

# The Licensing Connection

A NEWSLETTER FROM THE U.S. COPYRIGHT OFFICE LICENSING DIVISION

## Season's Greetings!



PHOTO BY DAVID RICE

**Tracie Coleman**  
Licensing Division Chief,  
U.S. Copyright Office

The year was filled with an array of exciting challenges, opportunities, and accomplishments for the Licensing Division. On March 12, in response to the global pandemic, the division shifted to a maximum telework environment. Yet even in this time of uncertainty, and under the most unprecedented circumstances, the staff continued its responsibility of administering the various royalty and non-royalty statutory licenses to support the mission of the division and Copyright Office.

In addition to providing the same level of service to our stakeholders, I am pleased to announce some exciting news for 2021:

1. We will start uploading paper statements of account (SOAs) to [copyright.gov/licensing](https://copyright.gov/licensing).
2. We will unveil a revised Pay.gov option with the convenience of using a credit or debit card as a form of payment.

I am also pleased to announce that, for the third consecutive year, the division received an unmodified or "clean" audit opinion of the statutory licensing fiduciary asset financial statements.

As the Licensing Division finishes out the year, we want to thank all of you for your support as we stand alone, together.

**On behalf of the entire Licensing Division staff, I wish you wellness, health, peace, and joy in the coming year.**

## Senior Licensing Examiner Carol Garrett Retires after More than Thirty Years of Federal Service!

It is with great honor and gratitude that we announce the retirement of Carol Garrett after thirty-three years of service.

Carol joined the Library of Congress and the Copyright Office in 1987, where she worked in what is now the Receipt Analysis and Control Division, processing incoming and outgoing mail for the Office. From there, she transferred to Registration and Numbering and later the Performing Arts Division before finally joining Licensing, where she has remained a fixture for twenty-five years as an examiner and served twice as acting head of the Information Section.

Though she has had many accomplishments during her tenure, she is most proud that she worked her way up. The Performing Arts Division taught her how to examine claims, a skill that prepared her for her current role. She's never faced a challenge that could not be worked out or discussed. She believes that manual work helps build character and integrity; coming up through the ranks taught her that hard work was rewarded, and that if one keeps trying, they will reach their goals.

Beyond her official duties, Carol was also an active member of the Library community. Some of her fondest memories include representing her colleagues as a union steward, organizing events for Black History Month and the Library's Combined Federal Campaign charity program, and attending Register's conference meetings. These experiences gave her the opportunity to develop personal relationships with many of those colleagues and supervisors she met along the way, sharing births, deaths, weddings, retirements, and more with them over the years.

After she retires, she plans to spend her first six months at home doing nothing. Then she'll spend time with her mother, daughter, sister, and furry baby before doing some traveling and focusing on her hobbies of crafting, drawing, and decorating.

She has one thing to say to her colleagues:

**I hope everyone will really learn to enjoy life's journey. Always find "ME" time and make sure that you do something you enjoy every day. Also, I want you all to know that I've enjoyed working with everyone, and I pray that everyone receives the best that life has to offer them. Please take care of yourselves. Love, peace, and joy to you all!**

*From all of us in the Licensing Division, we wish Carol the best in retirement!*



Carol in the Office during her second year in the Licensing Division.



Carol from her home office.

PHOTOS COURTESY CAROL GARRETT

## Meet the New Fiscal Section Head: Maty Keita



PHOTO COURTESY MATY KEITA

Maty M. Keita started working at the Library of Congress in January 2018, where she began in the Fiscal Section of the Licensing Division as an accountant. In September, Maty was officially named Fiscal Section head in the Licensing Division after serving in the position in an acting capacity since December 2019. In her new role, Maty oversees the accounting, safeguarding, preparation, and interpretation of financial budgetary reports and investing functions of the division, as well as the distribution of statutory licensing royalties to copyright owners.

Since she joined the Office, Maty's used her undoubtable skill and experience to improve operations by revising and creating new financial policies and procedures. This has helped the Office better demonstrate to its stakeholders that it is a responsible steward of the over \$1.4 billion in fiduciary assets it manages and invests for copyright owners until the funds are ordered to be distributed by the Copyright Royalty Judges. Her background experience includes serving as accounting manager at FINCA International and FINCA Impact Finance in DC, as well as owning her own business, M. M. Keita, CPA, in Reno, Nevada, which provided oil and gas royalty accounting, among other financial analysis and reporting services.

