



**Gary Churgin**  
**President and CEO**  
**Harry Fox Agency**

Gary L. Churgin was appointed the President and CEO of the Harry Fox Agency, Inc. (HFA) in January 2001. His main focus has been to transition the 80-year-old company to take advantage of new technologies and business practices to provide the best quality music licensing services to its affiliate publishers and music distribution clients in the changing music marketplace.

Since Churgin joined the company, HFA has expanded its offerings, adding licensing for online subscription services, lyrics, ringtones, digital background music, Express Live, and more to its primary business of mechanical licensing. HFA's critical role in the digital music arena was recognized by the music industry trade magazine Billboard in their 2006 "Digital Music Power Players" list – HFA was the only publishing-related entity to be included.

Over the past several years, through a collaborative effort with publishers and licensees, HFA has transformed its technology systems and business processes, adding new online applications for publishers and licensees through a new registered user area of [www.harryfox.com](http://www.harryfox.com). Along with his senior management team, Churgin has led the drive to create organic, ground-up change in the organization, making it more client-focused, improving the interaction and communication with HFA's almost 35,000 publishers and tens of thousands of licensees, to better accommodate the needs of everyone from small, home-based businesses to multi-national corporations.

Churgin is also active representing HFA and its affiliate publishers globally, serving on the Management Committee for BIEM, the international organization representing mechanical rights societies. HFA currently has reciprocal agreements with over 30 rights societies that collectively represent over 95 territories around the world.

Churgin came to HFA with over twenty years in banking and management, with specific expertise in e-commerce, sales, operations, administration, and change management. He joined HFA from Citibank, where he had held numerous roles, the last as Director of Electronic Bill Presentment and Payment at Citibank's e-Business. Before joining Citibank, Churgin was Vice President and Director of Information Systems at Edward S. Gordon Company. He also held several positions in a management capacity for the City of New York.

Churgin has an M.P.A. from the Wharton School, University of Pennsylvania, and a B.A. from Washington & Jefferson College. He and his wife Amy live in New York City with their two daughters.