

## Jennifer Justice

Barrier-Breaking Entertainment Attorney & Business Strategist; Former General Counsel & EVP, Roc Nation;  
Founder & CEO, The Justice Dept.

A force to be reckoned with and a powerhouse in the business and entertainment worlds, Jennifer Justice is a trailblazing entrepreneur and renowned entertainment executive who has made a name for herself by marrying art with commerce to launch and scale the careers and business portfolios of many of the world's chart-topping artists, female founders and C-Suite executives. Among a long list of accomplishments, she partnered with hip-hop icon and business mogul Jay-Z to build Roc Nation into one of the world's leading entertainment companies. In a career spanning more than two decades across music entertainment, media, tech and consumer retail, Justice has solidified herself among the most innovative business leaders who consistently create strategic impact, as well as a fierce champion for gender equality in the workplace ... and beyond.

Exclusively represented by Leading Authorities speakers bureau, Justice brings a wealth of business acumen and unique insights to any talk as she draws from her prolific career building the biggest brands in the entertainment world to growing and scaling revolutionary female founded businesses to negotiating massive executive compensation packages for women to share tangible strategies for establishing powerhouse businesses and capitalizing on opportunities to create high-revenue returns in any industry. She keeps audiences hooked with never-before-heard stories featuring power players in business and refers back to lessons learned from her experiences in the entertainment industry to show groups approaches they can adopt to re-think their businesses and create new avenues for success. As someone who was often the only woman in the room and had to work twice as hard to prove herself in a male-dominated industry, Justice also addresses topics related to the importance of equity and inclusion in corporate spaces.

For 17 years, Justice worked alongside Jay-Z as his personal entertainment attorney and was Beyoncé's personal attorney for a year as well. As Roc Nation's general counsel and executive vice president of strategic marketing and business development, she was instrumental in structuring the company's vision and growth and negotiated and closed lucrative new opportunities for Roc Nation artists and athletes, including Rihanna, Shakira, J. Cole, Kevin Durant, and Robinson Cano — to name a few. In 2019, she founded The Justice Dept., a business development, management, strategy, and legal firm that supports female entrepreneurs, executives, talent, brands, creatives, and entertainers (including legendary hip-hop duo Salt-N-Pepa) in building and maximizing their value across industries, including tech, consumer goods, finance, media, entertainment, and fashion. At the same time, she is the host of the fast-growing podcast, "Takin' Care of Lady Business," in which she interviews achievers, entrepreneurs, and high-level executives on various topics related to building businesses and overcoming challenges on the path to thriving in business and life.

In addition to being a seasoned board member and an angel investor for cutting-edge companies, including Miss Grass, Stance, and Yola Mezcal, Justice has been named a "Game Changer" by *Goop*, highlighted by *InStyle* as one of the "50 Badass Women Changing the World," *Worth Magazine's* Groundbreaking Women and featured in *Billboard's* "Women in Power" list three times. She is a regular presence in the media, having been featured on "TODAY," CNBC, *TheSkimm*, *Yahoo*, and the "Tamron Hall Show," and appearing as a regular contributor on NBC News. Justice remains a vocal advocate for people of all backgrounds in the workplace and continues to use her platform as a means to create more equitable spaces for all.