of the late '80s and early '90s. In addition, Alan built his own portfolio of Ireland-based artists.

By 1995, McEvoy had worked with The Cranberries for a number of years and eventually left OJ Kilkenny to take up an in-house position with the band in their native Limerick. He then went on to establish Livewire Business Management (LBM) in 1998 with Limerick as its base.

LBM now employs over 30 people across three offices in Limerick, London and most recently France where Mark Robertson (ex D&T, E&Y and Haber & Robertson Intl) runs the company's specialist touring tax advisory operation.

LBM operates exclusively in the media, entertainment and sports industries and acts for clients as diverse as unsigned artists and songwriters, independent labels and publishers, authors, comedians and performers.



04 BARRY DOWNES

LBM

Having qualified as a Certified Accountant while living in the UK, Barry Downes joined LBM in 2001 on his return to Ireland.

Since then he has been part of the management team that has seen LBM expand many times over and position itself firmly within the industry.

Working on the principle of always keeping the client happy, his journey to date has had much variety, and included looking after the day-to-day financial management of a range of clients, from indie acts to worldwide stadium fillers.

Downes says that he enjoys the different challenges presented each day and often considers his role as "being that of a solutions manager".



05 CHARLES BRADBROOK
SRLV

Charles Bradbrook started advising clients in the music industry more than 30 years ago. Although his specialism is taxation, the nature of his clients in music has required him to become very much an all-round financial adviser.

Having retired from Deloitte at the end of 2012, Bradbrook joined SRLV and says he thoroughly enjoys his role today.

"I work with a fantastic team of like-minded people with a lot of experience both in and outside the music industry," he comments.

"I look after a wide range of clients from major international stars to emerging acts. I have a pragmatic approach to finding solutions, which I think is important when communicating with creative artists.

"It is the variety of issues that arise, combined with the complexities of taxation, especially in the international arena, that keeps me inspired to continue working."



06 CHARLOTTE HARRIS
Harris & Trotter

Harris & Trotter LLP was established nearly 80 years ago by Charlotte Harris's grandfather – she represents the third generation at the firm. Harris started her career at Deloitte where she qualified as a Chartered Accountant. She then joined Harris & Trotter in 2003 and became a partner in 2008.

"The music industry is such a male-dominated one, especially on the finance side, and it's important for everyone to realise we aren't all men in suits," she says.

"It's important to always be reliable, honest and approachable and I enjoy taking a holistic business management approach. Our aim is to ensure the clients always receive all the income they are entitled to from all the sources as we arrange their affairs in the best possible way within the tax structures legally available.

"I am hugely proud of the money that we raise for charity through our office via a scheme which adds a voluntary donation to all invoices raised and where the partners match donations on a pound-for-pound basis."



07 CHRIS PANAYI & EFFIE CHARALAMBOUS
C.C. Panayi & Co

October 1980 was the beginning of the accountancy practice that is now known as C. C. Panayi & Co.

From CCP's inception, it has developed a music and entertainment speciality to complement founder Chris Panayi's passion and knowledge for music, as well as a general practice that includes a broad spectrum of professionals, services and trades.

The opportunity to work with all genres of the entertainment arts was one that was swiftly embraced and developed over the years. This has created a speciality covering all aspects of music, including artists, management companies, recording studios, sound and lighting companies, publishing, record producers and writers, concert and crowd security companies and an extensive list of other



music-related businesses. CCP has developed into a truly global business dealing with UK as well as internationally based clients from America to New Zealand, taking care of all international taxation requirements.

CCP has also established a dedicated business management department to take care of the day-to-day business needs of its clients, whether that is for touring or general accounting matters.

Panayi and Charalambous are among five partners at the practice, which has 30 employees. CCP takes care of all of its clients' business, statutory financial and taxation planning requirements, while maintaining its ethos of providing a dedicated personal and professional service to each client, irrespective of the stage of their careers.



08 COLIN YOUNG

C.C. Young & Co

Educated at Lancaster University, Colin Young graduated with Honours in 1986 with a Bachelor of Science degree in Physics. He then went on to study as a Chartered Accountant and Registered Auditor in the City and received his ACA qualification in 1992, after which he joined OJK, one of London's leading music accounting firms. During his time there, he wrote a thesis on taxation entitled 'Tax Planning for the Musician/Songwriter'. In 1998, he founded his own practice, C.C. Young & Co, Chartered Accountants and Registered Auditors, acting for clients in the music and entertainment sectors.

Young is a champion of transparency and fairness in the music industry. In particular, he challenges the status quo in respect of copyright and digital royalties, and he is exploring ways of working alongside management companies, legal firms and neighbouring rights affiliates to ensure all songwriters and performing artists receive equitable remuneration in a timely and transparent way.

C.C. Young & Co celebrated its 20th anniversary in 2018.



09 DAVID CUSHION

MSE

David Cushion is a qualified Chartered Certified Accountant and has been advising musicians, sportspeople and entertainers for 20 years.

In 2016, Cushion set up MSE Business Management LLP operating out of offices in Soho, Central London and specialising in providing accountancy and business management services to clients within the music, sports, theatrical, broadcast, literary and social media industries.

Cushion covers all aspects of taxation and accountancy for clients ensuring compliance with all legislation.

His involvement in clients' businesses range from dealing with day-to-day accounting matters, to the compilation and filing of accounts, to business management and strategy.

He says that MSE offers the flexibility and experience to support clients in all areas, no matter what stage their business is at in terms of development - or where an individual is at in terms of their career.



