

ALSO IN THIS ISSUE: CATCH UP WITH
PAST 40U40 WINNERS

JUNE 2023 WWW.SFNET.COM

THE SECURED Lender

Putting Capital To Work



COVER STORY

SFNet's 40 Under 40 Profiles

MEET THE INDUSTRY'S FUTURE LEADERS



COVER STORY

SFNET'S 40 UNDER
40 PROFILES: P16

SFNet's 40 Under 40 Profiles

Meet the future leaders of your industry! In this issue, we highlight the recipients of SFNet's 40 Under 40 Award. **16**

FEATURE STORIES

Interview with SFNet President Jennifer Palmer

On March 8, International Women's Day, SFNet president and former CEO of Gerber Finance and eCapital ABL, Jennifer Palmer announced the formation of JPalmer Collective. The asset-based lending firm will provide customized financing solutions with white glove, consultative services designed to help businesses grow sustainably and founders to retain their equity. **94**

BY MICHELE OCEJO



FEATURED STORY

WHERE ARE THEY NOW? P.96

**Where Are They Now?
Catching up with prior
SFNet 40 Under 40 Award
winners**


From promotions to new jobs, award winners share their career advice for the class of 2023 winners and what they have learned. **96**

BY EILEEN WUBBE

CELEBRATING THE 40 UNDER 40
AWARD RECIPIENTS

SFNet's 40 Under 40 Profiles

MEET THE INDUSTRY'S FUTURE LEADERS

 Secured Finance
Network

SFNET 40 UNDER 40 AWARDS

Celebrating Our Industry's Future

In 2016, SFNet launched the 40 Under 40 Awards as part of its mission to highlight the future leaders of our industry and honor their achievements. This mission has only grown more important during the last few years, amid the challenges of the pandemic and the need to attract and retain top talent with which just about everyone is grappling. The celebration in New York City is an event that brings together emerging leaders and titans of the industry like no other.

On the following pages, we spotlight the 40 recipients who are perfect examples of why the secured finance space is an “all-weather” industry. The 2023 40 Under 40 class will inspire you with their work ethic, creativity, moxie, and wisdom, which have enabled them to play significant roles in their organizations’ success.

SFNet 40 Under 40 Award recipients are not only impacting their individual organizations, but many are also highly engaged in SFNet, whether it be through their local chapter, contributing content to *The Secured Lender*, serving as panelists at events or volunteering on national committees. Many of the 40 also volunteer within their communities with organizations they are passionate about, such as youth coaching, mentoring at-risk kids, assisting the homeless, volunteering with animal rescue and religious organizations. I know the 40 Under 40 judges struggled to narrow the field to just 40 this year.

Speaking of the judges, the SFNet 40 Under 40 Awards wouldn’t be possible without the time and energy they put into this arduous, but rewarding, process. Thank you to 40 Under 40 Chair Candice Hubert of Chiron and judges Betty Hernandez of SLR Business Credit; David Kurzweil of Greenberg Traurig; Caitlin Sanders of Callodine Commercial Finance; Paula Currie of PNC Business Credit; Hamid Namazie of McGuireWoods; Mark Cucinello of JPMorgan Chase; and Jennifer Wallace of Wells Fargo Capital Finance.

On the following pages, not only can you get to know the members of the 2023 class, but you can also catch up with several members of past 40 Under 40 classes who are continuing to make their mark on the industry and sharing their sage advice on page 96. Past recipients have gone on to serve as members of the SFNet Management and Executive Committees, been promoted, or moved on to new opportunities that opened up to them. Candice Hubert, this year’s 40U40 chair, is also a past 40 Under 40 Awards recipient.

On page 94, read an interview that could have been called “40U40 Winner Makes Good.” Editor-in-chief Michele Ocejo

caught up with SFNet’s 2023 president, Jennifer Palmer (a member of the 40U40 inaugural class), who launched her own company earlier this year.

Imposter syndrome can affect anyone at any stage in their career, not only the younger professionals on our teams. On page 110, *How to Get Past “Imposter Syndrome” and Recognize Your Own Success*, offers tips in overcoming it.

Cyberattacks are becoming an epidemic affecting all businesses. Learn the steps you can take to protect your business as well as your clients on page 104, in *Cybersecurity: What Lenders Need to Know* by Brian Allen and Thomas DeMayo of PKF Clear Thinking.

