Winners and sponsors of the Business Journal's CFO / HR Professionals of the Year Awards: (Bottom row, from left) Miklos Ringbaure, representing CalCPA; Odeh Haddad of Beacon Resources, representing winner Sara Vigeland of the DLC Group; Shirley Cameron of Child Care Resource Center; Robert Purcell of Paysafe Payment Processing; Steven Binder of MannKind Corp.; Jon Barrett of Kahn Media; Roy Pasco of Grossman Burn Centers; and Alana Sotiri of California Resources Corp. (Top row, from left) Danone Simpson of Montage Insurance Solutions; Orkideh Shahidi of SADA Systems; Kristina de la Vega of California State University – Northridge; Victor Berrellez of U.S. Bank representing winner Ken Menager of Bernards Bros.; and Charles Crumpley, publisher of the Business Journal. (Not pictured or represented: Lee Huey of Valley Community Healthcare; John Lindeman of Calavo Growers of California; and Michael Matzner of Illi Commercial Real Estate.)
Letter from the Publisher

Welcome to the San Fernando Valley Business Journal’s CFO and HR Awards special supplement, in which we celebrate the efforts and achievements of the region’s leading stewards of all things finance and personnel.

On Wednesday, June 12, 2019 at the Hilton Woodland Hills, the San Fernando Valley Business Journal paid homage in person to some of the most accomplished CFOs and HR professionals in the Valley area. We recognized the important work of CFOs as financial stewards in public, private and non-profit organizations from a diverse cross-section of industries. We also honored outstanding HR professionals from a similarly diverse selection of businesses.

Every successful company in the Valley owes a tremendous debt of gratitude to the Chief Financial Officers and Human Resources leaders of their respective businesses, each of whom plays a key role, not only in the success of their companies, but in the success of the Valley financial community and regional workforce as a whole. So to all the terrific CFOs and HR Pros receiving our annual recognition, we say thank you and congratulations!

Sincerely,

Charles Crumpley
Editor and Publisher
CFO OF THE YEAR: LARGE PUBLIC COMPANY

JOHN LINDEMAN
Calavo Growers of California

B. John Lindeman has been the Chief Financial Officer and Corporate Secretary of Calavo Growers, Inc. since August 01, 2015. Prior to joining Calavo, Lindeman served as Managing Director at Sageworth Trust Company. Prior to joining Sageworth, Lindeman served as Managing Director at Janney Montgomery Scott from August 2009 to March 2015. Prior to joining Janney, Lindeman served as Managing Director at Stifel Nicolaus from December 2005 to August 2009 and as Principal at Legg Mason from October 1999 to December 2005. Prior to joining Legg Mason, Lindeman was Manager at PricewaterhouseCoopers LLP.

Under Lindeman’s financial stewardship, Calavo Growers, Inc. is a global avocado-industry leader and an expanding provider of value-added fresh food serving retail grocers, foodservice, club stores, mass merchandisers, food distributors and wholesalers worldwide. The company’s Fresh segment procures and markets fresh avocados and select other fresh produce, including tomatoes and papayas. The Renaissance Food Group (RFG) segment creates, markets and distributes a portfolio of healthy, fresh foods, including fresh-cut fruit, fresh-cut vegetables and prepared foods. The Foods segment manufactures and distributes guacamole and salsas.

CFO OF THE YEAR: EMERGING PUBLIC COMPANY

STEVEN BINDER
MannKind

Steven Binder is the Chief Financial Officer for MannKind Corporation, where he has full responsibilities for leading MannKind’s finance, accounting, and investor relations organization on a global basis. He has over 25 years of experience in the healthcare industry. He most recently spent four years at Stryker Corporation, a leading global medical technology company where he served as Vice President and Chief Financial Officer for Stryker’s International Group, based in Singapore.


Binder received a B.S. degree in Accounting and Business Administration from Muhlenberg College and is a Certified Public Accountant.
Together We’re Stronger

Our mission is to further your mission with Dedication, Service and Integrity while protecting your assets and giving back to our community.

Congratulations to all of the CFO & HR nominees and winners!

