



2020 RTD GM/CEO Survey Data

Prepared August 2020

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Background

This document highlights the data RTD obtained from an online survey regarding the next General Manager/CEO. RTD collected data from August 19 through August 23, 2020. A total of 685 respondents participated in the survey (682 responses to the English version; 3 responses to the Spanish version).

Caveat: Because data were collected through an anonymous online survey, a margin of error cannot be applied to proportions. As such, data should be interpreted directionally instead of literally. Additionally, due to rounding, percentages may not sum to 100.

Figure 1: Based on your knowledge of candidate X, how qualified do you think they are to serve as RTD's GM/CEO? (Percent Score)

Candidate	1 Not at all qualified	2	3	4	5	6	7	8	9	10 Very qualified
Debra Johnson (n=595)	3%	2%	4%	4%	8%	7%	12%	12%	11%	37%
Adelee Le Grand (n=609)	3%	4%	4%	4%	10%	9%	12%	12%	9%	33%
Tina Quigley (n=560)	5%	3%	4%	6%	7%	8%	10%	12%	13%	33%

Note: Not sure responses not counted in the percentages above.

Figure 2: Based on your knowledge of candidate X, how qualified do you think they are to serve as RTD's GM/CEO? (Mean Score)

Candidate	Mean Score
Debra Johnson (n=595)	7.72
Adelee Le Grand (n=609)	7.36
Tina Quigley (n=560)	7.33

Figure 3: If you would like to provide a comment on candidate X, please do so below.

Candidate	Number of Comments
Debra Johnson	264
Adelee Le Grand	236
Tina Quigley	242
Total Comments	742

Comments

Debra Johnson*

Score of 1 Comments

- *I didn't feel any passion from her or Adelee Le Grand! They both seemed like they were just robots reading from a script that could apply to any transit agency. PASS! I will say that her experience is good, but not as good as Tina Quigley, in my opinion.*
- *I want someone who will focus on the people who rely on RTD services to get to work, not expressing their politics through their job. Oh, and making judgement calls on the quality of her work in a description of her background seems miserably biased.*

Score of 2 Comments

- *Okay if you needed a director level position not a CEO*
- *She was boring. I don't think she wants this job and I don't see anything changing at RTD if she gets selected.*

Score of 3 Comments

- *Debra's vision and plans do not seem to have much relevancy to RTD's actual situations. They sound more like what she hopes RTD's situation is.*
- *Her video presentation was boilerplate. Too many "I" statements. She clearly hasn't ridden RTD, nor did she give the impression of understanding or knowing of RTD's failings.*
- *I do not feel from the resume and video that Miss Johnson is ready or able to provide RTD with the needed ability to function adequately in the vital areas for recovery and will have a difficult time rebuilding the community trust that has been lost over the last year.*
- *Seems professional and has experience, but is uninspiring.*
- *She sounds like she has experience, looked professional, but did not inspire me at all.*
- *She's not held a CEO positions. Her presentation was boring and uninspiring.*

Score of 4 Comments

- *Debra would be good as a department leader. not a organization leader/*
- *I enjoyed hearing her 90 day plan as well as five year plan. It's evident that she cares about the future and how the present affects the future.*
- *I wasn't able to surface a lot of information on Johnson, but what I did...wasn't positive, in my book. My least-preferred candidate. Seems quite pro-corporate and anti-labor, from what I can tell, and the presentation didn't change that opinion.*
- *Nice but not exciting*
- *She read a scripted document that anyone could have done. Bland and boring.*

Score of 5 Comments

- *Debra Johnson's presentation is "boiler plate" and doesn't show that she understands the issues that are unique to RTD and the Denver region.*
- *Debra's experience is operational excellence. Does not communicate succinctly. We need the GM to be able to bring it all together so the Agency can regain community understanding and get out of the media spotlight. Would be better suited to a role as an AGM or COO.*
- *Has she ever been a bus driver? Light rail operator? Has she done the grunt work to understand how the employees are the backbone of the business?*

* As is customary with qualitative data, none of the responses have been corrected for spelling or grammar.

- *Her frequent job changes is a concern. How long will she stay with RTD? She did not address any specific pain points RTD is facing.*
- *I believe that Debra is a validate candidate, my reservation is that the entire video she was reading a teleprompter, or maybe a device that her eyes never made contact with the listening audience causing a disconnect. In my mind the CEO candidates are nervous and rightfully so, they should be, RTD as an institution is in a pivotal time and need leadership that wants to win for our public and also the teams that provide for the public. Inspiring and creating ownership. RTD's CEO needs to be able to get on whatever platform and captive an audience, be it a video, or in person. Too may times have I seen that a box is checked to fill a position with no buy in or ownership to pad a retirement. Every team gets hurt for this oversight.*
- *I did not see any passion or excitement despite the technical expertise.*
- *I'm not sure she has the diverse background needed to address today's needs.*
- *In listening to your video, I feel that you did not have any Union experience, or you did not talk about your knowledge of, as this is a big part of RTD's organization. You also did not have a good example of the changing weather that RTD encounters from summer to fall, with clogged up streets. Your financial lacked the troubling times RTD has encountered in the last few months. Therefore, these are just some examples, of what I am looking for in our next CEO for RTD and based on the above I don't feel you would be a good fit for the position.*
- *In their presentation, they came across as having all the answers and a rigid plan, rather than being flexible and listening to input from others. They mentioned spending 25 years preparing for the position, but didn't provide any details of how their experience prepared them for the position.*
- *It all seems boiler plate language to me. Why don't we hear some specifics - dedicated bus / transit lanes so they can stay on time and not compete with traffic? Improving the W line, build out the line to Boulder, how to get CDOT to stop building lanes for cars with one person in it, etc. Does Debra ride or use transit? What has she done to improve transit in her town?*
- *No CEO transit experience.*
- *Qualities shown speak to leadership and accountability only*
- *Resume appears sufficient but presentation came across as forced by including every senior executive handbook buzzword currently in vogue. The problems facing the Denver region and RTD are going to require more than haltingly read PowerPoint presentations full of meaningless executive jargon.*
- *RTD has failed miserably and is in need of a complete reorganization to survive. First, they overbuilt rail lines without taking staffing into consideration. Last year, dozens of routes were cancelled everyday due to operator shortage. Second, they raised fares more than 21% only to provide less service. No successful business model can operate by charing more and giving less. Even before Covid, I have reduced my trips by more than 80% because I simply can't count on being on time any longer. If you can't make radical and hard changes, this will fail.*
- *She has a good resume and experience but she doesn't get me excited. I felt like her video was generic.*
- *She has worked at other transit agencies. What success did she have in those positions?*
- *She seems solid, yet unspectacular. If we want to maintain the status quo, this is the choice to make.*
- *Some experience. Low key, friendly and easy to talk to. RTD needs a leader who could transform the agency. Debra could manage day to day operations.*

Score of 6 Comments

- *Although I'm sure she's an effective leader, her presentation felt boiler plate and I wasn't impressed with as a dynamic leader who can work creatively in a challenging situation. She sounded very command & control.*
- *At first I was excited about this person, however started digging deeper and my worry is that she'll be led by what the lobbyists want, not necessarily what's best for the riders.*
- *Debra didn't seem enthusiastic about the RTD position. She could have given her presentation to any transit district in the country because it was so generic.*
- *Debra has vast knowledge and broad experience of transit industry, but lack of transit CEO experience, which might impact her ability to unite and inspire staff and community.*
- *Debra is clearly an experienced transit professional and I do not expect any surprises--good or bad--from her. She seems less dynamic than we might otherwise want for our rapidly growing city and would be a safe bet, but I think we can do better.*
- *I initially liked her the most until the videos canes out. She seems very intelligent, but I felt like she was just saying what anyone would say. It was a very generic presentation and rather boring. I do not think that she has what it takes to take RTD to the next level.*

- *I think her resume looks really good but I got them impression from her letter and video that she doesn't seem as passionate about this job when compared Quigley. Her video just sounded like a typical generic video that would apply to any transit agency.*
- *I thought it was great that she is into customer service which keeps us afloat. However, she did not make eye contact (just read her presentation) and did not mention the Union. Some of her 90 day projects are all ready in place now. She would be great in the planning department.*
- *Less focus on innovation*
- *On paper, Debra Johnson seems highly qualified. However, in the video, I couldn't get a sense of her leadership style nor whether she could inspire / re-instill trust in RTD.*
- *Unfortunately, her most recent experience has involved working with systems entirely unlike RTD, both in the type and scope of the challenges faced, as well as the literal operational fleet (for example, Long Beach Transit has nearly no fixed lines). Also, it's difficult to find Long Beach Transit or Debra Johnson herself when searching through conferences, articles, review of services in primary transit reporting news, which suggests both limited scope of work and a lack of recent experience with visionary projects. We need new, creative thinking here, not just the nuts and bolts of operating. Unfortunately, her candidate presentation video also suggests an uninspired alignment to the blocking and tackling of organizational management, as it would apply to any large organization providing a service. Despite her extensive on-the-ground operational experience, neither her resume of work, her cover letter of interest, or her candidate video inspire me to believe that she is likely to provide the vision and boundary-pushing leadership elements that would redefine and Reimagine RTD in the ways it sorely needs.*
- *While I feel that the technical ability seems evident, I struggled to see engaging charisma in her video. To help RTD fix its image with the public, I feel a charismatic leader will be essential.*

Score of 7 Comments

- *Although I think that Debra Johnson is Qualified, she would not be my first choice for RTD's GM/CEO, instead she would be my 2nd Choice.*
- *Certainly qualified, but she hasn't run a large agency, or even a smaller one. As with all of the candidates, the RTD Board will have gained far more insight than we have from just a resume and video. That said, her presentation was quite disappointing. It was all generalities, and while they were mostly appropriate, there was nothing specific to RTD. There was also nothing about the pre- and post-COVID challenges that transit systems are facing from the TNCs, costs that exceed revenues, new technologies, etc. And certainly nothing about RTD-specific issues.*
- *Debra has great past experience but her presentation could have been for any transit agency. Too generic!*
- *Debra is my second pick based on her long career in managing large organizations.*
- *Debra seemed to have a good background for this position. The only concern would be will she give us more of the same, when what we need is to turn this agency around.*
- *Debra seems to have a set plan in place on how to move forward, but she doesn't share how she will adjust her plan to RTD's unique issues. I would like to see more flexibility in her plan. If hired, she will need assistance with presentations, as her video was very unpolished and as the #1 person for RTD, she will be in the news all the time.*
- *Debra's presentation was very structured and very well presented; however, she never looked in the camera. I seemed she was reading from a script. The structure of her presentation was certainly a strength; apparent she is an organized leader.*
- *Didn't hear anything innovative. Good transit background.*
- *Executive experience at large transit agencies including sprawling western regions similar to RTD.*
- *Good choice*
- *Had the leadership background and experience but didn't seem to really understand the issues facing RTD. Her first 90 days seemed like a one size fits all approach.*
- *I believe RTD needs someone who can be put in front of a camera and speak their mind confidently. They will also need to be able to convince the public that what is happening is good for everyone. I think Ms. Johnson would need to develop those traits, and I'm not sure that this position would be suited to on-the-job training.*
- *I initially thought Debra would be great from her short bio but after seeing the video and detailed resume she would be my second choice. I am concerned she won't stay very long (see following comments about interim leadership experience). I felt like she is a strong transitional manager but has yet to grow into a leadership maturity that RTD really needs right now. She said all the right things during the presentation, and yet it felt dry and not a level of engagement that I would have liked to see. It was more administrative and not so much vision. I notice a number of interim positions on her resume, and in the presentation there was mention of the first 90 days being spent assessing. That is an appropriate strategy for an interim position where you are helping with transition work, but RTD has already*

been in that phase with Paul Ballard. I just don't see that she has evidenced the gift for longer term leadership with an organization (beyond an interim type position). There wasn't a lot said about connecting with the community and that is something really key right now, and a strong part of long term success. I believe she could do the job, though I think it would be continuing with business as usual for RTD.

- *No comment*
- *Not a big-picture leader.*
- *She seemed to over-emphasize detailed engagement to the point where too many voices will likely confuse the direction that RTD needs to go.*
- *She seems adequate, if a bit more traditional in her thinking. I believe she would be an okay choice*
- *She seems professional, polished and experienced. I would say the downside of that is that her presentation struck me as somewhat generic inasmuch as she doesn't give the impression to be of having taken the time to dig as deeply in on the specifics of RTD's situation as Tina appears to have done. The challenge of Covid to me is not about sanitizing buses, something that Debra seemed to dwell upon a bit. It is that it piles on top of a number of other existential challenges to traditional views of how people use mobility... it goes beyond a financial or operational challenge, and really demands a more fundamental rethinking about how RTD needs to engage in ensuring access to mobility services.*
- *Significant experience, not a lot of imagination or energy, nor significant familiarity with Denver metro area.*
- *This candidate has experience at multiple large transit agencies. Most qualified of the three.*
- *Very polished. Her vision was well laid out and thoroughly explained. I liked her directness and that she touched on all of the different components that are facing RTD today. She seems like someone who will be tough, which is needed, be a strong leader and grow those around her. My concerns are can she be tough with the Board, know when to be gentle with labor/employees and handle the often harsh criticism from the public. Also, can she deal with the politics - State, local and the accountability committee. She has a solid background in larger transit agencies which is great and has risen up through organizations which gives her an understanding of what it means to be the employee not just the employer. I loved her intro on Leadership.*
- *Well rounded with a lot of transit experience from different agencies.*

Score of 8 Comments

- *After reviewing all candidate resumes and watching each of the three videos, Debra would be my "2nd" choice out of these finalists. She presented a well laid out plan but I was concerned at her extreme formality which led her to exude a personality that could make it difficult to regain community trust. She seemed stiff and unenthused. Her 6.5 years of "C" level experience puts her behind some of the other candidates, and she also seems a little less qualified in her experience on boards than some of the others.*
- *As RTD wades into uncharted fiscal waters, her executive experience will be valuable to prioritize important services.*
- *Candidate Johnson has a strong background. She was well prepared for her presentation, however, reading her notes over the presentation indicated she needed guidance from her notes. Her work at LA Metro is to be credited. LA Metro is a large agency and managing that agency is an accomplishment.*
- *Capable inclusive very intentional leadership.*
- *Debra appears to be an incredibly strong candidate on paper. Her progressive experience and leadership at LA Metro and Long Beach Transit demonstrate she has a strong bench of skills to become a GM of a large organization. I appreciated her ideas about rethinking capital project delivery - although this may not be the key need of the District at this time. Her intentional commitment to diversity would add great value to RTD. Her video did not inspire me. Having the skill set to be great on camera is not a critical function of the GM, but it did not create an excitement for me. Debra would be my number two choice.*
- *Debra is a good speaker. She has a lot of plans to undertake in her first 90 days on the job. I feel that she would be up to the challenges that she would face.*
- *Debra Johnson was very customer focused. She talked about accountability of finances and resources which I feel are important. Employee engagement and future Goals for RTD. One of her goals was diversity and inclusion. She also mentioned she was a skilled negotiator.*
- *Did like that she would meet with the bus operators at morning pullout. You currently have a manager who has oversight of the bus operators who has made statements like; "A mother f***ing chimp can drive a bus." Not good. RTD wouldn't exist without the bus operators and management needs to show their workforce respect and understanding.*
- *Good detailed presentation that showed some creativity - closing was very well done. Has broad background and understands the breadth of the business. As with all candidates - disappointed that RTD did not short list anyone with deep operational skills - that seems essential for the job moving forward.*

- *Good national experience and breadth of expertise.*
- *Hands-on experience would prove valuable to RTD. Did not demonstrate an understanding of RTD history or current issues. Mostly focused on internal organization and management, not much on external challenges.*
- *Her presentation showed a keen understanding of the elements of success in the role. Her plan for what can be accomplished in 90 was very ambitious and she may need to deprioritize some of it.*
- *Her presentation was very well prepared and thoughtful. She has a plan for RTD, for sure.*
- *I feel that Debra's experience was good, however she was kind of flat in her interview.*
- *I like Debra's outlook on the current state of RTD, Assessing the existing Physical assets and and maintaining what we have before considering expansion. She appears to be caring and sincere. Debra would be by second choice based on her presentation and skills selling herself to be the next RTD CEO.*
- *I liked her commitment to DEI.*
- *I think Debra's operations experience and work at agencies like LA Metro would server us very well here.*
- *If she's able to be a successful CFO at LA Metro then it bodes well for her abilities to manage in the top spot at RTD.*
- *It seemed like she was using an executive job application template. There wasn't really any specificity in her comments about RTD, and I think it showed that she wasn't really talking from the heart based on her personal experience by the fact that she never looked at the camera. She just read from her boilerplate notes and didn't really inspire trust or a sense of teamwork.*
- *On paper, Debra Johnson seems to have experience and background that dovetails well with a CEO position. However, her video presentation does not give me the sense that the ideas are her own. I got the feeling that she did not do enough preparation in advance, and did not come across as a strong champion for RTD.*
- *Seem like she is knowledgeable, but not personable. RTD needs someone to help heal RTD she would be another tyrant.*
- *Seems to have a lot of executive experience. Liked her presentation, spoke a lot about what she will do for the organization and how she would handle the COVID-19 pandemic.*
- *She had a good presentation and a decent plan for moving forward. She was my second favorite candidate.*
- *She seems wonderful and knowledgeable.*
- *Suspect that imphasis on diversity is about skin/race and not about ideas.*
- *Very impersonable presentation. She was reading from a script the whole time.*
- *Very professional and knowledgeable. At this level, she should be able recite her qualifications without reading from a prepared script however.*
- *Very qualified, but a forgettable presentation.*
- *While Miss Johnson did a good job explaining her Impressive qualifications and her approach she did not do a good job of communicating her understanding of the specific history, issues and circumstance of RTD and our region.*

Score of 9 Comments

- *Background in transit was clearly described and the plan for the first 90 days stated. However, the ambitious schedule may be difficult to achieve. The plan described incorporated the public-facing and the internal (operational and financial aspects) objective necessary to effectively manage the agency. The plan however was multi-faceted and perhaps needed a more defined focus on what was needed, who would address it, and how it would be achieved The need for transparency and regional coordination was noted.*
- *Certainly has in depth knowledge, and knows operational issues. But there was a lot of "me" and "I" in her presentation, which made me wonder how effective she would be in listening and in building an empowered team.*
- *Could she elaborate more on what "progressively responsible experience" entails?*
- *Debra Johnson said all the right things, and I suspect she would be a fine CEO for RTD. Her background is broad, which tells me that she has a grasp of the "big picture". Even though she also read from a script and did not look at the camera during the presentation, I think she will present herself to the public/media/board/etc. as capable and confident. Overall, in spite of no eye contact with the audience, I think her presentation was good.*
- *Debra Johnson's presentation shows that she understands what is most important about running public transit infrastructure - serving its users, and the larger community. This is revealed by her interest in the situation on the ground, and her plans to solicit feedback from the community and the RTD workforce, and reenforced by her record of experience and results. I was especially moved by her discussion of possible downsizing or restructuring -- this may need to happen for RTD during the COVID-19 crisis, but, as Debra Johnson states, this must be done in an open and thoughtful manner, with dignity for all involved.*
- *Debra's presentation was thoughtful and strategic with timelines, tactics, strategies and outcomes clearly outlined.*

