

Stephanie H. Sales

Associate General Counsel, Pandora Media

Stephanie is Associate General Counsel at Pandora Media. A self-proclaimed “copyright nerd,” she has spent her legal career immersed in the complex world of music licensing, copyright quandaries, and contract negotiations with record labels and music publishers. She recently pivoted to the live event space and enjoys spending her days negotiating agreements with artists, managers, agents, music venues, and advertising sponsors.

Music-obsessed from an early age, Stephanie started her career managing small nationally touring indie rock bands. She went to law school at Santa Clara University and during that time, worked at the Electronic Frontier Foundation, as well as a boutique entertainment law firm in San Francisco. After graduating, she took a role as the primary music publishing attorney for InGrooves, a music distribution company that was recently acquired by Universal Music Group.

Stephanie has been fortunate enough to have worked with inspiring mentors throughout her career. She is passionate about mentoring other women and furthering a more diverse and inclusive music industry. She is currently re-establishing the Bay Area chapter of Women In Music, an international non-profit organization focused on advancing the awareness, equality, diversity, heritage, opportunities, and cultural aspects of women in the musical arts through education, support, empowerment, and recognition.

Stephanie spends her free time attending live music events and occasionally performs as the lead singer of a Bay Area rock band.