

Who's Who In A&R At CAPITOL

INTRODUCTION:

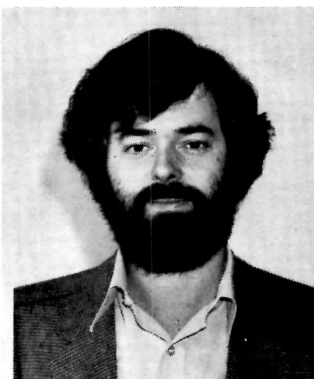
In examining A&R at Capitol Records it is interesting to note that, although each division (West Coast, East Coast, Nashville & Canada) are autonomous, there is considerable intra-office travel and communication. Each area is very much a part of the whole as the directors move freely between each other's offices, including Nashville and Canada.

Furthermore, in discussions with Rupert Perry, he stresses the relationship between A&R and Business Affairs and the considerable help both Bob Young, V.P. of Business Affairs, and Arny Holland, Director of Business Affairs, offer.

What follows is a brief rundown of the people who work in A&R for Capitol Records and a little background on each.

CAPITOL A&R — WEST COAST

RUPERT PERRY: V.P., A&R



THELMA LEEMANS: Secretary to Rupert Perry

Rupert started as a musician, whose first "job" in the music industry was in the background music library for Campbell-Conolly Music Publ'g. in England. In 1969, he moved over to help set up a publishing company for Radio Luxemborg, Louvingny Music, where he worked as Professional Manager until mid 1970. In Jan., 1971 he joined EMI L T, D. as personal assistant to the Group Director of Records, L.G. Wood. In May of '72, he moved to Capitol Records in the U.S. as Director of International A&R. Remaining with Capitol Records in the states, he was shifted to assist the Executive V.P. and Chief Operating Offices of Capitol Records, U.S. and from there moved to the position of General Manager of A&R under Al Coury. When Coury left to join RSO, Rupert was promoted to his present position as V.P. of A&R, responsible for R&B, Pop, Nashville and Canada.

In his present position, Rupert has been instrumental in establishing a cooperative and successful A&R team. In the words of Don Zimmerman, President of Capitol Records; "In the three years that Rupert has been Vice President of A&R he has exhibited what I believe is the finest leadership in the industry. He has helped develop a first rate A&R team, aware and sensitive to the needs of the international as well as domestic scene."

DR. CECIL HALE: V.P., A&R, Soul Division



SHERRY SMITH: Secretary to Dr. Cecil Hale

In January 1979, Dr. Hale came to Capitol Records from Phonogram, where he had been National Director of Album Promotion since June 1977. Between 1971 and 1977, he was Assistant Program and Music Director at radio station WVON in Chicago.

Born in St. Louis, Dr. Hale was raised in Chicago. He completed his undergraduate studies in radio and television communications at Southern Illinois University in 1967, and received his Masters from Washington, D.C.'s International University of Communications in 1975. Dr. Hale earned his Ph.D. in communications/marketing from Union Graduate School.

Dr. Hale is involved in many music industry and human rights organizations. He is a member of AFTRA, NARAS, BMA (Record Division Chairman), the National Business League, the NAACP, the Urban League and Operation PUSH.

Between 1973-75, he was National President for the National Association of Television and Radio Artists. He has received the National Award from CORE, the Fred Hampton Image Award and is listed in Who's Who in Black America. Dr. Hale also holds keys to the cities of Los Angeles, New Orleans and Nashville.

DAVID CAVANAUGH: V.P., A&R, Special Projects



ANITA MORGAN: Secretary to David Cavanaugh & John Palladino

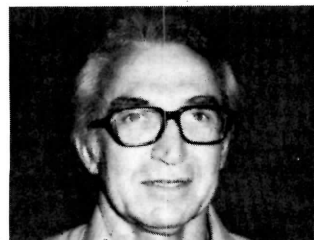
Now in his 29th year at Capitol Records, David has produced records and arranged and/or conducted for artists such as: Nat Cole, Dean Martin, Vic Damone, Peggy Lee, Benny Goodman & Woody Herman, to name only a few.

A professional musician at age 14, Cavanaugh worked as an instrumentalist and/or arranger with numerous well known bands both before and after World War II. His conducting career included performances at the Hollywood Bowl and a gala with Nat Cole in Monte Carlo sponsored by Princess Grace and the International Red Cross.

