

John K. Paglia, Ph.D., MBA, CFA, CPA, NACD.DC

Professor of Finance; Independent Board Director; Audit Committee Chair; Advisor to Startups and Venture Capital Funds; Speaker; Author



Dr. John K. Paglia, a tenured Professor of Finance at Pepperdine University's Graziadio School of Business (PGBS), is an experienced administrative leader, independent board director, audit committee chair, advisor, consultant, angel investor, and financial expert. Dr. Paglia currently sits on two public company boards (NASDAQ: SLP and Nasdaq: ALMU) where he also chairs the audit committees and is a designated financial expert, and is an advisor to a number of startups. At Pepperdine, he sits on the advisory board of the Most Fundable Companies Competition and recently served as senior associate dean, where he oversaw the Graziadio business school faculty, support staff, and strategic business school initiatives. Prior to that appointment, he served PGBS in a number of other leadership roles, including inaugural executive director of the Institute for Entrepreneurship, associate dean for part-time programs, director of accreditation, chair of the accounting and finance department, and founding director of the Pepperdine Private Capital Markets Project. Collectively, Dr. Paglia has logged twenty-five years as a professor, including fifteen years in academic administrative roles, and over fifteen years in corporate governance as a board director for public, private, and not-for-profit entities.

A recognized expert on the topics of small business financing, business valuation, M&A, and financing and deal trends, Dr. Paglia has delivered over fifty industry presentations, including more than a dozen keynote addresses, at key investment banking, private equity, accounting, small business, exit planning, and valuation events. He was also honored with several awards including the "Industry Titan" award by the National Association of Certified Valuators and Analysts, the "Thought Leader of the Year Award" by the Alliance for Mergers & Acquisitions Advisors and Grant Thornton, and the "Excellence in M&A Award" by the Association for Corporate Growth. He was also awarded with a consultancy contract with the Library of Congress Federal Research Division as a private equity and venture capital expert to conduct research on the economic impacts of the Small Business Administration's Small Business Investment Company (SBIC) private equity program and subsequently provided expert testimony in front of US Congress on SBIC program operations. His research has received extensive media coverage in The Wall Street Journal, CNBC, USA Today, Businessweek, TIME, Bloomberg, Reuters, Inc., Forbes, Entrepreneur, MSNBC, ABC News, Huffington Post, Crain's New York, The Los Angeles Times, The Washington Post, Financial Times, The New York Times, and many other news and media outlets.

His research has been published in a number of academic and practitioner journals and cited in congressional testimony and Small Business Administration (SBA) reports. Dr. Paglia holds a Ph.D. in business administration (major area: finance), an MBA, a B.S. in finance, and is a Certified Public Accountant, Chartered Financial Analyst, and NACD Certified Director.

ADMINISTRATIVE/ACADEMIC POSITIONS AT PEPPERDINE UNIVERSITY (2000 – PRESENT)

Senior Associate Dean, Pepperdine Graziadio Business School, Pepperdine University (July 2018 – December 2021). *In this role, I was responsible for approximately 100 full-time faculty members, another 30-50 adjuncts (per term), and a dozen staff members with an operating budget of over \$20 million. I also oversaw department chairs and academic centers, including faculty oversight of our (then) #26-nationally-ranked Online MBA program, academic affairs staff, eLearning group, and Accreditation and Assessment.*

Executive Director, Institute for Entrepreneurship, Pepperdine Graziadio Business School, Pepperdine University (January 2017 – December 2017). *In this role, as inaugural executive director of the Institute for Entrepreneurship, I oversaw pre-launch initiatives around entrepreneurial education, business incubation, and venture funding with a vision to help student entrepreneurs launch and accelerate their business ventures while receiving an academic degree.*

Associate Dean, Pepperdine Graziadio Business School, Pepperdine University (January 2014 – December 2016). *In this role, at its height, I oversaw a staff of more than 30 with operating budgetary oversight of over \$10 million, including several academic programs, our school-wide marketing and communications function, recruitment and program administration for approximately 1,300 students, executive education, and online programs. I led an increase in our part-time MBA rankings from #61 to #29 nationally.*

Director of Accreditation, Pepperdine Graziadio Business School, Pepperdine University. (April 2013 – December 2014). *In this role, I was responsible for leading our AACSB accreditation function, including preparing the Continuous Improvement Review report (under the then-new 2014 standards) that led to our AACSB reaccreditation in 2015.*

Department Chair, Accounting and Finance, Pepperdine Graziadio Business School, Pepperdine University (August 2013 - December 2013). *As department chair, I was responsible for mentoring and managing the affairs of the Accounting and Finance Department, which included approximately 25 full-time faculty members.*

Co-Chair, Vision 2020 Strategic Planning Task Force, Pepperdine Graziadio Business School, Pepperdine University. (August 2011 - January 2012). *In this role, I was responsible for leading the strategic plan update process with a primary focus on finding new revenue sources for the business school.*

Founder and Director, Pepperdine Private Capital Markets Project, Pepperdine Graziadio Business School, Pepperdine University (2007 – 2013). *In this role, I created a series of industry surveys for small and mid-sized businesses as well as other participants in the funding ecosystem, produced reports, provided expert quotes and story ideas to online and print media partners, spoke at key industry conferences and events, launched a Certificate in Private Capital Markets executive education program, engaged with donor prospects, and developed strategic partnerships.*

Faculty Rank and Promotions: **Professor of Finance** (2016 to present), **Associate Professor** (2008-2016), **Assistant Professor of Finance** (2000-2008), Pepperdine University.