- *Debra's resume shows a wealth of experience with labor management. I was impressed with her Bus Operator focus groups at LA Metro. Her experience as Deputy CEO at Long Beach Transit implies to me she is well-versed in the expectations, requirements, and challenges of the CEO/GM position at RTD.*
- *Good resume, plan content the same as Le Grand, polished presentation video. Very professional appearance in video and gave the appearance she would be good leader.*
- *Great background in Transit and her presentation touched several areas pertaining to how to move RTD forward.*
- *Great leadership experience at large transit agencies. Seems to have a solid grasp on the critical issues facing RTD and a strategy to address them. Appreciate her focus on equity and inclusion.*
- *Her COO experience showed in a positive way. Communications emphasis strong.*
- *Her presentation included a measurable plan for action. She was articulate in her words and did not waste time with a lot of fluff. Her background and experience work well with the challenges she will face here in the Denver area and she demonstrates a willingness to work with the community and the local officials to bring about a viable organization.*
- *I am fortunate to know all three candidates and RTD is fortunate to have such a stellar pool to pull from. Debra has worn many hats in the transit industry and excelled in each one. She is firmly rooted in the rider experience and the role of transit in the larger urban context. She is an admired manager and polished leader. She would be a wonderful executive for the RTD.*
- *I believe Debra has substantial experience in transportation operations. I believe Debra is passionate about diversity and inclusivity and, since community trust is the primary challenge facing RTD (per Tina Quigley's analysis), someone who is passionate about diversity and inclusivity is the critical component for moving RTD past its current crisis. That said, I felt Debra's ideas were standard and had to have been most certainly already attempted within the organization. Looking for more out of the box thinking to fix our problems.*
- *I enjoyed her video and appreciated knowing her vision for RTD. She understands the needs of the community and articulated her plan very well. However she came across, to me, as robotic and a little cool. I would like to know why she wants to move to Denver.*
- *I like the quiet confidence and the fact she will listen and observe while she is learning and planning.*
- *I really had hoped that Debra would have spoken to the camera instead of reading from the script. Good vision, good resume; she will be in for a tough job with all of the issues we have. Debra comes from an Operations background, which is good. My second choice*
- *I think Debra would be the best for leading RTD at this time because of her emphasis on equity and her statement of commitment to it. While I think Tina Quigley gave the best presentation by far because it was engaging, I believe it's easy to become trapped by the polish of a good communicator. This doesn't always translate into the best leader. I think it's time for a Black woman to lead RTD.*
- *I think it's very important that she has experience working directly under elected officials. And she has experience in metro areas that relate to Denver's characteristics economically, demographically, and historically.*
- *I was very concerned that she appeared to be reading her whole prepared presentation and never looked into her camera. She appears to be qualified but, she was not very personable or engaged. It was a very ho-hum presentation. In the end she didn't really sound interested or interesting*
- *I'm impressed with her breadth of experience across multiple transit agencies and in a variety of roles of ever-increasing responsibility. I appreciate her people-first approach and her heartfelt dedication to equity, respect, and inclusion for all. With this in mind, it's also clear that she's not afraid to make the tough decisions that are necessary to right the RTD organization and get us back on track. I would welcome her fresh perspective and can-do attitude to lead our transit system to a great future.*
- *Ms. Johnson has/is working for some of the largest US transit authorities. The Executive positions she's held do not come lightly. I find her to be forward, sincere and equitable. Her education and work experience exceeds former CEO Genova and more in line with former CEO Cal Marsella. Based on the current communication format, I feel she would be a strong leader for RTD.*
- *Ms. Johnson's 5-year plan was well structured and includes elements that RTD needs to focus on. RTD needs to look at all resources, people and physical, to optimize the agency.*
- *Plan focused on finances rather than external issues. Housecleaning is needed. Strong leadership with a single vision is needed. Accountability in usage and spending is needed. Debra seems to see this.*
- *Presentation was well thought out, structured, operator focused and demonstrated she has the operational experience to make the organization a success.*
- *Seems capable and experienced enough to manage this job*
- *Seems capable. Concerned about length of time in some positions.*
- *She seems experienced and prepared to guide the organization to make the difficult changes required to become a strong and efficient transit agency again. I would select her as the right candidate to maintain a strong and accountable leadership team at our RTD.*

- *Strongest experience in public transit of all candidates. Has extensive experience working in public sector transit agencies (not just private industry). Has experience with implementation, not only conceptual planning. Smooth delivery of speech, but not very energetic. Well organized presentation and thought process.*
- *The experience in three larger cities/markets should prove to be very helpful in charting Denver's future success.*
- *The most impressive resume and the most thorough presentation.*
- *The various transit organizations Ms. Debra Johnson lists, have rail systems, which add another level of complexity to the management challenges. In addition, the technologies used for those rail systems, have similarities with RTD's, in particular as they serve metropolitan areas (i.e. LA Metro, etc.). Having had to deal w/ similar systems, including size for the areas served, may become an asset for the RTD. However, being on an executive position and actually being the general manager may pose some challenges, but Ms. Johnson may be able to draw from the quality experience accumulated, to be effective in helping the District successfully overcome the present and future barriers.*
- *Well qualified. Presentation was excellent. Good operational experience.*

Score of 10 Comments

- *I really liked how he explained his ideas, and how he shows him, he looks very professional and a very good person*
- *Answered the question that was asked very precisely, with substance and owned the position.*
- *Appreciate that her work has been in the West.*
- *Compassionate and effective executive leadership at its finest....*
- *Consummate leader, high energetic visionary, extremely intelligent and accomplishes the work through the miracle ingredient of...people. RTD, don't let this (Debra) slip your grasp.*
- *Deborahs history and achievements make her uniquely qualified for the position.*
- *Debra appears to have the knowledge, skills and experience need to lead RTD into the future. Her current knowledge and skills could be immediately transferred and she should get off to a flying start at RTD.*
- *Debra been ambitious since grade school. With that came the knowledge of caring understanding and the willingness to help others to achieve their goals . As much as her own goals that is why I think she is very qualified for that position because she can and will accomplish all her assignment .*
- *Debra did the best job of truly communicating her vision. I believe she is the most qualified as she has actual, current experience running a transit agency and dealing with the impacts of COVID. She appears to be very passionate and transparent. Would be great to see her lead RTD out of COVID and beyond. I believe she would be the most transformative of the three.*
- *Debra has been and remains a diligent and discipline person and dedicated employee who has enjoyed her previous opportunities to make life smooth and harmonious for the public*
- *Debra has served as deputy CEO. She has earned this step up. She is an innate leader, a woman of quiet, composed strength, personal power and measured analytical decision-making. And she naturally blends her strengths with the invaluable quality of compassionate leadership.. This is her time. I have no doubt that she will do Denver proud. Debra is my first choice for this role.*
- *Debra has so much experience. RTD can greatly benefit from that!*
- *Debra has the broad background, skills, and experience that Denver RTD needs to lead the large and complex transit organization. All of her extensive experience is directly related to working in and with stakeholders in transit agencies comparable to and larger than Denver RTD. She has honed her skills in every area including planning, customer relations, public outreach, operations, Board relations, finance, and more. She will very aptly leverage her experience to develop innovative and transformative solutions to tackle the challenges that lie ahead. Her resume and video presentation very cogently presents her vision and short-term and long-term ideas for improving transportation in the Denver region. Without any reservations, Ms. Johnson is your next leader. Period.*
- *Debra has the most executive management experience in public transit of the three finalists. Multiple transit agencies. Best presentation. Hire her.*
- *Debra has the operating experience working with larger agencies in bigger cities, but applying a smart, efficient approach to ensuring sound operational processes. She is community-focused and less interested in politics and image, and more in making sure the work gets done.*
- *Debra is a true transit professional and is positioned to lead RTD to success.*
- *Debra is a very professional and diligent person. She is a very hard worker with great organization skills and would be the best candidate for the CEO position.*
- *Debra is my top candidate*
- *Debra is well experience and has a great reputation throughout the industry.*

- *Debra Johnson had the most detailed plan and vision for the future direction of the company. Her years of executive experience in ground transportation help to make her a good fit to help turn the current dismal state of RTD around and get it to a thriving position. She talked about a diversity and inclusion plan for the company, and was the only one to talk about that and its importance. Ms. Johnson also mentioned the desire to cultivate the talent at RTD, which is something I find valuable since there are many untapped human resources already here. She is my first choice!*
- *Debra Johnson has dedicated her life to public transportation. She is an advocate for it everywhere she goes. She understands who it serves in communities around the country. Debra is determined and enthusiastic about her role in this important industry even after 25 years of service. She is a champion for all those that rely on her. She is a winner who respects others and leads the way to success.*
- *Debra Johnson has done a solid job at Long Beach transit.*
- *Debra Johnson has the experience as Deputy CEO of the transit system in Long Beach, CA. She has a well laid out plan on prioritizing what issues need to be addressed and what actions need to take place within the first five years of her employment. She understands it is the employees and customers who keep the wheels moving for RTD and under good leadership, they will work together and allow RTD to succeed.*
- *Debra Johnson has the Leadership when it comes to transportation whom is not afraid of Responsibility. Transportation is her life. Teamwork makes the Dreamwork ; she is always about Teamwork always work hard and strong with everyone. Debra is is Great outspoken Communicator when it comes down to getting straight to the point when it relates to the job. Analytical skills: when she sees an issue Debra is determined to fix the problem once she has a plan in motion. Last but not least Debra is is all about Dependability and has a strong work ethic. Debra Johnson is your choice for the next CEO for Denver RTO she's 1 in A Million. She is the best qualified for this position.*
- *Debra Johnson has the most experience working in transit areas that are most similar to the Denver Metropolitan area. The transportation systems and demographics in her previous positions are more closely aligned to this service area than the other candidates. For this reason, I would like to see Ms. Johnson selected to the position of RTD CEO. In addition to other qualifications, I believe Johnson will be able relatable to the the riders, employees and community. Yes, personality is a factor in choosing the RTD CEO!*
- *Debra Johnson is a focused leader and visionary who brings skill, tenure, and brilliant strategy to the CEO position. Not only is she a tenured executive in the transit industry, but her experience is broad and diversified. Through Debra's leadership, I have personally gained an abundance of professional knowledge and guidance that has been invaluable in navigating my corporate career.*
- *Debra Johnson is a highly intelligent and well organized executive worth while ability to motivate teams and and achieve objectives. Debra Johnson is and will be a valuable asset to your team*
- *Debra Johnson is a highly qualified candidate for this position. The experiences of her previous positions has provided a well balanced education to ensure her success for RTD as it's CEO. She will hit the ground in stride with the community, gather its needs and fulfill those needs as she plans for the future of the Denver RTD. You will be able to count Debra's devotion expertise and outright hard work.*
- *Debra Johnson is a tireless, visionary and transformative leader with decades of executive level public transportation experience. She's a savvy professional who knows how to effectively interface with public officials and private partners to carry out the strategic policy priorities of the large public agencies in major metropolitan areas she's served, on the East Coast and the West Coast.*
- *Debra Johnson is a true leader and visionary. I had the pleasure of working for her and achieving goals unimaginable. She holds all of her staff accountable as she mentors and coaches you to success. If selected, you are choosing a winner not just for your transit authority but for the customers, executives and everyone she encounters!!*
- *Debra Johnson is a true leader at heart. She is motivated and has high standards that is shown through her work. She is very ethical in her decision making.*
- *Debra Johnson is a very hard working and dedicated employee. She is very knowledgeable about transit issues and has always worked toward solutions. I have known Ms. Johnson since the beginning of her career in transit for over thirty years and she has always been professional. She would been a great asset to Denver.*
- *Debra Johnson is a woman of integrity and commitment to serve all people. She is passionate about plumbing transportation and lives and advocates for all but especially those who are typically underserved and high needs.*
- *Debra Johnson is a woman of the people. During the pandemic she could've been working from home like many of her counterparts but she would wake up every morning and go to the office to work. The service workers don't get to work from home so why should I, she would say. If chosen, she would make a great GM/CEO of the RTD she is fair, professional and never looks down on those that work under her. She would see them as part as the team working towards the same goal, just managing different parts.*
- *Debra Johnson is an excellent selection for GM for RTD. She has extensive experience in communications and capturing the voice of the customer. She will listen to the recommendations and follow them up with action. She is the true*

example of being a doer and not a talker. Watch her feet and see how she transcends your transit system to average to exemplary.

- *Debra Johnson is highly qualified, educated, passionate, and puts her heart and soul into everything she does. She is a critical thinker, an active listener, and a relentless problem solver. She works hard but smart, she is tough but fair, and will always bring energy and positivity to the table. Most importantly, she will lead by example. Debra would be an invaluable asset to the RTD family!*
- *Debra Johnson is qualified, proven, passionate, and professional in every aspect. Debra has been one of the most positive influences in my life, and served as a role model for young African- American women and women period. In my times of struggle she hasn't judged, but simply helped me and never expected any type of retribution. Debra thinks of herself last, and if she says she going to do something, by any means necessary it will get done. Debra is fair but tough, and knows how hard it is to do the right thing but does it. Nothing in life worth having or achieving comes easy and nothing was ever given to Ms. Johnson, it was earned. Debra is a leader, and loyal to her principles and convictions. Debra has put God and family at the forefront of her decisions and never strayed from her beliefs or where she comes from. With success comes much adversity and she has stayed humble and sincere throughout her career. Debra Johnson is not only the right choice for this position, but was born for it.*
- *Debra Johnson is the only qualified candidate.*
- *Debra Johnson presents to be the most qualified and articulate candidate. She has a clear vision and is ready to to work!! she also has experience managing and working with a major metropolitan transit system. She's highly qualified.*
- *Debra Johnson seems to have the right temperament and experience to lead the RTD.*
- *Debra presents very well, professionally, has excellent communications skills, and seems focused on the real challenges RTD is facing. Her strong background in transit is impressive, her roles, responsibilities and accomplishments are real assets and give her an edge and ability to be a very strong asset to the organization and community of riders. Her career path is one of an executive that is not only focused but one who can produce results. Debra has had excellent exposure in some very key transit markets, involved in many projects; it is clear she is up to the task and would be a very strong capable and respected leader and executive. Metro Denver transit needs leadership, a bridge builder, if it is to be respected and to thrive at all levels. There exists tremendous opportunity in Colorado for enhanced high quality public transit; esp. up and down the front range. I think this gal is up for the challenge.*
- *Debra seemed to be the best plan.*
- *Debra's experience aligns very well with the various components needed to be a CEO of a major transit agency. She has a strong sense of operations and government relations, which are key. Dealing with board members and elected officials is a challenge and she has that acumen. I think she would bring a strategic approach to addressing RTD's challenges while also fostering the good that exists at the organization. Her even-keeled temperament seems well suited for the firestorm she's about to walk into.*
- *Debra's presentation demonstrated the greatest preparedness to lead RTD. You can see see that she is ready to lead and take on challengers, with a plan to achieve it.*
- *Debra's presentation was a bit lack-luster and she did not apparently know where the camera was. Seemed to be reading from a script.*
- *Definitely has the most transit executive experience of the 3 candidates and the best "plan of attack"*
- *Due to her experience in numerous major metropolitan cities with mass transit I feel she is highly qualified for this position.*
- *Experienced and knowledgeable.*
- *From Ms. Johnson's presentation, I found her very professional, organized and overall very put together. I wish that she would have made herself more personable in her presentation, because I felt that she was reading off of a teleprompter instead of presenting through eye contact with the camera. Her experience is very strong in regard to working in large transportation organizations. She presented herself very capable to lead RTD as our CEO.*
- *Had the most comprehensive and detailed presentation about her plans for the agency. Has the best experience for the job. Was very professional and well-prepared. Very impressed! Hire her!*
- *Her experience as a direct employee--as opposed to consultant positions--of several transit agencies is a plus.*
- *Her experience in 2 highly traffic communities demonstrates her knowledge and capabilities.*
- *Her plan speaks to a 90 day, 5 year and tenure plan. I think that is very important.*
- *Her presentation showed a deep understanding of RTD's current issues and provided realistic goals and strategies for moving RTD forward to become a strong, reliable, and respected transit agency. Her presentation was well-thought-out, detailed, and specific. Additionally, she showed professionalism and competence in her video. It was obvious she understands transit operations and the impact RTD has on the Denver Metro region. She seems to be someone who can communicate and work with people at all levels - employees, elected officials, and other planning organizations. She came across as personable and passionate about helping RTD improve and grow into a reputable and respected*

transit agency. She seemed like someone that would work collaboratively, but would also keep the needs of RTD at the forefront of her mind.

