



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 nearly 85-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, interactive streaming, tablature, lyrics, ringtones, digital background music, Express Live, and more to its primary business of mechanical licensing. 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 harryfox.com. For the past three years, HFA's state-of-the-art technologies have been recognized on the prestigious *InformationWeek 500: Relentless Innovation* list.

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 over 46,000 publishing clients 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 100 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. He was a team leader of the technology group responsible for the redesign of Citibank's global risk reporting. This project required him to manage technologies all over the world. 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. He earned a B.A. from Washington & Jefferson College, and now serves on the institution's Board of Trustees. In 2010, Churgin graduated from the Leadership Music program, an educational organization designed to nurture a knowledgeable, issue-oriented community of music industry professionals. He and his wife Amy live in New York City with their two daughters.