- Employee Benefits
- Property Casualty
- Workers’ Compensation
- HR Consulting
- TPA Services

818.676.0044  I  MONTAGEINSURANCE.COM  I  CA License #0F30734
**CFO OF THE YEAR: LARGE PRIVATE COMPANY (TIE)**

**KEN MENAGER**  
Bernards Bros. Inc.

Ken Menager has served as controller and then as CFO of Bernards Bros. for nearly 26 years. Over this time, his contributions to the company include being instrumental in the conversion to an ERP system, from a less complex general ledger system. He also spearheaded the implementation in the transition of the company from privately held ownership structure into an employee-owned company.

Menager has designed and implemented the company’s set of internal controls, policies and procedures. He created a structure for financial reporting which is both practical and compliant within an ever-changing GAAP and Dodd-Frank structured world. He also grew the accounting department from a from a only a few people to full staff of 17 people and manages it successfully and efficiently. Menager has helped the founding shareholders to grow the company throughout the years and to transition the ownership structure successfully and prepare the company to continue on into the 21st Century. Through many of his efforts, Bernards has grown from a “mom-and-pop” construction company to a nationally recognized general contractor. Menager has played a significant role in its continued growth.

Menager’s experience as a controller in construction and international real estate informs his management of the company’s financial functions and strength. He maintains Bernard’s banking, investment, bonding and other professional relationships to achieve strategic goals. He also supports all departments in meeting their own strategic goals and provides ongoing training for the professional development of his departmental staff.

**ROBERT PURCELL**  
PaySafe Payment Processing

Robert Purcell joined Paysafe in June 2018 through the acquisition of iPayment by Paysafe. He brings a wealth of financial and leadership experience across multiple disciplines. Over the past several years in the payments industry, Purcell has led, completed and integrated business and portfolio acquisitions, completed two debt-for-equity exchanges, and refinanced several rounds of debt, all of which contributed to approximately 30% growth in firm value. Most recently, he was instrumental in the $1 billion sale of iPayment to Paysafe.

During Purcell’s initial two years at iPayment, he led the company through seven financial restatements and supported the DOJ, SEC, and IRS in the building of their case against former executive who embezzled funds. Purcell rebuilt the entire finance and accounting organization while simultaneously remediating control deficiencies. Most recently, he led iPayment through two unprecedented debt for equity exchange offers and several refinancings which allowed iPayment to reduce $500 million of debt from 9x leverage to 5x leverage. This financial engineering provided approximately $45 million in additional liquidity annually and positioned iPayment to deliver on its promise to merchants and partners.

Most recently, in June 2018, Purcell was instrumental in the $1 billion sale of iPayment to Paysafe Group. In the subsequent months following the acquisition, he was promoted from iPayment CFO to CFO Payment Processing North America leading an organization of over 500 individuals generating gross revenues in excess of $2 billion and EBITDA of $300 million, growing over 20% year-over-year. In the most recent year, he has delivered synergies in excess of $20 million and integrated four disparate organizations.
The DLC Group congratulates the winners and nominees of the 2019 San Fernando Valley Business Journal's CFO and Human Resources Professionals Awards

www.DLCGroup.com
Call us today!
(818) 595-3200
CFO OF THE YEAR: EMERGING PRIVATE COMPANY

MICHAEL MATZNER
illi Commercial Real Estate

Michael Matzner is the Chief Financial Officer at illi Commercial Real Estate, joining the team in November of 2014. Matzner has worked in Property Management for over 30 years. When Matzner joined illi CRE in 2014, the company was managing a total of 23 properties. He has been a key player in increasing the company’s Property Management portfolio over four times that amount. His expertise in CAM Reconciliation has found errors and "hidden" money for several of illi’s newly acquired clients. Matzner has become a trusted professional to the company’s landlords, owners and fiduciaries. Matzner has created a solid team of bookkeepers, accountants and controller. At his leadership, his team has created a productive and effective method of communicating with ownership, solving discrepancies and finding solutions. He readily offers his guidance and experience, to support his team’s individual goals for success.

Prior to joining the team at illi, Matzner worked for 25 years at a local property management company as a controller, and developed an excellent reputation working with clients throughout varied states. He has a strong work ethic and is loyal, dependable, trustworthy, and highly regarded by his friends and colleagues.

