Huntsville, AL

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Phillip Hasha

Founder & Operator — PaperPlay · Open to advisory, board, and select operating roles

SUMMARY

Founder and operator with nearly two decades from analyst to owner: valued $500M+ in commercial assets, turned a loss-making division into a 140% net-income gain as a Director of Finance, co-founded and ran an integrated real-estate firm, developed and operated an award-winning live-music venue ($10M+ P&L, 150+ staff), and now builds PaperPlay, production SaaS he designs and ships hands-on. Runs on EOS/Traction cadence. Based in Huntsville, AL; open to advisory, board, and select operating roles alongside PaperPlay.

EXPERIENCE

Founder & Operator — PaperPlay

Jul 2024 - Present · Huntsville, AL / Remote

Live-music SaaS: marketplace, booking, split payments, payouts, tax records — live in production.

- Designed and shipped a production SaaS platform hands-on — marketplace, Stripe split payments, payouts, and 1099 workflows
- Built the operating discipline around it: CI/CD with staging → production gates, automated test suites, fixtures, and feature-flagged rollouts
- Own go-to-market: venue research, outreach systems, and onboarding
- Launched Tonightly (Oct 2026), PaperPlay's no-login consumer app for finding live music, starting in Huntsville, AL

Developer / Owner — WorkPlay

2018 - Sep 2023 · Honolulu, HI

Dual-concept live-music venue and hospitality operation; $10M+ scale, 150+ staff.

- Developed the venue in-house (own firm as designer and general contractor); NAIOP Hawaii Kukulu Hale Award, 2019
- Hired, trained, and led 150+ staff across FOH, BOH, and events; ran the weekly operating cadence across a seven-day operation
- Programmed live entertainment nightly — booking, paying, and re-booking working musicians

Co-founder, Principal & CEO — The Redmont Group

Oct 2012 - 2023 · Honolulu, HI

Integrated commercial real-estate firm: brokerage, appraisal, design, construction, property management. 13 direct reports, 7 divisions, $2M+ annual revenues.

- Grew property and asset management to ~1M SF and $65M+ in assets under management
- Delivered 27.1% IRR and 1.72× equity multiple on a 38-unit repositioning within 30 months
- Led $30M+ in acquisition, lease procurement, and redevelopment projects in a 12-month span
- Acquired a large portion of a long-standing valuation firm; built the design/construction division serving clients incl. Acura of Honolulu, Hawaii National Bank, and the Army Corps of Engineers

Director of Finance — Direct Support Resources

Jan 2012 - Oct 2012 · Honolulu, HI

Second in authority to the CEO; 30+ direct reports in a 100-employee organization.

- Transformed three consecutive loss years into a 140% net-income increase, lifting company net income 42%
- Owned GAAP reporting, cash flow, forecasting, banking relationships, and capital-structure decisions

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EARLIER CAREER

- Hasha Appraisal & Consulting, Birmingham, AL — Certified General Appraiser, Dec 2007 – Dec 2011: valued $500M+ in commercial assets; among the youngest in Alabama history to earn the CG license
- ERA King Real Estate — Commercial Sales Agent (concurrent), Sep 2010 – Dec 2011: top-producing commercial agent among 120+ peers; $16M+ listed

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SKILLS

Company building · SaaS operations · Revenue operations · EOS / Traction cadence · P&L management · Forecasting & GAAP reporting · Payments operations (Stripe) · Process automation · CI/CD release discipline · PostgreSQL · Django · React (working stack)

EDUCATION

- Auburn University — B.S. Business Administration, Finance (2007)
- Auburn University — Executive Master of Real Estate Development

RECOGNITION

- 2026 · PROPEL pitch competition, 1st place — PaperPlay (Huntsville/Madison County Chamber)
- 2022 · Renominated, Hawai‘i Community Development Authority (Governor of Hawai‘i)
- 2019 · NAIOP Hawaii Kukulu Hale Award — WorkPlay (Developer/Owner)
- 2017 · SBA Young Entrepreneur of the Year — City & County of Honolulu
- 2015 · Pacific Business News Forty Under 40
- 2015 · Pacific Edge Magazine Best New Business — Finalist

Hawaii licenses as listed on the 2017 state record: Certified General Appraiser (CGA-1158), Principal Broker (RB-22109). Current status on request.