

## Special Audit Committee and Special Board Meeting

**Monday, May 18, 2026  
12:00 PM**

San Diego County Regional Airport Authority  
Administration Building  
First Floor – Boardroom  
2417 McCain Road  
San Diego, CA 92101

This Agenda contains a brief general description of each Item to be considered. The indication of a recommended action does not indicate what action (if any) may be taken. If comments are made to the Committee without prior notice or are not listed on the Agenda, no specific answers or responses should be expected at this meeting pursuant to State law. ***Please note that Agenda Items may be taken out of order.***

Staff Reports and documentation relating to each Item of business on the Agenda are on file in the Office of the Authority Clerk and are available for public inspection.

**\*NOTE:** This Committee Meeting is also noticed as a Special Meeting of the Board to: (1) foster communication among Board members in compliance with the Brown Act; and (2) preserve the advisory function of the Committee.

Board members who are not members of this Committee may attend and participate in Committee discussions. This Committee meeting is also noticed as a Special Meeting of the Board to comply with the Brown Act since sometimes more than a quorum of the Board may be in attendance.

To preserve the proper function of the Committee, only members officially assigned to this Committee are entitled to vote on any Item before the Committee. This Committee only has the power to review Items and make recommendations to the Board. Accordingly, this Committee cannot, and will not, take any final action that is binding on the Board or the Authority, even if a quorum of the Board is present.

PLEASE COMPLETE A "REQUEST TO SPEAK" FORM PRIOR TO THE COMMENCEMENT OF THE MEETING AND SUBMIT IT TO THE AUTHORITY CLERK. **PLEASE REVIEW THE POLICY FOR PUBLIC PARTICIPATION IN BOARD AND BOARD COMMITTEE MEETINGS (PUBLIC COMMENT) LOCATED AT THE END OF THE AGENDA.**

### Board Members

Lydia Ball (Chair)  
James Sly (Vice-Chair)  
Whitney Benzian  
Daniel Kuperschmid  
Monica Montgomery Steppe  
Rafael Perez  
Esther C. Sanchez  
Steve Vaus  
Marni von Wilpert

### Ex-Officio Board Members

Ann Fox  
Col. R. Erik Herrmann  
Michele Perrault

### President/CEO

Atif Saeed

# Special Audit Committee Agenda

Monday, May 18, 2026

## CALL TO ORDER:

## PLEDGE OF ALLEGIANCE:

## ROLL CALL:

Committee Members: Huerta, Montgomery Steppe, Newsom (Chair), Perez, Sanchez, Vaus, Wong Nickerson

## NON-AGENDA PUBLIC COMMENT:

Non-Agenda Public Comment is reserved for members of the public wishing to address the Committee on matters for which another opportunity to speak **is not provided on the Agenda**, and which is within the jurisdiction of the Board. Please submit a completed speaker slip to the Authority Clerk. ***Each individual speaker is limited to three (3) minutes. Applicants, groups and jurisdictions referring items to the Board for action are limited to five (5) minutes.***

**Note:** Persons wishing to speak on specific Items should reserve their comments until the specific Item is called by the Committee.

## NEW BUSINESS:

### **1. INTERVIEW APPLICANTS TO FILL A PUBLIC MEMBER VACANCY ON THE AUDIT COMMITTEE:**

RECOMMENDATION: Interview applicants and select a primary and alternate to recommend to the Board for appointment to fill a vacancy on the Audit Committee.

(Presented by: Matt Harris, Director, Government Relations & Strategy)