CFO OF THE YEAR: NON-PROFIT

LEE HUEY
Valley Community Healthcare

Lee Huey is responsible for all financial, facilities, and operational facets of Valley Community Healthcare, a Federally Qualified Health Center (FQHC) with three locations. He also prepares a $20 million annual budget for primary care, dental, and optometry along with annual capital and maintenance budget. Huey has been VCH’s CFO since May 2014, bringing a breadth of experience to his position. He has been instrumental in maintaining fiscal stability during a period of intense growth for Valley Community Healthcare. Under his guidance, the agency budget has grown from $15 million to over $25 million for this next fiscal year. Along with that budgetary growth, VCH has opened new sites, calling for development of budgeting systems for both agency wide and location-based ledgers. Huey has guided agency acquisitions and revenues, held the line on expenses and managed significant capital improvement projects.

Prior to joining VCH, Huey served as an accountant, general manager, and controller for both for-profit companies and human service agencies. His expertise encompasses budget development; expense analysis and minimization; board relations; 990 preparations; banking and investment negotiations; and building and capital improvement project management. He holds a Bachelors of Business Administration – Accounting from Boise State University, as well as an active CPA license.
ACCOUNTABLE.

EXPERT ACCOUNTING & CONSULTING SERVICES YOU CAN COUNT ON.

• Attestation
• Tax Preparation Consulting
• Business Management
• Back Office & Fractional Controller/CFO
• Litigation Consulting
• Forensic Accounting
• Insolvency Consulting

Let us help. Contact one of our professionals today.

818.532.1020
www.gtllp.com • info@gtllp.com
WINNERS

CFO RISING STAR

ROY PASCO
Grossman Burn Centers

During his more than 10 years as a financial industry executive, Roy Pasco has excelled as a top financial steward for the Health Care and Technology industries. His open management and hands-on style have enabled him to play a key role in the companies he has been part of. Throughout his career, he has consistently demonstrated results in putting in financial systems and controls that drive year-over-year revenue increases, improve operational fitness, and support strong profitability.

For the last five years, Pasco has worked at Grossman Burn Centers, where he has, in that short time, made a significant impact. He was brought on to integrate the financial operations of five affiliated entities with revenues totaling more than $10 million. In this capacity, he has been instrumental in building financial infrastructures and standardizing accounting procedures across companies to a unified profitable whole. He is also a passionate advocate for formulating forward thinking strategic plans around issues affecting business health and profitability, executing tactical plans, and driving companies forward into the new millennium.

Since taking over the reins of finances for Grossman Burn Centers, Pasco has revamped and implemented a new budget system as part of forecasting and planning initiative; currently meeting original objective of increasing management visibility. He has improved monthly financial close transitioning from 12-day to 5-day closing schedule. He also has served in a key role in the introduction, installation, and integration of new accounting system and successfully migrated existing data into new system while bringing books into compliance with general accounting standards.

HR EXECUTIVE OF THE YEAR: LARGE PUBLIC COMPANY

ALANA SOTIRI
California Resources Corp.

Alana Sotiri is Vice President of People Operations at California Resources Corporation. She has been with the company since its spin-off from Occidental Petroleum Corporation in 2014. Sotiri began working at Occidental Petroleum in 1988, where she held positions of increasing responsibility in benefits administration, compensation planning, talent development and human resources.

With over 30 years of experience in the human resources field, Sotiri has been instrumental in developing a collaborative and entrepreneurial culture at CRC and in ensuring that CRC’s workforce reflects the strength of California’s unique diversity. Under Sotiri’s leadership, CRC’s People Operations group has developed a number of programs including feedback and coaching programs resulting in increased performance of CRC’s managers and employees, future leader development programs to foster the growth of high-potential employees, and community outreach programs partnering the company with organizations in communities where CRC’s employees work and live.

