

**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 October 2012-Present  
**Principal and CEO**

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 60+ employees.

- Established and grew firm to generate more than \$10M in annual revenues, across five different subsidiaries.
- Established *Workplay*, a coffee and cocktail lounge, grossing more than \$1.3M in annual revenues Y1
- Structured \$55M Acquisition and Ownership of \$55M Office Building Acquisition in Honolulu
- Obtained 27.1% IRR and 1.72 equity multiple on 38-unit apartment complex within 30 months.

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.**

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**Education**

**AUBURN UNIVERSITY - Executive Masters of Real Estate Development**

**AUBURN UNIVERSITY - Bachelor of Science in Business Administration, Major in Finance**

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**Honors and Awards**

- 2019 - NAJOP Kukulū Hale Award for Top Commercial Redevelopment under 40,000sf**
- 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**

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**Current Community Service**

- Vice Chair - Hawaii Community Development Authority (HCDA)**
- Membership Chair - Entrepreneur Organization Hawaii**

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**Previous Community Service**

- Co-Vice Chair - Echelon Board - Salvation Army of Hawaii (18)**
- Chair of the Board - Voyager Public Charter School (17-18)**
- Chair Properties Committee - University Avenue Baptist Church (17)**