EDUCATION

Doctor of Philosophy in Business Administration, University of Kentucky, Lexington, KY
Major Area of Study: Finance; Graduated May 2000

Master of Business Administration, Gannon University, Erie, PA
Major Area of Study: Business Administration; Graduated January 1996

Bachelor of Science, Gannon University, Erie, PA
Major: Finance; Graduated May 1990

LICENSES AND CERTIFICATIONS

Certified Public Accountant (CPA), California Board of Accountancy (2008 – present)

Chartered Financial Analyst (CFA), CFA Institute (2007 – present)

NACD Directorship Certified (NACD.DC), National Association of Corporate Directors (2020 – present)

Angel Capital Association (ACA) Angel University Program Certificate, 2022

InBIA Entrepreneurship Center Management (ECM) Certificate Program, (3 of 4 courses taken)

Other licenses and certifications previously earned (currently inactive or expired):
Accredited in Business Valuation (ABV), Accredited Senior Appraiser (ASA), Certified Business Appraiser (CBA), Certified Financial Planner (CFP), Certified Fraud Examiner (CFE), Certified Financial Manager (CFM), Certified Management Accountant (CMA), Professional Risk Manager (PRM), Financial Risk Manager (FRM).

HONORS AND AWARDS

- 2016— *Industry Titan*, National Association of Certified Valuators, and Analysts
- 2016— *Private Equity and Venture Capital Expert*, Library of Congress
- 2012 – *Middle Market Thought Leader of the Year Award*, AM&AA & Grant Thornton
- 2011 – *Tom Hopkins Award for Excellence in M&A*, ACG 101
- 2011 – *George Award*, Pepperdine Graziadio School
- 2009 – Denney Research Professorship, Pepperdine University

- 2007 – Julian Virtue Research Professorship, Pepperdine University
- 2006 – Pepperdine University Research Award
- 2006 – Provost Grant for Research
- 2002 – Pepperdine University Research Award
- 2002 – Team Grant for Developing “Financial Aid IQ” DVD
- 2001 – Research Award, Graziadio Fund for Excellence
- 2000 – Beta Gamma Sigma Outstanding Finance TA, University of Kentucky

MEDIA PLACEMENT AND QUOTES

As a recognized expert on small and mid-sized businesses, I have contributed quotes and/or content to well over 150 articles that have appeared in The Wall Street Journal, Forbes, USA Today, BusinessWeek, NY Times, and others.

UNIVERSITY TEACHING EXPERIENCE

Pepperdine Graziadio Business School, Malibu, CA

Professor of Finance, 2016 - present

Associate Professor of Finance, 2008– 2016

Assistant Professor of Finance, 2000–2008

- MBA Investments
- MBA Managerial Finance
- MBA Private Capital Markets
- MBA Capital Markets
- MBA Managing Financial Institutions
- MBA Financial Statement Analysis
- MBA Business Valuation
- MBA Mergers and Acquisitions
- MBA Financial Risk Management
- EMBA Financial Controls and Strategic Issues in Corporate Finance
- EMBA Applied Strategic Research Project
- Oxford Study Abroad Seminar

Adjunct Finance Instructor, Business Administration and Economics, 1999,

Georgetown College, Georgetown, KY

- Principles of Finance
- Corporate Finance

Teaching Assistant, Gatton College of Business and Economics, 1996–2000, University of Kentucky, Lexington, KY

- Fundamentals of Investing
- Corporation Finance
- Capital Investment and Financing Decisions

PROFESSIONAL / EXECUTIVE INSTRUCTION

- Certificate in Private Capital Markets (Fall 2012), designed certificate and led 3-day executive education seminar, Pepperdine University, Malibu, CA. ***Instructor evaluation average across 20 participants: 4.65/5.0.***
- Certificate in Private Capital Markets (Spring 2012), designed certificate and led 3-day executive education seminar, Pepperdine University, Malibu, CA. ***Instructor evaluation average across 15 participants: 5.0/5.0.***
- Certificate in Private Capital Markets (Fall 2011), designed certificate and led 3-day executive education seminar, Pepperdine University, Malibu, CA. ***Instructor evaluation average across 25 participants: 4.88/5.0.***
- Certificate in Private Capital Markets (June 2011), designed certificate and led 3-day executive education seminar, Pepperdine University, Malibu, CA. ***Instructor evaluation average across 29 participants: 4.86/5.0.***
- Schweser Weekly CFA Study Programs (2003), Taught in weekly CFA study program in Los Angeles, CA.
- Schweser Financial Risk Management (FRM) Study Programs (2002) - Taught 3-day FRM study programs in Houston, Chicago, Boston, and New York.

SELECTED GRAZIADIO/UNIVERSITY COMMITTEE SERVICE

- PGBS Faculty Council, 2024-2025
- PGBS Faculty Council Budget Subcommittee, 2024-2025
- PGBS Most Fundable Companies Advisory Council, 2020- 2025
- PKE Program Committee Chair, 2025
- BSM Program Committee Chair, 2024
- PKE Program Committee, 2024
- PGBS Associate Dean (ADRII) Search Committee, 2024
- Graziadio Diversity Council Leadership Team Co-Chair, 2020-2021
- Pepperdine Graziadio Leadership Team, 2014 - 2021
- Graziadio Curriculum Committee, 2014-2016; 2018 - 2021
- University Academic Council, 2016 – 2017
- Location Strategy Task Force, 2015 - 2016
- Faculty Retreat Planning Task Force, 2013-2014
- Executive Doctorate Task Force, 2013 - 2014
- Graziadio Branding Committee, 2013
- Pepperdine University, Pepperdine University Grievance Committee, 2012 - 2013
- School, MSAF Subcommittee. 2011 - 2013

- Vision 2020 Strategic Planning Task Force Co-Chair, 2011
- Faculty Search Committee, 2011
- Faculty Search Committee, 2010
- Faculty Personnel Committee, 2008 to 2010
- Master of Science in Applied Finance Program Chair, 2007-2008
- MBA Full-Time Programs Committee, 2003 - 2008
- Pepperdine Full-Time MBA Program Ethics Committee Chair, 2005 - 2006
- Pepperdine Business Symposium Committee Chair, 2003 - 2005
- MBA Petitions Committee, 2002 to 2003
- Bachelor of Science of Management Committee, 2000 - 2002
- MBA Managerial Finance Class Content Review, 2001
- MBA Investments Class Content Review, 2000
- Managerial Finance Class Content Review, 2000

