

Speaker Biographies and Contact Information



Jeffrey S. Baird, Esq, Chairman, Health Care Group, Brown & Fortunato, P.C.

Phone: 806-345-6320 Email:
jbaird@bf-law.com

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.

Phone: 252-632-0058
Email: bonnie@sykes-cpa.com

Bonnie E. Bond is a CPA, \IIBA 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 \IIBA from East Carolina University.



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

Phone: 870-315-0301

Email: bglaze@ffb1.com

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.



Kacey Glinka, Vice President RxOwnership, Northeast Region

Phone: 609-851-0078

Email: Kacey.Glinka@mckesson.com

Kacey has been with McKesson since 2015 in various sales roles working with both health systems and retail pharmacies. Before joining the RxOwnership team she was the Retail Sales Executive for the Maryland, D.C., Virginia, and North Carolina markets working directly with independent pharmacy owners to best position themselves for success. She graduated from William Paterson University with a bachelor's degree in

Professional Sales. As a member of the RxOwnership team Kacey consults with pharmacy owners to provide individualized business valuations as well as guidance for buyers, sellers, and owners looking to start up a new pharmacy

Kacey is passionate about helping independent pharmacy owners grow and thrive in today's rapidly evolving healthcare industry. She is a valuable guide in assisting those interested in making their ownership goals a reality. Kacey also leads RxOwnership's Women in Pharmacy program.



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

Phone: 252-482-7644 Email:
ollin@sykes-cpa.com

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

Phone: 802-922-1205
Email: gabetrahan@gmail.com

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

Phone: 800-338-3688 Email:
scottw@prsr.com

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

Phone: (414) 712-5200
Email: zaibak@hayatrx.com

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.