- *Her presentation was by far more detailed than the other candidates. Its important for RTD's next CEO to know what is being said and what's not being said in order to be successful in these tough times.*
- *Her presentation was very well organized, she is warm and professional and has a very specific plan to move RTD forward.*
- *Her presentation was well done, she outlined short, mid and long terms plans. It highlighted her knowledge of the transit industry and challenges and opportunities that must be met. She is thorough and well spoken. She exudes leadership which is something RTD is in desperate need of right now. Her professionalism and experience in the industry shines through much more than the other two candidates.*
- *Her transit history and experience working in several major metropolitan areas would be an asset to the department.*
- *Hopefully Debra can do something about the community's outcry of police brutality on the RTD lines. I myself, have been targeted, harassed, and physically threatened by this particular security company. Security isn't bad when done right, but anyone who uses the rail system recognizes that a few of these officers have hijacked the system, with ZERO accountability. Not only was my complaint to RTD not heard, I was harassed in the same exact manner a month later by the same security guard. He likes to come up behind you and put his elbow on your head and stare at you. Then when you protest, he says, "I always sit here". These are thugs, and we need someone who actually cares and will not ignore reports of targeted harassment by this company.*
- *I believe Debra Johnson is the best candidate for the position of RTD GM CEO based on her experiences and video presentation of strategy in moving forward. The 25 years of experience, along with her current position and her vision for moving forward is what the Agency and community needs in this difficult moment. Her ability to pull from all of her experience is needed at this time. Her experience also includes multiple organizations with a strong public engagement background, strategic planning and working with diverse communities. These are all vital qualities to bring the Region and RTD into the future and to build trust with our stakeholders. If we are looking for a well rounded strategic planner with a diverse background who understands public and employee engagement, transit from the ground up and various leadership experiences she is the right choice for RTD.*
- *I couldn't really see anyone doing such a great job and more deserving for this position than Deborah Johnson and I truly believe she is very much qualified. Thank You. Angie Williams.*
- *I feel Debra is very qualified, though I felt the tone around right-sizing RTD was a message of a potentially over aggressive restructuring and downsizing (which might be what is needed). Debra was well spoken, and had a very clear plan and goals, short and long term. Looking at her resume, her professional experience seems choppy; she hasn't really stayed in a leadership role for more than a couple years.*
- *I feel she is best qualified for position*
- *I had the pleasure of working with Debra Johnson at WMATA. She was a positive influence to all employees that encountered her. She ensured the agency had clear communications and revamped the rail messages to be more customer friendly. Debra is an example of a true leader who is for the people.*
- *I have found Miss Johnson to strong in her conviction, but not so strong that she will not take to input from anyone including input from low ranking individuals within the company. Her management style is to engage with everyone from upper management to rank and file, paying attention to each individual. She is someone you can reason with prior to making an educated decision. Her passion and dedication for transit is incredible. She is a strong person who has a great vision for the transit industry.*
- *I have heard incredible things about the transit changes in Long Beach!*
- *I have taken the time to watch all 3 presentations and believe Debra Johnson is the best candidate for the position.*
- *I know her to be fair, honest and a critical thinker. An absolutely amazing leader who is able To make everyone in the room seem important and get the best out of her team.*
- *I like her broad experience.*
- *I like her emphasis on inclusion and diversity.*
- *I like that she was very specific and detailed about her plans for RTD. She seems like she would hit the ground running which is what the agency needs.*
- *I remember when Deborah worked at L A Metro. She would use public transportation for work and evening functions and I asked about her reason. Deborah shared the convince of the metro and wanted to understand the riders experience. I believe Deborah is an outstanding consideration for CEO. Thank you Luke Adkins Vice President OPCMIA Local 755*
- *I think Debra Johnson says explicitly & her years of services make her the best choice*
- *I think Debra's experience speaks well to her ability to run an agency like RTD. She comes off as smart, thoughtful, and is ready to get out to hear from the community about the needs of RTD*
- *I think Ms. Johnson is a vision oriented executive with the ability to adapt to unforeseen circumstances.*

- *I think she can lead the agency the best.*
- *I think she will best serve Denver's working poor!*
- *I think she'll be a great fit RTD as well*
- *I think that Debra Johnson is supremely qualified for this position. She seems to have held many executive level positions across the country.*
- *I was highly impressed by her vision, and how clearly she laid out her goals.*
- *I was thoroughly impressed with the presentation and details Ms. Johnson covered. She appears to be one that is open to listening to the customers and acting on their recommendations. As a resident of Denver, the transit system need improvements and someone who is willing to make the necessary changes to improve the customer experience. She has varied knowledge of various transit systems and I feel her experience would be invaluable. Thanks for the opportunity to express take the survey and provide input.*
- *I worked with Debra several years ago at BART in San Francisco and feel fortunate to know her as a friend and colleague. This smart, energetic and dependable candidate is tops in my book. She had the experience and fortitude to run an organization and bring collaborative and innovative thinking to the table. Debra Johnson is a great choice for this position.*
- *If you are elected please Increase ventilation in the buses. Many buses have all the windows closed!!*
- *Impressed with her professionalism, plan and preparedness*
- *Innovative and a visionary leader.*
- *Inspirational, dynamic, humble and highly principled...*
- *It appears that Ms Johnson has a wide variety of professional experiences that have prepared her for this position.*
- *It is with a strong sense of pride that I recommend Debra Johnson for the position of GM/CEO with RTD. Her topnotch approach to management is reflected in her video presentation, and you can be assured that she would deliver on this plan as she has stated. With over 25 years of hands-on transit experience, I am confident that Debra has all the impeccable qualifications you desire in a CEO, especially as your organization looks to continue to expand and remain competitive during this pandemic period. I see Debra as the fearless leader RTD needs and one who will continue to lift the RTD's emblem higher and navigate through the present and future business challenges in the transit industry.*
- *It looks like Ms Johnson's first 90 days will be very busy; not sure she can accomplish all of her plans.*
- *Me. Debra Johnson has a quarter of a century experience in the Mass Transit field. Having worked with w some of the largest Mass Transit providers in the country. She has cut her teeth quite impressively w her work in DC, San Francisco & LA. Her work in Los Angeles has served her strongly, as she's very likely been involved w former RTD CEO Paul Washington (now director for LA) who shepherded FastTracks & Trex here in Denver when Colorado won over a \$1Billion to implement the largest mass transit program ever undertaken. Her challenge, like anyone's will be to restore trust & faith into RTD & get FastTracks FULLY BUILT OUT in the next five years, & not some BS 2040 date. The entire front range voters voted for the FULL SYSTEM & that's what needs to be delivered. Promises were made, & promises need to be kept. TOD development also needs to be further utilized, & RTD needs to work w ALL 33 f. range mayors & eco development bodies to recruit international companies LARGE & small to TOD locations up & down the front range to bring good high quality STEMM (MANUFACTURING) jobs to the city & state that sits 220 miles in the EXACT geographical center of the country. We believe Ms. Johnson has the most VAST transit expertise and qualifications to achieve these goals. And not only return the mantle of best transit agency in North America, (three times in the past 15 years) but turn the agency into a the black, w out public funding. Much like the USPS.*
- *Most qualified. Most experience.*
- *Mrs. Johnson is a highly qualified candidate for the position as GM/CEO of your organization. She brings a wealth of corporate knowledge, experience and leadership to the position. She is very professional, dependable and dedicated to achieving the highest level of performance within the organization. She is a visionary as well as a change agent to live out her personal as well as her professional goals by making an impact for those in need of assistance. A true leader and pioneer for change and improving the workplace for all humans.*
- *Ms. Debra Johnson demonstrates the breadth of qualifications, executive/leadership competencies and overall hands-on experience within a public transportation industry and beyond. Ms. Johnson has led labor relations and directly negotiated and built relationships with labor, guided public communications strategies, directly interfaced with federal, local and state officials across various agencies throughout this nation based on her time in WMATA, SFMTA, BART and the Los Angeles region.*
- *Ms. Johnson appears to be the most qualified individual of the three finalists to lead the charge for RTD. Her emphasis on organization, transparency, and financial focus in the future were all very impressive attributes needed in the new GM/CEO. I would highly recommend the Board choose Ms. Johnson as the next GM/CEO for RTD.*
- *Ms. Johnson is an adept, knowledgeable and formidable leader. As a colleague and mentor, I have watched Ms. Johnson navigate and manage organizational changes at several of the country's largest transit agencies. From working with Unions, to communicating with residents and riders, Ms. Johnson is a consummate professional who is honest and*

transparent-from the board room to the bus stop. The most admirable hallmark of Ms. Johnson's 25+ years in transportation leadership has been the time and effort she devotes to mentoring and developing future transportation professionals.

- *Ms. Johnson is an excellent candidate for the position of RTD's GM/CEO. Given her extensive experience within the transportation industry and her leadership qualities, she will be prepared to lead RTD into the future. Ms. Johnson has a keen eye for talent and hires individuals who believe that people are the greatest asset an organization has. Ms. Johnson has strong values, makes ethical decisions and is a proven industry leader. The RTD Board cannot go wrong in selecting her as the agency's next leader.*
- *Ms. Johnson is an excellent leader who is confident, knowledgeable and compassionate. Her knowledge of the transit industry makes her the perfect choice.*
- *Ms. Johnson is one of the hardest working and committed individuals that I know, and I've known her for her entire professional career. She is compassionate, enthusiastic, and has always been focused on the job at hand, whether that be a minor task or a complex issue requiring input from various agencies across the industry. Debra also brings a positive attitude, competency, and inquisitiveness to her work. Her energy and positive spirit is endless, and that is just one reason she is able to inspire those around her to excel. I believe Debra would be an excellent GM/CEO for your organization, and would propel the system forward through transformational change that would beneficially impact the community. Ms. Johnson is ready for the challenge!*
- *Ms. Johnson is well rounded and knowledgeable in all areas of Transportation and Administration. She would be an asset to RTD Executive Team.*
- *Ms. Johnson presented a detailed plan and strategy and was able to articulate a clear vision for RTD.*
- *Ms. Johnson's presentation was on point. She would be a great asset to RTD's Executive Team! She is definitely qualified, and the best candidate for the position.*
- *Ms. Johnson's presentation was, by far, the most structured, tangible, and deliberate of all of the candidates. It is certainly apparent that Ms. Johnson has the applicable experience necessary for this role and has developed the proper framework to identify and address RTD's issues. In addition, she is only one of two candidates that identified FasTracks as an issue. Her brief front-line experience should also provide the proper perspective for what RTD's employees encounter on a daily basis. She seemed to provide the most forethought to this presentation and certainly was the most articulate. While the other two candidates bring unique skill sets to the table, Ms. Johnson's skills seem to be the best fit.*
- *Organized, well-thought out presentation. I particularly liked that she mentioned meeting the members of the RTD team and asking their advice. I ride the bus several times a week, going to and from work and know the drivers have direct customer experience. They've been working hard on the front-lines during the hard times before and during this pandemic, and they should be heard.*
- *Please bring back the pride we use to hold for our public transportation.*
- *Previous experience working at large urban center transportation authorities is a plus.*
- *RTD needs full transparency and bold leadership. I see Debra as the best candidate out of the three to meet those needs. I liked her focus on accountability, diversity and inclusion. RTD needs a restructure and an innovative mindset. Debra seems best equipped to speak hard truths with compassion and stand up to the staff leadership that is holding RTD back from being visionary. She also has the most applicable experience at LA Metro, which was able to turn their sinking ship around and become a leading transit agency in the US. Hopefully, Debra could use her experience there to help RTD counteract the downward spiral. She seems to be the best equipped to help RTD deal with their unique challenges. She has the strongest organizational leadership of the three candidates and I can see Debra being able to chart the challenging, but necessary path to fix RTD's cultural barriers to innovation.*
- *RTD will get a highly skilled CEO who is professional and care about the people she leads. Her plans were easy to follow and can be tracked when she arrives. The agency's will be successful with strong experienced leadership and Ms. Johnson is that person. Hire her for the opportunity to bring great talent into RTD.*
- *Seems to understand how train and bus routes work and has a history working in western cities, which often have much less transit-friendly layouts than eastern cities. Her appointment would ensure the extension of the train would be completed, and I believe she would have some excellent ideas for the future of RTD-transit.*
- *She has a well thought through plan for the Organization.*
- *She has done a great job in Long Beach. Takes charge and builds a functioning team.*
- *She is a very hardworking person. Always finish what she starts. Very knowledgeable and well spoken will make an excellent CEO*
- *She is an amazing Director, manager and mentor. She can provide invaluable leadership.*
- *She is extraordinarily qualified to lead RTD with her wealth and breadth of experience gained from her leadership roles with numerous public transit agencies. She is a proven, highly effective leader with the necessary interpersonal skills to excel as RTD's next GM/CEO.*

- *She is in touch with what RTD is striving to accomplish and has a wealth of experience to bring to the position.*
- *She is was extremely thorough and understood the financial aspects of running a business, also was very relevant regarding today's current pandemic and uncertain climate. Touched on the various facets of the transportation business which includes the customer. Great presentation.*
- *She seems the best qualified, and a. Couple of the agencies she has been associated with seem to be doing a good job.*
- *She was very professional and has a plan, which illustrates how seriously she's taking this opportunity. Her experience and preparation are impressive.*
- *Sounds qualified and ready to lead.*
- *Steady. Thorough plans. Depth of experience. Clear about learning from the team and employees that currently with there. And customer service focused or centered.*
- *Strength is experience in public transit agencies.*
- *Taking into account the letter, CV, and video, I believe that Debra Johnson is the right fit for our company. Although I found the presentation less entertaining as Tina Quigley's, which was very engaging, Debra prioritizes what is important to leading a company. Her thoughtfulness and understanding of service industries along with her acumen of building trust through fairness, transparency, inclusiveness, and "participatory" management style will truly raise RTD to the forefront of transit services. She understands that excellence in service starts from within the company. As she said, you treat your employees as you treat your best customer. Also what stood out to me is her experience in diverse departments such as Safety, Financial, and Legal. Having a well rounded and accomplished career will help steer RTD in the right direction.*
- *The short term and long term strategic plan was clear and attainable.*
- *The stellar experience Deborah Johnson brings to the table is exactly what RTD needs. Someone who understands the importance of customer service, leadership and vision. Deborah would be an amazing asset to RTD employees and those who patronize this public transportation.*
- *Thorough, detailed strategic vision. Reflects a people oriented vision, both customers and staff. Exhibits experience at all levels of a transit agency. Demonstrates an ability to be ready to lead and serve on day one.*
- *Upstanding grounded and knowledgeable in her field of expertise. It will be an advantage to have her on your team.*
- *Very good experience in large cities with better functioning urban transit that Denver can aspire towards.*
- *Very knowledgeable of the transportation industry, its needs, wants, capabilities and strategies to service the assigned community. Presentation included descriptive charts and of plans to depict plans and strategies to enhance RTD and the role of the GM/CEO. Good delivery.*
- *Very professional and understanding person*
- *We need someone with experience in markets that have surpassed ours. The fact that she has a such a diverse range in more advanced markets is amazing. San Fran is very different than DC but both have elements of where Denver should head.*
- *When I lived in LA I was impressed by the transit system.*
- *Wide range of transit & transportation experience. Proven leader with positive results. A good fit for This job.*
- *With her background, skills and knowledge, I believe Debra would make a positive addition to lead the RTD team!*

Not sure Comments

- *If she is stationed and groomed from California, she is more than likely in support of communism/socialism/marxism. I do not want ANY MORE democrats in this state!!!!*
- *Keep Pushing*
- *RTD's GM/CEO should not own an automobile.*

Adelee Le Grand*

Score of 1 Comments

- *Adelee is a highly ambitious woman who has been determined to snag an executive leadership position which she has been avidly pursuing for several years. However she has not been seated in such a crucial role. She lacks the critical leadership skills and maturity to inspire, guide and motivate talented teams to deliver. Effective leadership must come from a place of compassion and a genuine desire to serve, more than an egotistical determination for visibility.. Respectfully, Adelee is not ready to step into this role.*
- *I didn't feel any passion from her or Debra Johnson! They both seemed like they were just robots reading from a script that could apply to any transit agency. PASS!*
- *I think she is the least experienced and she does not seem exciting at all. I don't think she would be a good fir for RTD.*
- *Ms. LeGrand isn't qualified for the CEO position, as she lacks the experience required.*
- *Working on mobility concepts is not a substitute for operations experience. Three years at the New Orleans Transit agency as a consultant does not qualify this candidate for the GM/CEO of a transit system the size of RTD. This candidate is not at all qualified.*

Score of 2 Comments

- *Adelee does not have the operational expertise to do the work the RTD expects. She is a great consultant, and very good politically, but doesn't have the technical skills to restructure RTD's service, revitalize mobility and bring consensus best practices to RTD.*
- *Adelee does not seem to have sufficient leadership experience to take on a role of this magnitude at RTD. I would like her to take on a CEO/GM role at a smaller agency before she makes the leap to a major multimodal agency like RTD.*
- *Adelee had a lot of buzz words and platitudes in her ideas on what she plans for RTD. She clearly did not do much research as she wants to promote and advance FasTracks, which is almost done. She did not seem to understand much about RTD or the Denver Metro area. She kept trying to compare her work with New Orleans (single entity) transportation, with Denver Metro (multi-jurisdictional). I believe she does not have the in-depth background to deal with a large, growing metro area with various cities and counties.*
- *Doesn't appear to have held similar positions. More or a constant approach. Got the impression her success would depend on others.*
- *Doesn't seem experienced enough handle the current challenges facing RTD.*
- *I just feel like she seems fake.*
- *I want someone who will focus on the people who rely on RTD services to get to work, not expressing their politics through their job. Her area of expertise in no way suggests she'd make effective change. Frankly, I feel your only considering her because of her gender.*
- *If you wanted to hire a consultant to write a paper then this is the person to hire. She never really defined a plan of action and did not feel she will accomplish anything for up to five years. Her lack of true management and transit experience was highlighted in her presentation. She came across as very weak in management and leadership.*
- *Lacks real world business experience in dealing with operational, personnel, financial and other important issues to RTD. Experience is mostly is soft disciplines which do not translate well to business needs.*
- *Meh*
- *Seems to only be able to read her cue card. Not much personality here. RTD needs someone to stop the self accommodation that its current management team suffers from. I doubt she has the resources to change and will just have to listen to the same old from the people who put RTD into a very bad place. Dont forget The current leaders Adelee will need to count on ran RTD far into the red with a booming economy long before covid came to town This same team will never be able to run RTD without an open checkbook.*
- *She seems like she will be overwhelmed by the immensity of the position.*

Score of 3 Comments

- *Adelee's experience seems to be more on the consulting side. She had some good ideas but her vision was not clear to me. RTD should have someone with actual experience running and agency and managing staff and labor, etc.*

* As is customary with qualitative data, none of the responses have been corrected for spelling or grammar.