10 DANIEL ROSS

Ross Bennet Smith

With a heritage extending back over four decades, Ross Bennet Smith Chartered Accountants is renowned as a world leader in the provision of professional services to talent and corporates within the music and entertainment industry. Their clients include some of the most prominent bands, recording artists, songwriters and producers in the UK and across the globe.

Daniel Ross, the firm's Managing Partner, started in A&R and then management before opting for a career change by joining one of the world's largest accounting firms where he specialised in corporate finance for media and entertainment companies, completing £750 million of deals over a five-year period,

before setting up his own business that merged into Ross Bennet Smith in 2006.

He continues to advise on some of the music industry's most noteworthy deals, with his expertise extending to international touring and taxation, in which over the past year touring revenues of clients exceeded \$1 billion.

Ross believes that applying a forward-looking corporate approach to the financial affairs of artists and talent is pivotal to the firm's success.

"Accounting for the past is the easy bit," he says. "It's empowering clients and helping them build, grow and realise their ambitions for the future where the real value is achieved."



11 JANICE LLOYD

SRLV

Janice Lloyd started her career with Deloitte and qualified as both ACCA and CTA during her 18 years with the company. "I was fortunate to work with a number of teams at Deloitte but truly found my home when I joined the Media and Entertainment team there back in 2001," she explains.

"Since then I have continued to work alongside creative individuals and their businesses, providing a wide range of advice and assisting them with their everyday financial needs whether it is personal or business.

"Here at SRLV I have a variety of clients

including high-profile music artists, songwriters, management companies, theatre companies, DJs, models and celebrities.

"Many of my clients have international exposure and require international tax advice, an area I find really interesting and has become my specialism.

"I am really lucky to be working in an industry which I love. I am constantly learning as clients face new challenges and their success develops, particularly in an industry that is constantly evolving."



12 JASON COKER

LBM

Jason Coker qualified as a Chartered Certified Accountant in 2011 and joined LBM in 2014 to open the firm's then-new London office.

This London base has helped LBM maintain their esteemed reputation in the music business. Coker says he is enjoying "serving those artists playing in front of an intimate few, through to those performing in packed out stadiums".

He adds: "Communication is very much the key and is a core ethos of LBM.

"In a world where communication can vary from email to WhatsApp we place importance on keeping clients up to date with their business and making sure any concerns are addressed in a timely manner.

"No single day in our industry is the same, however we strive to be proactive in our approach rather than reactive, to ensure we deliver services of an incredibly high standard."



13 JEFF KAYE

Skeet Kaye Hopkins

Jeff Kaye began his career in the music industry in 1987 working in the London office of a leading US music business management firm.

He left to set up his own specialist music firm in 2000, and in 2012 merged his firm with Mike Skeet to form Skeet Kaye – now Skeet Kaye Hopkins.

Kaye "cut his teeth" in the music industry handling on-the-road tour accounting on a worldwide basis for major international artists. He also undertook international royalty audits alongside growing his UK accountancy practice.

This invaluable experience has given him an in-depth knowledge of the music industry, which enables him to provide his clients with a thorough understanding of the accounting and commercial aspects of their music business activities on an international basis.

Kaye says he is determined to help his clients understand and plan their financial affairs in line with their goals, while guiding them through the often complex world of the music industry.



14 JULIAN HEDLEY

Saffery Champness

Julian Hedley began his career as an Inspector of Taxes working in the Foreign Entertainers Unit of HMRC.

He was part of the team that introduced the UK's artist withholding tax legislation and has extensive experience in the taxation of performing artists both in the UK and overseas.

After leaving HMRC – having seen first-hand the problems caused by tax investigations and taxpayers being unaware of what they were involved with – he was determined to make sure that his clients were always in a position to make informed decisions. He felt it was important to take the time to ensure that clients understood their tax and accounting affairs.

Hedley now heads the Saffery Champness Sports and Entertainment team that offers a full service to music clients covering tax planning, asset protection, inheritance tax, social security, VAT, tax filings (both in the UK and overseas), accounts preparation, cloud accounting products, business management, tour accounting and corporate advisory on catalogue valuations and business sales.

The company has been involved with over £58 million worth of sales in the last 18 months.

It also handles finance secured against royalty income, film tax credit for music film productions, preparation of net wealth statements and royalty audits.



15 JULIE SYMES

OJK

Julie Symes joined what was then OJ Kilkenny & Co (now OJK Ltd) in 1997. She started out as a newly qualified Junior Accountant, before quickly rising to Senior Accountant and then a Director.

At OJK Ltd she has developed an extensive knowledge of all aspects of the music and entertainment industry, working with artists throughout the various steps of their careers, in particular dealing with their live performance activities in the UK and Europe, as well as the rest of the world.

Symes largely credits her success to her diligence, conscientiousness, attentiveness and thoroughness.

These skills have led her to looking after an impressive client list including Ant & Dec, Catfish and the Bottlemen, Davina McCall, Michael Bubl  and Sam Smith.



16 LESTER DALES

Dales Evans & Co

Lester Dales joined what was then Keith Evans & Co in 1981. His early experience focused on working with concert promoters, gaining expertise in providing in-office and on-the-road tour accounting services. While working with artist clients, he identified a need for practical support with their finances. This led him to develop the firm's business management service.

In 1994, Dales became a founding director of Dales Evans & Co Limited. He has steered the company in representing an array of clients, particularly in the music industry. These clients include artists, their managers, record and publishing companies, promoters and agents. Dales Evans advises its clients on many aspects, including personal and business tax matters, statutory accounting, complete business management and tour accounting services. The firm has now grown to a near 50-strong team.

