

RMLS™ CFO Emily Regimbal Recognized by *Portland Business Journal*

One of the biggest secrets about RMLS™ is how many great employees we have. Those employees are usually too busy assisting subscribers—whether by helping a new REALTOR® buy a lockbox or balancing a budget shortfall—to toot their own horn. Occasionally though, an employee sees the opportunity to recognize a colleague and our secret is leaked.

✘ Emily Regimbal, our Vice President of Finance and Human Resources, has been recognized by the *Portland Business Journal* for her excellent work as a corporate financial steward. (See the entire list of *Portland Business Journal's* CFO of the Year honorees for 2013, and read the *Portland Business Journal* article about Emily Regimbal.)

The *Portland Business Journal* will be holding a luncheon to honor the nominees on May 16, 2013, at the Governor Hotel in downtown Portland. Emily will be honored in the small company category.

Emily has worked for RMLS™ since June 1996. A native of Nashville, Tennessee, she came to the Pacific Northwest via California in 1982. She is married, with one son and three grandchildren. Naturally her professional background is in finance, but she also devotes time to non-profits such as the Washington State School for the Blind and Open House Ministries Family Shelter in Vancouver, Washington, the city in which she lives.



Emily was surprised and honored when she heard about the recognition. When asked about financial challenges she has

faced in her position, she noted the last five years as significant in the real estate industry:

As [RMLS™] subscribership declined, operating expenses had to decline in tandem. We began with the attitude that every expense category was open for review of cost reduction and agreed it should not be based on the quick fix of reducing staff. Nor did we want to entertain increasing fees to our subscribers...Although we experienced a decline in membership of approximately 25% over five years, we have managed to stay in the black by continually cutting costs to match decline... We continue to operate with a lean baseline and we are doing so without sacrificing service to our subscribers or core benefits to our employees.

Emily learned at an early age that she is only as good as the people who surround her. She credits her staff and coworkers at RMLS™ for helping her meeting the budgetary challenges through “clear and plentiful communication, keeping our objectives at the forefront, consistent direction, and lots of humor.”

Coworkers speak highly of her leadership as well. RMLS™ Subscriber Billing and Accounts Receivable Representative Ceri Howell says: “Emily is one of our most important assets. She empowers us to do our job to the best of our abilities, and brings out the best in everyone. She looks out for every staff member’s best interest, as well as our subscribers and the bottom line.”

When asked about what advice she would give to young professionals, she noted, “maintain a high level of respect for yourself, your education, your abilities and accomplishments—and then be humble. Try to never judge a book by its cover: I have been amazed over the years at the insights and knowledge I have gained from people that I thought most unlikely to teach me anything.”

Congratulations, Emily!