## CLOSED SESSION:

## REPORT ON CLOSED SESSION:

## COMMITTEE MEMBER COMMENTS:

## ADJOURNMENT:

Monday, May 18, 2026

## Policy for Public Participation in Board, Airport Land Use Commission (ALUC), and Committee Meetings (Public Comment)

- 1) Persons wishing to address the Board, ALUC, and Committees shall submit a "Request to Speak" form prior to the initiation of the portion of the Agenda containing the Item to be addressed (e.g., Public Comment and General Items). Failure to submit a form shall not preclude testimony, if permission to address the Board is granted by the Chair.
- 2) The Public Comment Section at the beginning of the Agenda is reserved for persons wishing to address the Board, ALUC, and Committees on any matter for which another opportunity to speak is not provided on the Agenda, and on matters that are within the jurisdiction of the Board.
- 3) Persons wishing to speak on specific Items listed on the Agenda will be afforded an opportunity to speak during the presentation of individual Items. Persons wishing to speak on specific Items should reserve their comments until the specific Item is called by the Board, ALUC and Committees.
- 4) If many persons have indicated a desire to address the Board, ALUC and Committees on the same issue, then the Chair may suggest that these persons consolidate their respective testimonies. Testimony by members of the public on any Item shall be limited to three (3) minutes per individual speaker and five (5) minutes for applicants, groups and referring jurisdictions.
- 5) Pursuant to Authority Policy 1.33 (8), recognized groups must register with the Authority Clerk prior to the meeting.  
After a public hearing or the public comment portion of the meeting has been closed, no person shall address the Board, ALUC, and Committees without first obtaining permission to do so.

## Additional Meeting Information

**NOTE:** This information is available in alternative formats upon request. To request an Agenda in an alternative format, or to request a sign language or oral interpreter, or an Assistive Listening Device (ALD) for the meeting, please telephone the Authority Clerk's Office at (619) 400-2550 at least three (3) working days prior to the meeting to ensure availability.

For your convenience, the Agenda is also available to you on our website at [www.san.org](http://www.san.org).

**For those planning to attend the Board meeting, parking is available in the Airport Administration Building Parking Lot (entrance on the east side of McCain Road). Bring your ticket to the first-floor receptionist for validation.**

**Visitors can park in the lot from 8:00 a.m. to 5:00 p.m.**

You may also reach the SDCRAA Building by using public transit via the San Diego MTS System, Route 923. For route and fare information, please call the San Diego MTS at (619) 233-3004 or 511.

## Audit Committee Report

**Meeting Date: May 18, 2026**

**Subject:**

**Interview Applicants to Fill a Public Member Vacancy on the Audit Committee**

**Recommendation:**

Interview applicants and select a primary and alternate to recommend to the Board for appointment to fill a vacancy on the Audit Committee.

**Background/Justification:**

Section 170018 of the Public Utilities Code and Authority Policy 1.50 (5)(c)(ii) describes the Audit Committee, its composition, function, oversight responsibilities, membership and qualifications for public members.

Due to the term expiration for public member, Agnes Wong Nickerson, a Notice of Vacancy on the Audit Committee was posted on February 17, 2026, to fill the vacancy. The recruitment flyer was posted on [www.san.org](http://www.san.org); published in the San Diego Business Journal; emailed to Committee members; and emailed to numerous civic, professional and other stakeholder groups. The deadline to submit applications for the Public Audit Committee Member vacancy was March 31, 2026, and extended to May 1, 2026.

Four (4) applications were received. All applicants met one or more of the qualifications.

During the review of the applications, it was determined that all four of the applicants met one or more of the following criteria required for the public member vacancy:

- An architect or civil engineer licensed to practice in the State of California.
- A professional with experience in the field of real estate or land economics.
- A person with public or private sector executive level decision making experience.
- A person with experience in managing construction of large-scale public works projects
- A person who resides within the airport influences area of the San Diego International Airport.
- A person with experience in environmental justice as it pertains to land use.

Meeting Date: May 18, 2026

The qualifications of the current public Audit Committee members are 1) A professional with experience in the field of public finance and budgeting (Committee Member Agnes Wong Nickerson); and 2) A person who resides within the airport influences area of the San Diego International Airport (Committee Member Gretchen Newsom).

Lee Parravano, Chief Auditor, and Annette Fagan Ortiz, Authority Clerk, met with Gretchen Newsom, Committee Chair of the Audit Committee, and Matt Harris, Director of Government Relations, to review the applications. As a result of the review, two candidates were selected by the Chair to be interviewed. The next step in the process is for the Audit Committee to interview the applicants. Applicants are allotted 20 minutes each for their interview.

It is requested that the Audit Committee interview the two applicants selected to move forward and select a primary and alternate to recommend for appointment to fill the public member vacancy on the Audit Committee. The applications are attached as Attachment A.