In 2014, CRC spun off from Occidental Petroleum, a large oil and gas and chemical company with a global footprint. As a more focused company with operations exclusively in California, CRC needed a different culture, focused on agility, innovation and a more entrepreneurial mindset. Sotiri, CRC’s human resources leader, has played a central role in fostering this cultural and organizational shift as a tireless champion of CRC’s diverse workforce. She has worked closely with functional and operational leaders to significantly change the organizational design of the company, pushing both accountability and decision-making authority deeper into the organization. She has also led the effort to build mentoring relationships, career ladders and leadership training to provide challenging and rewarding work experiences for CRC employees.
WINNERS

HR EXECUTIVE OF THE YEAR: LARGE PRIVATE COMPANY

ORKIDEH SHAHIDI
SADA Systems Inc.

As Director of People Operations, Orkideh Shahidi leads the HR functions of SADA Systems through leadership, differentiated talent models and building a culture of engagement, agility and innovation. She joined SADA in 2012 and has been instrumental in overseeing its growth. She believes that a company with strong values that gives employees autonomy is crucial in today’s workforce.

During Shahidi’s tenure she has transformed the function, culture and impact of People Operations across the company to support its business goals and strategies as well as the needs and aspirations of its employees. She is directly responsible for the all People Operations programs that support SADA’s growth. Shahidi and her team established invaluable benefit programs that earned SADA a “Best Places to Work” honor.

Shahidi has strategically crafted a dynamic work environment through various events organized by “Culture Club” such as happy hours, charity events, an annual kickball game, and SADA’s holiday party, just to name a few. SADA offers a wide range of competitive benefits such as 401k matching, catered lunch daily, unlimited PTO, professional development reimbursement, profit sharing, competitive insurance such as health, disability insurance, life, dental, vision, flex spending accounts, employee assistance programs and travel assistance program. One of the newest additions to the employee perks is the SADA omelet station provided to employees every other Friday.

Shahidi is always looking to the future and is currently working on expanding the employee wellness program to include onsite chefs to promote healthy and economic eating for busy professionals.

TOGETHER WE ARE A CALIFORNIA RESOURCE

As the state’s largest oil and natural gas producer, California Resources Corporation (CRC) safely provides ample, affordable and reliable energy for California by Californians. We are proud to work with many local San Fernando Valley organizations to help build vibrant communities.

Congratulations to 2019 HR Professional of the Year Alana Sotiri for exemplifying our company’s values of Character, Responsibility and Commitment.
HR EXECUTIVE OF THE YEAR: EMERGING PRIVATE COMPANY

SARA VIGELAND
DLC Group

Sara Vigeland has over 14 years of experience in finance and accounting recruiting, supporting organizations that have ranged in size from the Fortune 1000 to early stage startups. Her ability to recruit the best and most qualified F&A professionals, regardless of level, has helped DLC Group grow tremendously.

Prior to joining DLC, Vigeland spent five years at Tatum where she held the position of National Recruiting Director supporting the CFO. Before Tatum, she held senior recruiting roles at Corporate DNA, Deloitte, Bank of America and Ameriquest Capital Corporation. She holds a dual Bachelors degree from the University of California, Irvine in Social Psychology and Criminal Law.

HR EXECUTIVE OF THE YEAR: NON-PROFIT (TIE)

SHIRLEY CAMERON
Child Care Resource Center

Shirley Cameron manages the Child Care Resource Center’s (CCRC) Human Resources function for the agency’s 900+ employees across 32 locations in both Los Angeles and San Bernardino Counties. With more than 25 years of experience in the field, she has successfully led the strategic direction and execution of Human Resource strategies that support organizational goals while maintaining compliance and mitigating risks. Throughout her career, she has led the organizations she serves through leadership coaching, employee relations, organizational development, performance management, as well as business acquisition and integration.

In 2010, Cameron joined CCRC, which allowed her to combine her HR knowledge and experience with her passion for children and educational background in Child Development. As the Vice President, Chief Human Resources Officer, she currently oversees organizational development, employee relations, training, staffing, benefits, budget, and workers’ compensation. She is a member of the Executive Management Team and a key driver of the agency’s strategic direction as well as the development of organizational programs that include recognition, health and wellness, employee development through training, safety and business continuity.