OTHER ACADEMIC / PROFESSIONAL SERVICE

- Institute of Business Appraisers Mentor, 2007
- Audit Committee Co-Chair, Los Angeles Chapter of the American Society of Appraisers, 2006 - 2007
- Business Valuation Co-Chair, Los Angeles Chapter of the American Society of Appraisers, 2006 – 2007
- Editorial Board Member and Reviewer, Journal of Business Valuation and Economic Loss Analysis, The Berkley Electronic Press, 2006-present
- Global Association of Risk Professionals (GARP), Los Angeles Regional Director, 2002 - 2004
- Los Angeles Director of Schweser's Weekly CFA Programs, 2002 – 2003
- Ad hoc reviewer, Journal of Restructuring Finance, 2003
- Editorial Board Member, Graziadio Business Review, Pepperdine University, 2000-2002
- Alpha Kappa Psi, Faculty Advisor at University of Kentucky, 1999 - 2000
- Gatton Doctoral Student Association Finance Area Senator, 1999 -2000
- Georgetown College Student Investment Club Advisor (1999)

SELECTED PUBLICATIONS AND PRESENTATIONS

Publications

Paglia, J.K., TNT Assignment: Financial Ratio Code Cracker. Ivey Publishing, 2025.

Paglia, J.K., Risk, Returns and Wealth Creation: Insights from Private Market Instruments. Journal of Wealth Management, 2024.

Paglia, J.K., Is it Time for Individual Investors to Look Beyond the Traditional 60/40 Portfolio? *Journal of Financial Planning*, 2024.

Paglia, J.K., Small Business Investment Company. *The Palgrave Encyclopedia of Private Equity*, 2024.

Paglia, J.K., Private Markets: A Staple for Financial Managers. Axxes Capital website, 2024.

Harjoto, Maretno Agus and Rossi, Fabrizio and Paglia, John, COVID-19: Stock Market Reactions to the Shock and the Stimulus. *Applied Economic Letters*, Volume 28.10 (2021).

Paglia, J. K., Robinson, D. T. (2017). Measuring the Role of the SBIC Program in Financing Small Businesses (pp. 54). Washington, DC: Federal Research Division, Library of Congress.

Paglia, J. K., Robinson, D. T. (2017). Measuring the Role of the SBIC Program in Small Business Job Creation (pp. 28). Washington, DC: Federal Research Division, Library of Congress.

Paglia, J. K., Robinson, D. T. (2016). "Measuring the Representation of Women and Minorities in the SBIC Program." Library of Congress, Federal Research Division (2016). 1-43.

Paglia, J.K. Part I: Appraiser vs. Real World Debates: How Many Appraisers Can Dance on the Head of the Private Capital Markets? *Business Valuation Review*, 35.1 (2016).

Paglia, J.K. Part II: Appraiser vs. Real World Debates: The Case for Using Private Capital Markets Data. *Business Valuation Review*, 35.2 (2016).

Bowden, Adley, Maretno Harjoto, John Paglia, and Mark Tribbitt. "The Impact of Diversification on Private Equity Fund Returns." *The Journal of Global Business Management* 12 (2016): 49-66. Print.

Bowden, Adley, Maretno Harjoto, John Paglia, and Mark Tribbitt. "On Venture Capital Fund Returns: The Impact of Sector and Geographic Diversification." *Journal of Accounting and Finance* 16.1 (2016): 1+. Print.

Paglia, J. K., Harjoto, M. A. (2014). The Effects of Private Equity and Venture in Small and Mid-Sized Businesses. *Journal of Banking and Finance*, October 2014.

Paglia, J. K. Everett, C. R., and Brooks, Chanel, Crafting a Strategic Plan: How Business Owners Should Think about Raising Financing and Capital. *Graziadio Business Review*. Summer 2014.

Paglia, J. K. Everett, C. R., Private Businesses Predict Limited Growth for 2013. *Graziadio Business Review*. 2013 - 16(1).

Paglia, J. K., Harjoto, M. A. (2012). Cost of Capital and Capital Budgeting for Privately-Held Firms: Evidence from Business Owners Survey. *Journal of Accounting and Finance*, 12(5).

Paglia, J. K., Chopp, S. G., Furtaw, P. (2012). CEO Performance of 125 of Northern California's Largest Companies: Not Everyone Deserves a Medal. *Graziadio Business Review*, 2012 - 15(2).

Paglia, J. K., Chopp, S. G., Furtaw, P. (2012). CEO Performance of 100 of Southern California's Largest Companies. *Graziadio Business Review*, 2012 - 15(1).

Paglia, J. K., Harjoto, M. A. (2012). Funding Continuum for Private Business Owners: Evidence from the Pepperdine Private Capital Markets Survey. *The Journal of Entrepreneurial Finance*, 15(2), 22.

Paglia, J. K., Slee, R. (2011). Using the Private Cost of Capital Model. *The Value Examiner*, May/June 2011.

Paglia, J. K., Harjoto, M. A. (2010). Can Publicly Traded Company Multiples Shed Insights on Discounts for Lack of Marketability? *Business Valuation Review*, #29 (#1).

Paglia, J. K., Harjoto, M. A. (2010). The Discount for Lack of Marketability in Privately Owned Companies: A Multiples Approach. *Journal of Business Valuation and Economic Loss Analysis*, 5(1),

Paglia, J. K., Slee, R. (2010). The Private Cost of Capital Model. *The Value Examiner*, 9.

"A Matched Pairs Approach. *Trusts and Estates*," with M. A. Harjoto, October 2009.

"An Overview of Financial Covenants in Commercial Bank Loans," *The Risk Management Association (RMA) Journal*, July 2007.

