
STEPHANIE K. HAY, ESQ.

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Stephanie Hay is a dynamic, results-oriented attorney with nine years of entertainment law firm experience. Adaptable team leader and college professor of entertainment law courses, she has a thorough knowledge of contract and intellectual property law principles in which she utilizes in the music, television/film and digital media industry. She is self-motivated, quick-thinking, flexible, and able to juggle multiple responsibilities while maintaining an unwavering attention to detail. Stephanie possesses the ability to prioritize, multi-task, problem solve, and strategically communicate matters in and outside of her expertise and passion for entertainment. Given the opportunity she is willing to relocate.

PROFESSIONAL EXPERIENCE

The Hay Law Group, P.L.L.C., Houston, TX

Owner & Principal Attorney, March 2013 – Present

- Negotiate and review on camera talent agreements with BET, MTV, Starz and FX networks while having a working knowledge of SAG-AFTRA agreement terms.
- Of Counsel for independent television/film production company. Responsible for intellectual property acquisitions and registration; negotiation of talent, director, and producer agreements.
- Conduct contract negotiations on behalf of artist and songwriter and address contractual breaches with recording labels such as Empire and Universal Music Group Recordings.
- Represent influencer talent in navigating sponsorship deals and non-disclosure agreements.
- Responsible for identifying, registering, and managing intellectual property rights; negotiating and drafting music licensing, production, talent and shopping agreements for independent television and film production companies.
- Experience working with concert promotion clients to review and draft talent agreements.
- Coordinate copyright and trademark registration, and enforcement on behalf of artists, record labels and talent.

Houston Community College, Houston, TX

Adjunct Professor- Music Business Department, February 2016 – Present

- *Survey of the Music Business*- responsible for students understanding of the music business systems, careers, standard practices, intellectual property ownership, music publishing, music licensing, music management and applicable contacts.
- *Legal Aspects of the Entertainment Industry*- responsible, through the use of case law and contract analysis, for providing students with a understanding of the legal concepts and practices that make-up the business aspects of the music, television and film industry.
- *Music Publishing* - responsible for providing students with an understanding of music publishing structure, operating standards and contracts, including but not limited to, self-publishing, licensing, contracts, administration, and royalty collections.

BPM Music Group, LLC, Houston, TX

General Counsel, June 2017 – May 2019

- Structure, draft and negotiate record company agreements, including, exclusive recording agreements, single deals, management agreements, music publishing agreements, content license agreements, confidentiality agreements, nondisclosure agreements, featured artist agreements, production agreements, performance agreements, physical and digital music distribution agreements and music licensing agreements.
- Responsible for managing and organizing album delivery requirements to ensure the album is cleared for timely release.
- Research, create, and update template agreements and terms to streamline drafting and negotiating process.

EDUCATION & STATE BAR MEMBERSHIP

Thurgood Marshall School of Law, Texas Southern University

J.D., Cum Laude, 2012

State Bar of Texas, 2012

Howard University

B.A. (Journalism), 2009

State Bar of Georgia, 2018

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

Board Secretary of Women in Film & Television Houston, 2021 • Immediate Past Chair of the Houston Community College Music/Entertainment Advisory Board, 2019 & 2020 • State Bar of Texas Entertainment & Sports Law Section, 2012 – Present • Texas Accountants & Lawyers for the Arts, 2013 – Present • Board Member of the Houston Bar Association's Entertainment & Sports Law Section, 2014-2016

REFERENCES ARE AVAILABLE UPON REQUEST.