I look forward to celebrating with many of you on June 15 at The Plaza hotel. The 40 Under 40 Awards are an important way to express appreciation for our rising stars and celebrate our industry’s bright future.



■ **RICHARD D. GUMBRECHT**
SFNet Chief Executive Officer



■ **KATE DORRLACOMBE**
SVP, Underwriting
SLR Digital Finance

Kate Dorrlacombe is the senior vice president and head of underwriting at SLR Digital Finance, a division of SLR Business Credit. Kate graduated from the University of Iowa with bachelor's degrees in finance and entrepreneurial management and a minor in Spanish. She previously worked as a financial analyst at IBM, Disney, and Wells Fargo. Kate built a lot of her credit foundation through Wells Fargo's commercial banking credit training program. She joined Fast Pay, subsequently acquired by SLR Business Credit, as an underwriter in 2015 and quickly rose in the ranks to become the manager and lead a team of new business underwriters. Kate was raised in a big family with seven siblings and several extended family members under one roof, and family is the most important part of her life. She lives in Santa Monica, California with her dog, Lennon, and visits Iowa frequently to spend as much time with family as possible. In her free time, Kate enjoys volunteering for the Special Olympics and with youth in foster care and fostering rescue dogs.

What would you say to anyone considering a career in secured finance?

A career in secured finance is one of the best ways to become well rounded on aspects of how successful entrepreneurs run their businesses! If you have an entrepreneurial mindset, I encourage you to consider secured finance as a career as you are offered a holistic view of many businesses in various stages of their lifecycles and are comparing data and information about a wide range of companies in different sectors. Most importantly, you get to speak with seasoned ownership and management teams and learn from the experts themselves.

How would you encourage young professionals to become more involved in their community or volunteer? How have these activities outside of work helped shape your professional life?

Consider joining an organization with other like-minded, yet diverse, individuals! I met many of my closest friends through the Association of Junior Leagues International as the members were in similar places in their lives and careers where they wanted to enhance their own leadership skills and give back to the community. Although this organization is not specifically focused on individual career development, it has directly benefited my professional life through educational workshops, leadership development training, leading volunteer programs with community-based partners, developing and hosting fundraising activities, networking with community leaders, and building a strong support system of like-minded peers with diverse backgrounds.

What advice would you give on how to self-advocate?

Someone once told me to treat yourself like a business, and that's been a very positive way of framing my mindset to advocate for myself

and for my company. In credit and underwriting, we do our best to stay objective about the facts and present the best recommendation for the company. In reframing your mindset about yourself this way, you focus on positive outcomes for the greater good. For example, if I were to self-advocate for enhanced responsibilities for a promotion, I would present the information to show how it would benefit my company versus how it would make me feel or any other subjective or emotional reason. I would present my ask by showing how it will reduce risk, save money, or increase sales for the group, and ultimately serve as a win-win for everyone. Being able to tie your asks to broader-serving outcomes that benefit the business is an easy way to advocate for yourself.

With many working remotely or hybrid the past few years, how can young professionals be sure to "stand out from the crowd" with upper management?

In my opinion, doing what is asked of you is just a fraction of the job! The best team members take initiative to seek out projects on top of their typical day-to-day tasks. For example, if you notice something isn't done efficiently, or there's a better program or more cost-effective solution, or a way to improve the customer experience, bring those ideas to management and offer potential solutions. It can be very easy to fall into the routine of simply completing your daily tasks, but in order for the company to stay relevant and achieve economies of scale, every team member should be thinking outside the box and volunteering a little more than is asked of them. As it pertains specifically to remote and hybrid work, I encourage employees to stay in front of teammates, customers, channel partners, and management, whether that be attending networking events, utilizing video calls and phone over email when possible, and even coming up with unique ways to unite the team such as video-based teambuilding activities.

CONGRATULATIONS TO

KATE DORRLACOMBE

SLR DIGITAL FINANCE is proud that our team member has been selected as a 40 Under 40 winner.



Kate Dorrlacombe
SVP, UNDERWRITING
SLR DIGITAL FINANCE

Kate plays a vital role in our company and we look forward to her contributing for many years.
Our best wishes to all 40 Under 40 recipients.



SLR

DIGITAL FINANCE