- *Boring and reading entirely from scripted material. Could have been used for any transit agency in US.*
- *If you need a consultant to support a project but not a CEO*
- *It was hard to tell what experience she is bringing to the table and how she plans to move RTD forward. RTD needs a strong leader that has solid goals and can work well with the many political stakeholders, union and employees.*
- *She doesn't appear to have CEO experience.*
- *She just read her presentation. Said some of the right things but with not much energy or confidence. Even at the end, she read her thank you. There was no spontaneity. Her glancing at the timer was distracting. It seemed she was more concerned about her time than letting us get to know her and her personality.*
- *This one was my least favorite overall with the letter and video.*
- *To me confidence in Adelee voice needs some work and did not instill a sense of security, it could have been that she was nervous and it showed. Maybe a future video where she stops worrying about what people think and focuses on what she wants to accomplish would serve her better. I will say that her achievements on paper are remarkable and seem warranted for this position, only with the pivotal time for RTD we need a go-getter that can captivate a public audience and or team and inspire them for greatness. Could it be Adelee? Yes absolutely. Only this impression was not her best and she is human like us all. I think she should do another video.*

Score of 4 Comments

- *Adelee and her presentation seemed distracted; the telephone alert near the conclusion of the presentation (and her response to the alert) demonstrated or signaled that she may be too easily distracted. RTD needs a focused leader! Not one that reacts to a phone during a presentation.*
- *I believe Miss LeGrand is the weakest of these candidates. Her knowledge of the District and lack of research that she did does not reflect well on how she would serve in the position. Her public speaking skills would need to be refined as well.*
- *I didn't believe that Ms. Le Grand had a very good presentation or vision for RTD. Her background is extensive, but again, not sure that she would bring the necessary change that RTD is in dire need of.*
- *I'm not comfortable with her ties to transit adjacent businesses.*

Score of 5 Comments

- *Adelee Le Grand's presentation is "boiler plate" and doesn't show that she understands the issues unique to RTD and the Denver region.*
- *Adelee's knowledge is limited therefore at this time she is not the correct fit for RTD. Business and strategy although good assets do not put her in place to be an effective change manager in a Bus company - RTD.*
- *Candidate Le Grand had a good presentation. Like Candidate Johnson, reading from her notes indicated that she needed guidance for her presentation. Her communications ideas are wonderful and needed to have the public trust the agency again.*
- *Did not demonstrate (to me) great depth or insight, presentation materials seemed so high level and vague that I didn't have a sense for how well she knew the issues.*
- *Does not communicate well.*
- *Has she ever been a bus driver? Light rail operator? Has she done the grunt work to understand how the employees are the backbone of the business?*
- *I do not get a strong sense of leadership from Adelee. Her presentation was written and her delivery was not as professional as it should for this position.*
- *I think she seems to be the least experienced. Her video sounds generic and boring. Doesn't seem like they did the research about our area and out transit agency.*
- *It all seems boiler plate language to me. Why don't we hear some specifics - dedicated bus / transit lanes so they can stay on time and not compete with traffic? Improving the W line, build out the line to Boulder, how to get CDOT to stop building lanes for cars with one person in it, etc. Does Adelee ride or use transit? What has she done to improve transit in her town?*
- *Little sense of energy or enthusiasm. No real creativity exhibited in presentation. Not clear what she accomplished in previous career.*
- *No CEO transit experience.*
- *RTD has failed miserably and is in need of a complete reorganization to survive. First, they overbuilt rail lines without taking staffing into consideration. Last year, dozens of routes were cancelled everyday due to operator shortage. Second, they raised fares more than 21% only to provide less service. No successful business model can operate by*

charing more and giving less. Even before Covid, I have reduced my trips by more than 80% because I simply can't count on being on time any longer. If you can't make radical and hard changes, this will fail.

- *Terrible presentation. Not impressive.*
- *Tina was clearly reading from script. Although her presentation had better organization than Debra Johnson, she also did not address RTD specific issues.*
- *While a strong presentation, she was reading from a script. That does not demonstrate the leadership required of a CEO.*
- *While I believe Adelee Le Grand understands the priorities of public transit infrastructure, her frequent recourse to "innovation" and "reimagining" as a solution does not inspire confidence -- what innovations and reimagining will happen, and who will do this? It is essential that our solution to the COVID-19 crisis does not involve austerity or privatization, as these will only further undermine the organization. Unfortunately Adelee Le Grand has not demonstrated her opposition to these measures in a meaningful way in her candidate statement; I hope that you will take these serious concerns into consideration when evaluating this candidate.*

Score of 6 Comments

- *Adelee, seemed sincere in her message. She focused on expanding services and growing areas but failed to mention her plans for the current state of repair of the system. Adelee appears to have the qualifications to be a good CEO for RTD and would be my third choice for CEO.*
- *background just OK. didn't hear the passion. mentioned 'right-sizing' - an easy target for outsiders. Slow process.*
- *Didn't seem to have the operational experience necessary for the position. Also didn't seem to grasp the issues facing Denver.*
- *From her resume and presentation, I don't get the impression that she is ready for a CEO level job.*
- *From her resume and video, Adelee seems the least qualified of these three to serve. Her presentation was unengaging and did not inspire my confidence that RTD would move into a better spot under her leadership.*
- *Good public and private related transit experience, but limited executive experience.*
- *I felt very much the same about Adelee's I do for Debra. While I feel that the technical ability seems evident, I struggled to see engaging charisma in her video. To help RTD fix its image with the public, I feel a charismatic leader will be essential.*
- *I really appreciated the values and passion Adelee put forward in her video, and her experience with managing transit systems. However, I think she lacks the public sector experience needed for the GM position. Most of her experience has been as a contractor to a transit district, a valuable and integral role, but not the same as being on the other side. Adelee would be my third choice.*
- *I thought that Adelee LeGrand had great experience, but her video presentation was flat because she just read it off the screen. Even if someone else prepares your work for you, which is often the case when you are a CEO, you lose credibility and dynamic engagement when you do not take the time to know your subject well enough to speak off-script.*
- *Most of Adelee's experience is in the private sector and while it is relevant, I believe public transportation is unique and agency experience is necessary. She too was a little dry in her presentation.*
- *Ms. Adelee Le Grand demonstrates a degree of knowledge and qualification. Her leadership positions in private sector organizations are certainly a plus, however leading from the perspective of a private sector consultant is not the same as leading at the helm of a public transportation agency that not only requires the ability to plan and develop strategic but more ability to lead people within the organization, drive and implement through action and accountability. Ms. Quigley demonstrates a clear understanding of modern mobility and the role of equity and inclusion in mobility.*
- *Ms. Le Grand's presentation was very outward focused rather than inward focused. Her presentation was also focused on communication but had few details on how to improve the agency. Ms. Le Grand may also be over estimating the work of the Reimagine RTD Committee.*
- *No Comment*
- *Not as polished and developed as Debra. Has worked on a consultant capacity rather than as a long term employee. Her vision and plan wasn't as well defined. Not sure if she can handle the complexities of the RTD CEO.*
- *Not as experienced as Ms Johnson in as broad of transportation/ transit positions.*
- *Seemed to have done the least research. Hard to say but her presentation seemed almost canned and generic. Didn't seem enthused.*
- *Seems like a very talented person, but I'm unsure she is up to the task of systemic change at RTD. Other systems may be dealing with some of the same struggles as RTD, but Adelee didn't seem to understand the scope of RTD's troubles (large service area, elected board with less technical knowledge about transit and little interest in holistically working*

with municipalities on land use issues, region with inequities and displacement that pushes lower income households to the suburban areas that are difficult for transit to serve, to name a few).

- *She didn't seem to grasp some of the core issues at RTD. Plan was more generic rather than tailored for RTD. Community and employee engagement is well, but we're there. We just don't act on it.*
- *She wasn't quite as thorough as Debra in her plans but she seems very competent and personable.*
- *Solid resume, personable delivery. But again a bit forced with the use of too much of the current agenda, canned, executive speak that amounts to nothing in regards to moving people from A to B. Plan was general but seemed in line with navigating the issues that are currently stressing the region.*
- *The impression I got was that Ms. Le Grand's forte was on processes, which although helpful, they concentrate on administration, rather than a strategic management with a vision.*
- *While I appreciate her experience in strategic mobility and her background in planning for a post-COVID environment, I'm not sure that she's yet fully prepared to take on the monumental task of leading RTD back to a successful agency. While her presentation made clear three overarching initiatives that certainly would contribute to moving forward, I feel it lacked detail and substance. I'm not clear how she would tackle things initially or what the road map would be in the first few years. Unfortunately, there were some tremendous challenges at play with this agency far before the onset of the current pandemic. There is much to be done and I'm not sure she's quite ready to lead that work.*

Score of 7 Comments

- *Adelee appears to have a lot of knowledge. She was the candidate who appeared least comfortable while doing her presentation.*
- *Adelee had a very generic focus in her vision for RTD video. She gave a presentation about the talking points and buzzwords that you'd expect to hear from anyone with an MBA. I didn't get any sense of enthusiasm about being RTD's CEO, and her presentation could be used generically at basically any transit agency in the US.*
- *Adelee Le Grand said all the right things, and I suspect she would be a fine CEO for RTD, but sometimes first impressions make the difference. I think it's important that anyone giving a presentation should look at the camera as if she were looking at an audience. Knowing that she's reading from a script makes her appear unprepared. I see on her resume that she had numerous speaking engagements, so I don't understand how her presentation for RTD was... Last, but not least, one her slides incorrectly depicted the FasTracks logo.*
- *Adelee seems to be the least suited to lead RTD. She has been a consultant for much of her career, and that doesn't translate well to actually dealing with the unique characteristics of working in the public sector. Lots of politics and needing to navigate the agonizing high expectations that board members and stakeholders have of RTD. You have to be a strategic thinker as well as a practitioner - getting things done. Don't see that as much in her career. Her comments seem too lofty. This CEO position is not one for someone to cut their teeth on to enter C suite leadership.*
- *Adelee's experience speaks to leadership, modern mobility and technological awareness as well as planning and engineering expertise. All of which speak to relevance, adaptability, and ability to project manage through adaptive leadership, flexibility and technology.*
- *Capable thoughtful has good strategy but doesn't seem as in command.*
- *Extensive transit experience but primary in the private sector with little public sector experience noted. Experience seems to be primarily abstract plan creation and less direct implementation of plan and day-to-day ops. Delivery solid but not as smooth as Debra although with better energy level.*
- *good experience. Felt her presentation was a little weak in that it was not as focused or specific as the others.*
- *Good presentation - was engaging as well - did not sell self as much as the others. Perhaps the least experienced of the three.*
- *Good presentation but lacked specifics.*
- *Her frequent job changes is a concern. How long will she stay with RTD? She did homework about some of RTD's current pain points. She seems to have experience with gaining additional funding.*
- *Her presentation was too much focused on items that I consider communication and engagement and lacked a clear vision. I think her role as a consultant, as opposed to transit executive, showed through, and while she might bring a wealth of best practices, I believe her skills as a leader won't be strong enough to move RTD beyond the troubles it has.*
- *I am not sure how Ms Le Grand will tackle the financial position of RTD right off the bat.*
- *I believe the weakest candidate of the 3*
- *I had the least confidence in Adelee to lead RTD. The primary reason being that her presentation was coming mostly from experiences in mobility and planning. While those are important, I don't think this is what RTD needs at this point. I think she spoke about things that we already know about (communication, best practices) and needed to know*

more about how she plans to move us forward out of our financial challenges. She sounded more like the person who will do the work as "a resource" to find the funding, but the job is for GM/CEO and she needs to be in that role to get those under her to do the work and be her "resource." I believe she spoke the least about our culture, our people which runs our service. Her perspective is material things such as funding and resources, which is great if you are applying to do the work. How has she been as a leader of people?

- I loved her plan.
- I think she would make a good second choice.
- I think she'd be a great Deputy General Manager, especially for a technically oriented GM.
- I would like to see more agency experience. She has a natural, non-confrontational yet serious stlpe about her - would be good to work with or to follow.
- In listening to your video, I feel that you maybe have some Union experience, or have worked for companies with Union employees, and maybe can relate. If I was to compare RTD to Atlanta transportation, both are busy cities. I like your FastTrack vision, as you mentioned; keep it going and or on track. I like that you said you are willing to keep RTD solid if you were the next CEO. We are a team here. COVID has set each one of us behind in some way, taking thing away from us is not a good idea. Your financial vision is huge, hopefully you can bring it to the table, sounds good. These are some examples, that I am looking for in our next CEO for RTD and based on the above I feel you are more suitable and can fit in as the next CEO of RTD.
- Like emphasis on community
- Like her vision for the new normal but, she did not mention the Union. She read a majority of her presentation. She understood what we need to do to move ahead.
- Ms Le Grand seems more of a strategist. I believe this position needs someone who has more hands on, day-to-day experience in the General Manager/CEO position.
- Ms. Le Grand also seems nicely qualified, but her learnings are tied to much smaller transit agencies.
- Ms. Le Grand, provided a thoughtful presentation. However, her presentation seemed to present more generalities than actionable items. While she applied a nice, general transportation framework to the audience, specifics were lacking. It was also apparent that the unique challenges of the Denver market were not as clearly researched as the other candidates (e.g. FasTracks). While adequate, I do not believe she could bring the same caliber of leadership or strategic thinking to RTD as Ms. Johnson.
- N/A
- Qualified and does have experience in several large metropolitan districts with mass transit.
- She did not exude the all round experience needed for the CEO of RTD.
- She has a great personality, but seems a little too unpolished.
- She has good experience but did not do as well as the others in the smoothness of her presentation. She did not look at the audience and occasionally stumbled over her words. That lowered my opinion of her communication skills and made it harder to keep my attention to her presentation.
- Very theoretical presentation. Not much practical experience in operations and delivery. Lots of consultant experience with limited agency hands-on delivery experience. Did not demonstrate much understanding of RTD history or current issues.
- Very well-spoken, but a rehearsed.

Score of 8 Comments

- Adelee Le Grand also listed specific action items for her vision for RTD's future. She has extensive executive experience in ground transportation and sounds like she would be a good fit, using a different approach, second to Debra Johnson, as a permanent CEO for RTD.
- Adelee Le Grand talked about transparency and trust with the community. Engagement with stakeholders internally and externally. All very important. I like that she will focus on working collectively with internally and externally partners. Engage staff, view the organizational structure and ID internal resources and gaps.
- Adelee sounds like a lovely woman with a strong interest in transit agencies. I was concerned that she came off as nervous in the video. So much of the job of running an agency like RTD involves speaking to groups. Adelee sounds like a great future candidate. I'm not certain that she is ready for the role of head of RTD.
- Background focused on overall strategy development with an emphasis on sustainability and equitable access gives Ms. Le Grand the edge over Ms. Johnson.
- Broad background and nice presentation.
- Good background in transit and presentation touched several areas pertaining to how to move RTD forward.
- Her knowledge seems to be focused around planning and projects.

- *Her planning experience is positive but I would be somewhat concerned with her primary experience working through consultant services. I don't believe that perspective is as positive to both the community and agency staff as compared to a direct experience as an agency employee.*
- *Her presentation seemed to provide a lot of big picture thoughts and ideas. A little concerned that she didn't really provide specific ideas for how to accomplish her lofty goals.*
- *I like that Adelee Le Grand has worked in both walkable, urban transit cities (New Orleans) and sprawl transit cities (Atlanta). There is too much of the sprawl transit model happening with RTD right now and we need more walkable transit to denser areas.*
- *I worry that Adelee is has experience at two transit authorities that I would deem as unsuccessful models of transit service (the Atlanta-region Transit Link Authority, and the New Orleans Regional Transit Authority). I don't want bad habits of poor transit service to be passed over to the Denver region*
- *In my humble opinion Le Grand is very strong in the mobility section of transit, including communication strategies with that said has not had any experience as the second chair and not understanding the entire complexity of being the CEO.*
- *In their presentation, they showed a strategic vision for the organization and a willingness to listen to input from others to reach that vision. Their experience appears to be more along the lines of developing the vision rather than implementation.*
- *Initially, somewhat similar comments to those provided for Ms. Johnson above. She also hasn't run an agency, I believe, although she has lots of experience with strategic planning and mobility, which is a big plus. The second half of her presentation did venture into a variety of more specific transit issues -- not to the depth I would have liked and still with little that was RTD-specific, but enough to provide a glimpse of her knowledge of broader mobility issues. And just in case others won't say it, I'll note that having a Black woman in charge of RTD would be an excellent outcome.*
- *Ms. Le Grand has spent her career listening and advocating for equity and accountability within public transit organizations as a consultant and embedded staff.*
- *Ms. La Grand has an interesting background from the organizations she has worked for. I feel that she has strong leadership skills, but in my opinion, her presentation of herself was the weakest of the three candidates.*
- *Ms. Le Grand has a great deal of experience and could certainly step into this position, but did not seem to have the same level of overall competence as Ms. Johnson.*
- *Ms. Le Grand has excellent team association and strong transit rebuilding skills. I welcome her experience in in Union contract negotiations, unlike our predecessor Dave Genova, which is essential considering the current ATU contract is up for renewal. Based on the current communication format, I feel she would be a strong leader for RTD.*
- *New Orleans and Atlanta have minimal and centralized connectivity much like our status quo. Her expertise would lead to more of the same here.*
- *Once again, I wish Adelee had spoken directly to the camera instead of reading from the script. Good knowledge, the outsider that could come in without a lot of pre-conceived notions and move RTD on. My third choice*
- *Presentation was refreshing, especially the parts about listening, communication and trust (great and necessary foundation)*
- *Said all the right things about setting the organization on a new course. Very capable.*
- *She is very experienced, but I think she is not the right pick for RTD. She is more accustomed to working in older eastern cities like Atlanta and New Orleans, not necessarily inexperienced or a terrible pick, but I think her experience in those cities would not be very applicable in this city.*
- *She seemed like the kind of leader that bridges gaps and builds trust and gets things done. She was clear & concise and had an actionable agenda that wasn't too prescriptive. She sounds like the kind of leader that people do their best work under.*
- *She was prepared - and started with the need for listening and effective communication. Her presentation and plan to engage the community are great.*
- *Sounds like a problem solver with an interdisciplinary approach.*
- *Strategic thinker, excellent at leveraging resources, creative and an excellent leader.*
- *The experience in two larger cities/markets should prove to be an admiral runner up to Debra Johnson in charting Denver's future success.*
- *Though Adelee's background qualifies her for the position, she didn't seem as well spoken, as organized, or as thorough as the other candidates.*
- *Timeline for change is too long*
- *Trans Dev is a private contractor. They are to treat their employees horribly. She is an absolute no!!*
- *Very good*
- *Very qualified, but a forgettable presentation.*

- *While Adelee has executive level experience, her background appears to have been primarily in consulting or contracting. Although she had brief tours at PANYNJ and GDOT, she has not managed a transit agency.*
- *While she has many qualifications, her area of expertise are in cities that have little in common with Denver. The systems she has been in have not been rated as high as similar sized systems in other cities. I do not feel that she would bring the needed leadership to RTD that is currently needed.*