Dales Evans provides a tailored service to clients, that proactively meets their needs while keeping them informed, advised and compliant in their business and personal finances.

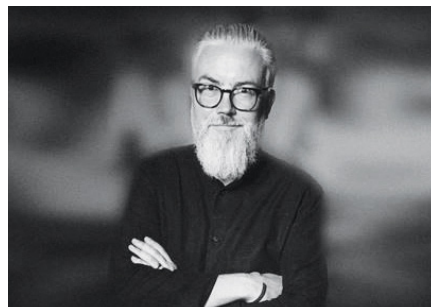


17 MIKE SKEET

Skeet Kaye Hopkins

Mike Skeet began his career with a leading US music business management firm in 1986. After gaining invaluable experience with other specialist firms, he established his own practice in 1999, merging with Jeff Kaye to form Skeet Kaye (now Skeet Kaye Hopkins) in 2012.

Skeet manages all aspects of his clients' financial affairs, from house purchases to complex contract negotiations, and has extensive hands-on experience of worldwide royalty auditing and on-the-road tour accounting. In short, he has a breadth of knowledge of the financial workings of the industry that few of his peers can match. His clients include well-established superstar bands and up-and-coming artists. His recent personal highlights include being an integral part of a festival headlining tour for a major worldwide band, playing an instrumental role in a ground-breaking acquisition deal and seeing a number of new clients score multi-platinum selling debut albums. Skeet says his key principles are simple – honesty, transparency and listening to his clients.



18 NICK LAWRENCE

BigStar

Nick Lawrence is the self-styled 'anti-accountant'. And BigStar, the company he founded, is the 'anti-accountancy'.

BigStar offers services for creatives who shiver at the mere mention of the word. "It's the antithesis of dusty suits in dusty offices charging by the phone call while streaming WhaleSongs Vol 2 and re-alphabetising the filing cabinet," says Lawrence.

Not only does Lawrence not enjoy whale song (or treating his roster as cash registers), he believes in engaging with his clients as artists, giving them the foundations on which to realise their potential. Put simply, he says, BigStar provides the order so its talent can bring the chaos. BigStar is the lovechild of the two sides of Lawrence's brain: financial nous combined with a genuine obsession for music and the arts.

Its roster today includes fresh talent such as Tom Grennan and Izzy Bizu, alongside legends like the Happy Mondays, Spiritualized, The Darkness and Killing Joke, plus rights holders, management companies, agents and promoters.



19 PAT SAVAGE

OJK

Pat Savage set up the London office of OJ Kilkenny & Co (now OJK Ltd) in 1986, having worked for the company in Dublin for many years, and today lays claim to a proven track record of over 30 years.

Working with some of the best-known artists/entertainers in the music business, his straightforward, no nonsense style is highly respected throughout the industry.

Considered to be extremely capable and highly experienced in liaising with managers and lawyers in negotiating recording and publishing deals, merchandising deals, sponsorship arrangements and sourcing capital/funding, Savage continues to have a steady flow of referrals for new business which is testament to his reliability, consistency and reputation to deliver.

Crediting his success to his ability to offer good advice and service, in addition to having strong communication skills and being a team player, he counts Bryan Adams, Kate Bush, Noel Gallagher, Robbie Williams and The Rolling Stones as clients.



20 PAUL MAKIN

Dales Evans & Co

Paul Makin graduated with a Mathematics degree from Leeds University in 1987. He then trained as an accountant with an independent accountancy practice in the East Midlands, qualifying in 1992.

Upon moving to London he gained further experience at several smaller accountancy firms before joining Dales Evans & Co Limited in 1998 as a manager. Paul has assisted the company's growth from around a dozen staff to almost 50 employees today.

In 2004, Makin became a director. Dales Evans clients are almost entirely music based, and Makin has specialised in building a business management team that directly handles artists. He looks after all aspects of their operations, from worldwide touring through business and personal tax planning to cash management. This work involves prioritising compliance with all relevant financial reporting and tax matters.

Makin's strengths lie in his ability to translate complex financial information into a format that artists understand, and that has meaning for them.



21 RYAN POLSON

Hardwick & Morris

Having gained a degree in Accountancy, Ryan Polson started his career in 2004. He moved to London in 2007 into music accountancy, where he was able to combine a love of music with his career.

In 2015, Polson joined Marylebone-based Hardwick & Morris LLP as a manager, in an ever-expanding accountancy firm where he focuses on touring and international compliance.

"One of the key principles is being versatile, having that ability to meet the ever-changing needs of your client, of the music industry and accounting worldwide," he says.

"As for my highlights so far, there are too many to mention but having a client recognised for their achievements or getting up on stage – whether it be a small gig, a stadium tour or headline at Glasto – is up there, feeling part of something everyone has worked hard towards."



22 SIMON WINTERS

Prager Metis

Simon Winters, FCA, is a Partner of Prager Metis LLP and is the Partner-in-Charge of the firm's Business Management Group.

He has been in the accounting industry for more than 25 years representing a wide variety of clients in the media and entertainment sector, including management companies, publishers, record labels, songwriters, producers and artists both embarking on their careers to more established acts. Winters has a great deal of experience advising his clients on international matters, such as tour planning and accounting, and this task is greatly assisted by Prager Metis having offices in London, New York, Los Angeles and Miami. Winters aims to understand his clients' requirements and their businesses in order to deliver tailored, cost-effective and pro-active advice in a timely fashion.

Taking the time to understand his clients' needs is central to being able to provide appropriate advice and to help put in place the right structures and to develop a financial plan both for now and for the future.