"Implementing a Dollar Cost Averaging Strategy: Does the Date of the Month Matter" with Xiaoyang Jiang. *Journal of Wealth Management*, Fall 2006.

"An Empirical Exploration of Financial Covenants in Large Bank Loans," with Donald J. Mullineaux, *Banks and Bank Systems*, April 2006

"The Link Between Price and Profit Margin in a Global Market," with William Smith, *Graziadio Business Report*, Spring 2005.

"Using Asset Allocation Strategies to Recover from a Bear Hug," with Ivan C. Roten, *Graziadio Business Report*, Summer 2002.

"An Overview of Covenants in Large "Bank Loans," *The Risk Management Association (RMA) Journal*, March 2002.

“The New Basel Capital Accord: A Detriment to Small Banks and Consumers?” with Jacquelyn K. Phlegar, *Bank Accounting and Finance*, Winter, 2002.

“Build a Culture of Value Creation: Essential Steps for Value-Based Management” with Steve Chopp. *Graziadio Business Report*, Pepperdine University, Winter 2002. Reprinted in *Accounting World* (March 2002) by the *Institute of Chartered Financial Analysts of India* and *Better Management.com* (feature story: March 18, 2002).

“Has the Dow Really Escaped the Bear?” *Graziadio Business Report*, Pepperdine University, Spring 2001.

Publications –Articles Placed in Media Outlets

Paglia, J. K. (2024). *Kamala Harris’s one-size-fits-all approach to housing is wrong for California and America*. The Orange County Register, August 26, 2024.

Paglia, J. K. (2024). *Technology is the Future, but the Biden Administration is Afraid*. The Hill, June 16, 2024.

Paglia, J. K. (2024). *Microsoft-Activision Can Determine the Future of California’s Economy*. California Business Journal, January 21, 2024.

Paglia, J. K. (2017). *Small-business Lending has a Diversity Problem*, American Banker, February 13, 2017.

Paglia, J. K. (2016). *Innovations that Could Benefit Santa Barbara*, Santa Barbara Independent, April 11, 2016.

Paglia, J. K. (2015). *Time to Make Way for Millennials*, Los Angeles Business Journal.

Paglia, J. K. (2015). *Small Business Can Help Millennials Bridge the Career Mobility Gap*. SmallBizDaily.

Paglia, J. K., Harjoto, M. A. (2014). *The Round: Q&A with Maretno A. Harjoto and John K. Paglia* (vol. October, pp. 19-20). Chicago IL/Association for Corporate Growth (ACG): Middle Market Growth.

Paglia, J. K., Harjoto, M. A. (2014). *Minority- and women-owned businesses are much less likely to get VC funds*. Venturebeat.com.

Paglia, J. K. (2013). *Captains of Finance Need Self-Imposed Restraint*. American Banker.

Paglia, J. K. (2013). *Questions and Answers with John K. Paglia, PhD - A Divestopedia Exclusive*. Divestopedia.com.

Paglia, J. K. (2012). *Three immediate small business implications if Congress can reach a fiscal cliff deal*. Washington Post.

Paglia, J. K. (2011). *Businesses Primed for Expansion in 2011: Will Lenders Comply?* Orange County Business Journal

Paglia, J. K. (2010). VCs Planting the Seeds for a Cleantech Bumper Crop. *GreenBiz.com and Reuters*

Paglia, J. K. (2009). *High Investment Returns May Limit VC Spending*. VentureBeat.

Publications - Sponsored Research

Paglia, J. K. (2022). Private Markets: A Staple for Financial Managers.
<https://axxescapital.com/private-markets-a-staple-for-financial-managers/>

I authored over 15 reports on small businesses and the private capital markets through the *Pepperdine Private Capital Markets Project*, which I founded in 2007:
<https://bschool.pepperdine.edu/applied-research/research/pcmsurvey/>

Everett, C., Paglia, J. K. (2014). *Small Business Financial Health Analysis* (pp. <http://www.frbsf.org/community-development/files/small-business-financial-health-analysis.pdf>). Federal Reserve Bank of San Francisco.

Paglia, J. K. (2013). *IBBA Market Pulse Q1 2013 Report* (5th ed., vol. 2013, pp. 50). Pepperdine University.

Paglia, J. K. (2013). *Private Capital Access Q1 2013 Report* (5th ed., vol. 2013, pp. 50). Pepperdine University.

Paglia, J. K. (2013). *IBBA Market Pulse Q4 2012 Report* (3rd ed., vol. 2013, pp. 50). Pepperdine University.

Paglia, J. K. (2013). *Private Capital Access Q4 2012 Report* (4th ed., vol. 2012, pp. 50). Pepperdine University.

Paglia, J. K. (2013). Survey Report Volume VI. *Pepperdine Private Capital Markets Project*, VI (Winter 2013), 150.

Paglia, J. K. (2012). *IBBA Market Pulse Q3 2012 Report* (2nd ed., vol. 2012, pp. 50). Pepperdine University.

Paglia, J. K. (2012). *Private Capital Access Q3 2012 Report* (3rd ed., vol. 2012, pp. 50). Pepperdine University.

Paglia, J. K. (2012). *IBBA Market Pulse Q2 2012 Report* (1st ed., vol. 2012, pp. 50). Pepperdine University.

Paglia, J. K. (2012). *Private Capital Access Q2 2012 Report* (2nd ed., vol. 2012, pp. 50). Pepperdine University.

Paglia, J. K. (2012). *Private Capital Access Q1 2012 Report* (1st ed., vol. 2012, pp. 50). Pepperdine University.

Paglia, J. K. (2012). *2012 Economic Forecast* (1st ed., vol. 2012, pp. 40). Pepperdine University.

Paglia, J. K. (2012). Survey Report Volume V. *Pepperdine Private Capital Markets Project, V* (Winter 2012), 150.

Paglia, J. K. (2011). Survey Report Volume IV. *Pepperdine Private Capital Markets Project, IV* (Winter 2011), 160.

