



Al Pedecine
Senior Vice President and Chief Financial Officer
Harry Fox Agency

Alfred C. Pedecine is Senior Vice President & Chief Financial Officer for the Harry Fox Agency, Inc. (HFA). Named CFO in 2001, Pedecine is responsible for the overall financial functions of the company, including financial reporting, planning and cash management, as well as the royalty compliance area. He introduced and implemented the concepts of proactive collections and of conducting royalty compliance exams on a more frequent basis to obtain HFA publisher royalties on a more current basis, which has helped the company perform well year-over-year despite the downturn in the recorded music industry. In 2008, HFA collected almost \$307 million for its publishers, with over \$20.8 million of that from royalty compliance examinations. Pedecine reports directly to HFA President and CEO Gary Churgin.

Before joining HFA in 1999 as Senior Vice President, Distribution and Collections, Pedecine was Vice President Finance & Administration at the Def Jam Music Group. Prior to that, he ran his own management consulting practice that supported a range of companies, from start-ups to billion-dollar industry leaders, where he was able to leverage his more than 20 years as both a corporate financial executive and an independent auditor. Pedecine has extensive experience in the entertainment industry, having served as the Senior Vice President and CFO of the EMI Records Group, Vice President Finance & Administration at PolyGram Group Distribution, Vice President, Controller at PolyGram Records and as Vice President and Controller at Arista Records. He was also the Corporate Controller at Russ Berrie and Company, a leader in the impulse gift industry listed on the New York Stock Exchange.

Pedecine began his career at Price Waterhouse, where he conducted recurring audits of clients in entertainment, shipping and manufacturing as well as acquisition and divestiture reviews and litigation support. A CPA who graduated from Lehigh University, Pedecine is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants. He and his wife Ginger, along with their four sons, reside in New Jersey.