23 STEPHANIE HARDWICK

Hardwick & Morris

Stephanie Hardwick has spent 30 years working as an accountant in the music industry. After completing a degree in music, she trained as an accountant in the music department of a large city-based firm in London. It was during this period that she gained invaluable experience under the umbrella of a professional firm, enabling her to develop sector-specific expertise and skills pertaining to accountancy and business management within the remit of the music industry.

"The skills that I picked up have helped Hardwick & Morris to become a successful, well-esteemed and reliable leader in its field, with an internationally well-renowned reputation," she says.

"From starting off as a two-person team working out of a single room, Hardwick & Morris has since accumulated offices in London, New York and Los Angeles, emblematic of our expansion from a grassroots consultancy and accountancy firm to a global employer. I act for clients in all areas of the music industry, but have a strong bias towards touring and international work."



24 STEPHEN MARKS

SRLV

Since joining Gelfand, Rennert & Feldman in July 1988 – where he was introduced to the world of music accountancy / business management – Stephen Marks says his career has "been a roller coaster of activity, emotion and understanding of how the music industry works and most significantly how the mind of an artist ticks".

He adds: "I have been very lucky to have worked with some of the world's largest recording and touring artists in my professional capacity."

"I have always retained my integrity throughout my career and would like to think of myself as a very trusted confidant to my clients, who can contact me whenever they need for accounting, financial or even personal matters. I moved my team to SRLV in 2006 and have expanded my division within that framework. I continue to provide financial support and advice to my clients, whether they are touring internationally, renegotiating their publishing or recording contracts, purchasing assets or growing their brand internationally."



24 GRANT COURT

SRLV

Days after attending the Oasis concert at Knebworth in 1996, just after his A-levels, Grant Court landed his first job as an auditor at BDO in Hertfordshire. He says: "Knebworth gave me a taste of the power of music, and I was hooked."

When Court then moved to a London firm, he started attending more gigs and festivals between his ACCA studies. He then found "the right opportunity" in the music business at SRLV in 2004.

"I work with producers, songwriters, independent music companies, artist managers and recording and performing artists," says Court. "This varied portfolio allows me to better understand the different needs and demands within this competitive and ever-changing sector."

"Three of the most important people within a creative business is the artist manager, the lawyer and the accountant. A vital part of my work is building the relationship – developing clients' trust to provide the right support so they can focus on their music. I am proud when they achieve their goals and are rewarded with success."



24 LLOYD QUILTY

SRLV

Lloyd Quilty joined SRLV in 2000 and has worked in the music and entertainment team throughout his time at the firm.

Quilty's clients include artists, songwriters, management companies, producers, record labels, publishing companies, booking agents and music industry executives.

"I love the industry that I work in and enjoy building relationships with clients, guiding them throughout each stage of their career," he says.

"I've developed extensive knowledge of all aspects of the music and entertainment industry and advise on business setups, business management, tour accounting, withholding taxes and mergers."



25 TIM SMYTH

Thomas St John

Tim Smyth joined Thomas St John Group from Deloitte's Media and Entertainment team in 2012. Prior to this, he spent 11 years working in general practice.

At TSJ, he looks after a range of media clients across the firm's offices in London, Amsterdam and Los Angeles, providing international tax, accounting and business management services to some of the world's leading talent in sports and entertainment.

"Due to the advancements in technology, it's a really exciting time to be working both within the music and accountancy industries," he says.

"We now have access to more data than ever before and the technology to better

utilise it. This, together with the increasing ability to automate processes, has made it possible to invest more time than ever into providing real value and support to clients."

He adds: "Our role as accountants is to help enable artists, and their teams, to achieve their goals by providing clear information and useful advice. This is only possible with access to deep, specialist expertise, leveraging the best software solutions – with a continued commitment to understand the industry as it evolves."

"There's a big opportunity to improve the quality, speed and manner in which financial information is being communicated and I'm proud to be working within such a talented, diverse team of people."

SRLV ACCOUNTANTS

WE VALUE PARTNERSHIP

SRLV WOULD LIKE TO THANK **CENTTRIP**
AND **MUSIC BUSINESS WORLDWIDE** AND
ALL THOSE THAT NOMINATED OUR FIRM

Our dedicated team works closely, in partnership with
our clients, artist managers, lawyers and financial
institutions to help them achieve their ambitions.

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03

LAWYERS

**01 ANDREW MYERS**

Clintons

Andrew Myers is a Senior Partner at Clintons – an award-winning boutique law firm based in London's Covent Garden.

The firm is a market leader in the entertainment, digital media and creative industries and is especially highly regarded for its family, litigation, property and corporate work.

Myers acts for an array of well-known and established artists in the music industry at Clintons.

His clients say he is "amazing to deal with" and that he is "very shrewd, experienced and wise".

**02 ANN HARRISON**

SSB

Ann Harrison has had a long career as a lawyer in the business. She was a Partner in a large law firm for 15 years, before working on her own for another 15 years. She is now a consultant solicitor at SSB based in West London. SSB is a leading specialist IP law firm, working in all areas of the music business. Clients include household names, alongside start-up businesses and developing artists.

Harrison specialises in UK copyright law and the music industry and undertakes employment work. She is the author of 'Music: The Business', with a seventh edition published in 2017. The book is a key text on the UK's music and media higher education courses.

Harrison regularly lectures and presents 'masterclasses' at the likes of Abbey Road Studios and BIMM. In 2008 she was made a Companion of LIPA. She was awarded the Accolade Award for Achievement by the Women In Music Trust in 2003, and in 2014 received a Women In Music Award. In 2016, she was named as one of the Top 100 most influential women in the music business worldwide.

