



**Annita Menogan, JD**  
**NACD Board Leadership Fellow**  
Denver, Colorado  
[www.linkedin.com/in/annitamemenogan](http://www.linkedin.com/in/annitamemenogan)

#### **BOARDS OF DIRECTORS**

##### **CHILDREN'S HOSPITAL COLORADO (2014 to Present)**

Member, Executive, Compliance and Business Ethics (CaBE), and Compensation Committees; Chair, Governance Task Force

##### **NATIONAL ASSOCIATION OF CORPORATE DIRECTORS, COLORADO (2018 to Present)**

Member, RoundTable and Member Engagement Committees, DEI task force

##### **DENVER KIDS, INC. (2014 to 2019)**

Chair, Nom/Gov Committee; Member, Executive and Merger Committees

##### **UNIVERSITY OF DENVER, STURM COLLEGE OF LAW (2011 to 2014)**

INSTITUTE FOR THE ADVANCEMENT OF THE AMERICAN LEGAL SYSTEM,  
Advisory Committee, Educating Tomorrow's Lawyers

#### **CORPORATE MANAGEMENT POSITIONS**

VP/GC/Corporate Secretary, **THE SIMPLY GOOD FOODS COMPANY** (NASDAQ: SMPL) (2015-2018)

SVP/GC/Corporate Secretary, **RED ROBIN GOURMET BURGERS, INC.** (NASDAQ: RRGB) (2006-2013)

VP/Corporate Secretary, **ADOLPH COORS COMPANY/MOLSON COORS BEVERAGE COMPANY**  
(NYSE: TAP; TSX: TPX.B (1999-2005))

#### **COMMUNITY INVOLVEMENT (PRIOR)**

Co-chair, (Colorado) Governor's Task Force on Civil Justice Reform

Colorado Supreme Court System Boards and Committees and Bar Associations, Chair and officer positions

Board member for women's leadership, DEI, family support, and children's education organizations

**Annita Menogan** is an experienced, seasoned board member, executive and public company board advisor with a strong track record of leadership in consumer facing companies and healthcare. Annita has served as a board member as well as a C-Suite executive and general counsel heavily engaged with the board at meetings. She is highly skilled in corporate governance and has deep boardroom experience with companies undergoing not only significant growth but also encountering periods of disruption, crisis, transition or business transformation. She has particular expertise leading board and corporate governance for newly public or merged entities, re-setting governance frameworks required for SEC and other regulatory compliance, and developing readiness strategies for private entities that have resulted in successful going-public transactions. Annita has over two decades of effective leadership facilitating enterprise growth and brand expansion through not only M&A activity of global brands, but also overseeing governance and regulatory implementation of strategic plans for revamped operations and branding, new product offerings, and expanding consumer segments, including use of social media and e-commerce channels. She has also been responsible for integration of governance and compliance protocols for global operation. She has served on or chaired a number of board committees, and has provided training, guidance and direction to newly appointed directors and first time committee chairs.

#### **Board service:**

**Children's Hospital Colorado.** Nationally ranked top-10, seven state regional system of over a dozen separate facilities in Colorado, including two major hospital campuses. Annita serves on the board's Compliance and Business Ethics (CaBE) committee, which oversees regulatory compliance, risk, internal audit and cybersecurity. During the current pandemic crisis, with oversight from the CaBE committee, CHCO has become a leader as a go-to resource for provider and community Covid-19 education and research, including development of promising convalescent plasma therapies approved by the FDA for emergency use to treat Covid-19 patients. She also serves on the Compensation and Executive committees. Annita chaired the board's Governance Task Force that realigned board structure and updated best practices to enhance the board's performance and oversight responsibilities.

**National Association of Corporate Directors, Colorado chapter.** Pre-eminent recognized authority on leading board practices and education. She serves on the membership engagement committee, program and roundtable educational committees, as a program day chair and on the Diversity Task Force of the nominating and governance committee.

Selected executive accomplishments:

- **Key leader in the global growth of Adolph Coors Company (now Molson Coors Beverage Company) from \$2.5 billion to \$7.5 billion in revenue between 2002 and 2005.**
  - Co-led establishment and implementation of corporate governance and reporting processes for new period-end closing practices under the then-new Sarbanes-Oxley Act (SOX) and related stock exchange regulation.
  - Engaged in negotiations for \$2 billion U.K. purchase of Carling assets from Bass Brewers and its merger with Molson Inc., leading to combined \$7.5 billion in revenue and top 5 global brewer.
  - Led negotiations for the two transactions with U.S. and Canadian regulators, oversaw due diligence, directed board and shareholder review and approval of the transactions.
  - Structured and ran international subsidiary governance and integration following the transactions.
- **Successfully counseled and guided board of Red Robin Gourmet Burgers, Inc. through several tumultuous years of SEC and other regulatory challenges and litigation, franchise acquisitions, and investor activist campaigns.**
  - Following turnover in executive management related to SEC financial reporting errors, hired to create new internal corporate and board governance structure to comport with SEC requirements. Established, with new CFO and audit committee strengthened SOX and other regulatory compliance practices to drive significant turnaround in governance, financial reporting responsibility and corporate culture. Instituted training and engagement resulting in significant change in employee accountability and understanding of public company obligations. Settled related litigation and regulatory actions.
  - Engaged closely with the board to respond to two activist campaigns. Advised board in the negotiation and design of significant governance enhancements, and guided the board and committees through changes in board membership and a second change in the executive team in 2010 and 2011.
- **Co-developed and implemented “path to public” financial and corporate governance plan for Atkins Nutritionals, Inc. in anticipation of an IPO, resulting in \$400 million acquisition by publicly-held SPAC, The Simply Good Foods Company.**
  - Created and instituted SEC mandated disclosure and financial reporting controls, board and other corporate governance policies, including restructured governance of international subsidiary businesses in Europe, North America and Australia/New Zealand.
  - Led several critical portions of the acquisition, including due diligence, satisfaction of major merger contingencies, and the transaction closing.
  - Provided leadership to the new board and company transitioning to full SEC governance compliance, strategic planning, executive recruitment and compensation, and business integration.

Prior to serving as in-house counsel, Annita represented a broad range of companies in several industries as outside counsel in M&A, IPOs and other transactions, and served as SEC counsel for many publicly held businesses. She has also been a speaker, faculty member and guest lecturer on corporate governance and securities regulation and has received awards for community impact work, including for the merger of two educational non-profit organizations in 2019. Annita is a graduate of the University of Denver, College of Law (J.D.) and holds a NACD Board Leadership Fellow Certification.