Maty attended the Houston Community College System, where she earned her associate's degree in arts. She continued her education from there and earned her bachelor's degree in business administration with a minor in finance from the University of Houston and then her master of business administration with a major in accounting from the University of St. Thomas in Houston.

She is also a certified public accountant and has been awarded the AIPLA award in 2020 for outstanding individual achievement in the field of copyright.

Maty is excited about her new position and looks forward to improving financial standards and accountability. For the modernization process, she plans to further streamline various processes throughout the Office, saying, "In everything I do, I try to make sure that we're not only meeting but exceeding our goals and expectations as a team."

Maty has always wanted to work at the Copyright Office. "Copyright is everywhere," she told us. "It's part of our daily life, and I wanted to be able to add some value." She is still happy to be a part of the Office after working here for nearly three years. She says that the Office is like a family to her, with people who understand her and who have the same goals, working to excel and achieve them as a team.

At home, Maty considers herself a "soccer mom," watching her eleven-year-old daughter at games and tournaments around the region.

*In addition to our new chief—whose season's greetings message opened this newsletter—two other staff members have taken on new roles in their continuing service to the division.*

## Anna Munichkina: Licensing Financial Management Specialist

Anna has been with the Copyright Office since August 2018 after transitioning from an internship through the Hispanic Association of Colleges and Universities (HACU) with the Library's Office of the Chief Information Officer. In November, Anna was promoted to the position of financial management specialist for the Fiscal Section. Anna is excited about this new opportunity and looks forward to the challenges it brings.

Anna has been a valuable asset to the Copyright Office financial team and has worked on projects such as the Licensing Division statistics, cable throughput chart, preparation and recording of accounting

data, and e-filing project as well as the licensing filing fees, CRJ participation fees, and royalty fees collection and allocation process. Her contributions to the Office have been recognized, and she has been awarded the Special Achievement Award for her significant contributions to the 2019 Fiscal Year Unmodified Audit Opinion of the statutory licensing fiduciary assets financial statements for the August 1, 2019, through July 31, 2020, accounting period. She's also received the Special Achievement Award for commendable job performance during the period of October 14, 2019, through February 29, 2020. Her academic accolades also include



PHOTO COURTESY ANNA MUNICHKINA

*continued >*

Anna Munichkina

### *Anna Munichkina: Licensing Financial Management Specialist (Continued)*

the Delegate Sara Love Scholarship, Delegate Ariana B. Kelly Scholarship, Delegate Marc Korman Scholarship, Association of Government Accountants Scholarship, and the United Federation of Teachers Scholarship.

Anna attended Baruch College – The City University of New York (CUNY) in New York City, where she earned her bachelor's degree in finance with a minor in mathematics, and she will complete her master's degree in accounting and

financial management at the University of Maryland Global Campus in May 2021. This degree will prepare her for positions such as certified public accountant (CPA), certified government financial manager (CGFM), and any similar financial or accounting license or certificate.

Born in Uzbekistan, Anna's family moved to Siberia when she was ten and again to New York City when she was fourteen. Here, she would stay until she completed her bachelor's at CUNY and

finally moved to Maryland in 2017. She considers her internship at the Library of Congress a major turning point in her career and personal life and the start of many good things. She considers Maryland her permanent home yet still makes time to visit her family in New York for holidays. In her free time, Anna likes to paint with acrylics, draw portraits, and do hot yoga. She's also an avid math tutor.

## Lesa Jefferson: Senior Licensing Examiner

Lesa Jefferson's career at the Copyright Office began as part of a summer youth employment program in 1993. She would come back as a work-study student the following year before finally landing a permanent position in August 1996, where she started as a clerk-typist in the Clerical Support Unit of the Publications Section of the former Information and Reference Division. She was later promoted to clerk in the former Certifications and Documents Section and then went on to become a preservation technician in the Records Management Section before finally making her way to the Licensing Division in 2009 as a library technician in the Information Section. Lesa has since become integral to the division. Here, she worked with the cable and satellite companies, DART manufacturers, music groups, and the

public, answering inquiries about statutory licensing provisions in the Copyright Act. Lesa was responsible for updating and streamlining the division's website and information materials, transitioning the section and cable systems from a physical paper system to a digital system, managing the digitization of the division's records, and processing SOAs. In August of this year, she was promoted to senior licensing examiner, where she will examine the details of royalty and non-royalty licenses to maintain clarity between filers and the Copyright Office. Lesa continues to bring an extraordinary level of positive energy, efficiency, and professionalism to her new position.