## Fiscal Impact:

None

## Authority Strategies/Focus Areas:

This item supports one or more of the following (*select at least one under each area*):

### Strategies

- Community Strategy    Customer Strategy    Employee Strategy    Financial Strategy    Operations Strategy

### Focus Areas

- Advance the Airport Development Plan    Transform the Customer Journey    Optimize Ongoing Business

## Environmental Review:

A. CEQA: This Board action is not a "project" as defined by the California Environmental Quality Act (CEQA) (Cal. Pub. Res. Code §21065).

B. California Coastal Act Review: This Board action is not a "development" as defined by the California Coastal Act. Cal. Pub. Res. Code §30106.

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C. NEPA: This Board action is not a project that involves additional approvals or actions by the Federal Aviation Administration (“FAA”) and, therefore, no formal review under the National Environmental Policy Act (“NEPA”) is required.

**Prepared by:**

Matt Harris  
Director, Government Relations & Strategy

ATTACHMENT A

# APPLICANTS

ATTACHMENT A

**JAMES COURTNEY**

# SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY

## APPLICATION FOR APPOINTMENT TO THE: AUDIT COMMITTEE

**DEADLINE FOR SUBMITTAL: Friday, March 13, 2026, at 5:00 PM**

(Please type or print in ink.)

Name: James Courtney Home Phone: (619 ) 602-9071

Address: 6618 Comly Ct. City: San Diego Zip: 92111

Occupation: Commercial Real Estate Broker

Employer: Value Net Lease Partners Work Phone: (949 ) 996-5469

Educational Background/Qualifications: Bachelor Degree in Finance, 30 years of Real Estate sales and finance. Manage and trained a team of real estate agents, owned and operated real estate firm, Business Sales Broker, reviewed current and historical financial statements as well as company assets to determine market value. Work as a Director of an M&A company where we reviewed and analzed operations with recommendations to scale and assist with exit strategy.

Please see attached resume.

Licenses or Special Certificates held: California Real Estate Brokers License, Accounting Analysis Certification, Payroll Certification, Bookkeeping Certification.

Organizations to which you belong (professional, technical, community, service): CCIM Candidate  
California Association of Business Brokers, California Department of Real Estate

Briefly state why you wish to serve on a Committee or Commission and why you believe you are qualified for the position. (Please be specific and limit your response to 1000 words. Use additional paper if necessary). (Use additional paper if necessary).

Please see attached response.

References:

- |   |  |
|---|--|
| 1) <u>Edward Taylor - 408-396-5138</u><br>Name and Telephone Number     | 2) <u>Michael Cuttineauz - 619-549-3771</u><br>Name and Telephone Number |
| 3) <u>Lorretta Granger - 858 -395 0985</u><br>Name and Telephone Number |  |

**I understand that any or all information on this form may be verified. I consent to the release of this information for public purposes.**

Signature: *James Courtney*

Date: 03/03/2026

Return to: Office of the Authority Clerk at [officeoftheauthorityclerk@san.org](mailto:officeoftheauthorityclerk@san.org)

**JAMES E. COURTNEY**  
619-602-9071  
Email:jamescourtneybroker@gmail.com

## PROFESSIONAL SUMMARY

Highly motivated professional with successful track record of establishing relationships. Demonstrate proficiency in financial management, financial analysis, operations, policies and procedures, cash flow, risk assessment, and business evaluations. Success driven, detail oriented, individual or team player.

Additional experience in:

- Sales Management and Training
- Independent Contract Work
- Operations Management
- Financial Planning/ Consulting/Analysis
- Internal and External Sales (B2B, B2C)
- Marketing and Advertising
- Data Review/Analytic
- Business,Real Estate Sales & Financing
- Commercial Real Estate Investment Sales

## EDUCATION

- **CCIM Candidate Member** – Southern California
  
- **National Association of Bookkeepers  
(Certifications)**
  - a.) Accounting Analysis Certification – (2020)
  - b.) Accounting Certification – (2019)
  - c.) Payroll Certification – (2019)
  - d.) Bookkeeping Certification – (2019)
  - e.) QuickBooks Online Certification – (2019)
  - f.) ASCM- Procurement Certification – (2023)
  - g.) CTEC Certification – (2024)
  
- **Bachelor Degree  
(Finance)**  
Ashford University  
San Jose State University
  
