

In each issue, this new column will ask four industry executives what is the one thing keeping them up at night right now...and how do they plan to assuage this worry? If you are interested in participating, please contact Michele Ocejo, editor-in-chief: mocejo@cfa.com.



Matthew Davis

CFAE, director of credit and underwriting, RMP Capital Corp.

Working for an entrepreneurial factor, I am constantly trying to balance time between required tasks, strategic endeavors, and, most importantly, my employees. I create development plans that improve employees professionally and work hard to delegate responsibility so that employees can take on more responsibility. Taking care to develop the right mix of internal training, job shadowing, reading assignments, and professional training takes time; however, in the end, it results in inspired and engaged employees ready to move to the next level. While dedicating the time may keep me up at night, it is time well spent.



Len Losquadro

vice president,
North Mill Capital

Living in the "city that never sleeps" doesn't make it easy to get a good night's rest. The same can be said for leading business development in the New York market. What keeps me up at night is a simple question: Do I have the right level of exposure? This is a dynamic and fast-paced market that requires constant attention to my target audience. It's monumental for our message to be delivered accurately. Our niche is lending to businesses during periods of volatility, including significant growth or economic downturn. It's critical that traditional banks and intermediaries are familiar with our product offering as a solution to their clients. As a young professional in this industry, it's sometimes challenging to build relationships with key individuals at these firms. It's wearisome to think there are companies who fit our criteria but the connection is not being made. However, that's what motivates me to get up in the morning and continue making smart connections.



Jeff Rose

COO/CFO,
Enoble Business Capital (formerly NBT)

What keeps me up at night is not credit, sales or clients. The biggest concerns I have in our business are the ones most growing businesses experience. I worry about having enough of the right people. I worry about our people being able to learn and grow. How do we get team members to journey from being a doer to administrator to manager to leader? How do we keep our company culture intact as we grow? How do we attract the people we need rather than those who are just available? How do we get leaders into our company?



Tracy Maziek

senior managing director and head of Healthcare Finance, Wells Fargo Capital Finance

In 2014, we witnessed spreads compress, structures loosen and a noticeable increase in the acceptance of ABL structures amongst healthcare providers, especially amongst larger, more established companies. Whether these trends were influenced by, or simply coincided with, the emergence of many banks entering the healthcare ABL market is debatable. However, there is concern that many of the newer, inexperienced entrants do not appreciate the nuances or implicit risks associated with lending to the sector, instead offering terms and pricing more in line with general C&I ABL. Too much of the latter is not only improper risk/reward balance but will likely lead to market shakeups and exits later.
