



Stephen Rhodes Promoted to Vice President, Distribution, Reporting and Licensing Technology

May 1, 2006 – The Harry Fox Agency, Inc. (HFA), the premier U.S. mechanical licensing organization, announced today that Stephen Rhodes has been promoted to Vice President, Distribution, Reporting and Licensing Technology.

Stephen joined HFA in 2002, and in the past four years, has led such key initiatives as the reengineering of HFA's financial systems, the conversion of over \$45 million in royalty payments on paper to electronic reporting, the development and implementation of HFA's proprietary search technology, Matchmaker. He has also represented HFA in industry standards groups such as Mi3P.

“Stephen's deep knowledge of the music industry and his strong professional relationships have been a key driver to many of our technology-based business improvements,” said Gary Churgin, President & CEO, HFA. “This will continue to be critical as we continue to look for more ways to improve efficiencies and develop non-traditional opportunities to create revenue for our publishers.”

“Technological innovation is a key enabler for the music publishing industry and HFA stands at the forefront providing new and unique products and solutions for its clients,” said Rhodes. “It is truly an exciting time to be working with music publishers as non-traditional technologies and business models provide new revenue sources for the industry.”

Prior to joining HFA, Stephen held a number of positions in the financial, technology and digital content systems management areas at the Universal Music Group, the last as Senior Director, Digital Content Management. Before joining UMG in 1994, Stephen was a Senior Consultant at Accenture Consulting. Stephen has an MBA from New York University's Stern School of Business with a double major in Information Systems and Management, and a B.S. *summa cum laude* from the University of Notre Dame.

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About HFA

Established in 1927 by the National Music Publishers' Association, HFA represents over 28,000 music publishers for their U.S. mechanical licensing needs, issuing licenses and collecting and distributing royalties. HFA also provides collection and monitoring services to its U.S. publisher clients for music distributed and sold in over 75 territories around the world. For more information about HFA, or to become an affiliate publisher or a licensee, see www.harryfox.com.

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