

ABOUT OFFERPAD



In 2015, Offerpad revolutionized real estate by making the traditional home buying and selling process easier and more convenient by giving customers more control and certainty over the sale and purchase of their home. With a shared vision of consumer-driven real estate based on decades of firsthand industry experience coupled with a passion for providing a personalized, more streamlined customer experience, Offerpad laid the groundwork for what has evolved into the new way to buy and sell a home.

Starting with our flagship 24-hour cash offer selling solution, Offerpad delivers real estate solutions and options customers can choose from that eliminate much of the stress and many of the hassles they typically deal with when selling their home. Thousands of happy homeowners later, we continue to innovate and develop ways to meet the diverse and growing needs of customers for wherever they call home.

Revered for our award-winning customer service — most recently receiving a Gold Stevie Award in 2019 — we've grown from our home base and headquarters in the sunny Greater Phoenix area of Chandler, Arizona, to more than 830 cities in markets throughout the country as we continue on our mission to provide ...

THE BEST WAY TO BUY AND SELL A HOME. PERIOD.

HOW OFFERPAD BEGAN

It all started with a joint vision for a better home selling experience shared among a group of top real estate professionals. After decades of buying, selling, renting and renovating nearly 100,000 homes across the country, Brian Bair and his executive team gained a deep understanding of the challenges people face when selling their home. They found that even successful sellers were overwhelmed by the stress of selling — trying to guess what their home would sell for, prepping for showings, negotiating a deal, finding movers and waiting for a closing date. Why wasn't there a better way?

Recognizing the industry was long overdue for a change, Brian and his team set out to offer something completely new. Their goal was clear: reinvent the home sale process and provide sellers with the convenience, control and certainty that had been lacking under the outdated system with a new way to buy and sell a home.

In 2015, Offerpad was born. Pairing ground-breaking real estate technology with fundamental industry experience, they created a platform where sellers could receive a strong, competitive purchase offer for their home, quickly contract and close, and avoid the hassles associated with traditional real estate selling. Since then, Offerpad has continued to expand its custom selling solutions to meet the individual needs of thousands of customers and help them move freely with the best way to buy and sell a home.



THE OFFERPAD DIFFERENCE

Offerpad is on a mission to provide the best way to buy and sell a home, with customized selling and buying solutions for everyone. We make selling a home easy, helping customers sell the way that best suits their needs.

Our innovative Real Estate Solutions Center puts the customer in control. With the guidance of our Solutions Advisors and Solutions Experts agents, they can choose which solution is best for them, whether they want to sell their home directly to Offerpad by requesting a free cash offer, partner with us to list their home with a back-up cash offer, or buy one of the thousands of homes available on Offerpad.com.

Offerpad's menu of selling solutions comes in a variety of 'flavors' with lots of options to choose from, including flexible closing dates, free local moves, free show-ready home services, home improvement advances and extended stay options that allow sellers to stay in their home for a limited time after closing.

Customers also have the power to bundle other Offerpad services with the solution they need, such as selling directly to Offerpad then buying an Offerpad home, back-to-back, or listing with Offerpad and buying an Offerpad-owned or listed home to enjoy even more advantages and cost savings throughout the process.

Through our Solutions Center, Offerpad streamlines the home buying, selling and moving process — providing seamless transactions for customers, while continually developing new solutions to common issues that are part and parcel of traditional real estate transactions.



LEADERSHIP TEAM BIOS



Brian Bair

Chief Executive Officer, Founder

Brian Bair has served as Offerpad's Chief Executive Officer since he founded Offerpad in July 2015 with a mission to provide the best way to buy and sell a home.

Mr. Bair has had a strong influence in the real estate industry over the past 15 years, having pioneered several successful real estate service models that aim to give sellers and buyers more certainty and control. Prior to founding Offerpad, Mr. Bair served as the founder and president at Bair Group Real Estate from April 2008 to June 2015. Additionally, Mr. Bair co-founded Lexington Financial in March 2011, and served as its managing member from March 2011 to March 2012. He also co-founded Bridgeport Financial Services in May 2008, a company that specialized in acquiring distressed homes, and served as its managing member from May 2008 to May 2011.

Mr. Bair has also consulted for national companies on how to acquire, renovate and sell homes. Mr. Bair has also served as an advisory member for the Freddie Mac Housing of Tomorrow Council since January 2020.