- **Associates Degree**  
San Diego Mesa College

## CORE COMPETENCIES:

- Interpersonal Skills, Self- starter and team player highly focused on customer service and product knowledge. Establish and exceed personal and company goals. Trained loan officers, realtors, processors on ways to efficiently handle large volumes of business. Personal production of over 60 million dollars in Sales, Financing and Acquisitions. Participated in worldwide networking groups.
- Detail Oriented, Results Driven, time management conscious.
- Experience with Microsoft Office, Microsoft Excel, Proprietary Software, Loopnet, Co-Star, Apollo.IO, Placer.AI, Crexi, Sales Force, Gamma AI and other software, Business Evaluation Software. Microsoft Co-Pilot, Terra Kotta AI,
- QuickBooks, some ERP & CRM systems, Accounting Booking Software.

## CAREER PROGRESSION:

- **Commercial Real Estate Investment Advisor/Sales – (April 2025 – Present) (Value Net Lease Partners)**  
Real Estate Investment Sales through Triple Net Lease transactions, focused on Single Tenant Retail and QSR space. Make calls to investors with QSR Brand tenants providing opportunities to increase portfolio or trade out of the asset into better performing NNN assets. Review lease terms, create proposals, review data with clients, assist with action plan to list and 1031 exchange into better performing assets. Negotiate contracts for buy and sell side. Facilitate sales through escrow, attorney's, lenders, title, exchange intermediaries to close.
- **Mergers & Acquisition Director/ Business Sales & Finance (2023 – 2024) (James Courtney Brokerage & Now Exit M&A Firm)**  
Review & analyze business financial statements, assist business owners with strategic advice on how to improve performance, achieve goals and address challenges. Assess the value of businesses and suggest selling price, prepare businesses for sale by organizing financial records in preparation for sale. Advertise businesses and vet potential buyers to ensure they qualify for the purchase. Negotiate and facilitate the sale while assisting with structuring financing for the sale.
- **Commercial Real Estate Broker/Business Brokerage Consultant (2017 - Present) (Self – Employed Contractor)**  
Review & Analyze Business Financial Statements, which include Tax Returns, Income Statements, Balance Sheets to establish cash flow analysis to help determine business valuation, while collaborating with vendor partners to assist with tax incentive, expense reduction, accounts payable automation, Cost Segregation, Employee Retention, and WOTC Programs.
- **Commercial Finance Broker (2019-2023) (Route Loans Corporation, JC Capital Group)**  
Owner Operating a commercial financing business while establishing broker/partner relationships with direct commercial lenders offering Business financing. Reviewed and analyzed financial statements to ensure business and buyers meet minimum underwriting guidelines. Reviewed lender required documents for approval. Ensured all financial statements were accurate and met lenders DSCR requirements. Offered SBA, Working Capital, Line of Credits, or Equipment Leasing Financing. Business Approved by the California Department of Business Oversight with a California CFL License. Facilitate and close multiple transactions using lender required guidelines.

- **Commercial Real Estate Business Brokerage Sales & Acquisitions (2014 – 2019)**  
**(Transworld Business Advisors, First Choice Business Advisors, Restaurant Realty)**  
 Review and Analyze Business Financial Statements which include Corporate Tax Returns, Income Statements and Balance Sheets to systematically determine market value of Commercial Buildings, Restaurants Businesses. Review Lease terms and help establish marketable leases. Evaluate Commercial Buildings using multiple evaluation platforms.
- **Commercial Real Estate Broker (2014)**  
**(ACI Apartment Consultants, SVN, Keller Williams Commercial)**  
 Commercial Real Estate Purchases, Business Working Capital, Unsecure and Secure Lines of Credit, work with business brokers, commercial real estate brokers, to establish financing for their clients. I review tax returns and financial statements to evaluate the performance of the business and help place loans with lender who will finance transaction. I also work with Investors to acquire Single Tenant Triple Net Properties through 1031 Exchange.
- **Commercial Loan Brokerage (2014)**  
 Originate, package, review, prescreen, pre-underwrite loans for Business Acquisition, Working Capital, Equipment Financing, Leasing. Review buyer and seller financials to determine appropriate debt service required and Cash Flow Analysis to fund/finance commercial loans. Package and place loans with appropriate lenders, collect and review required documents.
- **Real Estate Broker (2013)**  
 Evaluate Business Financial Statements to help determine cash flow and EBITDA. Reference Business Guides and market research to determine average business sales for respective clients. contact owners to initiate sales process, help buyers establish financing for subject project. Facilitate successful marketing and sales of respective businesses throughout San Diego County.
- **Business Broker (2012)**  
 First Choice Business Broker,  
 (Review Financial Statements to determine value of business, solicit buyers to facilitate purchase of local business. Worked with escrow title, vendors associated with successful sale of businesses.

