The San Fernando Valley Business Journal is proud to announce the CFO/HR Professionals of the Year Awards. This event honors finance and human resources professionals in the San Fernando, Conejo, Santa Clarita, Simi and Antelope valleys.

Nominees for the awards appear on the following pages.

**Awards Reception**
Wednesday, June 12, 2019 • 11:30AM - 1:30PM
Hilton Woodland Hills
6360 Canoga Avenue, Woodland Hills, CA 91367

To purchase tickets, please visit sfvbj.com/bizevents

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Congratulations to all of the CFO & HR Nominees!

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On Wednesday, June 12, the Business Journal will honor standout Chief Financial Officers and Human Resource professionals in our Valley area. These are executives who are increasingly crucial to our organizations, and we are pleased to honor their notable work. Nominees for awards are on the following pages. The awards lunch will be from 11:30 a.m. to 1:30 p.m. at the Hilton Woodland Hills hotel. We hope you join us at this inspirational event as we show our gratitude to our important CFO and HR leaders.
NOMINEES FOR CFO/HR AWARDS

JON BARRETT  
Kahn Media Inc.

DEVIN BERNARD  
Amgen

STEVEN BINIDER  
Mannkind

DONNA BOSWELL  
Flavor Producers

PEGGY BRADY  
Eichberg Associates, Inc.

SHIRLEY CAMERON  
Child Care Resource Center, Inc.

NADINE DE ANDA  
Cabeau

KRISTINA DE LA VEGA  
California State University, Northridge

SCOTT DRESSLER  
Brutzkus Gubner Rozansky Seror Weber LLP

DARREN HERNANDEZ  
City of Santa Clarita

LEE HUEY  
Valley Community Healthcare

LIZ KOSTOPOULOS  
Picore International

JOHN LINDEMAN  
Calavo Growers of California Inc.

MARTY LOUIE  
Manoukian 

SANDI MALMQUIST  
Gothic Landscape

PHIL MARSHALL  
Galpin Motors Inc.
NOMINEES FOR CFO/HR AWARDS

MICHAEL MATZNER
illi Commercial Real Estate

KEN MENAGER
Bernards Bros, Inc.

STEPHANY MORRIS-NELSON
Mount Sinai Memorial Parks and Mortuaries

RAPHAEL PARIS
Scorpion

ROY PASCO
Grossman Burn Centers

ROBERT PURCELL
Paysafe

LAURA AZZALINA RIGALI
ILLUMINATE

NELLI SARAD
Daleno Inc.

ORKIDEH SHAHIDI
SADA Systems

ALANA SOTRI
California Resources Corporation

JANNINE TEJEDA
PCI Construction

DIANE THORSSELL
New Horizons-Serving Individuals with Special Needs

SARA VIGELAND
The DLC Group

JAE YU
Jam City
Treasury and Finance Professionals Garnered 3.5% Raises on Average in 2018

The 2019 AFP Compensation Survey revealed that the typical executive-tier bonus increased 23% from the previous survey.

Treasury and finance professionals earned an average 3.5 percent base salary increase in 2018, according to the 2019 Association for Financial Professionals Compensation Survey. Executive and management-tier professionals enjoyed raises of 3.2 percent and 3.6, respectively, while staff garnered a 3.5 percent raise, according to the new report.

Nearly 70 percent of all employees were awarded bonuses in 2018; that figure is essentially unchanged from the year before. Executives’ bonuses increased 23 percent, possibly due to receiving greater salary hikes from incentive compensation instead of traditional pay increases.

Fully 61 percent of organizations awarded bonuses based on operating income/EBITDA targets.

CAREER ADVANCEMENT
More than 3,500 treasury and finance professionals took part in the survey. When asked about upward mobility and career advancement the criterion respondents cited most often was “increased job responsibility” at 86 percent. Other factors include:
- Contribution to profitability (69 percent of respondents)
- Earning a professional certification such as AFP’s Certified Treasury Professional or Certified Cash Manager (36 percent)
- Earning a MBA or other advanced degree (30 percent).

TALENT GAP
When asked about critical job competencies and talent gaps, the skill respondents cited most was “strong analytical skills” at 53 percent followed by “leadership and people management” (57 percent). However, 57 percent believe financial professionals lack leadership and people management skills and one third say their colleagues are wanting in strategic and innovative skills.

“The 2019 AFP Compensation Survey underscores the contributions treasury and finance professionals make to their organizations,” said Jim Kaitz, president and CEO of AFP. “Yet the survey also reveals a skills gap. Treasury and finance professionals need to invest in their careers to stay relevant, especially in this age of digital disruption."