Score of 9 Comments

- *Adelee is an extremely intelligent transportation professional who is particularly skilled at building bridges and collaboration. My career path has crossed Adelee's many times over the years. Adelee naturally gravitates to leadership. RTD and the Denver region will be well served with Adelee at the helm.*
- *Adelee Le Grand has experience in executive positions with the transit systems in Atlanta and New Orleans. In her five year plan her focus on mobility, which is very important, seemed to overshadow other areas of equal importance for a reimagined RTD.*
- *Adelee Le Grand's video gave me more confidence in her ability to lead RTD through what will be a trying time. Her recent stints in New Orleans and Atlanta support this confidence - she has been able to help create viable transit systems in cities that are traditionally seen as wholly car-oriented, and are not generally favorable to tax-subsidized public transit networks. While this is not identical to RTD's political, economic, cultural, or land use position, both systems bear some resemblance to our experience (Atlanta in particular). Additionally, while high-level, I appreciate seeing her RailVolution work on viewing transit as a means of access to opportunity, as opposed to a network that should meet statistical quotas of, for example, bus route counts. Finally, her resume of experience shows her to be someone who understands systems engineering for transit deeply, as she worked her way up from a planning role, instead of a public organization administration role. Her private sector experience may also assist in identifying creative partnership opportunities despite difficult outlooks for the organization.*
- *Adelee seems to have the broadest relevant experience. She seems to have the most awareness of the end customers (transit riders and others). She seems to be very aware of mobility needs in general. She seems to be very used to working with all the various governmental agencies that affect transit. She seems to have the best vision for what is "right sizing" and how to determine the best adjustments. I think she would come up with the best solutions all-around.*
- *Adelle has been an valued leader in transit and well versed in all aspects of operations and is in position to lead the Denver region into the next phase of integrated mobility transit, in a complex and fast moving industry.*
- *Background of system issues and challenges were noted. The need to engage staff and incorporate staff input and public input was highlighted. A specific action plan with critical steps was provided. This action plan seemed to focus on addressing current issues (operations and finances) while also seeking a plan to address an uncertain future proactively. This was a blend of business and documentation as usual PLUS philosophy and innovation to look at service delivery and structures differently. However, more detail would be desired regarding how a financial and operational constraints would be addressed. The need for transparency and regional coordination was noted.*
- *Based on the Resume and the Video Presentation, I believe that Miss Le Grand would be an adequate choice for the GM/CEO position. My only concern is her approach to learning the agency and her ability to gain consensus and cooperation in the changes that she puts forth.*
- *Best fit for taking RTD into the future*
- *Good resume, plan content same as Johnson but video was not as polished as Johnson or Tina. She did not seem comfortable in video.*
- *Her skills and experience make her a valid candidate.*
- *I also enjoyed her video. She seems to have more connections to help achieve her goals for RTD. She was more animated in her talk which, to me, means she would be easier to approach. Her goals were similar to Ms. Johnson's in that community and customer service is important. Again why does she want to move to Denver.*
- *I believe Le Grand has the enthusiasm needed at rtd right now*
- *I like that she comes from Atlanta's large population as it relates to transportation. I think she also has diversity sensitive that matters. I like that she said she would listen. I don't find that is RTD currently. I like her communication style.*
- *I liked her platform and proposed plan. She seems to have a good idea of the immediate issues facing public transit riders.*
- *I think she is the best for the job*
- *I was very much impressed by The amount of research and knowledge Ms. Le Grand had done on our region and on current events with RTD. I liked her focus on equity and inclusion. I appreciated her approach. I was concerned that her timeline was too elongated. I believe we need to go to implementation sooner than five years. She was my second pic or really more of a tie for first.*

- *I would say exactly the same thing about Ms. LeGrand. She read her whole presentation and only glanced at her camera occasionally. Again, she was not very personable or animated. It was a very ho-hum presentation. She really didn't sound like she wanted Denver and RTD to be hers.*
- *My preferred candidate. Between the few things I could find about her online, and her presentation, I'm definitely in favor of her. Seems to grasp the scope of the issues and isn't sugar-coating them. She prioritized the right things in her presentation, in my opinion. She certainly has a depth and breadth of experience that could be a real asset.*
- *Solid policy and community partnership experience.*
- *Strength is experience in for-profit transit operations.*
- *To me, Ms. Le Grand has the best balance of people skills and management of the bottom line. For instance, all candidates talked about right-sizing (and to be honest, as a technical worker that term causes me to bristle), but only Ms. Le Grand elaborated on how the right organizational structure, the right agility, and the right costs are elements of that decision. She was also the only candidate to mention possible synergies with Front Range Passenger Rail.*
- *Very professional, has a specific plan laid out to move RTD forward.*
- *very similar to previous candidate.*
- *We are looking for somebody who can engage with customers, communities, stakeholders and staff, communicate well, and has the business acumen to steer the organization to serve today's needs. The GM having some private sector and strategic planning experience will also help. Adelee Le Grand comes closest to what we need in a GM who can relate to community and business needs. The community wants more from us. Free/lower fares – no questions asked. Reliability. Provide support to the homeless. Reimagine policing. Level boarding. It would be good to explore if community involvement could help lower costs. Can we strengthen community van pools and ride sharing programs? Can we come together to remove snow from bus stops and clean shelters? A billion plus dollars is a lot of money....NW Rail has low projected ridership, and a very long travel time. Is it time to ask if this is a good investment of public dollars? Could communities put those dollars to better use? Food security, housing, health care, college tuition?*

Score of 10 Comments

- *A nice well versed resume, Adelee seems more than capable to take on complex situations until a resolution is brought about.*
- *Above all, Adelee Le Grand operates with high character which ensures that she will be consistent with the execution of her skills*
- *Adelee has a wealth of Transportation experience in both public and private sector. She is a born leader, intelligent, community focused and highly regarded in the transit/transportation industry.*
- *Adelee has been a strong innovative leader since I'd meet her many years ago. She would be the refreshing change to RTD that will be transformational!*
- *Adelee is as sincere as a human being can be.*
- *Adelee is my first pick based on her engineering background and her focus on public transportation's role in gentrification. At this time in Denver history, preventing further displacement should be a top priority.*
- *Adelee is not just a qualified executive but also a brilliant strategic thinker spanning policy, planning, funding, finance, procurement, delivery and operations. She is the only candidate equipped to deal with the new challenges traditional mobility agencies face in a tech disrupted, funding constrained, post-COVID World.*
- *Adelee is passionate and knowledgeable in this field. She is eminently qualified for the position.*
- *Adelee is passionate and spirited; she is an inspiring leader who can navigate difficult political environments and challenging community dynamics. She embraces innovation and is the right person to forage the commanding role of transit and transit authorities in a broader, more diverse mobility ecosystem. She understands the business aspects of an authority as well as the human elements and needs of staff and customers. Critically in this time, she knows the role mobility plays in equity and equitable outcomes. I can think of no one better to lead the next era of RTD.*
- *Adelee is quick a thinker; great strategized; and brings people together to get things done. She knows the transit business very well and has numerous connections with people from other transit agencies as well as APTA*
- *Adelee is the future of transit. The only question is, will we join the future or simmer in the past?*
- *Adelee Le Grand again has a diverse work experience background in Transit and a strong resume, but I felt her presentation was lacking the vision the Agency requires in this moment and moving forward. I believe she is a extremely qualified talented candidate, but due to her video presentation being lackluster I would rate her as my third choice, but I am highly impressed with her accomplishments.*
- *Adelee Le Grand has extensive knowledge in the transportation industry and also a clear direction for the future.*

- *Adelee Le Grand has served in multiple capacities in the transit industry giving her the experience and knowledge to being a great GM/CEO at RTD. Mrs. Le Grand is clear on her vision of being excellent. Her engineering background will offer an unique perspective on building the infrastructure of Denver and taking the transit system to new levels of comfort and accessibility. As a wife and mother of amazing children, each of them are thriving for excellence to achieve the expectations of their mother as she is a trailblazer for her family and friends.*
- *Adelee Le Grand is a proven leader and force when it comes to the business. Her sense of connecting business ethics to enhance business while meeting the community need are impeccable.*
- *Adelee Le Grand is a very talented, intelligent, professional individual. She is extremely hard working and dedicated. She shines independently but is also a team player. She is a wonderful person and would be an asset to any organization.*
- *Adelee Le Grand is eminently qualified and uniquely prepared to lead RTD while also making the agency more responsive and customer-focused.*
- *Adelee Le Grand is fully capable of implementing business strategies through completion.*
- *Adelee Le Grand is my top choice for the new CEO of RTD. Adelee brings both private and public experience to the organization and has experience with new innovative ideas. She stated she would tap into her know of what has already been proven to work for other cities and bring those innovative ideas to Denver. She also has been published on her work in alternatives to finding sources which is a universal problem famously out of control in our RTD. I also appreciate her genuineness and the compassions and heart she would bring to the job to support the ridership and community.*
- *Adelee Le Grand is the person who will lead RTD to the next level. Her knowledge and experience makes her second to none.*
- *Adelee seems to come with a wealth of knowledge regarding the transit community, both private and public. She brings to the table having already developed the first Strategic Mobility Plan for the New Orleans Region and rebuilding the Planning Department. Being successful in this endeavor allows her to be more than capable of doing the same for Denver. I thoroughly appreciated how she spoke about how important it is to involve the community and actively listening to the community. She also understands the importance of making improvements within the organization in order to meet the demands and needs outside of the community. I also appreciate the passion that Adelee conveys when speaking about the community and the importance of truly involving them and listening. Listening and communicating effectively are two essential attributes that leaders must have and it is apparent that Adelee has those and more!*
- *Adelee would be a great choice for the GM/CEO position. She is a clearly a leader, she gave a really engaging and thoughtful presentation, and is hitting emotionally where things are right now with the covid situation. She acknowledged things that need to happen with covid, and at the same outlined a solid process for moving forward beyond the current crisis and the interim nature of leadership in place now at RTD. She emphasized community connectedness and seems like engaging with internal and external stakeholders would come naturally and effectively for her. I was really pleased to see this type of leadership energy in the applicant pool. She has experience dealing with contracts and the business side. I just can't say enough how rarely those two skills come together in the same person, where there is management experience and visionary leadership. I hope the board recognizes what Adelee has the capacity to bring to leading RTD forward. She seems like an exceptionally good fit for what RTD really needs and for the combined nature of the general manager (management) and CEO (leadership) position.*
- *Adelee would be a home-run choice. She has a great vision for the future of RTD and the skills and experience to be a great leader. She will be a great asset to RTD and the population of the Denver area.*
- *Adelee's vision and experience represent an opportunity for the district to become truly innovative, and to make the changes necessary to deliver high quality service to the metro area.*
- *Articulate, educated and innovative*
- *Based on Adelee's professional background and presentation, I believe she has what it takes to continue to drive RTD in the right direction. Her experience creating Strategic Transit Plans is exactly what we need to push innovation and collaborative efforts the region forward. I believe with her current role as a Board Member of many prestigious transit associations says a lot about her passion for transit.*
- *Based on my knowledge of Adelee Le Grand, I feel she is extremely qualified to serve as RTD's GM/CEO for a host of reason you obviously already know. I've known Adelee for almost 18 years now. What I've learned about Adelee over the years as both our families raised our children in the East Atlanta community is, she's gifted with a parliamentary skill set in the area of community organizations. Whether PTA or Grassroots community engagement, Adelee will utilized the rules to the advantage of all parties involved. I've witnessed her organizes and lead to the benefit of our neighborhood and community. Our children have benefited from her efforts. I believe if given the opportunity to serve as RTD's GM/CEO, RTD and the communities it serves will be benefit immensely both in the short and long term. Kevin D Rodgers Managing Member SHWAXX Laboratories, LLC*

- *Based on the brief information given, Adelee Le Grand's recognition that regional transit is not solely a business, but method or tool to physically lessen equity gaps between different communities. I would love to see someone focus on this during their role as CEO. With equity in mind, I would hope a CEO would work to not only make RTD more physically accessible (more lines, buses, stops, etc.), but more financially accessible.*
- *Being a former member of Adelee's team at NORTA I believe that she possesses all of the great qualities of a leader. Her passion for transit is phenomenal that is shown through her successful launching of many diverse projects and various leadership positions that she has or is currently holding. I am forever thankful to have work under someone that can motivate not only herself and team but an entire agency.*
- *Best Choice*
- *Can Ms. Le Grand expand on "utilizing mobility as a tool"? Does that involve "solutions" like using Uber for the "last mile"? What does the latest news about California's ruling against Uber and Lyft mean to you, if those companies have to drastically remodel their business models or even cease operations?*
- *Clearly the best candidate*
- *Diverse background is a plus.*
- *Exactly the leader RTD needs - someone with a solid background in transportation planning.*
- *From her job description she is the most qualified to implement her expertise to make this assignment highly successful.*
- *From reading Mrs Le Grand profile/resume she seems highly qualified & love the fact that she is also thinking about the community & getting it accessible transportation.*
- *Gotta be her*
- *Has a lot of executive and organizational experience. Enjoyed her presentation, she spoke to the nature of RTD, how she would handle COVID-19, how she would familiarize herself with the region, and her plan for RTD.*
- *Her commitment to her team and the people they serve is very encouraging. She seems to be just what RTD needs for the future.*
- *Her presentation showed a keen understanding of the challenges RTD is facing, and of ways to not reinvent the wheel in solving them. Her 90 day plan seemed realistic, and focused on building trust, understanding, and other foundations for success.*
- *Her private sector experience, and experience across multiple agencies will serve RTD well.*
- *Her years of experience in her field show off quite well in all of her work. Out of the finalists I believe she can make the biggest and most positive change in the company, and I hope you see her potential for this position as well.*
- *Hire her*
- *I believe Adelee Le Grand's vision, experience and leadership skills would make her an outstanding choice.*
- *I have worked with Adelee LeGrand for several years on the APTA Workforce Development committee. She is extremely intelligent, a hard worker, and a visionary leader. Any organization would be privileged to have Adelee as CEO and I enthusiastically recommend her to RTD!*
- *I have worked with Ms. Le Grand's in a number of different capacities (colleagues, projects partners, working groups, etc.) and one of her best attributes is her ability to be forward-thinking. I guess it is her planning and strategist background, but she has been able to help guide transit agencies, clients or just people to a place and space where they can succeed. She's great at understanding the current climate but more importantly how and why the climate changing. Another attribute that she has is her communication skills and conveying messages for different types audience. Listening is the most critical component of communicating and Adelee has made a career of listening to the issue and developing solutions. Her resume speaks for itself but the elite communication skills is an important leadership characteristic. She has it and is the right person for the job.*
- *I like that she mentions transit equity in her bio because that's an important value to hold.*
- *I think about her running to Transit agencies should be a good fit for rtd*
- *I was very impressed by Adelee Le Grand's plan and enthusiasm*
- *I worked with Adelee LeGrand for seven years in the Planning Department in Atlanta GA and was very impressed with her communication and leadership skills during this time. I believe she has the qualifications necessary to perform well in this capacity.*
- *I've known Adelee for over 20 years in both a professional and personal capacity. Adelee has great leadership qualities. Where she shines is in people development. She is great at developing lasting relationships and empowering others. She is always challenging others to think outside of the box.*
- *I've known and worked with Adelee for more than a decade. Her ability to manage complex situations and deliver targeted strategic plans is unparalleled. Her experience on both consulting and agency gives her a balanced insight into the transportation business. Planning and delivering Strategy, management and budgets, Adelee's experience will serve RTD well.*
- *If you are elected please increase ventilation on buses. Many buses have all the windows closed!!*

- *In the wake of Covid-19, transit, as we know it has been upended. The process of transporting the multitudes will need to be re-defined. A leader with a prescient outlook will be needed to facilitate the major task as well as being an adept communicator. Adele Le Grand possesses the aforementioned abilities. She should be chosen to fulfill the role of RTD's GM/CEO.*
- *It appeared that Adelee she did not know where the camera was either. Seemed to be reading from a script.*
- *Ms. Le Grand is my favored candidate at this time. She seems to be interested in treating transportation as a service rather than as a business, something which has been sorely lacking in our previous (mis) management SLT team. A focus on transit dependent peoples, especially those with disabilities and the elderly, needs to be the foremost priority of our agency.*
- *Ms. Le Grand's presentation was clear and concise. The approach will establish community participation from the beginning.*
- *Ms. LeGrand has proven managerial and technical proficiency across a range of skills that recognize mobility systems as the regional/urban prime infrastructure for connection; service distribution and access; land-use; and equitable community and economic development. She is an effective, goal-driven manager, who engages every level of an organization to perform at its optimum. Her analytical and intuitive acuity serve not only to edify her staff and colleagues, but also to inspire them. She will be an outstanding GM/CEO.*
- *Much the same can be said about this candidate, similar experiences and related positions, however, presentation included charts that were less more expressive of present and future strategies. Good delivery.*
- *Please bring back our pride we once had in our public transportation.*
- *Previous experience working at large urban center transportation authorities is a plus.*
- *Riders first! This is the approach we need! Break the union, break the boomer SLT!*
- *Searched Google for "Best Transportation Systems" and Atlanta was considered a very good one.*
- *See above.*
- *Sharpest person form the business delivery perspective, but always focused on the customer experience/outcomes.*
- *She is dedicated, strategic and brilliant.*
- *She's an amazing leader. In community and in business.*
- *She's a big-picture candidate. Trust and communications key. She really homed in on the PR problems RTD has now. Like her broad experience in NO and ATL and other areas. Strong on developing community rust, as well as with RTD personnel.*
- *She's a go getter and will get the job done. Very qualified and a excellent choice for the position.*
- *Solution and action driven candidate with exceptional ability to motivate, direct and influence staff, teams and communities.*
- *Thank you for your service*
- *Very knowledgeable, fair, team player, honest, trustworthy and I definitely recommend her to be an asset to your company Great character and work ethic*
- *We need a CEO with a large city experience and Ms. Le Grand has this.*
- *Whatever Adelee puts her mind to she with out hesitation gets it done and does it amazingly. She's an awesome person to work with and an all around great motivator.*
- *Wide array of experience in transportation and automotive industry. Coupled living and working in cities with major transit systems.*

Not Sure Comments

- *As an aspiring leader myself, I would never conduct a video in the kitchen. Adelee's video to the hiring committee and to the executive Board members is disrespectful and very unprofessional for a candidate aspiring to take the leadership banner of the highest office of an organization like RTD.*
- *Louisiana has gone from democrat to Republican and back. Not sure until I know about her beliefs. I only vote if they are conservative/Republican. And if they are not, I do not vote for them. I am telling everyone until we know their actual real beliefs in politics, it is a waste of time to vote for them at all. Because if they are socialist/communist/marxist in any way, this will reflect in everything else they do. And yes, it absolutely matters! No grey area.*
- *RTD's GM/CEO should not own an automobile.*

Tina Quigley*

Score of 1 Comments

- *Enthusiasm aside, she seems to lack the experience, preparation or any substantial plan for moving RTD forward. I was also turned off by her "winning" goals and that she mixed up the city of Denver (DEN specifically) with RTD.*
- *Greg Moser is a jackass. If he wasn't he would know Tina Quigley is well known for giving sweet heart deals to now her construction boyfriend. Did light bulbs not go off when she recently awarded a contract for rail only to be hired by the very firm that won? I Greg thought it would be real cute to have an all woman lineup for CEOs but missed the fact that women can be just as corrupt as men. RTD, do your damn job instead of wasting tax payer money on 3rd party search firms.*
- *More of a business woman than a transit authority, and the more business people we elect the more they will destroy our public services and make them unprofitable and prone to destruction and delays. Besides, she has a history in AVIATION, not something that is very useful in planning ground transportation in the RTD district. Perhaps I would consider her a competent pick for the DIA project, but then again that is something that needs to be re-evaluated as well. Keep private sector rich people out of our public services, it will do nothing but raise prices and give us a subpar transportation system, such as we have now.*
- *Ms. Quigley isn't qualified for the CEO position, as she lacks the experience required. Further, she's retired, and so if hired, she may not stick around RTD too long.*
- *No thanks fan-girl/Austin Powers. Not Winning. Ill prepared and spoke incorrectly. I'm not a fan*
- *No.*
- *Tina is brilliant. But, the RTC's operation is more about show through smoke and mirrors and she does not understand how in-house and 3rd party contractors can work together seamlessly.*
- *Tina Quigley's record of leaving public service to work for a private contractor clearly demonstrates a lack of commitment to the project of publicly owned and operated public transit, and raises unaddressed concerns about corruption and accountability to the public. This is not the record of service or leadership that we need, and further Quigley's record will not help to build trust and engagement from the communities served by RTD.*
- *We need nothing Vegas has to teach about public transportation.*

Score of 2 Comments

- *Airports and on the ground public transit are completely different worlds in terms of working with diversity. I don't see her background being successful with what needs to happen at RTD over the next several years.*
- *Experience does not seem relevant to the core needs and services RTD provides. I worry her priorities would be contrary to the service we need from RTD.*
- *I wanted to hear in more detail about Tina's plan for the community. I appreciate how she connected with the viewers with her wit and humor but I missed the point where she is for the community.*
- *Ms. Quigley has great experience as airport planner @ LAS. Problem is she isn't running an airport, & she also doesn't seem to be up to the challenge of COVID-19 sterilization & sanitizing. Calling it "very expensive." That reply, is generally evidenced by those who don't want to take on the big tough issues / problems. The reasoning, it's too much \$\$, so let's not do it. She would make an excellent assistant to DEN CEO Kim Day.*
- *Tina's career appears to focus more on economic development of bringing outside people into a community rather than uplifting current community members. I feel this focus may lead to more displacement through gentrification.*

Score of 3 Comments

- *Her presentation was very casual (Winning!, A photo of Dr. Evil from Austin Powers, etc.), her scope was very different than this CEO role, and she doesn't inspire confidence that she'd build trust among employees and faith in RTD among the community.*
- *I just don't think she's qualified my opinion*
- *Maybe someone who will think outside the box.*

* As is customary with qualitative data, none of the responses have been corrected for spelling or grammar.