## **San Diego Audit Committee Statement of Interest – James Courtney**

I am applying for this position because it aligns closely with my professional experience, skill set, and commitment to accountability and sound governance. Throughout my career, I have developed a strong understanding of compliance, internal controls, and the importance of transparent and accurate recordkeeping. I take pride in approaching my work with integrity, attention to detail, and respect for established policies and procedures.

This role represents an opportunity for me to contribute at a higher level by supporting the Audit Committee's mission to strengthen oversight, ensure compliance, and promote public trust. I am particularly motivated by the chance to apply my experience in a way that supports continuous improvement, risk awareness, and operational efficiency across the organization.

Additionally, I am eager to grow professionally by taking on greater responsibility and collaborating with leadership to address complex issues thoughtfully and objectively. I believe my dedication, reliability, and commitment to ethical standards would allow me to add meaningful value in this position while further developing my skills in service to the organization and the community.

Respectfully,

James Courtney – Audit Committee Candidate

# ATTACHMENT A

**PHILLIP UNTHANK**

**Phillip Unthank**  
(619) 708-9875  
[phillipunthank@hotmail.com](mailto:phillipunthank@hotmail.com)

Proven experience in corporate accounting, financial reporting, auditing, treasury, taxation and finance department management. Professional background includes large public companies, as well as small and medium size companies. Highly motivated, self-starting professional skilled in communications with the ability to work under pressure while demonstrating a positive attitude and flexibility.

## PROFESSIONAL EXPERIENCE

### **Fractional CFO**

**March 2025 – to date**

#### ***Chief Financial Officer (CFO)***

Using my CFO experience to help local firms

### **Calming Co** — DTC dietary supplement brand

- Joined March 2025; company has doubled revenue in the past year.
- Rebuilt the accounting function, recruiting a new team and implementing scalable month-end processes, controls, and reporting cadence.
- Provided Sales team with CaC targets based on customer payback period, increasing sales velocity

### **Via Hemp Co** — DTC and wholesale hemp supplement company

- Joined August 2025; built the financial infrastructure and accounting foundation to support multi-channel operations.
- Developed consolidated DTC + wholesale forecasting model integrating Shopify, QuickBooks, and 3PL data.

### **Manscaped Inc., San Diego, CA**

**April 2020 - January 2025**

#### ***Chief Financial Officer (CFO)***

Oversaw financial operations for privately-owned consumer product-based company with 270 employees and revenues of \$350M.

- Drove company growth from 40 employees and \$65M in sales to 270 employees and \$350M during tenure.
- Expanded Finance & Accounting team from three to twenty-five members, enhancing department capabilities.
- Transformed financial statements from cash to public-level PCAOB standards, closing 3 previous years' audits within 18 months for a SPAC, involving three rounds of SEC filings.
- Recognized as CFO of the Year 2022 by SD Business Journal.
- Engaged in over 100 investor pitch calls during the go-public process, enhancing investor relations.
- Led a comprehensive 36-part Gross Margin improvement program, boosting GM% from 44% to 53% within 24 months.
- Established a comprehensive benefits program, including 401K, payroll/HR systems, risk, and health insurance setups.
- Spearheaded the selection and integration of key back-office systems including NetSuite, Coupa, Paylocity, and Oracle EPM.

### **NP Digital, San Diego, CA**

**May 2019-April 2020**

#### ***Vice President of Finance and Accounting***

Oversaw financial operations for two distinct P&L entities based in San Diego, CA, and Lehi, UT, within a privately owned company.

- Established the finance and accounting functions for a new company, spearheading a strategic migration from QuickBooks to NetSuite.