Paglia, J. K. (2011). *US Government Shutdown Survey Findings*. 10 pages.

Paglia, J. K. (2010). Survey Report Volume III. *Pepperdine Private Capital Markets Project, III* (Summer 2010), 140.

Paglia, J. K. (2010). Survey Report Volume II. *Pepperdine Private Capital Markets Project, II* (Winter/Spring 2010), 126.

Paglia, J. K. (2009). *Pepperdine Private Capital Markets Project Survey Report August 2009* (1st ed., vol. 1, pp. 67 pages, <http://bschool.pepperdine.edu/research/pcmsurvey/>).

Work in Progress

“Decomposing ROIC to Choose Better Comps: insights from the Airline Industry” with Rafael Barrero. Submitted to Business Valuation Review, 2025.

Presentations

“Private Investments: Accelerating Client Adoption Through Education”, MMI Alt’s Forum, New York, New York. (June 13, 2023).

"Measuring the Representation of Women and Minorities in the SBIC Program" with David Robinson, Diversity Trends in Small Business Investing, Library of Congress, Washington, D.C. (October 12, 2016).

"On Private Equity and Venture Capital Funds Returns: The Impact of Sector and Geographic Diversification" with Ashley Bowden, Augus Harjoto, and Mark Tribbitt, 2015 Southern Finance Association Conference, Captive Island, Florida. (November 19, 2015).

Keynote: "Mastering Our Craft: Using Insights from the Trenches to Shape the Future of Valuation Practice", Paglia, J. K., 2014 ASA - CICBV Valuation Conference, Toronto, CA. (October 2014).

"The Effects of Private Equity and Venture Capital on Sales and Employment Growth in Small and Medium-Sized Businesses", Paglia, J. K., 2014 World Finance Conference, Venice, Italy. (July 2, 2014).

Keynote: "Ivory Tower Irony: How Many Appraisers Can Dance on the Head of the Private Capital Markets?" 2014 NACVA Conference, Las Vegas, NV (June 2014)

"The Student Experience and Enrollment" with Jeanie O'Laughlin and Mark Tribbitt. 2014 Graziadio Faculty Retreat Conference, Pasadena, CA. (February 2014).

"2014 Economic Forecast & Trends", Los Angeles Business Journal Economic Forecast, Paglia, J. K., Los Angeles, CA. (January 31, 2014).

Keynote: "At the Intersection of Exit Planning and Capital Markets", Paglia, J.K. Exit Planning Institute Annual International Conference, Cleveland, OH, (September 17, 2013)

"A Preview: At the Intersection of Exit Planning and Capital Markets", Paglia, J. K. Exit Planning Institute Webinar Series, (August 15, 2013).

"The Role of Private Equity and Venture Capital", Paglia, J. K. (Presenter & Author), Harjoto, M. A. (Author Only), 2013 Key West International Multidisciplinary Academic Conference, Key West, Florida.

"Pepperdine Private Capital Markets Research Findings and Index Overview", Paglia, J. K. (Presenter & Author), Everett, C. R. (Presenter & Author), Federal Reserve Bank of San Francisco Advisory Board Meeting, San Francisco, CA. (January 25, 2013).

"Pepperdine Private Capital Markets Research Findings and Index Overview", Paglia, J. K. (Presenter & Author), Federal Reserve Bank of Chicago Advisory Board Meeting, Chicago, IL,

Keynote: "Trends and Pricing Data in the Middle Markets", Paglia, J. K. ACG-SF Monthly Meeting, San Francisco, (November 29, 2012).

Keynote: "Trends and Pricing Data in the Middle Markets", Paglia, J. K. ACG-OC 2nd Annual Capital SoCal Capital Expo, Orange County, (November 7, 2012).

Keynote: "Trends and Pricing Capital in the Middle Markets", Paglia, J. K., Small Business Investor Alliance Annual Meeting, Palm Beach, FL, (October 30, 2012).

"Northern California CEO Performance Rankings Video Panel", Paglia, J. K., Chopp, S. G., Furtaw, P., Crawford, P. J., GBR Video Presentation, WLA, (August 2012).

"Small business Outlook Panel", Paglia, J. K., Graziadio Economic Forecast Event, Los Angeles, (June 21, 2012).

Keynote: "Trends in the Middle Markets", Paglia, J. K., GAN NORCAL Monthly Meeting, San Francisco. (May 31, 2012).

Keynote: "Trends in the Middle Markets", Paglia, J. K., GAN LA Monthly Meeting, WLA, (March 20, 2012).

"Findings from the PPCMP Studies", Paglia, J. K., Board of Visitors Monthly Meeting, WLA. (February 22, 2012).

Keynote: "Trends in the Middle Markets", Paglia, J. K., ACG - San Francisco Meeting, San Francisco. (November 17, 2011).

Keynote: "Trends in the Middle Market", Paglia, J. K., ACG 1st Annual Capital Event, Orange County. (November 10, 2011).

"The Pepperdine Private Capital Markets Project", Paglia, J. K., Yeanoplos, K. AICPA Annual Business Valuation Meeting, Las Vegas. (November 8, 2011).

"The Pepperdine Studies", Paglia, J. K., American Business Appraisers Meeting, Marina Del Rey, CA. (November 4, 2011).

"Funding Continuum for Private Business Owners: Evidence from the Pepperdine Private Capital Markets Survey", Paglia, J. K., Harjoto, M. A., FMA Annual Conference, Denver, CO. (October 22, 2011).

"The Price of Capital", Paglia, J. K., National Summit for Middle Market Funds, West Palm Beach, FL. (October 18, 2011).

"The Private Cost of Capital Model", Paglia, J. K., ASA Advanced Business Valuation Conference, Chicago, IL. (October 10, 2011).

"Access to Capital for Everyday Small Businesses", Paglia, J. K., Dun & Bradstreet Credibility Live, Los Angeles. (September 30, 2011).

