

CFO

SELECTIONS

Rich Hybner

Qualifications Summary

Rich Hybner is a highly experienced and versatile executive who combines an entrepreneurial skill set and solid financial training to achieve excellent results in both complex organizations and turn-around situations. He is a hands-on leader with the ability to establish a clear vision of financial and operational goals and develop corrective strategies while developing strong relationships with employees.

Professional History

CK Media, LLC	CFO/COO	2008 - 2010
Residential Asset Management LLC	COO – Operations, Finance, and Administration	2006 - 2007
Razor Media LLC	CFO	2005 - 2006
Gannett Pacific Publications	Director of Finance & Operations	2004 - 2005
Wall Street Journal/Dow Jones & Company	CFO/Domestic Print Publishing	1999 - 2004
The Publishing & Media Group	Senior Consultant	1996 – 1999
Ziff-Davis Media	Director of Revenue Planning & Analysis	1992 - 1996
Reader's Digest Association, Inc.	Group Controller, Business Manager	1984 - 1992
	Business Analysis Manager	
	Magazine Production Manager	
	Director of Financial Reporting	
	Internal Auditor/Financial Analyst	

Accomplishments

- Assisted in two separate successful IPOs including the establishment of regulatory reports, due diligence summaries, valuations, financial disclosures to external auditors and investment bankers, and audited financial statements.
- Extensive experience with leadership of accounting functions in large public and private companies: supervised a cumulative total of 200 GAAP compliant monthly accounting closes, 20 quarterly analyst calls, 18 successive quarters of SEC reporting adherence and 10 annual year-end external audits and sign-offs. Managed finances and operations of 65 separate product lines or units on cumulative basis.
- Improved bottom line profitability in multiple companies by leading initiatives to both increase revenue and reduce expenses. At one firm, created sales commission and incentive plans which added \$175 million in revenue with a net reduction of \$25 million in cost. Collectively, improved operating income of entities or units managed over time by 52%.
- Teamed with CEO of a struggling media company to orchestrate a thorough operational review and reengineered the existing business to course correct losses. Developed a comprehensive strategy for turnaround and glide path for profitability so as to allow for the sale of company. Turnaround was successful and enterprise was sold, after significant negotiations, to outside parties at a multiple of 4x revenue.
- Negotiated contracts with cumulative values in excess of \$500 million, and managed capital expenditure activities in excess of \$5 billion.
- Extensive experience in leadership of Sarbanes-Oxley compliance exercises.
- Successfully built a finance team from the ground up, establishing all procedures including credit and collections, cash management, and staff reporting lines. Selected and implemented new G/L system.

Licenses / Education

- MBA, CPA Track/Finance, Lubin School of Business, Pace University
- BA, St. Michael's College