- Implemented robust contract approval and discounting processes to streamline operations.
- Managed a diverse team, including human resources, attorney, and four accounting professionals.

**NIXON INC., San Diego, CA**

**July 2014 – April 2019**

PE owned company producing own and third party branded consumer goods with sales of \$100M sold in over 80 countries.

***Sr. Director of Finance and Accounting***

- Oversaw all financial functions of worldwide entity with 200 employees with financial operations in the US, France, Australia, HK and Japan.
- Finance lead on refinancing of principal debt and two changes of control.
- Partnered with two different PE teams to package and sell Nixon including management of data-rooms and scenario modeling.
- Worked with the CFO, CEO and investor group to refinance \$200M principal debt including detailed long-term project of sales by channel.
- Developed cost reduction plan with CEO and Founders involving zero budgeting of all company functions. Actively partnering with Divisional VP's to ensure cost reduction plan was successfully executed.
- Implemented global liquidity management program resulting in reducing cash balance float requirement by half.
- ***Finance Director (Jul. 2014 – Dec 2015)***

**WEBSense INC., San Diego, CA**

**2006 – 2014**

A global leader in protecting organizations from cyber-attacks and data theft. A 360M, 1,600 employee public company that transitioned from public to private ownership during my tenure.

***Sr. Director, Finance***

Supervised daily activities of finance team of five and managed / collated monthly board decks.

- Finance lead for the acquisition of Websense by Vista Equity Partners (\$1B).
- Created three statement forecast including company guidance recommendation for CFO and Board of Directors.
- Treasury responsibilities included Cash Management, Bank Relations, Debt Covenant/Swap reporting, FX hedge purchasing and Insurance/Risk Management.
- Developed pricing of new products and for approval of Sales proposals outside of standard pricing policy. This involved the study of historic Seat pricing, future contract renewal values, COGS and region FX impacts.
- Implemented company revenue model combining subscription and immediate revenue streams to facilitate accurate earnings forecasts.
- Produced MD&A disclosure in the Company's 10K and 10Q reporting.
- ***Director, Finance (2011 – 2012), Sr. Manager, (2009 – 2010), Finance Manager, (2008 – 2009), Lead Analyst, (2006 – 2008)***

**VODAFONE, Newbury, UK**

**2001 – 2005**

***Retention Project Lead (2005-2006)***

Selected to lead a project quantifying all UK call center activity ahead of a restructuring plan.

***Head of Retail Finance (2003-2005)***

National Controller of Vodafone UK Retail's P&L of \$220M sales, including supervision of store expansion

***Sales Support Manager (2001-2003)***

Led team of six split between two teams supporting the Pay-As-You-Talk consumer channel.

**EDUCATION**

Master of Business (MBA) – Arizona State University, AZ

Bachelor of Law (LLB) – Nottingham Trent, UK, Bachelor in Ocean Science (BS)– Plymouth, UK

**LICENSE AND PROFESSIONAL MEMBERSHIP**

Certified Public Accountant (CPA), State of California Certificate Number 110617

Association of Chartered & Certified Accountants (ACCA), Treasurer (CTP)

# Manscaped Gets Ready for Its NASDAQ Debut

**CONSUMER PRODUCTS:** CFO Phillip Unthank Navigates Financing of \$1 Billion Business

■ By BRAD GRAVES

**Phillip Unthank**, CFO of **Manscaped**, was honored as CFO of the Year in the Medium Private Company category.

Unthank has a central role in Manscaped's journey from private ownership to publicly traded company. Before the second quarter is over, Manscaped stock is expected to be listed on the NASDAQ under the ticker symbol MANS.

Those who know Unthank say he demonstrates a consistently high level of excellence, exemplified by sound financial management with intelligent risk taking. He also provides his staff with growth and empowerment opportunities.

Beyond being an exceptional CFO, he is a born leader. He keeps morale and energy up in a unique, authentic, and motivating way, even during long days and late nights.

## The Road to the NASDAQ

Unthank was a key player in Manscaped's transaction with **Bright Lights Acquisition Corp.**, a special purpose acquisition company or SPAC. The Definitive Agreement Announcement of the business combination was announced in November 2021.

Unthank serves as the point of contact in the IPO process for a myriad of teams, partners, and third parties, including Finance, Accounting, Legal, Auditors, Investors, Banks and Capital Market Advisors.

