

# Karri Callahan

## Public Company Chief Financial Officer

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Denver, Colorado



## PERSONAL OVERVIEW

Karri Callahan brings more than 20 years of diverse perspectives to the Boardroom given her background working with companies of various sizes and industries. As a current public company Chief Financial Officer at RE/MAX Holdings, Inc., she offers financial expertise and strategic insights to help make informed business decisions that drive profitable growth. With experience focused on both organic and inorganic opportunities, she has experience with mergers and acquisitions, debt refinancing activity, and capital allocation decision-making.

In addition to developing, mentoring, and leading a high-quality accounting, finance, and legal organization of approximately 100 professionals, Karri also has experience in the areas of enterprise risk management, ESG, and legal and compliance. Through deliberate collaboration, Karri successfully enhanced and expanded RE/MAX Holdings, Inc.'s enterprise risk management process to include diversified perspectives from Company personnel, customers, industry experts, Wall Street analysts and corporate ratings agencies. Given her passion for strategic planning, the results from the enhanced enterprise risk management process have begun to be implemented in the Company's short-term and long-term planning processes.

Karri also spearheaded projects designed to enhance RE/MAX Holdings, Inc.'s disclosures from an environmental, social, and governance perspective. In partnership with internal and external stakeholders, she oversaw the completion of an additional website, [www.remaxholdings.com](http://www.remaxholdings.com), as well as a completely redesigned Proxy Statement, both of which were designed to provide additional ESG content.

From a corporate governance perspective, Karri has collaborated with the Audit Committee on accounting and financial reporting, cybersecurity, and legal and compliance matters, with the Compensation Committee on executive compensation decisions and disclosures, and with the Nominating and Corporate Committee on ESG matters and Board of Director nominations.

Karri is seeking board of director opportunities that allow her to leverage her business and financial acumen to collaborate in driving value creation opportunities.

## BOARD EXPERIENCE

### CRAIG HOSPITAL FOUNDATION

Board of Directors

Finance and Investment Committee Member

July 2018 – July 2020

## Board Assets

- Financial Expert
- Corporate Finance
- Mergers and Acquisitions
- Small-cap company ESG Implementation
- Enterprise Risk Management Oversight
- Strategic Planning

## Thought Leadership and Industry Recognition

- RISMedia: Leading the Charge
- Forbes: Investment, Mentorship and Flexibility
- Forbes: The Real Estate CFO In A Time Of Change: An Interview With RE/MAX's Finance Chief
- RISMedia Most Influential Leader in Real Estate

## Education

- University of Colorado *Masters in Accounting*
- University of Colorado *Bachelor of Science, Business Administration*