Lesa was born in Hopewell, Virginia, to military parents who served in the Air Force; her mother as a drug and

alcohol abuse counselor and her father as a chief master sergeant. As a military child, she grew up all over the country before her family finally settled in DC. Outside of the office, Lesa spends time with her eight-year-old daughter, Nia, and family. Lesa is an avid movie fan with a particular penchant for horror films.



Lesa Jefferson

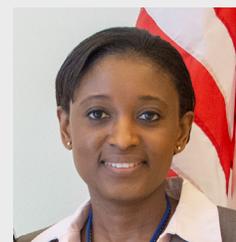
PHOTO COURTESY LESA JEFFERSON

## Two AIPLA Award Recipients from Licensing



We are pleased to announce that library technician Charles Griffin and Fiscal Section head Maty Keita have been selected as 2020 recipients of the AIPLA award. The American Intellectual Property Law Association (AIPLA) is a professional organization committed to furthering the copyright, patent, and trademark laws of the United States. The award recognizes outstanding individuals from both the U.S. Copyright Office and the U.S. Patent and Trademark Office who further the intellectual property systems of the United States.

**Congratulations to Maty and Charles!**



Maty Keita



Charles Griffin

PHOTOS BY STANLEY MURGOLO



## Licensing Welcomes LDP Fellow Kevin Hornberger!

Kevin joins us on a detail from the Library's Leadership Development Program. We asked him to reflect on his experiences in the Licensing Division so far.

### How long have you been at the Library?

In April 2021, I will have served in the Library for fifteen years.

### What does your current detail contribute to the Licensing Division?

My main focus is supervising staff from other divisions who are working on the card catalog renaming project, which is an aspect of the division's digitization project aiming to put catalog card records in a searchable digital space. I work closely with multiple divisions to balance their home assignments with Licensing Division assignments.

### How has your LDP experience helped you in your current detail?

The LDP gave me the tools necessary to manage projects and staff in a remote environment. All the preparation and training has equipped me with the strategies to ensure performance during these challenging times.

### Your detail began during the expanded telework period. Has your workflow been altered since, and how have you adjusted to those changes?

COVID has undoubtedly increased workloads and drastically altered how we perform our jobs. Training staff and communicating with a group were activities we took for granted when everyone was on-site. The virtual environment has challenged everyone to adapt quickly and strengthened the bonds of our staff.

### What are your future goals?

This is my first time supervising staff at the Library, and I find it to be a rewarding and challenging endeavor. My hope is to become a permanent supervisor in the near future.

### What's one fun fact people don't know about you?

I am an avid hunter and have been all my life. Growing up on the Chesapeake Bay, my family made our own duck and goose decoys. Recently, I learned that decoy designs can be submitted for copyright registration, and we are considering submittal.

## Federal Register Notices Pertaining to Licensing

### Cost of Living Adjustments, November 24

Cost of Living Adjustment to Public Broadcasters Compulsory License Royalty Rate  
[\[85 FR 74883\]](#)

Cost of Living Adjustment to Satellite Carrier Compulsory License Royalty Rates  
[\[85 FR 74884\]](#)

## Important Reminders for 2020/2

**SATELLITE:** The **\$725 filing fee per statement** in addition to the appropriate royalty fee is to be filed between **January 1 and January 30**, inclusive.\*

**CABLE:** The **filing fee (\$15 for SA-1, \$20 for SA-2, or \$725 for SA-3) per statement** in addition to the appropriate royalty fee is to be filed between **January 1 and March 1**, inclusive.\*

\* Please remit the royalty fee and filing fee in one EFT payment.

For more information visit our [website](#).

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Please take our survey here:  
[surveymonkey.com/r/LDcustomerfeedback](https://surveymonkey.com/r/LDcustomerfeedback)

## Out & About

Licensing Division staff may be available to attend, exhibit, or participate in upcoming activities—even virtually! Let us know your plans at [licensing@copyright.gov](mailto:licensing@copyright.gov).