**03 BERKELEY EDWARDS**

Clintons

Berkeley Edwards has been a Partner at London-based Clintons since 2013. He is a keen musician, and originally joined Clintons in 2007 as a trainee.

His main focus is music work, advising both emerging and established artists, producers, songwriters and managers on a wide range of legal and commercial issues. Edwards also advises a number of record labels, publishing companies and digital businesses.

Before qualifying as a lawyer, Edwards worked for a number of years in the music industry, with experience ranging from promotions and in-house work at record labels to artist management.

**04 CHRIS ORGAN**

Russells

Chris Organ has been with Russells since 1980. He started out at the firm working as an articled clerk and is now a Senior Partner.

From his beginnings as a commercial solicitor focusing almost exclusively on the music industry, his role and areas of expertise have expanded significantly, although he draws almost all of his clientele from the entertainment and media industries.

His clients number some of the greatest talents of their generation to include artists, writers, composers, sportsmen and executives, as well as clients drawn from the business world of highly successful companies (independent and major) and other organisations within the world of entertainment from music, film, theatre and book publishing through to sport, the restaurant business and many other fields.



05 CHRIS PHILLIPS

Trainer Shepherd Phillips
Melin Haynes

Chris Phillips is a music and entertainment lawyer, dual-qualified (England & Wales and the State of New York). He is also a founding partner in his own law firm, based in Soho, London.

Respected by clients and his peers, Phillips has a friendly, approachable and confident manner. He represents a wide range of clients, of all ages, backgrounds and music genres. His advice specifically covers non-contentious issues in the music industry, including company sales, catalogue acquisitions, business structures and all types of music contracts. His clients include national and international music publishers, record labels, recording studios, producers, managers and promoters – as well as Grammy and BRIT-award winning recording artists and songwriters.

Phillips co-authored the legal textbook 'Bagehot & Kanaar on Music Business Agreements, 3rd Edition', a guidebook to music business agreements, including how to draft and negotiate management, recording and publishing deals.



06 GAVIN MAUDE

Russells

Gavin Maude heads up the Music department at Russells, having originally joined the company in 1991.

After qualifying in 1993, Maude joined the Commercial department with a remit to attract new and emerging talent to the firm. Maude grew Russells' Music department over the next 25 years, with some clients going on to become award-winning, multi-million selling stadium artists and household names. While some of Maude's most successful clients have come to him later in their careers, the majority have been with him since the very beginning.

Maude represents celebrities in all areas of entertainment including sport, TV, brands and more. He also represents booking agents, promoters, record, publishing and film and television production companies.

Maude has built a successful practice, representing music biz executives in relation to all of their employment matters. In 2011, he was the only lawyer mentioned in The Guardian's Top 100 people in the music industry.



07 JAMES SULLY

Reed Smith

After qualifying, James Sully took an MBA, then ran Massive Attack's record label before returning to private practice. This experience puts him in the unique position of understanding both the business of music, as well as its law.

As a Partner at Reed Smith, Sully splits his time between Reed Smith's entertainment offices in London, Los Angeles and New York.

As such, Sully says he is one of only a small number of global lawyers who have the ability to genuinely serve his clients in each of these markets, providing them with a thorough knowledge, understanding, infrastructure and address book for both the US and Europe.

Sully acts for some of the most successful artists, songwriters, producers, management companies and independent record companies in the UK and the US. His clients have won numerous Grammys, Brits, Ivor Novellos and Oscars.



08 JO BRITTAIN

Russells

Jo Brittain joined Russells in 2006 as a trainee and qualified into the firm's Commercial department two years later. In 2013, he became Russells' youngest Partner and now heads up the firm's New Artist department.

As a music obsessive, Brittain enjoys interacting with creative individuals and has a great drive and passion for his work.

Brittain says that offering strategic advice to artists, songwriters and producers/mixers just starting out in the business gives him great satisfaction. He is immensely proud to have represented a number of clients from 'day one' who have gone on to sell multi-platinum records or win coveted Mercury Prize, Brit, Grammy and Ivor Novello Awards in recognition of their talent.

Finding and supporting career artists is a key responsibility of the music business. This is at the heart of Brittain's philosophy.

He says that he feels strongly that everyone around an artist project can 'win' if they approach deal-making in the right way.



08 SIMON ESPLÉN

Russells

Simon Esplen joined Russells in 1995. He qualified in 1997, becoming a Partner soon after. In April 2015, he agreed to become Managing Partner, a position he still holds.

Esplen's career in the entertainment industry started in 1986 when he began working as a concert promoter and artist manager. Recognising that his interest lay more in the business side of the industry, he returned to college to study law, emerging in 1994 to work at a leading independent record company.

The practical commercial experience Esplen gained while working as a manager and promoter and at a record company has stood him in good stead when advising clients. Esplen says he is privileged to have a varied and successful client base including artists (both established and new), managers, songwriters, dancers, producers/mixers, record and publishing companies, party organisers, models, radio presenters/DJs, illustrators, magicians, concert promoters and more. Esplen also sits on the Teenage Cancer Trust Music Board.



09 JOHN REID

Russells

John Reid joined Russells in 2000 and is now one of the Senior Partners in the firm's Litigation department. He also heads up the Employment team.

Reid is widely regarded as one of the top employment lawyers in the music industry. He represents a wide range of leading executives in the entertainment industry generally. He also regularly advises business clients in relation to all employment-related issues.