Presently, David is responsible for selecting from the Capitol catalog and preparing for reissue approximately 60 albums per year. He also works on the preparation of various film soundtracks and is a consultant for original cast albums of Broadway musicals.

David also produced some 700 selections for Time-Life Records in conjunction with Capitol Records for their successful series of *The Swing Era* and *As You Remember Them*.

JOHN PALLADINO: Director of A&R



In 1949, when Capitol opened its own studio, John was hired as an engineer. For the previous four years, he had been mixing Capitol product at an outside recording studio and was therefore well acquainted with the Capitol artist roster.

In 1958, he moved to the A&R Department and began converting the catalog into stereo. This included the re-recording of some of the more popular albums in stereo.

When Capitol moved into rock music, John worked as an in-house contact, or in some cases, producer, with such acts as: Steve Miller, The Band, Quicksilver Messenger Service, Sons of Champlin and Joy of Cooking.

Recently, Palladino has been involved in the production of albums for Navarro, Helen Reddy "Live", and Chip Taylor.

CAPITOL A&R — WEST COAST

BRUCE GARFIELD: Director, Talent Acquisition

NANCY MAAS: Secretary to Bruce Garfield



Although born and raised in N.Y., Garfield moved to L.A. in 1965 as an undergraduate in psychology at UCLA. However, in 1968, he left school to join Far Out Productions, first in merchandising and then gradually he moved into the artist development and recording area of the company under the guidance of Jerry Goldstein.

In 1970, Garfield joined independent record producer and Chisa Records chief Stewart Levine, working as Levine's assistant with The Crusaders, Hugh Masekela, Letta Mbulu and other artists belonging to the Chisa family.

In '72, Bruce became general manager as Charlie Greene's Eltek Music Companies. After a year in music publishing, he returned to production work with Stewart Levine in 1973.

Masekela and The Crusaders recorded for Blue Thumb Records, and in 1974, Garfield was asked by the label's president, Bob Krasnow, to direct Blue Thumb's just created Artist Development Department. Bruce remembers, "I worked extremely closely with Krasnow, Sal Licata and Tommy Lipuma. This was the most important learning period of my career."

Following Blue Thumb's sale to ABC Records in 1975, Bruce rejoined Far Out Productions as Director of Artist Development and was, among other things, responsible for bringing Ronnie

Laws to Far Out.

In March 1976, Garfield joined Capitol Records as National Publicity Director. By May '76, he was promoted to Director, Press and Artist Relations as his efforts to combine the two departments were successful.

This year he moved into A&R on the label's Director of Talent Acquisition.

BRUCE RAVID: Director, West Coast Talent Acquisition

JOANNE SWENSON: Secretary to Bruce Ravid & Richard Landis



Bruce worked for three years as Music Director for the radio station at the University of Wisconsin before accepting a position in promotion for Capitol Records. After three years of local promotion work in Chicago and Cleveland, Ravid spent two more years handling Midwest AOR promotions. In June of 1978 he joined the A&R staff to work in both domestic and international operations and Bruce is presently the A&R contact for Capitol's European roster. Furthermore, Ravid's first domestic signings should have product released this summer.

RICHARD LANDIS: Producer

A native New Yorker, Richard graduated the High School of Music and Art, the Manhattan School of Music, and studied arranging with Charlie Calello. He entered the recording industry as a musician/arranger. After spending a year as the pianist in the Spencer Davis Group, he recorded a solo LP for ABC/Dunhill Records.

He gave up a career as an artist to pursue a career as a producer/arranger, having produced such acts as Peter Allen, Bobby Vee, and David Soul.

Richard has been on staff with Capitol since 1976, and his recent Capitol productions include Desmond Child and Rouge, Crimson Tide and King of Hearts.