Since joining CCRC almost 9 years ago, Cameron’s job has grown from Director of Human Resources to Vice President and Chief Human Resources Officer due to a combination of growth of CCRC from 400 to nearly 1,000 employees and her leadership in moving CCRC from a mid-size non-profit mindset to a professional, large business mindset has been vital to the agency’s success.
HR EXECUTIVE OF THE YEAR: NON-PROFIT (TIE)

KRISTINA DE LA VEGA
CSUN

Kristina de la Vega is an innovative human resources leader, who is driving a positive work culture for California State University, Northridge (CSUN) as Associate Vice President of Human Resources. She oversees a team of more than 40 HR professionals who are responsible for recruiting, retaining and supporting the CSUN workforce of more than 4,800.

She joined the university in 2011 as Director of Employee Relations, overseeing CSUN’s employee and labor relations functions, as well as the Professional Development and the Employee Assistance Programs. She assumed the Associate Vice President of HR role in late 2013. Through her leadership, CSUN’s Department of Human Resources advances the mission and vision of the university and contributes to student success. Her team partners with Divisions and Departments across the campus, providing resources, advice, and management of critical topics and policies. She celebrates employee achievements, awards, and recognition and champions work-life integration and wellness.

CSUN is the 12th-largest public sector employer in Los Angeles County, and de la Vega is often at the heart of the university’s efforts to attract, retain and engage its employees in service of student success. She is a trusted colleague and advisor who demonstrates a combination of technical expertise, strategic vision, and authentic collaboration and teamwork. She leads by example and is a positive influence for both her HR team and colleagues throughout campus. She is also a driving force in the integration of leadership principles into the employment life cycle of campus administrators. She believes in and models the pivotal role of the administrator in the experience and engagement of faculty and staff.
Jon Barrett joined Kahn Media seven years ago as an account executive, working his way up over time. It became clear after a few years that while Barrett was strong in PR, his true strengths were in the finance and operations side of the business, so he transferred to an operational role. He then rose to his current position, where he now oversees all HR, AP, and finance and manages the accounting, bookkeeping and legal teams and vendors that support Kahn Media. He has been tremendously successful in this role, helping the company achieve record growth, pivot from breaking even to profitability, and managing lean operations without any significant HR issues.

When Barrett began running the finance side of Kahn Media, all of the company’s billing was on paper, it had no active AP or P&L data, and it had been barely breaking even for several consecutive years. By implementing real-time online tools to manage HR, AP, bookkeeping, finance, invoicing and P&L generation, Barrett was able to immediately pivot the company by providing real-time intelligence on everything from cash burn to expenditures to real client hour burn rate versus hours billed. This allowed the company to shift its hiring and staffing strategies, reduce the use of freelancers to almost zero, and show significant profit within one year.

In short, the company is the biggest and most profitable it has ever been as a direct result of the systems Barrett implemented and the recommendations he made as head of HR and Finance.
Congratulations!

Shirley Cameron
Vice President &
Chief Human Resources Officer,
Child Care Resource Center

San Fernando Valley
Nonprofit Human Resources Professional of the Year!

Shirley Cameron leads all of Child Care Resource Center’s human resource functions for the agency’s 900+ employees across 32 locations in both Los Angeles and San Bernardino Counties. With more than 25 years of experience in the field, she has successfully directed and executed complex human resource strategies to support the nonprofit’s organizational goals while maintaining compliance and mitigating risks.

818-717-1000 | www.ccrcca.org
Nearly 200 people attended the CFO / HR Awards luncheon June 12 at the Hilton Woodland Hills hotel.

Victor Berrellez of U.S. Bank accepts award on behalf of Ken Menager of Bernards Bros. Inc.

Presenter Danone Simpson of Montage Insurance Solutions, left, with winner Shirley Cameron of Child Care Resource Center.

Dak Gilinsky, left, of the DLC Group, with winner Steven Binder of MannKind Corp.

Presenter Miklos Ringbauer representing CalCPA, left, presents award to Alana Sotiri of California Resources Corp.

Roy Pasco of Grossman Burn Centers accepts his award.

Winner Jon Barrett, left, with Dan Kahn, both of Kahn Media.

Orkideh Shahidi of SADA Systems walks to the podium after being announced as a winner.

President Dianne Harrison, left, with winner Kristino de la Vega and Colin Donahue, all of California State University – Northridge.

Robert Purcell of Paysafe Payment Processing, left, gets his plaque from Business Journal Publisher Charles Crumpley.