As a litigator, Reid has been involved in a number of important cases in the industry. He represents leading artists, talent, record and publishing companies and other businesses, both in court and in an advisory capacity.

He advises on all aspects of media/entertainment disputes, but increasingly in reputation management/privacy matters. Most recently Reid has – a matter of public record – taken a lead role in advising the estate of one of the UK's most successful singer/songwriters.



10 JOHN STATHAM & KAZ GILL

Statham Gill Davies

John Statham and Kaz Gill co-founded Statham Gill (as it was then) in 1991.

Statham has almost 30 years of experience in the entertainment business, having acted and continuing to act for some of the UK's biggest artists and songwriters.

He is passionate about music and his clients and has been noted as an innovator in negotiating artist contracts.

Statham's client base consists of artists, songwriters, producers/mixers, music industry executives, managers, merchandisers, independent record companies and music publishers. He also works closely with the Corporate and Litigation departments of the firm.

Gill has specialised in the music industry since qualifying as a solicitor in 1987.



With experience in all aspects of the music industry, Gill represents recording artists, record companies, music publishing companies, merchandise companies, managers, producers and songwriters.

Combining technical expertise with a strong awareness of commercial matters, he gets very involved in his clients' affairs. In addition to major artist work, he regularly advises on business expansions, acquisitions and sales within the industry.

Statham Gill Davies now represents clients from all sectors of the entertainment industry, and has broadened the scope of the legal services it provides to include advice on property, litigation, employment and other private matters such as wills and probates.

**11 KIERAN JAY**

Lee & Thompson

Kieran Jay is a Partner in Lee & Thompson's thriving Music Group.

Since joining the firm in 2011, he has developed a significant and ever-growing artist-orientated music practice representing leading artists, songwriters, producers and mixers, as well as independent management, record and publishing companies.

Advising on recording, publishing, management, live performance and endorsement agreements, Jay counts some of the UK's most successful artists – both new and established – as clients. He also represents a growing number of music industry executives in respect of their employment arrangements.

For his artist clients, Jay is regarded as a key member of the team, who rely on him for far more than his legal skills. One client recently commented that "the passion and understanding that Kieran has for the talent he works with makes Lee & Thompson the leading and most cutting-edge law firm right now. Kieran is astute, communicates clearly and is truly valued as an extension of the team".

**12 LAWRENCE ENGEL**

Lee & Thompson

Lawrence Engel is Head of Lee & Thompson's highly regarded Music Group, which has been at the heart of the music business for over 35 years.

Engel started his legal career in 1994 and joined Lee & Thompson having previously co-founded and run his own music law firm.

With considerable experience across all aspects and genres of the music industry, Engel represents an extensive and enviable list of recording artists, songwriters, producers, DJs, managers and music industry executives, offering truly comprehensive legal and commercial advice to all.

Known for his sound, pragmatic and straightforward advice, Engel is involved in all aspects of his clients' careers, regularly overseeing international brand profiles, as well as always being on-call to handle any challenges to reputation or legal disputes.

Like his colleague Kieran Jay, Engel has been recognised for many years by all of the major legal industry directories.

**13 LIV LYONS**

Simons Muirhead & Burton

Liv Lyons joined Simons Muirhead & Burton LLP's Music department in 2016 after training and working at music practice Clintons for a number of years.

Before qualifying as a lawyer, Lyons worked in the music industry both as an artist manager and musician – giving her a personal insight into the challenges of 'breaking' an artist.

As a result, her main focus at SM&B has been advising emerging artists and producers/songwriters taking their first steps in the industry – in addition to advising both established and up-and-coming music managers on a wide range of legal and commercial issues.

Her artist clients include Yungblud, Col3trane, Ama Lou, Bondax and producer/songwriter James Earp (Lewis Capaldi, Bipolar Sunshine, Fickle Friends). Her business clients include TaP Management (Lana Del Rey, Dua Lipa) and Locomotion Music (Alex Vargas and Danish singer Maximillian).

**14 LIZZIE PAYNE-JAMES**

Lee & Thompson

Lizzie Payne-James is a lawyer in the Music Group at Lee & Thompson.

After taking Chinese Studies at Cambridge University and completing her LLB, Payne-James trained at an international City law firm. Upon qualification she decided to combine her vocation of law with her passion for music.

She joined Lee & Thompson's thriving Music Group in June 2015, where she continues to grow her own practice and work with the wider team. Her main focus is on the talent side; most of her clients are recording artists, songwriters and producers. They cover the full breadth of musical genres, with a notable cluster of artists in the urban scene, many of whom have been nominated for or won key industry awards including BRITs, MOBOs and Ivors plus inclusion in the BBC "Sound Of..." poll. For a number of years, Payne-James has worked with one of the leading music companies in China, allowing her to engage with the growth of the industry there. Both Chambers & Partners and The Legal 500 – the major legal directories – rank Payne-James as "one to watch".

**15 NICKY STEIN**

Clintons

Nicky Stein has been a Partner at Clintons since 2007 and is widely recognised as a leading practitioner in the music business.

Stein advises both recording artists and writers in all aspects of the music industry, as well as acting for various record, publishing, production and management companies. He previously managed artists and worked in-house at a major record company.

He also advises on TV work and merchandise agreements (particularly in music and sport).

**16 PAUL LENNON**

Statham Gill Davies

Paul Lennon joined Statham Gill Davies in 1993 and is a Senior Partner in the firm's Entertainment, Music and Media department.

