

Appendix A

Background on Mike Molinar

With over 25 years of professional, music industry experience, Mike Molinar is a songwriter advocate, popular music tastemaker and seasoned voice in American copyright. He currently serves as the President of Big Machine Music (BMM), an independent, full-service music publishing company where he has lead operations since launching in 2012. He oversees all aspects of BMM which has ranked Top 10 in both *Billboard's* Year-End Hot 100 Publishing Corporations (2017-2021) and Top Country Publishing Corporations year-end list (2015-2022).

Under Molinar, BMM has scored nearly 50 No. hits and over a dozen additional Top 20 singles on the Country Airplay Charts, as well as multiple hits on Top 40 and Hot AC charts. The BMM catalog includes songs recorded by superstars across genres such as Ariana Grande, Kelly Clarkson, Steven Tyler, Tim McGraw, Maren Morris, Dan + Shay, Blake Shelton, Christina Aguilera, and hundreds more.

Molinar currently sits on the Boards of the National Music Publishers Association (NMPA), the trade association representing American music publishers and The Mechanical Licensing Collective (The MLC). He also serves on the boards for Music Health Alliance, the Country Music Hall of Fame Education Council, and served on the Association of Independent Music Publishers Nashville Board from 2017-2020.

He is an alum of Leadership Music (2015) and was named a Rider Scholar while attending Westminster Choir College in Princeton, N.J. He graduated from Middle Tennessee State University in 1998 where he was named a Distinguished Alumni in 2013 and inducted into the College of Media and Entertainment's Wall of Fame. He was also chosen to be a member of the 2021 cohort of the Harvard Young American Leaders Program. He is a member of the Country Music Association, Academy of Country Music, CCMA and The Recording Academy.

Molinar's industry experience dates to 1997 as a Songplugger with Starstruck Writer's Group where he pitched the catalogs of Nashville Songwriters Hall of Fame inductee Mark D. Sanders and BMI Writer of the Century David Malloy, among others. As Creative Director at Cal IV Entertainment, he managed 2007 Billboard/ASCAP Country Songwriter of the Year Dave Berg, as well as Jim Collins and Odie Blackmon, to career heights. Molinar later opened his own boutique publishing and artist development companies, including Effusion Entertainment.