

LEON KARL BOOKER II

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SUMMARY

Music industry leader with over a decade of experience spanning royalty administration, mechanical licensing, publishing, and artist/producer management. Built and led royalty departments from scratch, implemented systems managing eight-figure operations, and developed talent that generated over \$1.3 million in deals. Equally at home in administration and on the creative side, having taken an act from unsigned to a major label deal. Comfortable running infrastructure and sitting across the table in a negotiation.

EXPERIENCE

Director, Recorded Administration | *gamma.* — Nashville, TN

Aug 2023 – Nov 2025

- Built gamma's royalty department from the ground up, establishing the infrastructure, workflows, and systems where none previously existed.
- Evaluated, selected, and implemented Curve royalty management system as the foundation of the department's operations.
- Led all royalty and licensing operations, including artist, partner, and third-party royalty accounting and mechanical licensing across the full catalog.
- Interpreted and applied complex royalty structures from artist, distribution, profit share, and third-party agreements within Curve.
- Designed and managed custom royalty statements for exception clients outside the scope of standard system capabilities.
- Oversaw quarterly royalty cycles — statement generation, payment processing, and contractual compliance — ensuring accurate recoupment of costs and advances.
- Processed an average of eight figures in source statements per royalty period across multiple income streams.
- Partnered with Creative and Business Affairs on label waivers, sample clearances, and third-party agreement organization to ensure all rights were documented and cleared prior to release.
- Coordinated with distribution and finance to reconcile cash receipts, confirm revenue eligibility, and manage cost classification in NetSuite and Tipalti.
- Led the buildout of the company's mechanical licensing infrastructure, including onboarding HFA/Rumblefish and establishing internal workflows; served as the internal subject matter expert on artist, mechanical, and direct licensing royalties.
- Delivered client-facing reporting, resolved contractual inquiries, and aligned royalty practices with broader business objectives through cross-functional collaboration with legal, finance, and operations.

Independent Consultant | *Levity Music* — Nashville, TN

Mar 2023 – Aug 2023

- Provided royalty and publishing consulting services for independent labels and publishers, including recoupment tracking, software evaluation, and agreement analysis.

Senior Manager, Artist Royalties | *BMG Rights Management* — Nashville, TN

Feb 2019 – Mar 2023

- Oversaw contract and royalty rate implementation for recording, publishing, and licensing agreements for VIP clients including George Harrison, No ID, Diane Warren, and American Idol.
- Collaborated with Finance to reconcile recoupable costs across the royalty system and SAP.
- Used SQL and Excel to calculate and implement royalty adjustments at scale.
- Managed and reviewed artist royalty and joint venture outbound statements.
- Configured notifications for local and foreign collection societies.

- Created internal documentation and training materials in Confluence; managed workflow prioritization in Jira.
- Liaised with external clients including managers, attorneys, and artists; coordinated with Business Affairs, Finance, and Creative on product and project delivery.

Talent Manager | *Built By Seven — Remote*

Dec 2014 – Aug 2021

- Negotiated publishing and recording agreements with major labels and publishers, generating over \$1.3 million in deals for clients.
- Managed a roster of seven award-winning producers, songwriters, and artists.
- Reviewed royalty statements and distributions to manage client finances and ensure accurate accounting.
- Developed and executed grassroots and digital marketing campaigns for an unsigned artist, resulting in a major label recording deal.

Senior Manager, NA Administration | *Universal Music Publishing — Santa Monica, CA* Oct 2015 – Nov 2018

- Optimized task allocation and workflow for a team of seven, significantly increasing operational efficiency.
- Managed complex royalty adjustments, joint ventures, and outbound statement exceptions for high-profile clients including Prince, Imagine Dragons, Justin Bieber, and J. Cole.
- Overhauled song delivery systems to streamline processes and reduce turnaround time.
- Oversaw cue sheet delivery, ingestion, and registration for Film/TV clients.
- Maintained extended partnerships with NBC Universal, Sesame Street Workshop, HBO, and DreamWorks Animation through consistent client relationship management.

A&R – Copyright Coordinator | *The Administration Music Publishing — Burbank, CA* Jul 2013 – Apr 2015

- Built a comprehensive client database using Google Apps, improving operational efficiency across a catalog of 200 clients and 3,000+ works.
- Signed Billboard-charting writers and producers, increasing annual revenues and elevating company profile.
- Managed mechanical licensing for releases under major and independent labels.
- Utilized Mediabase and SoundScan data to forecast client advances, contributing to high retention rates.

A&R Scout | *Mach 1 Music — Los Angeles, CA*

Sept 2012 – Sept 2013

- Brokered two publishing deals between established producers and publishers.
- Managed a team of ten producers and writers creating material for music placement opportunities.
- Expanded client base through talent scouting via social media and live events.

A&R Intern | *ByStorm Entertainment / Sony Music — Los Angeles, CA*

Aug 2013 – Jan 2014

- Supported A&R operations including music evaluation, session coordination, and project management for J. Cole's 2014 Forest Hills Drive camp and other major projects.

SKILLS

Technical Tools: SQL, Looker, SAP, NetSuite, AS400, Tipalti, Curve, Confluence, Jira, MediaBase, Claude Code, Gemini, LLM

Industry Knowledge: Royalty Accounting, Music Licensing, Mechanical Licensing, Publishing Administration, Contract Negotiation

Soft Skills: Strategic Planning, Client Management, Cross-Functional Leadership, Process Optimization

EDUCATION

Master of Science in Entertainment Business

2013

Full Sail University

Bachelor of Arts in Business Administration

2012

Morehouse College