Lennon's first experience in the music industry was on the door taking tickets and working front stage at Friars Aylesbury from 1976 to 1979. His "fondest" memory is being showered in spittle working front stage in front of Joe Strummer on the London Calling tour. Lennon qualified as a solicitor in 1989 and gained early experience in his career working for a record label.

Lennon advises creative people on all aspects of the music and entertainment business. His clients include recording artists, songwriters, producers, remixers, managers, A&R executives, independent music publishers and labels. He spends a great deal of time helping new talent to avoid early mistakes, which has become even more important in recent years with artists/songwriters able to upload their music to internet platforms from their bedrooms, leaving their intellectual property open to copyright infringement.

**17 PAUL SPRAGGON**

SSB

Paul Spraggon founded SSB along with Sarah Stennett and Andrew Brabyn 23 years ago.

SSB is a highly-regarded entertainment law practice focused on the music industry which represents many multi-platinum artists, writers and producers.

Spraggon takes a pro-active, pragmatic and innovative approach and, most importantly, loves music.

**18 PRAVEEN BHATIA**

Collins Long

Praveen Bhatia is a Partner at Collins Long. She represents a dynamic and diverse client base of young talent and professionals in the music industry across all genres.

Bhatia's clients include singers, songwriters, rappers, producers, DJs, musicians, authors, fashion designers, directors, creatives, artists, actors and actresses. Bhatia has built her client base from scratch, through word-of-mouth recommendations, both in the UK and internationally.

She has been highly recommended for her employment work and has become a go-to lawyer for young executives (as well as certain CEOs and Presidents).

Very comfortable dealing with the majors, independents and anyone in between, Bhatia says that she always takes the time to make sure her advice is personally tailored to suit her clients' individual needs. She's not afraid to be fierce on behalf of her clients, or a little maverick when required, but always maintains her integrity.

**18 SIMON LONG**

Collins Long

Simon Long is a founding partner of the boutique music law firm Collins Long, which he established in 2000 alongside James Collins. Originally a pure music firm, Collins Long now also deals with film, TV and theatre, complex litigation matters and handles employment work for executives in entertainment.

Long came to the legal profession as an obsessive music fan. Unable to land his dream gig of playing guitar in James Brown's band, he found another route to become the hardest working man in showbiz – enjoying over three decades in the thick of the industry, advising diverse musicians, writers and producers.

Long says he's at his best when working with creative talent. From nurturing new artists and helping them to navigate safe passage to a successful and long-lasting career, to working with household names such as Feeder (long before they were signed) and contemporary international superstar DJs like David Guetta.

Long is also passionate about artists and composers who work in film, TV and video games.

**19 PADDY GRAFTON GREEN**

Simkins

Paddy Grafton Green is Chairman of Simkins. He is a commercial media lawyer, advising a range of creative industry clients.

Across his long-standing career, Grafton Green has built up extensive expertise in the music, TV and film, theatre and publishing sectors.

He regularly advises clients on recording, publishing, public appearance, management, sponsorship, merchandising, production and distribution arrangements.

In addition to his extensive media expertise, Grafton Green is well versed in advising on corporate and employment matters, as well as domestic and international taxation issues.

His far-reaching client base consists of media companies, artists and high-net-worth individuals, particularly in the music business.

**19 JAMES HARMAN**

Simkins

James Harman is a Partner in the Commercial group of Simkins and specialises in entertainment industry work.

His expertise includes recording, publishing and all other types of talent contracts. He has strong know-how in book publishing work and non-contentious intellectual property law, including advice on copyright, passing off and a variety of copyright-based commercial contracts such as merchandising contracts.

Harman regularly advises clients on music publishing, recording, management, merchandising and joint venture agreements.

Focusing his practice on the music and entertainment business, Harman acts for a number of high-profile songwriters, artist managers, jazz, pop and rock acts, authors, publishers and record labels.

**20 RICHARD BASKIND**

Simons Muirhead & Burton

Richard Baskind heads up the Music department at respected media law firm Simons Muirhead & Burton.

Baskind has more than 20 years of experience in advising talent and business in the music and media related industries.

Baskind and SM&B's client base spans the breadth of the industry, from established artists and songwriters to senior executives and some of the most successful independent music companies in the UK, including Good Soldier, First Access and B-Unique.

Baskind is seen as a trusted business partner to his clients, providing high-level guidance on strategy for business growth and development of careers. He is recognised for his practical, professional and insightful advice.



21 RICHARD BRAY

Bray & Kraiss

Richard Bray qualified as a solicitor in 1989 with First Class Honours. Over his many years of experience, Bray has represented high-profile artists, performers, managers, labels, publishers and senior executives.

He is well respected for his balanced and intelligent approach to negotiations and his sound judgement based on his extensive experience in the field.

Bray was recently recognised in The Legal 500's Hall of Fame that highlights individuals who have received constant praise and have been repeatedly ranked as elite.



21 MARK KRAISS

Bray & Kraiss

Mark Kraiss graduated from Oxford University in 1990 with a First Class Law degree and was admitted in 1993. He trained at Theodore Goddard before joining John Kennedy's firm and is a Founding Partner of Bray & Kraiss.

He works with event companies, investors, advertising agencies, festival owners, record and publishing companies, high-profile sports people and major artists, including Ed Sheeran, Elton John and The Rolling Stones.

In particular, his expertise with international branded live events and large arena and stadium tours (including the Live 8 concerts and F1 concerts) have marked him out from his peers.

Kraiss encourages building up trusted relationships with clients and promoting the capabilities of his colleagues.

He encourages leaving 'egos' outside of the meeting room, but guarantees the certainty of acting in the best interests of clients by playing to their strengths.