He is instrumental in leading and enhancing the corporate financial planning and strategy of the company. In 2021, he uplifted financial reporting to a public company standard, while implementing new systems, refinancing debt, and running multiple due diligences, and executing three annual audits simultaneously.

He professionalized the company's process for forecasting and planning.

He also grew headcount and created new jobs within his departments. Manscaped in-house accounting and finance teams more than doubled in size in 2021.

As the CFO, the company's financial success relies on Unthank and his team. He has led the company to another profitable year, despite the global supply chain crisis and shipping to 38 countries worldwide.

Unthank has very strong relationships with the financial community. He currently spearheads the investor relations function at Manscaped to ensure accurate and timely communication to shareholders, and importantly, throughout the IPO transaction.

## Twenty Years of Experience

With more than 20 years of experience in corporate accounting, financial reporting, auditing, treasury, taxation, and finance department management, Unthank has an extensive proven background in the development and execution of corporate finance operations.

Prior to taking the CFO's job in June 2021, he served for slightly more than a year as Vice President of Finance.

Prior to Manscaped, he served as Vice President of Finance



Photo courtesy of Bob Hoffman  
**Phillip Unthank**  
CFO  
Manscaped

and Accounting at **NP Digital** and **NP Accel** from May 2019 to April 2020 and Senior Director of Finance and Accounting at **Nixon** from July 2014 to May 2019.

Unthank received his M.B.A. from **Arizona State University** and his B.S. from **Plymouth University (U.K.)** as well as a B.A. of Law (LL.B.) from **Nottingham Trent University (U.K.)**.

Outside of the office, Unthank is deeply involved and passionate about **Boy Scouts of America**. He serves as Treasurer of Troop 500 Point Loma. In addition to participating in the troop's meetings and events, he upholds the mission of the troop to teach outdoor skills, encourage advancement towards the Eagle rank, and build the future leaders of our community. His wife, **Laurie**, is a Cub Scout leader and his son, **Jake**, is a soon-to-be-Eagle Scout.

After receiving his award, Unthank took time to answer a few questions from the San Diego Business Journal.

**Q: At what stage in your life did you set your sights on the CFO's office? What put you on the path to getting there?**

**A:** After college, I started my career as a bank manager. I quickly learned that the hours I spent working numbers and developing spreadsheets were my favorite part of the job and knew I wanted to pursue a career on this path. It wasn't until a conversation with my boss at the time – the CFO of the company – that I realized the CFO's office was my ultimate goal.

As a Finance Director, I was leading a product launch after the head of the team left and the CFO asked if I'd be interested in running the Business Development team. Surprising myself, I blurted out "No, I don't want that job, I want your job." I suddenly realized how true that was, and I've been working to foster the full skill set to get there ever since.

**Q: Think back over your career. Up to this point, what is the accomplishment you are most proud of?**

**A:** I had known for a while I wanted to work in Accounting, but this required a lot of dedicated study time. I was working in sales and decided to self-study in my spare time for the Chartered Accountancy exams in the U.K. Typically, U.K. accountants take evening classes organized by their firms as prep for these exams, but I went a more untraditional route, bought a book and taught myself all the information to pass the first five exams. Afterwards, I organized an informational meeting with the **Vodafone Finance** team to see if this was the type of work I could see myself doing. When the manager of the team heard I'd self-studied for several of the exams, he was so impressed he offered me a job right there and then. This set off in my career in Finance.

**Q: Of all the economics and business issues in the news right now, what are you following with most interest and why? Which one most directly affects your organization?**

**A:** Consumer behavior is very topical right now. The pandemic created a unique set of circumstances and completely transformed consumer shopping habits. As we exit that period in history, it's interesting to map the way buying habits are changing. Specifically, they appear to be changing back to a preference of in-store purchasing. As an omni-channel consumer product company, Manscaped is ideally placed to service customer demand. Our products are already sold in **Target**, **Macy's**, and **Best Buy** and we expect to considerably expand our retail footprint both domestically and internationally in the coming years.

