

CHAMELEON MUSIC GROUP - INTRODUCTION

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The company was established in 1985 by Sounds Good Imports, which was the country's 3rd largest importer. Prompted by Congress's passage of the Parallel Import Law which disallowed the release of foreign product in the U.S. by artists already signed to an American label, Chameleon began signing domestic acts. At the outset the original owners, Richard Foos and Bob Marin, were principals at Rhino Records. In 1987 they convinced Stephen Powers to come in as president of the label.

Powers realized that Sound Good's independent distribution network was founded on imports and not properly equipped to handle new acts. He therefore negotiated a national distribution agreement with CEMA for appropriate artists in March of 1988. This established Chameleon as a two-tiered company: a label distributed by Capitol, and an independent distributor of smaller labels.

In February of 1989, Stephen Powers and two new partners, Dan Pritzker and Chuck Plotkin, took over ownership of Chameleon. With distribution and new financing in place, the label then became more competitive in signing such artists as Mary's Danish, Dramarama, and John Lee Hooker. Other critically acclaimed releases included albums by Walking Wounded, The Bonedaddys, Ecotour, Danny O'Keefe, New Marines, The Way Moves, and Precious Metal. Their indie distribution wing also released The Best Of Rodney On The ROQ, Indian Bingo, and Jerry Giddens, among others.

In August of 1989, Powers negotiated a Canadian marketing & distribution agreement with A&M Records and recently concluded an Australian agreement with Festival Records. He is currently closing similar distribution situations in Europe and Asia. In order to make all this happen and to insure continued success, Powers expanded his staff fivefold in 1989 as indicated in the bios that follow:

CHAMELEON STAFF

DANIEL PRITZKER - Chairman

A partner in the law firm of Pritzker & Pritzker in Chicago, Daniel is a member of an entrepreneurial family with numerous business interests. In 1983, he was the member of the MCA band Idle Tears. Four years later, after securing a law degree, he went to work for Chris Blackwell at Island Records before joining the family law firm.

CHUCK PLOTKIN - Vice-Chairman

Since 1978, Plotkin has worked regularly with Bruce Springsteen, mixing "Darkness On The Edge Of Town" and "The River" and co-producing each album since then. He has also produced albums for Bob Dylan and Bette Midler. Between 1974 and 1978, Chuck also worked as V.P. of A&R for Elektra/Asylum Records

STEPHEN POWERS - President



After graduating from MIT, Stephen returned to his home in Rockford, Illinois, to open Charlotte's Web, a performing arts center with music, theater, and a school of music all in the same building. Established in memory of his sister who was killed by a drunk driver when they were both in their teens, it became a major midwestern venue that is still thriving today. For the first year's anniversary Powers produced a promotional album showcasing some of the club's regular performers. This was the beginning of Mountain Railroad Records, which Stephen built into a substantial independent label. Mountain Railroad released some fifty albums, including works

by Steve Goodman, Tom Paxton, Bob Gibson, Pat McDonald (of Timbuk 3 fame), and Firetown.

Following a brief stint as a producer in New York, Stephen moved west as Director Of Entertainment for The 1984 Los Angeles Olympics. He was then hired as A&R Manager for Capitol Records where he remained for the next three years and learned the politics and economics of the commercial record industry. In 1987 he was hired as president of Chameleon Records and in 1989, with the help of two partners, Dan Pritzker and Chuck Plotkin, he bought the company.

ANDY FRANCES - Sr.V.P. / Marketing & Promotion



Most recently founder and manager of Adwater & Stir, a marketing and promotion consultancy whose clients included David Bowie and other superstars, Andy joined Chameleon in February of 1989. In a unique arrangement, he continues his responsibilities with David Bowie through Isolar Management while at Chameleon.

Previously, Frances has held such positions as Product Manager for RCA Records, Director Of Marketing and Artist Development for Millenium Records, and V.P. of Solid Gold-MCA Records. He has also been East Coast Artist Relations Manager for RSO Records as well as Senior Marketing Executive for Intellivision/Mattel Toys. It is also interesting to note that Powers and Frances first worked together in the early '70's when both were running popular Midwestern nightspots: Frances at Amazinggrace in Chicago and Powers at Charlottes Web in Rockford.

**BOB BROWN** - Executive V.P./ Finance & Operations

Prior to joining Chameleon in May of 1990, Bob spent four years as V.P. of Administration & Personnel for Capitol Industries, which included Capitol Records, CEMA Distribution, and all related companies. Before that, from 1980-85, he worked as Director of Organization Development for Dataproducts, a computer peripherals company.

**AL SANDA** - Chief Financial Officer

Al joined Chameleon in May of 1989 after having served as Studio Controller for Universal Studios, where he was employed for ten years. Prior to that he was Corporate Internal Audit Manager for 20th Century Fox Studios, as well as an auditor for a public accounting firm.

**BILL MEEHAN** - V.P./ Sales

One of the staff additions in May of 1989, Bill had previously worked as V.P. of Sales & Marketing at Island Records-Canada; Sales Manager in L.A. for RCA-Arista-A&M and RCA Associated Labels; Branch Manager for A&M-Canada; and Sales Manager for Phonodisc in Detroit.

**JACK HOPKE** - V.P./ Promotion

Also added to Chameleon's staff in May of 1989, Jack was originally from Teaneck, N.J., and began his career in radio as Program Director of WQBK-Albany. He held a variety of promotion and artist development positions at both RCA and Warner Brothers for seven years, then became National Promotion Manager at Windham Hill Records before joining Chameleon.

**TODD SKILES** - Dir. of Art & Creative Services

Skiles came to Chameleon in April of 1987 after of 1987 after two years as Art Director at Michel & Co. (a greeting card company), and several years as a freelance photographer and designer. He was promoted to his current position in April of 1989.

**BARBARA SHELLEY** - Dir. of National Publicity

Barbara was previously Director of National Publicity for Arista Records for seven years and an independent publicist before joining Chameleon in May of 1989.

**MELISSA HOWDEN** - Dir. of Production

Melissa joined Chameleon in Jan. 1990, after two years as Marketing and Distribution Director for Ferrero Films, an independent film production company based in San Francisco. Prior to that she spent a year as Road Manager for singer-songwriter Holly Near, who is now signed to Chameleon, and three years as Marketing and Promotions Director for Redwood Records, an independent label based in Emeryville, CA.

**SCOTT WEINSTEIN** - A&R Administration

Scott came to Chameleon in Jan. 1989, after having worked as General Manager and Chief Engineer for Chuck Plotkin Productions, where he ran Plotkin's studio, Clover Recorders. Weinstein was also the youngest instructor of audio engineering at L.A.'s University of Sound Arts.