- *More limited in applicable & similar experience to this job. A better fit for airport planning out at DIA than transportation system logistics in growing outlying areas. Needs more fiscal leadership given RTDs financial challenges especially as ridership around downtown is in flux.*
- *No more business people.*
- *Not feeling her connection to underprivileged people.*
- *Not impressed!*
- *NOT THE RIGHT FIT. The overarching focus of Tina Quigley's presentation on FasTracks is very concerning.. the new GM should be looking forward into the future - not backwards into the past. There are more important things than Northwest Rail for RTD to be focusing on. Also, the quote, 'there's no reason for Denver to exist' is not great if you're hoping to manage Denver's transit system; I get it was meant to be a joke, but still..*

Score of 4 Comments

- *I am concerned that Tina Quigley's presentation was more about history and slogans than actionable plans (especially compared to the other two presentations)*
- *In listening to your video, it sounds like you are a very ambitious person. I really liked your approach you took in learning all about our state and mentioning some of the people you spoke to. I feel that however you lacked Union knowledge, and this is a big part of RTD and its organization, you did mention it one time but never discussed it more. You mentioned expansion and paying for things that we don't have already. Retooling people who are already employed. All of this sounds good but comes at a big price, something that RTD does not have. And with the challenging times RTD has faced things will only get worse with your vision. Based on the above I don't feel you would be a good fit for the position as CEO of RTD.*
- *Most executive experience of all candidates. Great energy in presentation although least organized and thought out of all three. Prior experience is either in non transit agencies or in positions only partially inclusionary of transit (RTC of Nevada): this can be good to help improve RTD integration with other areas (corridor projects and roadway designs) but bad in others as she likely has less direct experience in Transit operations.*
- *Ms. Quigley has an impressive resume. However, the experience she brings is not directly applicable to RTD. Her broad transportation knowledge would be an asset; however, the limited influence RTD has over the region as compared to her current region is significantly different. I do not feel that the limited scope of control over the region's total transportation framework is a good fit for Ms. Quigley. While she showed the initiative to discuss issues with local leadership, she did not have a great framework to address these issues as compared to the other two candidates. Her positions were very generalized, even more so than Ms. Le Grand. In addition, her presentation was somewhat scattered and in this role we need a clear and concise leader who can deliver the appropriate message. This is needed now more than ever. She may also not be relatable to RTD's line-level workforce as compared to the other two candidates. I place Ms. Quigley in the third position for this role. Ms. Johnson is the clear front-runner for this position.*
- *Tina seems very personable and presented good ideas. However, she seemed a bit too casual and her vision was not presented concisely. I didn't care for her mention of having spoken to a 'key stakeholder' to get information. I would imagine all the candidates called around to find out more information. However, the optics were of non-transparency.*
- *Too much emphasis on airlines airports*

Score of 5 Comments

- *Not as much experience with mass transit as the other candidates.*
- *concerned about her desire to finish fastracks, although funding is not available.*
- *Harvard, who cares, if i had to hear "I" one more time I would slap her! Least capable, least qualified, Denver deserves a real Transit Specialist/Executive. Not a wanna be type. She physically/ psychologically has retired, once retired one cannot go back to the necessary culture demands reality of the daily demands of executive work. There is a reason she retired, Denver needs a woman that is reaching the top of her career and is on fire to take on what will most likely be her last really big position. This gal has probably never even been in a bus barn, drove a bus or been to the scene of a major negative bus related incident. I say no to her.*
- *Has she ever been a bus driver? Light rail operator? Has she done the grunt work to understand how the employees are the backbone of the business?*
- *I had a hard time even getting through her presentation. It was too cutsie, she lost me with the 1 billion dollar joke. I did not garner much of what her plans are for RTD or how she is going to lead RTD out of the crisis they are currency in. Lacking of vision.*

- *It all seems boiler plate language to me. Why don't we hear some specifics - dedicated bus / transit lanes so they can stay on time and not compete with traffic? Improving the W line, build out the line to Boulder, how to get CDOT to stop building lanes for cars with one person in it, etc. Does Tina ride or use transit? What has she done to improve transit in her town?*
- *It took her nearly the first 8 minutes of her presentation to say anything of value. Although she has a good deal of experience it took her too long to get to any valuable information in her presentation on how she plans to fix the problem. She concentrated on who she talked to in Denver and quoted a number of others. Too much name dropping with little substance in her presentation.*
- *May be qualified, all over the place. Did not own the role. Her presentation almost amounted to here is what you can do opposed to this is what I will do.*
- *Ms. Tina Quigley has very limited exposure of leading and/or performing in agencies and diverse communities recognizing her career and advancement as a CEO appears to be derived from exposure at a singular agency and region. Additionally, Ms. Quigley's presentation did not demonstrate the level of leadership, vision and/or strategic direction as the other candidates. Lastly, as a leader of a public transportation agency one must recognize the importance and value of leading through the lens of diversity, equity and inclusion including the impacts of equity of modern mobility. Ms. Quigley did not demonstrate or communicate such an understanding or even recognition of equity and mobility.*
- *Nice cheerleader, but our RTD needs a mission focused disciplinarian to keep control of an agency that is currently in a crisis. Tina is not the kind of leader that is required at this time.*
- *RTD has failed miserably and is in need of a complete reorganization to survive. First, they overbuilt rail lines without taking staffing into consideration. Last year, dozens of routes were cancelled everyday due to operator shortage. Second, they raised fares more than 21% only to provide less service. No successful business model can operate by charging more and giving less. Even before Covid, I have reduced my trips by more than 80% because I simply can't count on being on time any longer. If you can't make radical and hard changes, this will fail.*
- *The only one who actually looked into the camera.*
- *Tina's presentation felt a little too "fun" given the gravity of the situation with RTD and the region.*

Score of 6 Comments

- *Great on paper and hits some great topics. Leadership certainly needs to be stronger and on the same roadmap. Right now it's very disjointed across AGMs. Seems to understand that core needs to be strengthened but proposes too much time listening and working with partners.*
- *Her presentation was awkward and not at all what I would expect from a GM/CEO. She has been a GM/CEO at a large transit system. Does not have light rail or heavy rail operations experience.*
- *I don't think this candidate has as much transit experience as the other candidates. Airport planning is not as relevant.*
- *I felt Tina may on the surface look like the best candidate but, as a fellow middle aged white woman, I am skeptical that her strategy for the first 90 days would work. She mentioned many times how the top concern for RTD is the relationship with the community, specifically, lack of trust. I do not know all the reasons behind this but I can tell you that I ride public transport quite a bit. I know that as a white woman she would never get the whole story of what really goes on. The second big indicator, staff retention, is also indicative of cultural misunderstanding. I strongly encourage you to select a woman of color for this position. Secondly, I heard Tina speak to rightsizing and hiring consultants, two costly, both economically and in its human toil, solutions. Following this sad news, she spoke to her delight in hiring a first class, strong, inspired executive team. I was disappointed to see the ease of firing juxtaposed with the expansion of executive pay so starkly. This is not a formula for resolving the top issues, Community Trust or Employee Retention.*
- *I have no particular objection to her, she seems like a fine choice.*
- *I think she is a leader. Diffidently was able to speak at the camera. I doubt she will be chosen with current political stance that darker skinned people are not treated fairly. How about we get someone who can cut through the continued self accommodation of current staff and their salaries that have already go over the salary grade that was set up for them. We have a situation where the current team in place has fallen into a silent collusion of sorts. These people don't actually sit down and discuss padding each others salaries but are intelligent enough to follow the script when it accommodates their special high and overpaid group.*
- *Serving on several Boards although good, only provide her with a multitude of information on how to handle RTDs Board of Directors. Day to day operations takes precedence over politics, If Tina has change management experience she make be a better fit than Adelee.*

- *Tina has an inspirational leadership style with strong CEO experience, but her experience is more about MPO, not transit because Las Vegas RTC contracts out transit service to private service companies, and RTC only serves as a role of transit contract management.*
- *Tina seems very growth oriented and a go-getter. In the early days of Fast Tracks she would have been a great fit. With the current situations that RTD faces, I don't think her style is what is needed now.*
- *Too much focus on hearsay without sound interpretation of issues. For example, the public often complains about service and they will state promises were not kept. Some so-called promises, however, could not be achieved in a fiscally responsible way and that context was missing in the presentation. And, as #1 for RTD it is important to better understand the history and work already done and continuing. The response made it sound as if RTD has been irresponsible and not serving the public which does not reflect the reality of sound monitoring and service adjustments made to best meet demand within budgets and based on trend and comparative analysis. No real strategy was outlined with specific targets or objective. The need for transparency and regional coordination was noted.*
- *Why does she want back in this race and how long will she last before deciding to retire again.*

Score of 7 Comments

- *+Like that she reached out to learn about the specific situation of RTD and the Denver Metro Area. -Experience limited to Las Vegas area.*
- *Creative, engaging, lots of energy*
- *Even though her deliverance reflected a great personality, technical knowledge, and some strategic thinking, her lacking experience with rail networks/system seems to be a risk, and suggesting a learning curve the District may not be able to afford, considering the present situation.*
- *Good presenter. Not clear about experience.*
- *Good speaker but the plan lacked cohesion. Seemed more interested in discussed her over what she would do for RTD.*
- *Has a lot of energy and love for RTD.*
- *I respect Tina's background, but fear she has made up her mind about things without meeting staff, listening or looking into matters. She will bring high energy to the role. If RTD's problem is public perception, she could help.*
- *It's important that the next CEO is committed full time to Denver...that means relocating and not getting on a plane every week and flying back to Las Vegas. Board needs to ask Tina...Are you moving and committing to Denver?*
- *Lots of flash but little substance were delivered in her presentation. If you were hiring a marketing CEO, she is your choice. The transit agency was not the top priority of her plans.*
- *Ms. Quigley did not get to her vision/goals for RTD until her video was more than 1/2 complete. She focused more on her past positions (and somewhat on her accomplishments), than the vision she has for RTD. Of the three, she was the least focused on the challenges of the agency, though she did seem much more at ease with the video aspect. I'm hoping the Board is not snowed by her video presence, and looks through to the substance of the three presentations.*
- *N/A*
- *Not as clear to me that her experience at RTC is as transferrable to RTD. Presentation was snappy and she hit on many of the right issues. Didn't have the focus on equity issues that are needed. Appreciate the work she's done to get familiar with the region and pay attention to what is going on.*
- *Tina's presentation seemed to lack focus. Why all the theatrics over changing the name? Also, her resume ends with her retirement from the RTC of Southern Nevada in November 2019. There is no mention of her time with Virgin Trains, which lasted from November 2019 until March 2020. She publicly stated to the Las Vegas Sun that her reason for leaving after such a brief stint was to be "deeply involved in the Southern Nevada community" yet taking a job in Denver would certainly take her even further away from that. Before offering her a position at RTD, the Board needs to be clear on what transpired in Las Vegas that caused her to quit after such a short time.*
- *While I applaud Ms. Quigley's efforts to gather information, she seems to have taken in some of the biases that are part of RTD's problem. She seems perfectly capable and qualified, but I believe that someone who is more skeptical of the insiders she's already heard from would be better for the future of the agency.*

Score of 8 Comments

- *Based on the statement I don't see enough focus on equitable development*
- *Charming woman, but I'm not clear she has the experience to lead RTD.*
- *Definitely seems well-qualified, but I really felt like she was directing her presentation at the Board, not the public (what were the finalists directed to do?). A bit wonkish, but not terribly so. Felt like the way she addressed the issue of public trust was very good—would not be dissatisfied with her being picked, even if Le Grand is my first choice.*

- *From her presentation, Tina Quigley seems like a true leader. She comes across as someone who can inspire others. Her presentation had energy and she was engaged with her audience. I am a staff member and she is the only one of the three candidates that I would be excited about as the new CEO.*
- *Good organized presentation. felt her passion for the position. concerned about her perception of RTD as a NO organization and lacking community support. mentioned 'right-sizing' - an easy target for outsiders. concerned about her top heavy approach with executive mentors and executive advisers.*
- *Her experience at an MPO seems to make her better equipped to holistically work with municipalities on land use issues to make transit more efficient and address trends of displacement/gentrification that pushes lower income households to the suburban areas that are difficult for transit to serve. She seems collaborative and able to overcome RTD's barriers against working with government partners. She also mentioned restructuring, but I'm not sure she can make much of a change with RTD staff, who are stuck in the status quo, downward spiral because they are afraid to take bold policy risks. I like that she acknowledged RTD's culture of "no," but I can't see her standing up to senior staff leaders as much as Debra. Tina's background, while solid, doesn't seem to be in the same league as the monumental challenges that face RTD.*
- *Her experience seems a bit shallow.*
- *Her experience seems to be adequate however based on the challenges of the job I would choose Adelee. based on her all around experiences in this field*
- *I am retired from RTD and recall that every outside-hire GM says that they want to get out and ride the system. My boss specified that I would be available to offer some ideas or accompany them. I'm still waiting for that to happen. What does happen is that 15 elected board members need to talk with the GM, legislators need to talk with the GM, big contracting firms need to talk with the GM, etc. The most system riding that we've had from GM's has been commuting for work. Three of them since 1985 were on highway coach routes (one on I-70, two on US36). The only rail commuter that I am aware of was Phil Washington (H-Line). I hope that Ms. Quigley does that much; anything more is a pleasant unlikelyhood.*
- *I believe that while animated in her presentation, she still does not show the qualifications and experience of Debra. Also why did she "retire" from her previous position in Las Vegas?*
- *i like her diverse background, but i felt more like she was talking at me not with me. I felt like she was using all the buzz words and not really talking from her heart.*
- *I liked the more casual delivery of her presentation. She speaks the language and I think she could do great provided she's willing to listen and doesn't come in thinking she already knows the answers.*
- *Miss Quigley seems very personable, very passionate about transportation, and seems to have what it would take to be the face of RTD to the public. The position will be a very tough job from day one, and from this person's view, it seems like she would be able to stand her ground and possibly even sway some of the very critical public views over to her side.*
- *Most CEO experience, but limited transit experience from a town, Las Vegas, that does not embrace transit.*
- *Ms. Quigley clearly has experience leading a transit agency, but her view of RTD is overly optimistic. RTD has systemic issues that must be addressed. It is not currently "winning."*
- *Ms. Quigley's presentation was, of course, entirely different. Although it started with too much of the same generalities that could fit just about any situation, and I thought went way off-target with her silly "winning" theme, it then landed on solid ground for much of the rest. She clearly had done her homework and knew enough about RTD's issues to at least raise them. Not surprisingly, she didn't weigh in on any of those issues, although I wish she would have. She also touched on future mobility issues more than the others, if still not enough. Among my concerns would be that she retired and is obviously very connected to life and organizations in Nevada. Will she truly want to move that life here, and when might she retire again? In addition, although her experience running an agency with much broader purview than RTD -- since it included all forms of transportation, plus the MPO and COG -- is mostly a good thing for giving her wide experience, I have to wonder if she will be satisfied with running just the transit agency, and being pushed and pulled by the many, many interests in our metro area, including DRCOG, the new accountability committee, and of course the huge number of counties and cities in RTD's massive region.*
- *Much enthusiasm and interest in the Denver area.*
- *Obviously she has already proven herself with 7 years as a CEO. I like her personality and energy. She would also be an excellent choice as CEO.*
- *Polished and personable. Love that she did her research and has been following the Denver community and reached out to local leaders already; it means she is invested. She ran a very complex organization and understands so many facets of transportation which could be valuable to RTD operations. Her vision was well defined and she used the "right size" term which is scary but needs to be heard. She seems to understand the issues facing RTD and is willing to do the work to build community trust. I would be interested in understanding more about her management style and her ability to push against the Board, listen to complaints from citizens and deal with State involvement. Can she effectively*

manage employees? Big question, why did she "retire" from the Nevada transit organization only to apply for this position? What would her previous employees say about her? I think she is a great candidate. This is a step up for her. Can RTD keep her if she excels here?