Vaughn Bair
Chief Real Estate Officer

Vaughn Bair is the Chief Investment Officer at Offerpad, responsible for the company's overall real estate performance.

Mr. Bair has more than two decades of experience working in the financial and mortgage sectors. He has worked with numerous lending institutions and SFR aggregators over the last decade. He was a mortgage Account Executive for Countrywide and US Bank. He co-founded Bridgeport Financial Services and Lexington Financial, LLC. A seasoned mortgage broker and licensed realtor in Arizona and Nevada, he worked for Bair Group Real Estate, overseeing the organization's property valuation and investment divisions, while securing and purchasing over 2,500-plus SFR homes.

Mr. Bair graduated Cum Laude from The College of Idaho with a bachelor's degree in history and business administration.



Stephen Johnson
Chief Operating Officer

Stephen Johnson has served as Offerpad's Chief Operating Officer since August 2020.

Before joining Offerpad, Mr. Johnson provided consultation services to multiple private equity-owned growth companies, delivering strategic and general management support from June 2019 to August 2020. Previously, Mr. Johnson held various roles at MSCI, Inc., a finance company, and its subsidiaries. He was Managing Director of Innovation Transformation at MSCI, Inc. from March 2018 to June 2019 and served as both President of InvestorForce, Inc., a provider of reporting solutions to institutional investors, and Managing Director at MSCI from March 2017 to October 2018. Prior to these positions, Mr. Johnson was the Chief Operating Officer and Managing Director at MSCI Analytics from March 2015 to March 2017, after having been Chief Operating Officer at InvestorForce, Inc. and Executive Director at MSCI from May 2010 to March 2015.

Mr. Johnson holds a B.A. in Economics and History from Yale University and an M.B.A. from Harvard Business School.



Casey Bair
Chief Acquisitions Officer

Casey Bair is the Chief Acquisitions Officer at Offerpad, overseeing the company's high-volume flow of home acquisitions while evaluating performance for contribution margins and total ROI across all national markets. He began his career over a decade ago as a Partner at Bair Group Real Estate, where he similarly oversaw home acquisitions and asset valuation.

Casey holds a Bachelor of Arts in finance from Arizona State University, W.P. Carey School of Business.





David Connelly
Chief Growth Officer

David Connelly leads all growth initiatives at Offerpad as the Chief Growth Officer. His responsibilities include building and launching Offerpad's single-family rental business, overseeing and launching new business and revenue opportunities for the company, as well as Offerpad's direct home buying business. Mr. Connelly also oversees capital markets and all banker and strategic partnerships.

Mr. Connelly is a 30-year Wall Street finance veteran with a broad background in banking, capital markets and fixed income. He joins Offerpad from Citigroup where he worked in all areas of specialty finance as well as residential and commercial real estate as a Managing Director in the North American Solutions Department. Mr. Connelly previously spent 25 years at Bear Stearns in Chicago as a Senior Managing Director in the firm's institutional Fixed Income Department where his responsibilities included origination and distribution of all mortgage products, including high-grade and high-yield residential mortgage-backed securities (RMBS), commercial mortgage-backed securities (CMBS) and asset-backed securities (ABS), and a full range of structured products. He also served as Managing Director at Guggenheim Securities and Sandler O'Neill.

Mr. Connelly holds a BSM in accounting from Tulane University. He is actively involved with Misericordia, a home for adults with physical and mental challenges near Chicago.



Darrin Shamo
Chief Marketing Officer

Darrin Shamo serves as Chief Marketing Officer at Offerpad, improving overall marketing channel efficiency. Mr. Shamo is a key architect of the brand, elevating Offerpad's position as a high-touch company that delivers the best customer experience in the industry.

Mr. Shamo has helped numerous companies grow from startup to global brand leader throughout his career. Prior to Offerpad, he led the marketing organization at DoorDash and helped establish the brand. Preceding his tenure at DoorDash, Mr. Shamo was Chief Marketing Officer at Coupang, a high-growth startup based in Seoul, South Korea. Before Coupang, Mr. Shamo was the third marketing employee hired by Zappos, helping the company grow from \$70M to \$3.6B over the course of a decade.