22 ROBERT HORSFALL

Sound Advice

Robert Horsfall has been a music lawyer for 35 years. A legal directory described him as "omnipresent... a lawyer who breathes, drinks and eats music".

Sound Advice focuses exclusively on artist work, across all genres of music.

The firm has eight lawyers and is based in Tileyard Studios, Kings Cross.

Horsfall's current clients include Cat Stevens, Ali Campbell (UB40), Pendulum, conductor Jules Buckley, Sam Lee, Ward Thomas and many jazz artists such as Snarky Puppy and GoGo Penguin.

Horsfall also works with overseas artists including Gurrumul (Australia), Raghu Dixit (India) and "What Does The Fox Say?" singer Ylvis (Norway).

Horsfall has worked with top industry managers such as Bill Curbishley, Jho Oakley, Crown and Jonathan Shalit.

Before co-founding Sound Advice, Horsfall was at Theodore Goddard and Lee & Thompson, and was Director of Business Affairs at London Records. In the past, he has represented Robbie Williams, All Saints, Charlotte Church, Kirsty MacColl, Eternal, White Town and Des'ree.



22 SONIA DIWAN

Sound Advice

Sonia Diwan has been a music lawyer for 20 years. She is a co-founder of Sound Advice, which launched 10 years ago.

Diwan's clients primarily come from the dance, pop, urban, R&B, hip-hop and grime genres. Her current clients include writer/producers such as Stargate, TMS, Sam Dixon, Fred Ball, Martin Sjølie, Nana Rogues, Levi Lennox, Clarence Coffee Jr and ill Blu. She works with established artists/DJs such as Jonas Blue, Naughty Boy, Chase & Status, Netsky, Noisia and Sub Focus. She also works with young up-and-coming artists such as ZieZie, Mali-Koa, Wauve, Kabzzz and Mowgli. Her clients also include music entrepreneurs such as radio DJ Charlie Sloth, the writer, producer and founder of Girls I Rate, Carla Marie Williams, and young managers such as Dani Stephenson and Aaron Mensah.

Before Sound Advice, Diwan was at Marriott Harrison, Herbert Smith and then Lee & Thompson.

A legal directory recently described her as "extremely practical and commercial, as well as a tough, confident and persuasive negotiator".



23 RUSSELL ROBERTS

Sheridans

Russell Roberts became a solicitor while working at Phonogram (now Mercury) Records. He then joined his present firm, Sheridans, becoming a Partner over 25 years ago.

Roberts notes his industry highlights as "working with those many artists, songwriters and their managers I have been fortunate to represent from the very earliest stages of their careers through to worldwide success". He also represents a number of independent music publishing companies, record labels and senior music industry executives. His area of specialism extends to employment and corporate matters such as high-profile share transactions, sales and acquisitions of music publishing companies and record catalogues, image rights and sponsorship.

He says: "Among the key principles I consider I have had to adopt are, of course, a full understanding of the legal and commercial aspects of transactions along with the experience needed to use that understanding in order to achieve the maximum advantage for the client."



23 STEPHEN LUCKMAN

Sheridans

Stephen Luckman has been at Sheridans the whole of his legal career. During that time, the London-based firm has grown into a powerhouse of media and entertainment law.

Luckman says: "I love what I do, from working with the long-time established artists and creatives to the cut and thrust of work with new and emerging talent; from the established commercial concerns to the new businesses in the ever-changing music and media landscape."

He adds: "The music industry feels very healthy and there is a great impetus in it and the future excites me."

"My goal has always been to work with driven, passionate, decent people and I am lucky enough to work with and for so many people I respect and admire."

"As a lawyer you are a key component in someone's career and to me there is no greater fulfilment than seeing great people succeed."



24 VICTORIA WOOD

Statham Gill Davies

Victoria Wood joined Statham Gill Davies in 2012 and is a Partner in the firm's Entertainment, Music and Media department. Prior to working at Statham Gill Davies, Wood was part of the in-house legal team of Disney and subsequently the advertising giant of Clear Channel, advising on general commercial matters including employment law. She trained and qualified at Clintons.

Today, Wood represents an extensive list of recording artists, songwriters, producers/topliners/mixers, DJs, record labels, managers and music industry executives. She has a strong focus on the representation of new talent. She offers a modern, pragmatic and prudent approach to emerging artists, offering time to assist with growing and starting their teams (introductions to managers, live agents, PR etc) to help them build a long-term and sustainable career.

Recognising that creative individuals are not limited to one creative field, Wood has a wide range of contacts within all areas of the entertainment industry.



25 WALE KALEJAIYE

Sheridans

Wale Kalejaiye is an Associate in the Music and Theatre Groups at Sheridans.

Coming to law from a background in music, Kalejaiye has built a burgeoning music practice representing rising stars from across the globe, working with talented artists, songwriters and producers, as well as independent management and record companies.

With an approach that focuses exclusively on protecting his clients' interests, he has developed a strong reputation for proactively supporting emerging artists in every aspect of their work and business, right from the start of their careers.

Kalejaiye's work in the music and entertainment industry is informed by his substantial experience in live events, branding and social media, having previously worked with social media influencers, digital start-ups, advertising agencies and leading online merchandise companies.

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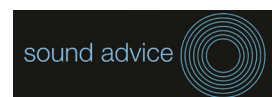
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Music Business UK and Centtrip Music would like to say a *massive thank you* to everyone who was involved in the making of this almanac and a big *congratulations* to the lawyers and accountants who have been featured.

Here's to another year of setting the *gold standard* for the music industry.

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