Keynote: "The State of the Middle Markets", Paglia, J. K., AM&AA Summer Conference, Chicago, IL. (July 21, 2011).

Keynote: "Keynote: Financing Trends in Business", Paglia, J. K., Alliance for M&A Advisors. (June 10, 2011).

Keynote: "Trends in the Middle Markets", Paglia, J. K., Graziadio Alumni Network - San Francisco, San Francisco, CA. (May 19, 2011).

"Business and Financing Trends", Paglia, J. K., Risk Management Association Meeting, Orange County, CA. (May 18, 2011).

"The Private Cost of Capital Model", Paglia, J. K., American Society of Appraisers Annual Fair Value Conference, PwC in Los Angeles, CA. (May 17, 2011).

"The Private Cost of Capital Model", Paglia, J. K., New York State Society of CPAs Annual Business Valuation Conference, New York City, NY. (May 16, 2011).

"Pricing and Terms in the Middle Markets", Paglia, J. K., Harvard / USC Business Growth Conference, Orange County, CA. (May 9, 2011).

Keynote: "Financing Trends in the Middle Markets", Paglia, J. K., CFA Monthly Meeting, Chicago. (April 11, 2011).

"Overview of Trends in M&A", Paglia, J. K., PKF Trends in M&A, Webinar. (March 2011).

"PPCMP: Economic Forecast and Capital Markets Overview", Paglia, J. K., EMBA / PKE Recruiting Event, Four Seasons in Beverly Hills. (February 2011).

"An Overview of the PPCMP", Paglia, J. K., Graziadio Finance Faculty Meeting, WLA. (February 2011).

"The Middle Market Today: Pricing and Outlook", Paglia, J. K., ProVisors Capital Market Affinity Group Monthly Meeting, Los Angeles, CA, (November 2, 2010).

"Private Capital Market Survey Findings", Paglia, J. K., Graziadio Faculty Meeting, WLA. (October 2010).

"Show Me the Money", Paglia, J. K., Association for Corporate Growth Monthly Meeting, Orange, CA, (October 28, 2010).

"The State of the Middle Market Today: Data Fund Managers Need to Price Capital and Win Deals", Paglia, J. K., National Association of Small Business Investment Companies 53rd Annual Conference, West Palm Beach, FL, (October 25, 2010).

"The Private Cost of Capital Model", Paglia, J. K., International Association of Consultants, Valuators, and Analysts Annual Meeting, Munich, Germany. (October 8, 2010).

"Early, Middle & Late Stage Venture Capital: How Growing Companies Can Attract Debt & Equity Capital", Paglia, J. K., Graziadio Alumni Network Venture Capital Forum, Woodland Hills, (October 5, 2010).

"Cost of Capital for Privately-Held Firms and Private Capital Segments: Evidence from the Field", Harjoto, M. A., Paglia, J. K., Academy of Entrepreneurial Finance (AEF), Chicago, Illinois, Entrepreneurship. (September 17, 2010).

"Private Cost of Capital", Slee, R., Paglia, J. K., Private Cost of Capital Webinar. (July 15, 2010).

"Pepperdine Private Capital Markets Project: Overview and View to the Future", Paglia, J. K., PE VC Roundtable Monthly Meeting, San Jose, CA. (April 9, 2010).

"Behavior of Participants in the Private Capital Markets", Paglia, J. K., Lower Middle Markets Transactions Group Monthly Meeting, Los Angeles, CA. (April 6, 2010).

"The Discount for Lack of Marketability in Privately Owned Companies: A Multiples Approach", Paglia, J. K., Harjoto, M. A., NBES Annual Conference, Lihue Kauai, Hawaii. (March 12, 2010).

"Finance Panel Event", Paglia, J. K., Graziadio Alumni Network Private Capital Forum, San Jose, CA. (February 18, 2010).

"Pepperdine Private Capital Markets Survey Results - Volume II", Paglia, J. K., Graziadio Faculty Presentations, WLA Campus. (February 9, 2010).

"Survey II Findings-- Winter/Spring 2010", Paglia, J. K., GAN LA Meeting, Los Angeles, CA. (January 27, 2010).

"Pepperdine Private Capital Markets Survey Results - Volume II", Paglia, J. K., Graziadio Alumni Network / Private Equity Event, WLA Campus. (January 27, 2010).

Private Capital Market Survey Findings, July 2009, Graziadio Faculty Meeting, WLA Campus, Los Angeles, CA

"Returns, Risks, Recession: The Outlook for Private Capital" as part of "What's Next L.A.? Economic Forecast, July 28, 2009.

"Understanding Business Valuations" June 10, 2009, Myers Widders Gibson Jones and Schneider, Ventura, CA

“Private Cost of Capital Survey Project: Background and Preliminary Findings” June 9, 2009. Graziadio Faculty Meeting.

“Understanding Business Valuations” February 24, 2009, Nordman, Cormany, Hair and Compton, Oxnard, CA.

“Business Valuations for SBA Loans,” August 21, 2008, Glendale, CA.

“The Private Capital Markets Project”, July 2008 to Graziadio Board of Visitors.

“Audit Committees Moderator” at Directorship Forum, Pepperdine University, 2008.

“2008 Thousand Oaks / Westlake Village Economic Forecast” Keynote Speaker, February 5, 2008

“Private Company Discounts: A Multiples Approach” Hawaii International Conference on Business, May 2007.

“Understanding Business Valuations: From Purpose to Product” Lorman Continuing Education Teleconference, November 10, 2006

“Implementing a Dollar Cost Averaging Strategy: Does the Date of the Month Matter” with Xiaoyang Jiang, *2006 Hawaii International Conference on Business, May 2006.*

“Developing B-Plan Financials and Creating Value: Beginning with an End in Mind,” Calvary Church Entrepreneurship Class, March 9, 2006.

“Valuing Our Operations: A Business Appraisal Approach,” Institute of Management Accountants Meeting, April 13, 2005, Santa Barbara, CA.

