

Memorandum

We make lives better through connections.

RTD

To: All Employees

From: Debra A. Johnson, General Manager and CEO

Date: May 6, 2025

Re: Chief Financial Officer Announcement

It is my pleasure to announce the appointment of Kelly Mackey as the agency's Chief Financial Officer. Kelly was selected following a national search and brings more than two decades of experience to the role. Kelly is a strategic and results-driven finance executive, specializing in complex financial operations and organizational transformation. As CFO, she will oversee the agency's \$1.4 billion budget, steward resources with fiscal integrity on behalf of the agency's more than 3,000 employees, and drive financial strategies that support RTD's mission to make lives better through connections. Kelly will officially start at RTD on Monday, May 12.



Kelly will bring a diverse and robust background to the CFO role, most notably through her 15-year career at Staples. At Staples, she held multiple leadership roles supporting the company's B2B e-commerce distribution and delivery business. Her leadership enabled measurable improvements in financial discipline and operational efficiency across supply chain, customer experience, and field operations. She led an 88-person team for the organization, driving operational execution, data-driven decisions, and planning for one of North America's largest private delivery networks.

She also was instrumental in leading customer innovation at Staples, supporting the firm's transition under new ownership, and collaborating with management consulting partners to drive transformative go-to-market and organizational redesign strategies. This stewardship impacted approximately 3,000 associates and 150,000 business customers. She integrated advanced planning methods, Lean Six Sigma process design, and system enhancements across business channels—skills Kelly plans to utilize in leading RTD's complex operational and service delivery environment.

Most recently, Kelly brought her financial and operational expertise into the technology and cybersecurity sectors, as Vice President of Finance at Trellix, a global enterprise cybersecurity company. There, she served as a key leader for financial planning and analysis, product line restructuring, and merger-and-acquisition readiness. Prior to Trellix, she served as Vice President of Revenue Operations at GHX, a Colorado-based healthcare supply chain software firm, where she led digital transformation initiatives, streamlined financial operations, and successfully integrated multiple acquisitions.

A Certified Public Accountant and an alumna of Harvard Business School through the Advanced Management Program, Kelly holds a Master of Business Administration from the University of Colorado Denver. She also earned her Bachelor of Science in Finance, summa cum laude, with a minor in Spanish from Oral Roberts University.

As she transitions to the public sector, Kelly carries a passion for applying private-sector discipline and transparency



to public finance, ensuring that taxpayer dollars are used efficiently and in service of positive outcomes for all communities RTD serves.

I am excited to have Kelly's dedication and commitment to RTD's employees and customers at a time when the agency is focused on the Strategic Priority of Financial Success and the Strategic Initiative of Back to Basics. Her more than two decades of experience and leadership will ensure the agency can continue to successfully manage its financial resources.

I also wish to extend my gratitude to Brenden Morgan for serving as the acting Chief Financial Officer during this search process. His commitment and hard work are to be commended by the entire agency.

Please join me in congratulating Kelly and welcoming her into this new role at RTD.