

## Speaker Biographies and Contact Information



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Jeffrey S. Baird, Esq., is Chairman of the Health Care Group at Brown & Fortunato, P.C., a law firm based in Amarillo, Texas. Mr. Baird represents pharmacies, HME companies and other health care providers throughout the United States. He works closely with governmental agencies. Mr. Baird has authored numerous articles and is a frequent lecturer throughout the country. He serves on the Medtrade Education Advisory Board, the AAHomecare Regulatory Council and the AAHomecare Payer Relations Council. Mr. Baird earned a B.B.A. from the University of Iowa and received his law degree from the University of Tulsa College of Law. Mr. Baird is Board Certified in Health Law by the Texas Board of Legal Specialization.



**Bonnie E. Bond, CPA, MBA CPA, Sykes & Co. P.A.**  
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Bonnie E. Bond is a CPA, I\|IBA and shareholder with Sykes & Co. P.A. - The accounting firm for successful independent pharmacies across the U.S. Bonnie works with new retail independent pharmacy clients and assists them with the start-up and transition of their pharmacies. Bonnie helps clients set up systems that provide trustworthy numbers when they need them-whether that means high-level overviews or detailed daily information. She helps clients understand where they stand financially and the steps they can take to get where they want to go. She has experience in tax preparation for both individuals and corporations, as well as financial statement preparation and reviews and is involved in every aspect of pharmacy accounting, including tax and business advisory needs of pharmacies and their owners.

Bonnie is a member of the American Institute of Certified Public Accountants and the North Carolina Association of Certified Public Accountants. She received her Certified Public Accountant certification in 2010 and received her B.S. in Accounting from North Carolina State University and her I\|IBA from East Carolina University.



**Jonathan G. Marquess, PharmD, CDCES, FAPhA, CEO, The Marquess Group**

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Dr. Jonathan Marquess is Vice President of the Academy of Independent Pharmacy for the Georgia Pharmacy Association. In this role, he promotes economic viability and security for Independent Pharmacies. In addition, Marquess and his Pharmacist wife, Pam are the owners of Community and Long-Term Care Pharmacies in Georgia. Before assuming his current position, Dr. Marquess was Vice President of Clinical and Professional Affairs for APCI and a Clinical Professor of Pharmacy Practice at Mercer University School of Pharmacy in Atlanta.



**Bobby Glaze, Pharm.D., Loan Officer, First Financial Bank**

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Before joining our lending team, Dr. Bobby Glaze was an independent pharmacy manager and community pharmacist. He understands the day-to-day aspects of running a pharmacy and business. Bobby enjoys learning the story behind his client's pursuit of pharmacy ownership and the store they are purchasing. His experience as a pharmacist will benefit his clients in becoming successful pharmacy owners. Outside of being a loan officer, he owns a small business and loves spending time with his wife and their three pets.



**Ryan Riviello, Vice President, South Region (LA, OK, AZ, NM, TX)**

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Ryan has been helping independent pharmacy owners run their businesses efficiently since 2009. Ryan's previous role as an Inside Sales Manager allowed him the opportunity to help customers understand their purchases and rebates, as well as provide program support and industry insights to help them be successful business owners. Ryan led the process of multiple startup pharmacies and has assisted with numerous store acquisitions. Whether it's buying, selling or starting a pharmacy, Ryan's extensive experience working with independent pharmacies makes him a valuable asset to your ownership aspirations. Prior to joining McKesson, Ryan spent four years working in finance. Ryan graduated from Penn State University with a Bachelor of Science in Marketing and Management.

Ryan's success in supporting and guiding pharmacists through their day-to-day operations, in addition to his finance background, makes him a valuable asset in assisting those interested in making their ownership goals a reality. Ryan's success in supporting and guiding pharmacists through their day-to-day operations, in addition to his finance background, makes him a valuable asset in assisting those interested in making their ownership goals a reality.



**Ollin B. Sykes, CPA, CITP, CMA President, Sykes & Company, P.A.**

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Ollin B. Sykes is a Certified Public Accountant in the state of North Carolina and South Carolina. He received his Certified Public Accountant's certification in August 1975 and his Certified Management Accountant Certification in April 1980. He was also awarded the Certified Information Technology Professional (CITP) designation by the American Institute of Certified Public Accountants in August 2009. Since 1984, Ollin has served as president of Sykes & Company, P. A., 11 northeast North Carolina regional accounting firm with national exposure specializing in accounting, tax, and financial advisory services for independent retail pharmacies. He is intricately involved in all aspects, of the business, with intense concentration in tax, accounting, and management and advisory assistance for hundreds of independent retail pharmacies, pharmacy transitions, and start-ups nationwide.



**Gabe Trahan, Former NCPA Senior Director of Store Operations and Marketing**

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In his role as Former NCPA Senior Director of Store Operations and Marketing, Gabe Trahan has worked with hundreds of community pharmacies of all sizes to help them improve their images and ultimately boost front-end profits.

From conducting in-store and virtual consultations to presenting at educational workshops and writing extensively on front-end retailing, Gabe has established himself as the leading expert in effective and innovative front-end design and merchandising.



**J. Scott Weaver, R.Ph, Vice President of Pharmacy, PRS Pharmacy Services**

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In his more than 35 years with PRS, Scott has overseen the acquisition and startup of over 250 pharmacies nationwide. Most recently he has positioned PRS Brokerage Services as a nationwide leader in guiding buyers and sellers through every step of Pharmacy Ownership Transition.

Scott received his BS in Pharmacy from Philadelphia College of Pharmacy and Science. He is a member of the National Community Pharmacists Association (NCPA) and the Pennsylvania Pharmacists Association (PPA). He has obtained certification as a Pharmacy Regulatory Specialist and as an Accredited Business Broker. He has authored or contributed to articles that have appeared in Progressive Grocer, Grocery Headquarters, PBA Health, and its annual, Nonfoods Handbook.



**Hashim Zaibak, PharmD, Hayat Pharmacy**

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Dr. Zaibak started his career as a Pharmacist in 1999 after graduating from the University of Illinois-Chicago. With over fifteen years of experience, he has seen the industry from multiple vantage points. Hashim is the owner of Hayat Pharmacy in Milwaukee, Wisconsin and runs 17 pharmacies. Aside from Hashim's experience, he is well known as a helpful educated medical counselor. He dedicates time to giving health education presentations and teaching patients proper medication administration.

Dr. Zaibak has over six years of experience as a Clinical Instructor to help train pharmacy students from six pharmacy schools in the Wisconsin and Illinois area (Concordia University, Rosalind Franklin University, University of Wisconsin, University of Illinois, Midwestern University, and MCW School of Pharmacy). As recognition of Hashim's excellent service to the community, he was named the 2014 Pharmacist of the Year by Pharmacy Development Services and Health Mart's 2014 Pharmacy of the Year.