“Finance: The Basics” (Learn How to Read and Understand Balance Sheets, Income Statements, and Statements of Cash Flows), Lorman Continuing Education Seminar for Attorneys, Bankers, etc., February 25, 2005, Los Angeles, CA.

“Preparing Financial Statements for Potential Investors,” Entrepreneurship Class at Pepperdine University, January 2005, Encino, CA.

“Top 20 Trends in Business,” with Ed Rockey, Pepperdine University Fall 2004 Faculty Conference.

“Certifications in Finance,” Pepperdine University. Presented to Finance Club in FT MBA Program, November 2003, Malibu, CA.

"An Overview of Bank Loan Covenants," Hawaii International Conference on Business, July 2003, Waikiki, Hawaii.

"Ethics for CFA Candidates," Schweser CFA Review, January 2003, Pasadena, California.

"An Empirical Exploration of Financial Covenants in Large Bank Loans," with Donald J. Mullineaux. 14th Annual Australian Banking and Finance Conference, December 17-19, 2001, Sydney, Australia.

"Consolidation in the Financial Services Industry as a Result of the Graham-Leach-Bliley Financial Services Modernization Act: How to Survive," presented to the Crawford County Association of Insurance and Financial Advisors, December 21, 2000, Meadville, PA.

"An Empirical Exploration of Covenants in Large Bank Loans," presented at Nasdaq-Amex Doctoral Student Seminar, October 1999, Orlando, FL.

CERTIFICATION EXAM MATERIALS DEVELOPMENT AND INSTRUCTION

National Association of Corporate Directors (NACD)

- Wrote test questions for the director certification exam (2021)

National Association of Certified Valuation Analysts (NACVA)

- Wrote test questions for continuing education programs (2009)

Certified Financial Risk Manager (FRM)

- *"2002 Financial Risk Manager Reading Highlights,"* - Schweser Study Programs, 2002, La Crosse, WI

Chartered Financial Analyst (CFA)

- *"2009 Level 3 Study Materials: Stalla CFA Study Programs,* Northridge, CA.
- *"2002 Equity Analysis for Morgan Stanley,"* Schweser Study Program, 2002, La Crosse, WI.
- *"2002 Level 3 Chartered Financial Analyst Reading Highlights,"* Schweser Study Programs, 2002, La Crosse, WI
- *"2002 Level 2 Chartered Financial Analyst Review Online Questions,"* Schweser Study Programs, 2002, La Crosse, WI

- “2001 Level 3 Chartered Financial Analyst Reading Highlights,” Allen Resources (2001), North Kingstown, RI
- “2001 Level 2 Chartered Financial Analyst Reading Highlights,” Allen Resources (2001), North Kingstown, RI
- “2001 Level 1 Chartered Financial Analyst Reading Highlights,” Allen Resources (2001), North Kingstown, RI

Certified Financial Manager (CMA/CFM)

- “2009 CMA/CFM Certification Exam,” ICMA (2009), Montvale, NJ. Wrote certification exam questions.
- “2002 CMA/CFM Study Manuals,” Becker Convser (2002), San Diego, CA. Wrote questions and answers for the CMA/CFM study manuals.
- “2002 CMA/CFM Certification Exam,” ICMA (2001), Montvale, NJ. Wrote certification exam questions

TEXTBOOK DEVELOPMENT

- *Fundamentals of Corporate Finance*, 5th edition, Irwin/McGraw-Hill (2000), S.A. Ross, R.W. Westerfield, and B. D. Jordan.
- *Principles of Investments*, 1st edition, Irwin/McGraw-Hill (2000), C. J. Corrado and B. D. Jordan.
- *Essentials of Corporate Finance*, 2nd edition, Richard D. Irwin (1998), S.A. Ross, R.W. Westerfield, and B. D. Jordan.

CORPORATE GOVERNANCE - PUBLICLY TRADED COMPANY BOARDS

Simulations Plus, Inc. (NASDAQ: SLP) – *Modeling and simulation software/consulting for drug discovery and development.* Independent Corporate Director (Board Member), 2014 – present. <https://www.simulations-plus.com/>

- Audit Committee Chair
- Designated Financial Expert
- Audit, Nominations/Governance, Compensation, and Investment Committees
- Additional director highlights: Oversaw \$110M capital raise, \$50M stock buyback program (including \$20M ASP), internal controls and ERP system implementations, Corporate Venture Capital (CVC) launch, ESG initiatives, four acquisitions, CEO and CFO transitions, over 400% increase in stock price.

Aeluma, Inc. (NASDAQ: ALMU) – Semiconductor company. Independent Corporate Director (Board Member), 2021 – present. <https://www.aeluma.com/>

- Audit Committee Chair
- Designated Financial Expert
- Audit, Nominations/Governance, and Compensation Committees
- Additional director highlights: Several capital raises, uplist to Nasdaq Capital Markets, over 800% increase in stock price since joining the board.

Splash Beverage Group, Inc. (NYSE-A: SBEV) – Beverage manufacturing, distributing, marketing, and sales. Independent Corporate Director (Board Member), 2024 – 2025. <https://splashbeveragegroup.com/>

- Audit Committee Chair
- Designated Financial Expert
- Audit, Nominations/Governance, and Compensation Committees
- Oversaw several capital raises

PRIVATE BOARDS, ADVISORY ROLES AND STARTUP COMPANY SUPPORT (SELECTED)

CURRENT ENGAGEMENTS

DWD Ventures, LLC. Advisor, (<https://www.lyxhydration.com/>) – *Pet hydration beverages*, 2024 – present.

Startup Maverick (SUM) Ventures. Advisor, (<https://www.sum.vc/>) – *Early-stage venture capital fund focused on AI, software, prop tech, and fintech*, 2022 – present.

7BC Venture Capital. Advisor, (<https://www.7bc.vc/>) – *Early-stage venture capital fund focused on AI and scalable technology startups*, 2022 – present.

