



Leadership Bios

Jeron Paul

FOUNDER & CEO

Jeron is a 4x founder who loves building software companies. Prior to founding Spiff, Jeron founded Capshare, Scalar, and Boardlink. He has worked as a Director of Product Management at Thomson Financial, a Principal at Signal Peak Ventures (formerly vSpring Capital), a \$400M early-stage venture capital firm, and as the CEO of Scalar Partners. Jeron loves outdoor endurance events, soccer (indoors and out) and mountain biking. Jeron has a dual concentration degree from BYU in Philosophy and Economics and an MBA from Harvard. He is married with 5 kids.

Matt Stapleton

COO

Matt is a Spiff Co-founder and COO. Prior to joining Spiff, Matt ran the Shareworks Startup team at Morgan Stanley. He co-founded Capshare in 2011 with Jeron, and acted as the company's COO/CFO through its acquisition in 2017 by Solium, Inc. (TSX:SUM). He then became the company's CEO as a fully owned subsidiary, and ran the company through a second acquisition by Morgan Stanley. He loves playing with quadcopters with his kids and playing with his Traeger Grill.



Anna Fisher

CMO

Anna is a results-oriented marketing leader with a proven track-record building integrated marketing organizations by blending brand strategy and demand generation. Prior to joining Spiff, Anna served as the Vice President of Marketing at ZoomInfo where she led lead generation, brand awareness, product marketing, and customer marketing. Anna is currently based in Boston where she lives with her husband and 3 children.

Mike Ries

CTO

Michael is an experienced software engineer with more than a decade of experience. He never misses dinner with his wife and kids but he still finds time to build robots, organize programming language meetups, and host a programming podcast after his kids are in bed for the night.

Raphael Bres

CPO

Raphael is the Chief Product Officer at Spiff. Raphael brings over 25 years of experience in Enterprise Financial Applications & SaaS working with the leading software companies such as PeopleSoft/Oracle, Microsoft, Workday, FinancialForce and more recently as the Chief Product Officer at Tradeshift. Raphael started his career at Deloitte Financial Audit and Deloitte ERP Consulting. Raphael holds a Master of Sciences in Economics and a Master of Sciences in Information Systems from the University of Paris-Dauphine. Raphael was born and raised in France and has lived in the San Francisco Bay area for the last 15 years. In his spare time, Raphael enjoys travelling with his wife, producing music, helping others and playing chess.





Albert Candari

Head of UX

Albert's career manifesto is to bring humanity to products through Design Thinking. Prior to Spiff, Albert was the Director of Product Design at Instructure. Instrumental in Instructure's successful IPO, he spearheaded the product research and design of two flagship products. He helped build numerous Human-Centered Design teams in diverse types of organizations from global non-profit, growth companies to publicly traded companies.