- *Qualifications aren't Tina Quigley's problem. She has experience far and above what the job requires. The problem with this candidate is that she is a professional bureaucrat, which is the opposite of what is needed at RTD. In Nevada she was in charge of transportation systems that are unlike RTD Denver, in many ways. Employees and riders in this district don't want a rubber stamp CEO that has little connection to real people. For this reason, I do not believe Quigley is a good choice for RTD CEO.*
- *Seems like she would be able to manage the political aspect of the position well - dealing with the RTD board, stakeholders and elected officials. Really did her homework/research. Less convinced about her experience and ability to manage such a large transit agency, especially relative to the other candidates. Was put-off by the contrasting casualness of her presentation, the "winning" tag line, Austin Powers picture, etc.*
- *She has a good understanding of RTD's problems and challenges and seems to have the knowledge to lead a transformation of th the district to success not only from pre-Pandemic problems but also new challenges due to the Pandemic.*
- *She misspelled the Chair of the Board in her presentation and it seemed a bit scattered. She does have good energy and enthusiasm.*
- *She seems to have a strong understanding of the industry and the capability to make the tough decisions RTD will be facing in the very near future.*
- *There isn't enough information on Tina Quigley's experience as a CEO with Regional Transportation Commission of Southern Nevada to make an accurate assessment in the description. She could have been a CEO for anywhere from 6 months to 20 years based on the information.*
- *Tina has taken the initiative and time to get to know RTD. She has an impressive education and work experience history. She doesn't seem to want to fundamentally change everything about what goes on here. I hope the panel picks her and that I wasn't wrong about this.*
- *Unless I missed it the only candidate to mention interfacing with the Governor advisory committee. The burden is so great for RTD that it will take a person who can smile.*
- *Very engaging; well- rounded background in transportation*
- *While a lot of Tina's experience is in aviation, the past 14 years are in public transit. I think she has the spirit that could inspire others and that the diverse communities that make up RTD will respond to her vivacity and industry knowledge. She would be my choice for CEO/GM.*

Score of 9 Comments

- **Well grounded Planning Background *Understands transit " in the West" (We're not NE, Midwest - densities etc are "western city" in nature. * Well rounded experience in transit operations (including union dynamics,contractor management, community development, board relationships as well as political interrelationships at the Board and Legislative arenas. *Las Vegas is a complicated system, with strong relationships in the community and private sector and she knows what it means to provide a "world class" service. *Denver itself is a world class city that will be competing for economic development, tourism while providing service to a community that is hard working and willing to use RTD for their trips to and from work and school *Her Airport experience provides a good understanding of the importance of a vibrant RTD/DIA relationship. The Vegas airport is a major hub and integral to that city as well. *I believe she would do a great job for Metro Denver.*
- *A little confusing in her communication style Very innovative*
- *Experience as a CEO is a plus. Would inspire confidence in RTD; seems she would be good in interfacing with political people.*
- *I appreciated the "homework" Ms. Quigley did to learn about RTD history, issues, and reputation in the Denver Metro area. Her 90-day and long-term plans were realistic and based on sound principles. Ms. Quigley has a very engaging communication style; however, at times she came across as insincere and unprofessional. The presentation contained a lot of good "buzz words" but lacked specific details about steps to be taken and how to accomplish goals. Ms. Quigley has a strong resume and she cited several accomplishments in her prior role, which indicates she can get things done. Maybe her effervescent "cheerleader" personality is the "shot in the arm" RTD needs to move it successfully into the future.*
- *I loved the different approach to her presentation. The fact that she has taken the time to talk to people in Denver and really learn about the history and struggles of RTD is important. She seems to have taken the information to heart and built her presentation and approach for leadership around that understanding. I think she was very personable and has*

a great energy that RTD needs. I really liked the approach of focusing on listening first and focusing on building community trust as an ultimate goal. Tina would be my top choice.

- I really liked the fact that she reached out to several stakeholders in the community to inform her discussion. Demonstrated familiarity with the region's history and some background of RTD's history. Articulated RTD's current challenges and laid out an informed plan to move the agency forward. Her RTC experience would prove valuable not only for RTD service and operations, but also in working with DRCOG, municipalities, and other stakeholders. I think she would be very effective in communicating with partner groups. Good energy.
- I was blown away by the amount of research and knowledge Ms. Quigley thing to have on our region, and on concerns, issues, constraints, facing RTD. I would like to hear her talk more about equity and how transit plays into promoting both regional but social equity. She is tired for my top choice. She might actually be my top choice.
- I was drawn to Tina Quigley's presentation. It is highly engaging. Her presentation is the best of the three, but I don't think that due to how RTD is structured, she would have to re-adapt to our culture and public transportation that is collaborative with a union. I also think that Las Vegas is laid out differently, with different demographics compared to the Denver metro region. I appreciate that she reached out to many people in the Denver region, but left out the very important, essential workers. As a veteran, I understand the important of the front-line. In the military those who lead are held accountable and they depend on the front line workers to pass inspections and readiness roles. I heard little about leading people of RTD, and so although she is very exciting, I have to pick Debra. Where there are "Winners," there are also "Losers." I see that she does have "political savvy" but have that actually helped or harmed RTD?
- Impressive past experience
- In her presentation, Candidate Quigley was the only candidate that looked in the camera and did not read too much from her presentation/notes. This indicated to me that she is comfortable with public speaking, she can engage on a topic at a moments notice and her delivery was honest and sincere. Her vision of creating a panel of mentors from outside sources and create a STRONG and INSPIRED executive panel is a direction that builds into the RTD Re-imagine campaign.
- Not sure why she'd come out of retirement.
- Of the three candidates she seems the only one likely to even try to fix RTD as a public service or be reasonably qualified. It seems like selecting either of the other candidates would be intentionally setting them up for failure.
- Of the three candidates, Tina was the only one that indicated or demonstrated an effort to reach out to the community that RTD serves; what are RTD's community stakeholders thinking/feeling/seeing? Tina is already familiar with the Denver-Metro area; from her observations/monitoring of the building of DIA more than 20 years ago-demonstrates a commitment to connectivity. Willing to take advice; one community stakeholder informing her that RTD needs to win back it's trust with its outside stakeholders-spot on! She was the ONLY candidate that look at the camera! Her presentation was conversational; displayed and presented confidence and a personality that was comfortable/confident of her experience.
- People from the South can have policies, practices, and politics that fit less well in Colorado. Speaking as a Colorado Native.
- Quigley has management experience obtaining federal funding and meeting federal requirements necessary for both airport and transit agencies. This is critical to increase funding opportunities and manage RTD so that projects are completed as scheduled. Quigley did her homework to understand the local challenges facing RTD and presented an action plan that was specific, including a report to the Board at the completion of the first 90-day element of her action plan. Quigley was highly qualified in communicating these challenges to the citizens together with setting priorities on the problems that needed to be worked on first.
- She has the experience and communication skills RTD needs in a leader. Her background in transportation would be a valued asset during these uncertain times.
- She seems really enthusiastic and has experience running a large regional public transportation agency. I like her plans for a turnaround at the RTD and think she will make the changes that are needed.
- She seems to realize the the public perception of RTD needs to be changed rapidly for anyone to succeed as CEO. Her comment that she will "ride" on busses and trains to observe first hand the riders is one of the best things she (or the board members) could do move RTD forward.
- The only candidate that had taken time to really try and understand the issues. And the only one that noted community trust and transparency was key. Concerned a bit about experience since Vegas is so much smaller but feel confident that she can scale. Not a huge fan of "winning" but appreciated the energy and enthusiasm.
- The only candidate that looked at the camera - which was much more engaging. Very high energy - studies the region well. probably the least detailed of the 3 presentations. Best overall experience - knows the depth of getting things accomplished in an MPO - RTD world. has worked from both angles. I think she would be a good fit the the community.

- *There is no perfection out there, but I liked the way Tina spoke directly and off the cuff. We need a leader who can think fast on her feet, and as dynamic as RTD.*
- *This was a very exciting presentation. She flubbed a few times because she wasn't straight out reading it. She was animated and did a lot of homework. As much as I was hoping a person of color would show a strong presence, that was not the case. Mr. Quigley sounds like she'll be there for Denver and the RTD system.*
- *Tina definitely gave the most accessible presentation, I was able to gain the best sense of personality from her. She has transportation experience, obviously, but coming from another type of transit may be a good way to generate new ideas.*
- *Tina is a very experienced executive. She has led complex organizations through periods of rapid growth, navigating them to the leading edge of their industries. She has long been in the forefront of new technology and information systems, employing these emerging tools to address longstanding challenges and provide new opportunities. She would bring a long history of executive experience to the organization.*
- *Tina Quigley clearly has better public speaking skills than Debra Johnson or Adellee Le Grand. She spoke about RTD specific issues and gave the impression of being a collaborative leader.*
- *Tina spoke directly to the camera. Very important in being a CEO/General Manager. Good understanding of the history of the region. Appeared open and brought a bit of humor to the presentation. Yes, some may find that off-setting and silly; however, that is important in getting folks to "buy-in" and relax and listen. I was initially unsure of her creds based on her resume, but in her video, she explained that RTC is also the MPO of SO NV...She comes from a planning background/experience, and has CEO experience which may be good. My first choice after seeing the videos.*
- *Tina was only candidate who provided frequent eye contact with the viewer during the presentation. It provided a connection and demonstrated that Tina can preform beyond a script. She mentions that she had notes but did not have to read all 13-16 minutes of the notes. She is dynamic and thoughtful.*
- *Tina was the only candidate who did not read her presentation. She talked about making hard decisions. She was very personable, and she was the only candidate who actually listened in on the Accountability Committee meeting last week, which showed me her interest in RTD.*
- *Very good management depth and experience. Spoke to re-establishing trust on multiple levels. I like her energy and interest in working with the Board to build that trust with the community.*
- *What I liked most about Tina Quigley is that she seems personable and open, which will help re-instill trust in RTD. She seemed to have a clear idea of what she wanted to do as well, which shows strong leadership—something RTD badly needs right now.*
- *What makes your airport planning experience translate to more urban experience? Also, does your position on the Desert Research Institute boards mean you will implement transportation policies and development that progressively combat climate change?*
- *She was the best who performed in communication in front of the cameras.*

Score of 10 Comments

- *Able to communicate her vision.*
- *After reviewing Tina's resume and watching her videos, Tina would be my "1st" choice out of these finalists. Tina's resume displays the highest level of experience of these three with her 7 years of CEO experience with the RTC of Nevada PLUS an additional 7 years as the deputy CEO of this same organization. Her current role on FIVE boards illustrates that she gets engaged in the community which is critical if RTD is serious about pulling yourself out of the hole you've put yourself into in regard to lack of community trust. In her video, Tina was the ONLY one out of the three that spent any significant time actually LOOKING at us, her audience, vs just reading the notes off to the side of the camera that the others read from. This combined with her MULTIPLE mentions of needing to "Gain Community Trust" shows that she recognizes this need and would engage with the community and RTD Stakeholders to achieve this. Tina was also the only one who noted that she would get out to "Ride the System" to learn it and to interact with us... Your paying customers. She also noted as "Good News" the Governor's Accountability committee and how she welcomed (and could) work with that oversight. Tina's video presentation also impressed me with her "Fangirl" interest in Denver which illustrated that this wasn't just an "interesting opportunity" for her that suddenly came up, but rather a long term interest she has held. Her historical knowledge of the Denver transportation scene also displayed this interest in Denver and her passion for this RTD role on her part. As other leaders in other industries are all leaving their roles during this period of COVID the fact Tina is open to come out of retirement back INTO the workforce at this level screams out her level of desire for this role. Something the other two do not match. Tina's desire to build a Strong and Inspired Executive team combined with her self professed competitive nature to make RTD the best in the nation is the enthusiasm that*

RTD REALLY needs right now. Her out in the community, easy to connect with personality, is ALSO what RTD really needs right now to rebuild trust in your agency and win back people like myself who used to ride you all the time but now look for every way to avoid you as recent leadership had shown you had an interest in everything BUT serving your customers well. Tina has the enthusiasm, interest, and qualifications RTD desperately needs right now. Based on everything this lady has presented I would VERY strongly vote for Tina for RTD GM/CEO. Of these three, this is the one you need to hire.

- *An org run by Tina is one I would believe in.*
- *Another good candidate and in my professional opinion very qualified for the GM/CEO position, There are significant differences with this candidate. She has really exceeded the history and present day status of RTD. The Plan of Action offered, if selected, included pre and post appointment strategies. A very strong delivery to include changing the image of RTD to the community. In conclusion, this candidate is my choice for GM/CEO of RTD*
- *By far the most qualified candidate of the three, she demonstrated her knowledge of the system and took the time to reserch Denver and RTD, She demonstrated a sense of humor and excitement for the challenges ahead. She mentioned some realistic challenges of the job with staffing and funding. i would like to know where position on funding maintenance of existing properties and her outlook on growth and expansion. Tina would be my first choice as CEO for RTD to lead us through the budget and Pandemic crisis and prepare us for success and recognition from the community.*
- *Clearly the best resume and breadth of experience of the three candidates. Presentation was not forced at all, appeared delivered not read off a teleprompter. Her plan was clear and concise and lacked the typical executive buzzwords that get little done for the region. She came across as energetic, confident and motivated to navigate what is in store for the position. The presentation also showed she can think on her feet by having the foresight to learn some local history and contact some local insiders to get a read on the problems the region faces. These attributes will go a long way in a pseudo government agency requiring navigating competing interests. Appears to be a topnotch executive we are lucky she applied.*
- *Diverse experience. Dynamic. Has done it and seen it as a leader. Innovative and seems like has a real pulse on the issues.*
- *Energetic, best communicator, She have comparable experience of running an agency like RTD. Likable, strategic thinker and approachable.*
- *Evidence of her outstanding qualifications is the traffic job she did in southern Nevada. She has an outstanding reputation, and has exemplary character. We can trust her as a person and a professional*
- *Experienced CEO. Very collaborative.*
- *Good resume, more original plan presentation, video was more polished and she was most likeable in video. Portrayed someone I would be comfortable and like working with and also possessed leadership.*
- *Great experience, very knowledgeable as well as charisma and leadership characteristics needed to lead a \$1b organization. Presentation was very good and didn't need to follow a prepared script like the other two candidates. By far, my first choice of the three.*
- *Great mulimoal experience compared to the other finalists. Would be very positive asset in working with DRCOG, CDOT, And DIA. Very dynamic and engaging presentation.*
- *Great presentation. Impressive ideas. She has the kind of energy and experience in transit that RTD needs.*
- *Her video was by far the best*
- *High Energy, enthusiastic. Has a varied experience, and has taken the time and invested the energy to learn what the issues (political and otherwise) facing the region Seems like the strongest candidate from an experience and energy perspective.*
- *I believe that based on the Resume and the Video Presentation that Miss Quigley would be the best choice for the RTD GM/CEO position at this time. This is based on the approach and scope of the research and analysis that she proposes to follow in her beginning of the position.*
- *I believe Tina is the most qualified out of the three finalist. 1. Even though I know it was rehearsed the presentation was alluring and was able to hold my attention. In fact I could see that her main action was to keep eye contact, holding a captive audience, which for our CEO we need that! 2. Our CEO needs to grab the public, build a sense of trust in the communities and a person that will go after the goals. She seems confident, competent, and genuine. Something that RTD has not had in awhile. 3. Optimistically speaking Tina seems to know how to build relationships with all teams involved and drill down to the goal to try an achieve clean, reliable, community trustworthy service of accountability in action and transparency, I like that. 4. On paper Tina is quite amazing, I read her resume as well as the others and the way she worked and focused on her teams to success would be a welcome change. I think Tina would be an inspirational leader and would revitalize the Metro area and serve the community very well.*
- *I found Tina to be engaging, charismatic, determined, and thoughtful in her presentation. She took more initiative to prepare for her 15 minute video than many people take to prepare for actually starting in a new position.*
- *I know people who have worked with her in past jobs, and they all love her work style, ethic, and vision.*

- *I know that Tina was CEO of the transportation authority for all of southern Nevada (Las Vegas) and transformed an antiquated system into one of the best in the country. Our community is better served with Tina at the helm of RTD!*
- *I like that she has already looked into the "needs" of the Denver region's transportation system, and the levels she has looked into those needs. She has also looked into the history and attitudes of the people of Denver, not just the attitudes that have "recently" (in the last 15 - 20 years) chosen to call Denver "home.". That tells me she is NOT walking into the position with "pie-in-the-sky" dreams, she has an idea of what RTD IS, what DENVER has been, and what they have been dealing with, so hopefully that will give her a better "tempering" for her plans of action.*
- *I really connected with Ms. Quigley. I felt that she showed the most personality and has a very strong background. I am excited to have a candidate with an interest specifically in Leadership Development. I was wondering what lead her to retire from her last position as CEO and move into the same role with RTD. I believe she would lead RTD in WINNING the public back through her enthusiastic personality.*
- *I really think Tina Quigley has what it takes to take RTD to the next level and give RTD a successful future. I think her experience will closely relate to our situation here. I also LOVE how passionate and excited she seems. I like how she actually did her research on RTD and Denver and you can tell that she really passionate about transit.*
- *I really think Tina seems extremely confident based on her video submission and presentation, and of course has the experience and expertise for the role. Of the three, she seemed the most confident in the presentation portion.*
- *I think her experience relates to RTD the most. She seems super happy, excited, and personable. I think she has what it takes to make RTD succeed.*
- *I think Quigley having been a CEO for a transit agency gives her more understanding and will mean she is more prepared to handle the extensive issues RTD is facing. It was also encouraging that she has already reached out to the community and was making strides to understand not just our issues but also our strengths.*
- *I think she is the best new change that RTD can make!*
- *I think Tina is the best candidate for the GM position. Her skills line up well with RTD's goals and mission. I thought she was very personable during her presentation.*
- *I thought that Ms. Quigley gave the best presentation, and has already been involved with learning about RTD and the Denver Metro area. Her vision appears to be more of what RTD really needs. Instead of simply telling us what she thinks we want to hear to help her get a job, I felt that Ms. Quigley was honest about what needs to happen at RTD to turn the agency back around and get it going in the right direction again. My hope is that the Board of Directors will select Ms. Quigley as our next GM/CEO.*
- *I was honestly really impressed with her. I feel like she is one of those leaders who comes along once in your life time. I don't know what it is, but I feel like she will completely transform RTD in the 21st century and make it an extremely successful organization. If RTD doesn't hire her someone else will and I feel like you will always regret not picking her.*
- *I was so impressed with Quigley's research and understanding of the our communities past, the current issues, and the people already involved. She was dynamic and playful and didn't pull any punches about some of the actions that may need to be taken. I would like to see her push more on inclusion and I would have high hopes for her and think we would be lucky to have her leading RTD.*
- *If the Denver Region is able to secure Tina Quigley as the next RTD CEO, consider it a coup. She is a dynamic leader and is super smart. She will quickly become the darling of the community. As someone who has business in both Las Vegas and Denver, it is always refreshing when you're able to witness effectiveness from a leader in the government arena that feels a very strong mission as it relates to the community and surrounds themselves with really diverse and amazing people. Her teams have historically had such great energy and commitment and were never afraid of confronting brutal facts and being disruptors. As the face of the Regional Traffic Commission in Southern Nevada she was able to effectively navigate her team from an under the radar, lower profile transportation agency to becoming a leading edge mobility mecca. Her ability to be productive at the RTC can be credited to having a responsive and willing transportation board, a risk tolerant community, a great team, and most importantly, her ability to build relationships with the community. I wish you luck with your selection from a pool of 3 dynamic candidates.*
- *If you are elected please increase ventilation on buses. Many buses have all the windows closed!!*
- *Impressed by her enthusiasm and confidence! She's articulate and quick on her feet. She's the only candidate that has actual CEO experience and with the challenges RTD is facing, she's seems most capable.*
- *Impressed with her presentation and qualifications! The only one of the 3 that was a CEO in the past and not just part of the executive team. Also the only one that did not seem to read from some papers, at least at the beginning when she talked about herself/her accomplishments. She showed genuine interest in the position. Very open and not a user of BIG EMPTY words. Easy to follow her train of thought.*
- *Impressive, polished and professional presentation. Very conversational in her presentation. Personable.*
- *In reading just her overview and background, I admit I questioned why someone would want to come out of retirement and take on such a monumental task. I dismissed her before I even saw her video or resumé. However, watching her presentation convinced me she's the best candidate for this job. I truly appreciate the way she engaged directly to us*

as an audience and I'm confident that her candor, wit and energy will be a great asset in leading RTD. She's clearly done her homework and best communicated her understanding of the myriad challenges we face. Clearly, the status quo of our public transit system isn't working any longer. As a community that often embraces new technologies, it's exciting to think that RTD's new CEO might bring that new level of innovative technology and out-of-the-box thinking to our future. The fact is, RTD cannot operate in a bubble. Our rapidly expanding metropolitan community must truly explore multimodal transportation options that best fit the needs of each subcommunity and most efficiently move people. This candidate brings experience not only in public transit, but understands the interplay of highways, streets, air travel, and ride share programs like no other. To truly be successful, we need to stop fighting these realities and embrace them. I truly believe she is the best person to become the next CEO of RTD and take us to a level of success we've never known.