**Q: How big is your team? How difficult is it to hire qualified team members in this employment environment?**

**A:** My team currently consists of 25 employees covering Accounting, FP&A, Procurement, and Investor Relations. When I first took the reins in 2020, we had three people on the team, so we've experienced tremendous growth. They are an exceptionally hardworking group, and I'm privileged to work with each of them.

The employment market is continuing to shift. Before the holidays it was really difficult to find local talent, so we opened up our job pool nationally. Though, more recently the local market seems to be revving up again. Workers are looking for competitive salaries, flexibility, and better benefits and aren't afraid to move employers until they find one that meets all their demands. ■



Photo courtesy of Manscaped  
**The Manscaped team: Ginger Formando (left), Natasha Deglmann, Maja Morgan, Anita Newsom, Tom Iagnemma, Phillip Unthank, Mackenzie O'Berry, Lisa Miller, Madeline Pugh, Annie Lam, Rachel Jones, Kimchi Kirsten and Eric Lam.**

**From:** [SDCRAA clerk](#)  
**To:** [phillipunthank@hotmail.com](mailto:phillipunthank@hotmail.com)  
**Cc:** [Ortiz Annette](#); [Courtney Mia](#)  
**Subject:** FW: Application for Public Member Appointment – Audit Committee  
**Date:** Thursday, March 5, 2026 12:35:09 PM  
**Attachments:** [P.Unthank Resume.docx](#)  
[CFO Award Article SD Business Journal Apr 2022.pdf](#)  
[image001.png](#)

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Hello Mr. Unthank,

Thank you for submitting your application and attachments for the Open Audit Committee Member opportunity.

We appreciate your interest in this position and the time you've taken to share your information with us.

Our team will review your application and reach out if any additional details are needed.

We will be in touch with you once we have completed our review.

Thank you,

**Arely Valenzuela**  
**Assistant Authority Clerk II | Office of the Authority Clerk**  
**Office** 619.400.2557  
[avalenzu@san.org](mailto:avalenzu@san.org)  
[SAN.ORG](http://SAN.ORG)



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**From:** Phillip Unthank <[phillipunthank@hotmail.com](mailto:phillipunthank@hotmail.com)>  
**Sent:** Tuesday, March 3, 2026 4:46 PM  
**To:** SDCRAA clerk <[clerk@san.org](mailto:clerk@san.org)>  
**Subject:** Application for Public Member Appointment – Audit Committee

Dear Office of the Authority Clerk,

I am writing to apply for the public member vacancy on the Audit Committee of the San Diego County Regional Airport Authority. I am a San Diego-based Certified Public Accountant with over two decades of experience in financial planning, budgeting, audit oversight, and public financial reporting — and I am eager to put that expertise to work in service of this community.

Throughout my career I have worked extensively with the financial controls, reporting standards, and audit processes that are central to an audit committee's responsibilities. As CFO of Manscaped Inc., I led the company through a full SPAC process — including three rounds of SEC comment letters and the simultaneous completion of three annual audits to PCAOB public company standards — before the transaction was paused due to market conditions. I rebuilt the company's financial reporting from the ground up to meet public-company-level requirements, grew the finance team from three to twenty-five professionals, and oversaw budgeting and financial planning across a \$350M revenue business. This work was recognized with the San Diego Business Journal's CFO of the Year award in 2022.

Prior to Manscaped, I served in senior finance roles at Websense — a \$360M publicly traded company — where I produced MD&A disclosures for SEC 10-K and 10-Q filings, managed treasury and debt covenant compliance, and served as finance lead on the company's \$1B acquisition. At Nixon Inc., I led a \$200M debt refinancing and supported two private equity changes of control.

Today I serve as a fractional CFO for San Diego-based companies including Luminize and Calming Co, advising on financial controls, reporting, and budgeting. I also serve as Treasurer of Boy Scouts of America Troop 500 in Point Loma, a volunteer role that reflects my genuine commitment to this community.

I hold an active California CPA license (Certificate No. 110617) and am a member of the Association of Chartered & Certified Accountants.

I would be honored to contribute to the Airport Authority's mission of financial accountability and transparency. I am available at your convenience and welcome the opportunity to discuss my qualifications further.

Respectfully,

Phillip Unthank, CPA

Fractional CFO | San Diego, CA

(619) 708-9875 | [phillipunthank@hotmail.com](mailto:phillipunthank@hotmail.com)