

PHILLIP HASHA

Profile: Senior Real Estate Executive

Outstanding track record of positioning businesses for sustainable growth, orchestrating successful turnarounds, establishing operational excellence, and instituting fiscal accountability.

Distinguished career providing strategic direction and operational leadership in start-up, mature, and turnaround environments. Expert in creating vision, identifying opportunities, driving revenue growth, and improving profitability. Inclusive leader and consensus builder with proven success in rallying people around corporate vision, mission, goals, and objectives. Noted for proactive approach to problem solving and expertise in anticipating and addressing potential issues before they arise.

- > "...Phillip is someone who makes things happen - and does so in a way that looks out for the best interests of all parties involved, not just that of his firm." ~ Cathy Luke, President of Loyalty Development Group, Inc.
> "I've known Phillip for nearly three years and he has impressed me as one of the brightest, driven and talented individuals I've met. In my previous career as a naval officer which culminated in command of a Los Angeles-class fast attack submarine here in Hawaii, I worked with hundreds of the country's brightest and most driven individuals. Compared to that group, Phillip's talents and drive put him easily at the top; he's that good. In my current career in commercial real estate investment at The Shidler Group, I work with top real estate and finance professionals around the country. Phillip's acumen and understanding of complex development and finance issues rank at the top of the country's best." ~ Charles Harris, Partner, The Shidler Group.
> "...he does not get easily shaken. Regardless of the situation, good or bad, Phillip stays the course, adjusts on his feet as needed, and keeps things moving forward...his straight-forward and honest approach to business deals quickly gains the confidence of everyone involved, including investors..." ~ Ryan Takaki, Chairman of The Redmont Group

AREAS OF EXPERTISE INCLUDE:

Strategy, Planning & Execution - Organizational Restructuring - Turnaround & Change Management
Deal Structuring & Negotiations - Policy & Procedure Optimization - Commercial Real Estate Management
Client Consulting & Relationship Management - Bank/Investor Relations - Budgeting/Financial Management

Professional Experience

THE REDMONT GROUP, LLC; Honolulu, HI
Principal and CEO

October 2012-Present

Co-founded start-up commercial real estate company. Direct all company operations, encompassing business development, sales and marketing, transaction structuring and negotiations, client consulting, human resources, and financial management. Lead team of 13 direct reports across seven divisions.

- Established and grew firm to generate more than \$2M in annual revenues.
• Secured around 1M SF of real estate and \$65M+ in assets under management by developing firm's property and asset management divisions complete with comprehensive property management system.
• Structured and executed deal to acquire large portion of well-respected, long-standing valuation company.
• Obtained 27.1% IRR and 1.72 equity multiple on 38-unit apartment complex within 30 months.
• Spearheaded more than \$30M in acquisition, lease procurement, and redevelopment projects in 12 months.
• Spearhead growth of Architecture and Construction Management Division to handle the design and CM of Acura of Honolulu, Alert Alarm of Hawaii, Island Movers, Hawaii National Bank, Enterprise Rent-a-Car and the Army Core of Engineers

DIRECT SUPPORT RESOURCES, INC.; Honolulu, HI

January 2012–October 2012

Director of Finance

Recruited to direct all financial administration, business planning, and budgeting in alignment with company's overarching strategic plan. As second in authority to CEO, led team of 30+ direct reports in 100-employee organization. Worked with finance staff to ensure financial records were maintained according to GAAP. Managed cash flow, forecasting, and accounting. Led preparation and approval of all financial reporting materials, metrics, and statements. Built and maintained banking relationships and made critical equity/capital-structure decisions.

- Transformed division from three years of financial losses to attain 140% increase in net income and fuel 42% increase in company net income by restructuring staff, creating performance incentive programs, establishing sales targets, growing revenue 12%, and leveraging real estate experience to reduce operating expenses by 5%.
- Collaborated with owner and CEO to set organizational strategy and financial policy/direction as integral member of senior leadership team. Aligned budget planning, cost controls, and division financial management with company strategy and long-term goals.
- Steered organization in one cohesive direction by reviewing, assessing, and recommending improvements to finance, HR, and IT procedures, processes, and administration.
- Provided employees with highly competitive benefits packages by evaluating/overseeing all negotiations.

HASHA APPRAISAL & CONSULTING SERVICE, INC.; Birmingham, AL

December 2007–December 2011

Certified General Commercial Real Property Appraiser

Valuated commercial real estate properties, including office, shopping center, general retail, light and heavy industrial, multi-family, subdivision, church, and vacant land, for local lending institutions. Conducted absorption studies, data and information analysis, demand analysis, demographic analysis, highest and best use studies, market analysis, retrospective values, and supply and demand analysis.

- Valued \$500M+ in commercial assets over five-year period, with 40% YoY revenue growth and \$120K+ in appraisal assignment fees for 2009 alone, ranking as second highest producer in office of seven appraisers.
- Recognized as one of youngest professionals in state history to earn Certified General Appraisal License.

ERA KING REAL ESTATE COMPANY, INC.; Vestavia Hills and Anniston, AL

September 2010– December 2011

Commercial Real Estate Sales Agent

Drove commercial real estate sales revenue by securing property listings. Collaborated with fellow sales agents to determine highest and best use, as well as suggested list price for commercial properties.

- Ranked as top-producing commercial sales agent among more than 120 peers with \$16M+ in commercial properties listed.
- Located and structured lease of 8,600 SF, \$860K commercial property for company relocation.

Education

AUBURN UNIVERSITY - Executive Masters of Real Estate Development
 AUBURN UNIVERSITY - Bachelor of Science in Business Administration, Major in Finance

Honors and Awards

2017 SBA Young Entrepreneur of The Year Award
 2015 Forty under 40 Rising Business and Community Leaders - Pacific Business News
 2015 Pacific Edge Magazine Best New Business Finalist
 2011 MIT The CASE Competition - Auburn University Elected Representative
 2010 Appraisal Institute Education Trust (AIET) AI Designation Scholarship
 2010 Certified Commercial Investment Member (CCIM) National University Alliance Scholarship

Current Community Service

Chair of the Board - Voyager Public Charter School
 Chair Properties Committee - University Avenue Baptist Church
 Membership Chair - Entrepreneur Organization Hawaii
 Co-Vice Chair - Echelon Board - Salvation Army of Hawaii

Current Professional Licenses

State of Hawaii - Certified General Appraisal License - CGA-1158
 State of Hawaii - Principal Broker's License - RB-22109