JOHN CARTER: Producer

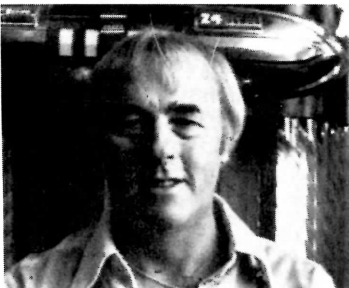
DONNA TULLIUS: Secretary to John Carter & Vince Cosgrave

As a youngster, John was an avid record collector and at age 13 he worked as a singles buyer for a neighborhood record store just for the fun of it. Years later, while living with a rock band, John wrote his first song called "Acapulco Gold." Recorded by Rainy Days on the UNI label, it was a relatively substantial hit. He followed shortly thereafter with "Incense & Peppermint" which was recorded by the Strawberry Alarmclock again for UNI, and was an even bigger hit.

Encouraged by this, John left the University of Colorado for L.A. to become a lyricist and producer. After a dry period, John moved to San Francisco and a gig as promo man for Atlantic records. He stayed with Atlantic from 1971 until '73 and eventually became Regional Promotion Director.

In approximately 1973, Carter was hired by Al Coury to join the Capitol A&R staff. Since that time, he has been instrumental in bringing such artists as Bob Seger, Bob Welch and Sammy Hager to the label. John's first production work was with Sammy Hager. He then produced "French Kiss" for Bob Welch and has recently completed two new albums for both Bob Welch and Sammy Hager respectively (both of which are now on the charts).

VINCE COSGRAVE: Director of Country A&R/Marketing



Cosgrave began his career in San Francisco as a disc jockey at various radio stations. After a four-year stint in the USAF, he returned to the Bay Area to manage a retail record shop, prior to many years in Independent Distribution as Promo/Sales Manager. In 1970, he moved to L.A. to join MCA Records, where, for the next seven years he moved from Field Sales & Promo Director to V.P. of Sales and then V.P. of Promotion. In 1977, he joined Capitol's A&R Department in his present capacity.

A life-long record collector, Cosgrave also actively collects antique cylinder and disc phonographs, 78 rpm jukeboxes, coin operated games and vending machines.

CAPITOL A&R — WEST COAST

TRACY STEELE: Director, A&R Administration

GAIL RAUCHMAN: Secretary to Tracy Steele

Originally from Minnesota, Tracy moved to New York and worked for a number of companies including Capitol Records. From the music business she worked for a short time in paperback publishing before moving to Denver and then L.A. In Los Angeles she took a position with her former N.Y. Capitol Records boss in A&R. Tracy gradually took on more responsibility until in May of 1978 when she was promoted to her present position.

Her duties now include, among other things, overseeing record and operating budgets, supervising and training the A&R secretarial staff, album and single scheduling and generally maintaining a smooth flow of operations.

DONA KILEEN: Supervisor, A&R Administration

A native Californian, Dona was heavily involved with music and theatre arts throughout her school years. Wishing to remain in the music business, she started at Capitol Records in June of 1973 as a cash receipt clerk in Accounts Receivable. In 1975, she joined the A&R department as Sessions Control Coordinator. She left for a year to work in a booking agency. Missing the fast pace of a record company, Dona returned to Capitol in November of 1977. In August of 1978, she became Supervisor of A&R Administration which is the position she currently holds. Dona is responsible for reviewing and monitoring session costs and payments, reconciling the A&R recording project budgets and preparing the Fiscal A&R recording budgets.

CAPITOL A&R — EAST COAST

MITCHELL SCHOENBAUM: Director, East Coast Talent Acquisition

DENISE UTT: Secretary to Mitchell Schoenbaum



Mitch was born and raised in N.Y. and attended Boston University while working as Retail Manager for Discount Records in Cambridge, Mass. In 1969, he returned to New York to become more involved in the creative end of the industry and worked full time for Jerry Ragavoy at the old Hit Factory. From there he moved into music publishing with a position at Chappell Music in October 1973. He began in the Copyright Department and then moved into the Professional Staff. He became Professional Manager and then General Professional Manager for Chappell and in that capacity, worked with such artists as: Savannah Band, Hall & Oates, Chuck Jackson, Marvin Yancy, etc.

From Chappell Music, Schoenbaum then moved to Atlantic Records in 1976 as Pop A&R, Product Manager before accepting his present position at Capitol in January 1978.

