

CHRISTINNE JOHNSON
TRANSFORMATIONAL HUMAN CAPITAL LEADER
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PROFILE

Experienced Human Capital executive with 25 years of experience providing expert advice, leading change, and driving sustainable business growth for FirstBank, a Colorado-based, privately held bank with \$28B in assets and 100+ retail locations in Colorado, Arizona, and California. Expertise includes strategic planning, crisis management, compensation, succession planning, leadership development, risk management, compliance, project portfolio management, technology, fiduciary oversight, and board governance. Proven track record of building strong relationships and collaborating with various stakeholders, executive teams, and boards of directors.

BOARD EXPERIENCE

- Participated in monthly Board of Director and Audit Committee meetings providing expertise and advice to the Board and Board Committees on Human Resource strategy and execution.
- Supported the CEO on Board Governance and Compensation Committees.
- Developed FirstBank's Board of Director Code of Conduct, Director skills matrix, and new Director onboarding program as we worked to adjust the board structure to add external, independent directors.
- Presented to the Board on Human Resource and Diversity, Equity, Inclusion strategy and major initiatives.
- 20+ years' experience serving on a variety of not-for-profit boards, often in leadership roles.

CAREER HIGHLIGHTS

- 25 years of experience leading a variety of functions at FirstBank to include: local market lending and branch management, regulatory compliance, operations, technology, project management and human resources.
- Transformed the entire Human Resources function as CHRO for a 3K+ employee organization, taking it from a trusted service provider to a strategic business partner, earning a position on FirstBank's executive leadership team reporting directly to the CEO.
- Diversified FirstBank's workforce taking the employee population of underrepresented groups from 15% to 40% over 8 years; oversaw FirstBank's cross-functional, enterprise-wide diversity committee.
- Created FirstBank's first full-scale leadership development program aligning it with corporate values and success criteria.
- Implemented employee and executive compensation structures achieving \$4M savings in the first year and enhancing FirstBank's ability to recruit and retain top talent.
- Crisis leadership during the COVID pandemic as a member of the executive leadership team.
- Senior member of FirstBank's Risk Committee.
- Led the conversion and redesign of the monthly Board report from paper to digital.
- Proposed, designed, and implemented FirstBank's first Project Management Office, aligning the technology project portfolio with strategy to maximize value creation and improving project throughput by 20%.

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COMMUNITY BOARD EXPERIENCE

- Colorado CASA | Executive Committee, Board Chair
- Foundation for Colorado Community Colleges | Board Chair, Vice Chair, Finance & Audit Committee Chair
- Denver Public Schools Foundation | Board Director, Finance Committee
- Lutheran Medical Center Foundation | Board Director
- Child Advocates – Denver CASA | Treasurer, Vice Chair, Fundraising Events Chair
- Head Start Policy Council | Treasurer
- Aurora Education Foundation | Board Director
- South Aurora Family Resource Center | Board Director

EDUCATION & PROFESSIONAL DEVELOPMENT

- Corporate Boardbound Program Participant | Anticipated graduation September 2023
- National Association of Corporate Directors (NACD) | Individual membership
- Master of Business Administration | University of Colorado at Denver
- Bachelor of Science, Accounting | University of Northern Colorado
- Graduate School of Banking | Pacific Coast Banking School