- *Innovative as far as tech, but don't get the same coalition-building vibe from her as the other candidates.*
- *It is very clear to me that Tina understands the myriad challenges facing RTD today. The "quick summary of accomplishments" she provides in her cover letter are impressive, compelling, and related to RTD's current needs. It was obvious she did her research by reaching out to local leaders in transportation prior to her interview. She may also approach RTD with ideas about how to better integrate DRCOG and local jurisdictions given her oversight of MPO and Traffic management functions at the RTC.*
- *It seems like Tina has done a lot of research, which no other candidate has mention. Another thing that Tina mentioned, is speaking to the public, riding the system, and speaking with the Union. Rather than making a lot of demands right away like Debra, it seems that Tina wants to listen and gauge what's needed first, and then make decisions. I'm really impressed with her level of research and initiative.*
- *It's clear from her candidate video, that Tina has done and is willing to do her research for this role - and this role for this region in particular. Of all the candidates, her work in Nevada over the last 14 years (as regularly reported on in leading trade publications) inspires the most confidence that she has experience needed to deal with RTD's unique situation. The work she has done clearly recognizes the value of multi-modal transit, from micromobility to aeronautics. And the types of partnerships she has made with local and regional governments, as well as the private sector where needed, are many of the types of work I'd like to see for a Reimagining of RTD.*
- *LOVE, LOVE, LOVE her!!! She seems like the right person to steer RTD into the future!! Not many things get me excited about RTD, but she gives me hope that RTD can turn itself around!! Her video was by far the best! You can tell she did her homework and she really wants this job!*
- *Loved that she focused on listening and gathering feedback and talking with people in the community. The ability to build relationships and use feedback to strengthen trust and partnerships will be critical and I think she addressed this best. Also had the best sense of who she is as a personality, which was a plus. Could have talked more about inclusionary issues.*
- *Ms Quigley seems the most personable and the most confident in her abilities to hit the ground running.*
- *Ms. Quigley dug into the character and characters of the RTD region so that she could make particularized suggestions for the improvement of RTD.*
- *Ms. Quigley seems to have investigated current RTD issues and seems to understand the issues that need to be resolved.*
- *Ms. Quigley seems to have more well rounded experience than the two other candidates. Perhaps, this is better for the GM to have a different perspective to those others which may be good for Denver & the broad surrounding communities.*
- *Ms. Quigley was the only candidate to NOT stare at a script and speak like a robot as if reading someone else's writing. Denver needs someone like Ms. Quigley that can: 1) Do the job. 2) Be energetic about the area and RTD system and portray that to the public on our behalf. 3) Think on the fly. RTD is a system that needs a GM/CEO that can adapt quickly to what ever our society can throw at us in this era of social media rule. We need a leader not a robot just going through the motions.*
- *My City of Las Vegas sources indicate that Tina is a rockstar and would bring her A game to Denver.*
- *My personal style is not the enthusiast, chipper attitude that Tina held. But what most impressed me was her level of preparedness. I thought it was excellent that she placed calls to a variety of community figures. Tina sounds like she will be very ready to hit the ground running and work to serve the entire RTD region. Tina does come across as someone ready to take the lead within the organization without letting others try to overwhelm her*
- *Of the three candidates, Tina was the only one that made an effort to understand the issues that the Denver community has with RTD. She brought up the delayed Fastracks programs and concerns about the reliability and timeliness of the RTD system as a whole. Tina is the only candidate that didn't speak in only general terms in her vision for RTD. I want someone that took the initiative to get to know the issues that face RTD before talking about her plan, and Tina seems to fit that role. She seems excited for the chance to turn RTD into something Denverites can be proud of, and recognizes the public perception issues the agency faces currently*

- *Oh my gosh! NO CONTEST! She has a commanding presence, exudes confidence, is dynamic, personable and inspiring--and it felt like she was talking right to me in the presentation. Love that she didn't read her presentation. It sounds like she did her homework, reaching out to various stakeholders and organizations in metro Denver. She would bring energy to the organization--which it desperately needs. I felt she has the energy and experience to tackle the many challenges RTD faces. And, her enthusiasm is contagious! Hands down--she is what RTD and our community need. Would love to have her as GM/CEO.*
- *Passion, trust and expertise. She clearly demonstrated all three.*
- *People person, leader, thinker, and a visionary, who can lead groups out from a state of chaos to efficiency.*
- *Please bring back our pride we once had in our public transportation*
- *Quigley appears to be the only finalist who has been a CEO of a major transit district. She is strong in urban planning. She has the capacity to see how the pieces fit in the whole RTD service area, and beyond.*
- *Quite impressed with her presentation. It was nice to hear some background and specific accomplishments that relate to the RTD job. She did a great job of engaging the audience: Her presentation was the longest, but it didn't feel that way, I was surprised that it seemed to go so quickly. I was also very impressed that she tied in specifics of the region, and has taken the time to speak to leaders in the community to get a feel for what Denver-ites think of RTD and the agencies path forward. I also felt that her presentation was the most relatable and had the least amount of jargon, like we were just having a chat, rather than trying to impress a hiring committee.*
- *RTD needs a dynamic leader who can manage through the current suite of issues, restore RTD's credibility with elected officials, engage with stakeholders in DC, and guide future growth of the transit system. I believe Tina has the requisite experience and leadership qualities to lead RTD into the future.*
- *RTD needs a leader who can inspire trust, confidence, excitement and new ideas for the District. Tina exhibited those qualities in her resume and video. I was extremely impressed with her outreach she did to leaders in the Denver metro area, and the homework she did to listen to the press conference announcing the Accountability Committee. Creating a "Tribe of Mentors" is a humble and proven way to establish oneself in a new geographic area. Her focus on rebuilding Community Trust is a pillar which needs to be re-set for RTD's success. Tina seemed very willing to partner with the Accountability Committee to make RTD the very best organization it can be. Tina is my number one choice - she's ready to be RTD's next GM.*
- *RTD needs a relatable, thoughtful, and engaging GM. Tina is not your typical transit GM in all the best ways. Her level of enthusiasm, combined with her deep experience in the field, is rare and increasingly valuable as we try to modernize transit and grow its appeal to young riders while still respecting the vital service needs of our community's most vulnerable.*
- *She appears to have done some research instead of just reading or watching Kyle Clark stories ad nauseam. Was talking to audience with heart and passion. Real and not fake.*
- *She came across as the best candidate. Has done her homework.*
- *She gave a tremendous presentation, and she clearly would be an inspiring, motivating leader. I think she would set a clear vision for the agency, but I think she would be too heavily swayed by the entrenched political, particularly white, power structure of the region. I think we as a culture are often too easily swayed and impressed by what is perceived as the traditional charismatic white leader, giving her a leg up on Debra. But as a white person myself, I believe it's time to set aside our tendency to favor that and to try a different approach at viewing these kinds of presentation and positions. We have to stop relying on what we know.*
- *She gets it. Recognizes that RTD does not have the public's trust. Sees the problems at RTD including how siloed the organization is. When she mentioned that she would ride the bus and talk to riders she had me. I know current RTD managers who refuse to ride their own buses. They think it is beneath them. You cannot manage a successful transit agency without knowing your product. That includes regularly riding the system and interacting with your customers. We are customers, not the "dirty public" as one customer service manager at RTD once described RTD's riders. Also liked that she has previously been instrumental in increasing farebox return. Finally, it is clear that she really did her research. Only negative was the "winning" motto. A little too trump like but I'm letting my personal politics get in the way of objectivity here!*
- *She has done a job very similar to this job.*
- *She has the experience*
- *She is focused and well connected and even mentioned the Union. I like the idea that she is well researched and hands on. Meeting with the public is an excellent idea and I would like to see her meet with Operation personnel to implement Quality Management strategies. Excellent eye contact, left me excited about the future.*
- *She is obviously qualified because she has been a CEO before but that's what makes me hesitant. She retired once before. If we select her, I'm concerned that in 3-4 years we'll be going through this process again. We need consistency and someone who is committed to being here for the long haul.*

- *She is the ONLY candidate that has well rounded knowledge for what it's going to take to revamp RTD. She started her presentation knowing exactly what areas needed attention and very quickly said she'd start riding, talking to and getting to the system from the passengers, the employees, board members, stakeholders so that she could effectively make the right decisions. She also indicates TEAM WORK. Which hasn't been a factor at RTD in the past. She is a hands on executive and that's what we need.*
- *She looks and sounds to me like the person RTD needs to fill the GM/CEO position.*
- *She seems like someone who RTD needs! She seems happy and personable. I think she can bridge the gap between RTD and the community.*
- *She was CEO of the transportation authority for all of southern Nevada (Las Vegas) and transformed an antiquated system into one of the best in the country.*
- *Since she retired, I think she should stay retired. That knocked her off my list.*
- *Solid game plan and great energy*
- *Strengths are energy, enthusiasm, and innovation.*
- *The new CEO will be in the public eye and must be able to present herself as assured and confident. Debra Johnson's presentation absolutely conveyed that, and it was apparent she did her "homework" by obtaining information from others, as well as taking the time to learn the history of RTD. She definitely brought energy to her presentation and engaged her audience. She has the transportation, financial, and business background, board experience, and is definitely a good communicator. I believe she could make a difference.*
- *The Tina may be very qualified I am not in the position to add any comment good or bad. Thank you for the opportunity!*
- *They seemed to have the best overall combination of understanding the issues at hand, along with listening to the community and responding to their needs and concerns. In their presentation, they struck the balance between having a structured process to meet the issues facing RTD and flexibility to use the process in a way that responds to the concerns and priorities of the RTD board and stakeholders. They also had the prior experience as CEO of a multimodal transportation agency to understand how to deliver the results of such a process.*
- *Tina appears to be the most qualified of the three candidates. She has researched our metro area for a very long time. While her district(s) seem singular, she clearly has worked successfully with multi-jurisdictions. I really like that she reached out to various stakeholders to find out what each think about RTD, what their constituents needs are and how to adjust the agency to meet these specific issues. I really like that she has plans on how to improve but will not implement anything until, as GM/CEO, she communicates with various RTD leaders to see where the issues lie and how to implement an improvement plan. Tina also has the personality to deal with the board and the public with a positive demeanor and succinct message. Tina is by far, the best candidate.*
- *Tina clearly did homework concerning RTD by speaking with stakeholders and provided specific ideas to move forward (i.e. evaluating service delivery with the leadership in the community vs making decisions only within RTD). She acknowledged the new politically appointed accountability committee and DRCOG.*
- *Tina definitely showed the most energy and confidence in all of the finalist videos. She seemed to have her material memorized and was able to speak spontaneously and effectively off the cuff, which is much of what the CEO needs to be able to do. She is definitely the best communicator and breaking down complex info into digestible form. She seems very proficient in operations and dealing with the politics that come with being a public agency CEO.*
- *Tina has a long career as a top executive in transit, and public agencies, very well spoken, and has clear set of goals to achieve for RTD. She has great experience, and affiliations, and is technology driven (RTD needs it's technology updated, scaled for the future, and to be consistent across the organization, with clear and transparent governance).*
- *Tina has occupied the seat of CEO, and is an impressive pick for this role. I have seen and heard her speak publicly several times. She is a stellar executive- with warmth and compassion*
- *Tina has the ideas that will work for RTD*
- *Tina has the most knowledge on how to navigate the politics and run a transit agency because she has done it and done it well. She has endless energy, great connections and relationships in DC and knows how to build a great team.*
- *Tina is an All Star. I've followed her career for years and she has done terrific things for Las Vegas, a city that thrives on transportation. She would be an asset in Denver*
- *Tina Quigley gets an A++ on her presentation skills and thinking outside the box and I rated her second only because of her lack of diverse experiences within multiple organizations. I appreciate her positivity and willingness to reach out to community leadership to gather ideas for a better understanding of our region. She has a strong resume and background, but lacks the diverse experiences of the other two candidates. I also see her experience as looking for outside the box ideas and solutions to solve some the Agency's pressing issues. Evaluating the current executive leadership and engaging community mentors are great starting points. If we are looking for an outside the box idea leader with lots of positive energy in moving RTD forward she is the right choice for the position.*

- *Tina Quigley has the experience not only in public transportation, but other areas of transportation infrastructure. She brings a wealth of knowledge in other areas, as well, including, but not limited to community outreach, staff management, union negotiations and fundraising. Ms. Quigley would be an excellent representative for RTD and continue the tradition of excellence in transportation. She's the right person to take RTD thru this rough period of COVID, union negotiations, driver shortages, community concerns, and to secure the completion of FASTracks.*
- *Tina Quigley in my opinion seemingly has a true vision for Moving the Agency Forward & turning it around (as I feel that this is something that RTD desperately needs Tina Quigley is who I would like to see be named RTD's New GM/CEO.*
- *Tina Quigley is clearly the right choice for RTD's CEO. She is the only one who demonstrates that she understands the issues that are unique to RTD and the Denver region.*
- *Tina Quigley seems to have a lot of experience based on her previous occupation, and will excel as RTD's GM/CEO.*
- *Tina Quigley served as CEO of the transit system in Southern Nevada. She will take a strong approach in her first five years to understand RTD's relationship with the community and the employees. She outlined what actions need to take place within RTD and in the relationships with our stakeholders. As she states in her video presentation, her plan of action with result in RTD being a winner.*
- *Tina Quigley was the most informed of RTD's history and present state. Beside being very informed she was well-spoken. She was the only candidate the talked about a strong leadership team and solid relationships including a relationship with the Union. She spoke about connecting with all levels of staff. I like that she spoke to RTD's current crises (finances, Community trust, and operations). She even spoke to the impact of our Labor Retention.*
- *Tina Quigley's experience is strong and directly applicable to the position. Her video presentation was relatable and well-crafted to tell a story. It is one thing to pull a lot of data together, but quite another to do the homework about the agency, speak with key partners and stakeholders and develop a strategy for the agency's success. I feel like her enthusiasm is infectious and her confidence and positive nature help her rise to the top of the group of applicants.*
- *Tina seemed the most willing to recognize the issues (not just externally-imposed) that RTD must grapple with. I had the impression, that despite what the other candidates said about communication, that Tina so far displays the most evidence of actually putting in the time to listen and learn. Likewise while I liked what Debra has to say about strategy in the abstract, that Tina seemed to convey more specifics. I think there needs to be a recognition that this a pivotal moment that calls for some smart measure of reinvention, and Tina seemed to convey the most seriousness and know-how in this regard. Finally, I think her clarity, humor and dynamism will be essential tools when it comes to building the relationships and coalitions needed to execute change.*
- *Tina seemed to really take the time to learn and understand RTD's challenges and opportunities in the region by talking to a ton of stakeholders. I also appreciated that her presentation was not read off of a paper since she won't have that luxury if she were to get this job! I've worked with her before and I believe she'd be a great asset to the agency and region!*
- *Tina would be a great fit with RTD. She is well spoken. Her experience lines up well with the position.*
- *Tina would be a strong inspirational leader*
- *Tina's energy and vision make her a strong candidate - she is personable and it is clear that she could be a strong public advocate for the district.*
- *Tina's qualifications are outstanding and versatile! Her resume, experience and accomplishments are impressive, especially regarding experience also with airports.*
- *To be honest, I don't think there is any question that Tina is the best option for RTD. She not only is qualified but expresses the interest but also a healthy knowledge of RTD and Colorado's history. After watching her video, an excitement for RTD and it's future came over me. Please please get TIna in here as soon as possible!!*
- *Unique and well fit candidate!*
- *Very progressive experience being the CEO o a major transit system in a diverse, complicated environment.*
- *We need a candidate that can lead us into the future. We have made many mistakes with the current transit system and need new and fresh ideas for this community.*
- *What I liked about Tina Quigley's presentation:*
 - *Discussed metrics & data, specifically fare box recovery. Fare box recovery is a function of bodies-in-seats driven by good service.*
 - *Winning*
 - *Repeated what Governor Polis said. "RTD needs a turn-around, not a Band-Aid." She said now is the time for a call to action, and to confront the crisis.*
 - *She demonstrated she understands the crisis. RTD has financial, operations, and community trust issues that need addressed.*
 - *Partnering with the Union Leadership is a necessity.*
 - *Wants to build a strong and inspired Executive Team. I do not feel that the other candidates were unqualified, in as much as I don't think they are the CEO that RTD needs at this specific time. Their presentations just felt too safe.*

Not Sure Comments

- *After reading her brief bio, I did not watch her video. I probably should have, but RTD needs someone already familiar with public transportation from the inside. Not having that extensive experience turned me off totally. I would apologize to her for not watching, but she did not gain my trust to start.*
- *Harvard, Nevada/as Vegas. Most likely far left socialist/communist.marxist. Until this entire agenda ceases to exist in the USA, no one should support any of them in any field, business or otherwise. So I would not vote for any of the above.*
- *Her presentation seemed to lack specific. Like her emphasis on building trust and actually riding TRD herself.*
- *Her video annoyed me, I couldn't finish it.*
- *I consider Tina's presentation too casual, off requirement and without the leadership backbone to uplift or help an organization navigate through this challenging time in transit.*
- *RTD's GM/CEO should not own an automobile.*