



Gary Hibma

Gary Hibma has 30 years of experience serving in financial and operational leadership roles in conceptual, start-up, and mid-sized organizations in diverse industries such as manufacturing, distribution, building products, metal fabrication, maritime, appliance manufacturing, food and beverage, transportation, and construction. He contributed to the success of each company as a senior management member, developing business strategies, implementing cash management techniques, managing multiple M&A transactions, targeted cost reductions, increasing operational efficiencies, revamping internal procedures, improving systems, and leveraging technology.

Gary holds a BS in Accounting and an MS in Management Sciences from California State University – Long Beach School of Business.

Key Leadership Accomplishments

Gary partnered, as the financial lead, in a manufacturing organization which acquired and merged 5 companies over a six-year period creating a \$160 million manufacturing firm. While in this position he negotiated and secured financing, organized financial and risk management, and co-authored a sales and marketing plan which led to a tripling of revenues and a project backlog of \$40 million. He also led the conversion of a manual finance/accounting and production planning approach to engineering and design specifications into a bill of material, costing, and ERP software system for an appliance manufacturer/distributor. In addition, he re-organized the financial, risk management and accounting functions of a property management firm, shrinking the department from 50 to 18 personnel, re-set department goals, and reorganized the financial reporting and budgeting functions, generating annualized savings of \$60 million.

Summary

- Chief Financial Officer, Controller
- Start-up and turnaround Strategies
- Mergers & Acquisitions
- Financial & Risk Management
- Financial Planning & Reporting
- Treasury
- Strategic & Capital Planning
- Debt Restructuring
- Bank Negotiations
- Operations Management