CAPITOL A&R — NASHVILLE

LYNN SHULTZ: V.P., A&R Nashville

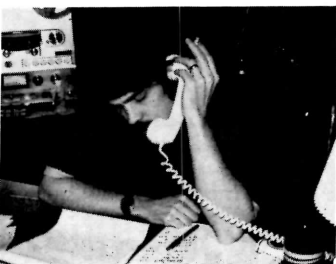
KAY SMITH: Secretary to Lynn Shultz & Chuck Flood



A native of Nashville, Lynn's first exposure to the music industry was as a teenager working at record "hops." In 1965, he joined Acuff-Rose Music Publishing in the Promotion's Department and continued working in promotion for such companies as RCA and United Artists until March 1976. At that time he was appointed as Director of Operations at United Artists Records, Nashville. Six months later U.A. broke both Crystal Gayle and Kenny Rogers as crossover artists while strengthening the career of Billy Jo Spears in the U.K.

In December 1978, Lynn accepted his present position at Capitol. He points out that the fact that he is not a producer lends a special flexibility to his A&R operations.

CHUCK FLOOD: Director Nashville Talent Acquisition



Chuck Flood joined the Capitol A&R staff in August 1977. His previous work in the music business included booking talent, personal management, and concert promotion. He was National Promotion Director of Warner Brother's Country division before joining Capitol in 1976 as head of Press and Artist relations for the Nashville office. Chuck's primary responsibility is the search for new talent, both Pop and Country. He also oversees the recording and career development of many of the newer acts on the Nashville roster and is currently co-producing the next Asleep at The Wheel album.

CAPITOL A&R — CANADA

DEANE CAMERON: Director, Canadian Talent Acquisition

JEANETTE EMETTE: Secretary to Deane Cameron



Although Deane began his career as a musician, in 1970 he joined Capitol Records, Canada, in the Promotion Department. Soon thereafter he moved to Daffodil Records as Product Coordinator, Promotion man and general liason. Deane spent 2½ years with Daffodil before joining GRT as Product Manager in 1973. Then in 1977, he rejoined Capitol as A&R Staff Assistant. In April 1978, Deane was appointed Manager of Talent Acquisition and by October he had been promoted to his present position as Director of Canadian Talent Acquisition.

CAPITOL ARTIST ROSTER

Aerial
 April Wine
 Asleep at the Wheel
 Peabo Bryson
 Caldera
 Glen Campbell
 Ian Carr
 Michael Clark
 Lee Clayton
 Natalie Cole
 Jessi Colter
 Billy "Crash" Craddock
 Crimson Tide
 Cherie & Marie Currie
 Kenny Dale
 Desmond Child & Rouge
 Raul DeSouza
 Lee Dresser
 Face Dancer
 Garfeel Ruff
 Alan Gordon
 Sam Hagar
 Freddie Hart
 Kitty Haywood

Eddie Henderson
 Dr. Hook
 Charles Jackson
 King of Hearts
 Carole King
 Klaatu
 Kraftwerk
 La Costa
 Cheryl Ladd
 Dennis Loccorriere
 Long John Baldry
 Lost Gonzo Band
 Louisiana's Le Roux
 Bobby Lyle
 Moon Martin
 Al Martino
 Max Webster
 Maze
 Mel McDaniel
 McGuinn, Clark & Hillman
 Steve Miller
 Mink DeVille
 Anne Murray
 Neville Bros.

Juice Newton
 Jack Nitzsche
 No Dice
 Original Texas Playboys
 Freda Payne
 Colleen Peterson
 Pousette-Dart Band
 Helen Reddy
 Terry Reid
 Minnie Riperton
 Ray Saywer
 Don Schlitz
 The Section
 Bob Seger
 Zbigniew Seifert
 The Shirts
 Bjorn Skiffs
 Sun
 Sweet
 Taste of Honey
 Tavares
 Chip Taylor
 Teaze
 The Tennesseans

Triumvirat
 Domenic Troiano
 Gene Watson
 Robert Welch
 Karen Wheeler
 Nancy Wilson

ARTISTS VIA EMI

Gonzalez
 Marshall Hain
 Gloria Jones
 Tom Robinson Band

AUSTRALIA

Little River Band

ANGEL RECORDS

Igor Kipnis
 Christopher Parkening
 Leonard Pennario
 Philadelphia Orch.
 Angel Romero
 Beverly Sills
 Henry Albert White
 Ransom Wilson

MAJOR PRODUCTION AGREEMENTS

Jack Nitzche - North Spur Productions

Frank Davies - Partisan Productions