DigiLife Fund. Advisor, (<https://www.digilife.fund/>) – *Early-stage venture capital fund focused on digital health, medical devices, and healthcare technology*, 2022 – present.

VitaNav Inc. Advisor, (<https://drinkkenetik.com>) – *Functional beverages*, 2021 – present.

PRIOR ENGAGEMENTS

Impossible Kicks, Inc. Board Director, (<https://impossiblekicks.com/>) – *specialty sneaker retailer with mall locations and online commerce platform, including luxury brands handbag subsidiary* (<https://theimpossiblebags.com/>) 2024 – 2025.

UNest Inc. Chief Investment Officer (CIO - Interim), (<https://unest.co>) – *fintech company specializing in savings plans*, 2024 – 2025

Startup Maverick (SUM) Ventures. Managing Director and Investment Committee Member, (<https://www.sum.vc/>) – *Early-stage venture capital fund focused on AI, software, prop tech, and fintech*, 2023 - 2024.

Axxes Capital Inc. Senior Advisor, (<https://axxescapital.com/>) – *asset management firm specializing in private equity and private debt investments*, 2022 – 2024.

Cal-X Stars Business Accelerator, Inc. Board Director and Audit Committee Chair (2020 – 2022); Advisory Board, 2014 – 2022, (<https://leonhardtventures.com/>) – *Regenerative med-tech company incubator with over 30 assets in its portfolio, 2014-2022.*

RentSpree Inc. Advisor, (<http://rentspree.com>) – *Property-tech rental software platform, 2017- 2019.*

Derivatas, Inc. Advisor, (<https://www.derivatas.com/>) – *Fin-tech business valuation software platform, 2011 – 2015.*

CranioMed, Inc. Chief Financial Officer (CFO – Interim) – *Medical device manufacturer, 2003-2005.*

Others include: California Stock XChange, Inc. Advisory Board, 2013 – 2022; **Fundwell, Inc.** Advisory Board, 2012 – 2015; **Principle Based Leadership, Inc.** Advisory Board, 2006 – 2010; **Logos Health Systems, Inc.** Advisory Board, 2006 – 2010.

NOT-FOR-PROFIT BOARD, COMMITTEE, AND OTHER LEADERSHIP EXPERIENCE (SELECTED)

North Catholic High School Hockey Club Board Director, 2023 – 2024

Pepperdine Most Fundable Companies Competition Advisor and Judge, 2020 – present

California Amateur Hockey Association (CAHA) Independent Board Director, Finance Committee member, 2019 – 2022

Santa Clarita Flyers Hockey Association Vice President and Director, 2021 - 2022

Los Angeles Chapter of the American Society of Appraisers (ASA), Audit Committee Co-Chair, 2006-2007

Los Angeles Chapter of the American Society of Appraisers (ASA), Business Valuation Committee Co-Chair, 2006-2007

Pacific Corinthian Yacht Club Board Director, Audit Committee Chair for full-service, yacht club with restaurant and member amenities, 2005 – 2006

Global Association of Risk Professionals (GARP), Los Angeles Regional Director, 2002-2004

OTHER PROFESSIONAL EXPERIENCE

Paglia Consulting Group, LLC, Camarillo, CA (2003 -2009) - Performed business valuations, financial consulting, and litigation support for small and mid-sized businesses.

Independent Consultant, (1996-2003). Performed business valuations, financial consulting, business plan development, wrote CFA, FRM, CMA, and CFM study materials and taught CFA and FRM study classes.

Customer Service Manager, Jergens Industrial Supply, Inc., Cleveland, OH (1996). Managed team of inside sales professionals for supplier of industrial cutting tools and metalworking products.

Operations Analyst/Bidding Specialist, Leech Inc., Meadville, PA (1992 -1996). Performed profitability/operational analyses and job quotations for specialty-order, tungsten-carbide manufacturer/tool shop. Managed OSHA compliance team, initiated and chaired safety committee, procured raw materials, created internal reporting system to track “scrapped”/reworked jobs, labor allocation, and late orders.

Financial Auditor/Analyst, National Credit Union Administration, Chicago, IL (1991-92). Analyzed financial and operational performance of federally chartered and insured credit unions located in Ohio, West Virginia, and Michigan. Examined and rated the areas of capital, asset quality, management, earnings, and liquidity (CAMEL). Performed comprehensive loan and investment reviews. Identified violations of laws, by-laws, policies, and sound business practices; and presented findings to Boards of Directors.

Junior Accountant, Hill, Barth & King, CPAs, Youngstown, OH (1990 - 1991). Prepared financial statements for C-corporations, S-Corporations, non-profits, partnerships, and proprietorships in a variety of sectors, including manufacturing, banking, service, and retail. Prepared personal and corporate tax returns.

Market and Sales Analyst, Zurn Industries Energy Division, Erie, PA (1990). Created detailed sales reports. Reported unit and dollar sales for energy-producing equipment/plants by geographic territory, product line, contribution margin, and sales representatives. Identified key trends and reported results to the Vice President of Marketing.

VOLUNTEER SERVICE

- Assistant Coach, Valencia Flyers PW BB Tournament Team), 2018
- Assistant Coach, Valencia Flyers PW A Tournament Team, 2018
- Head Coach, LA Jr. Kings 2007 AAA Tournament Hockey Team, 2018
- Head Coach, Ventura Mariners Squirt A Travel Hockey Team, 2017-2018
- Fundraising Director, Ventura Mariners Hockey Club, 2017-2018
- Assistant Coach, Ventura Mariners Squirt BB Hockey Team, 2016-2017
- Head Coach, Ventura Mariners Squirt In-house Hockey Teams (2015-2017)

PROFESSIONAL MEMBERSHIPS

- National Association of Corporate Directors (2015 - Present)
- CFA Institute (2007 - Present)
- California Society of CPAs, Member. (March 2005 - Present)