



Patty Fontneau

Chief Operating Officer

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Experience

Patty Fontneau joined HRO as Chief Operating Officer in 2008 and is responsible for the overall business management of the firm. Ms. Fontneau directs and coordinates all firm operations and financial activities across a platform of seven offices domestically. This includes marketing, technology, recruiting, and strategic planning functions, as well. She works closely with the Chair of the Executive Committee and the Managing Partner to develop and implement firm strategies, policies, and procedures.

Ms. Fontneau meets regularly with the firm's practice group leaders and office managing partners to coordinate practice and business management efforts, including financial and profitability modeling. She is directly involved in the development of new markets and client initiatives for the firm.

Prior to joining HRO, Ms. Fontneau was the Chief Administrative Officer for The IMA Financial Group, Inc. and was responsible for the corporate strategies division. Before joining IMA in 2004, Ms. Fontneau was VP and General Manager of the Western Service Center of TIAA-CREF, a Fortune 100 financial services company with over \$300 billion in assets. She managed and oversaw the operation of a 1,300-employee, 525,000-square foot center in downtown Denver.

Active in the community, Ms. Fontneau serves on the boards of College Invest and the Downtown Denver Partnership, and has chaired each of those organizations. She is the chairman of the Auraria Foundation board as well. Ms. Fontneau is a past chair of the Denver Metro Chamber Foundation, Qualistar Early Learning and SafeHouse Denver. She participated on Governor Ritter's transition team for Higher Education, with the Mayor's Leadership Team on Early Childhood Education, and in the Colorado Women's Forum. She has also served on the boards of the Denver Metro Chamber of Commerce and the Mile High United Way, chaired the Denver Metro Chamber's Public Affairs Council, and is an alumna of the Leadership Denver Class of 2001.

In recognition of her community service, Ms. Fontneau was awarded the 2007 Outstanding Women in Business Award in the category of Banking and Finance from the *Denver Business Journal* and the Leadership Award from the Alumni Association of the University of Colorado at Denver, Business School. She was awarded the 2003 Athena award from the Colorado Women's Chamber of Commerce, is a Girl Scout Woman of Distinction, and received the 2002 Women's Vision Foundation Corporate Advocacy Award for TIAA-CREF.

Patty and her husband, Bob, live in Centennial with their sons, Matthew and Harrison.