Mr. Shamo holds a bachelor's degree in marketing and advertising from the University of Las Vegas Lee Business School



Michael Burnett
Chief Financial Officer

Michael Burnett has served as Offerpad's Chief Financial Officer since October 2019.

Previously, Mr. Burnett served as Executive Vice President and Chief Financial Officer at AV Homes, Inc., a national homebuilder and developer, from October 2013 to October 2018. Prior to this, Mr. Burnett served as Group Vice President, Finance, Treasury and Investor Relations for JDA Software Group, Inc., a leading global software provider offering supply chain management solutions, from November 2009 to October 2013.

Mr. Burnett holds a B.S. in Accounting from Miami University.



Benjamin Aronovitch
Chief Legal Officer

Benjamin Aronovitch has served as Offerpad's Chief Legal Officer since October 2020.

Previously, Mr. Aronovitch was Vice President and Deputy General Counsel at Taylor Morrison Home Corporation, a national homebuilder and developer, from September 2013 to October 2020. Prior to Taylor Morrison, Mr. Aronovitch was a corporate attorney at Paul, Weiss, Rifkind, Wharton & Garrison LLP from May 2010 to September 2013 and Cravath, Swaine & Moore LLP from October 2006 to May 2010.

Mr. Aronovitch holds a B.A. in Political Science and Economics from McGill University and law degrees from McGill and Oxford University. He is a member of the New York Bar and is admitted to practice in Arizona.



Heather Bailey
Chief People Officer

Heather Bailey is the Chief People Officer at Offerpad. She's responsible for the development and implementation of strategic human capital strategies, organizational performance optimization and robust talent acquisition plans designed to elevate culture, engagement and world-class talent.

Ms. Bailey has been leading strategic human resource and people operations for 19 years and has a proven track record of transforming HR teams, systems and cultures across several dynamic industries. In previous roles as CHRO, VPHR, Regional/Division HR Business Partner and Global HR Business Partner for companies including Banner Health, Jefferson Healthcare, Pulte Homes and American Express, Ms. Bailey has strategically partnered with operations and leadership teams to drive operational agility, people and financial performance and strong culture alignment. Recently, Ms. Bailey helped lead the HR transformation for Banner Health Arizona and oversaw the Employee Engagement & Labor Relations Division across six states.

Ms. Bailey holds a bachelor's degree in criminal justice from Arizona State University, her Professional Human Resource (PHR) credential, and received her certificate for Strategic Human Resources Management from eCornell University.



Jaidip Singh
Chief Data and Analytics Officer

Jaidip Singh serves as the Chief Data and Analytics Officer for Offerpad, where he is responsible for overseeing the company's data analytics operations across all national markets.

Prior to joining Offerpad, Mr. Singh was a Senior Analyst at LL Funds, a private equity firm. Earlier, Mr. Singh was an Executive Director at Morgan Stanley, a multinational investment bank and financial services company where he served as a fixed-income portfolio manager. He holds an MBA from the Wharton School, University of Pennsylvania; a Ph.D. in electrical and computer engineering from the University of Illinois; an M.S. in electrical and computer engineering from Rensselaer Polytechnic Institute; and a bachelor's degree in electronics from the Indian Institute of Technology.

EVERY DAY MATTERS



Gint Grabauskas
Chief Technology Officer

Gint Grabauskas has served as the Chief Technology Officer at Offerpad since September 2018.

He has been in the technology industry for over 25 years in progressively more challenging roles, including Software Engineer, Software Architect, Engineering Director, Engineering Vice President and CTO. He has worked across different industries, successfully transforming technology functions into world-class digital enablers, accelerating growth for a myriad of businesses. Most recently, Mr. Grabauskas worked to drive digital transformation for a technology-enabled asset and facility management company. Previously, he served as Vice President of Engineering at GoDaddy, Senior Director of Global Software Development at Savvis, and in a myriad of deep, hands-on, technical roles prior to that.

Mr. Grabauskas is a servant leader and accomplished agile coach who believes in a technology organization that has deep empathy for the customer. He holds a bachelor's degree in electrical and computer engineering from the Illinois Institute of Technology and a master's degree in organizational leadership and management from Regis University.



Dan Mayes
Chief of Tactical Real Estate Operations

Dan Mayes serves as Chief of Tactical Real Estate Operations at Offerpad, where he is responsible for the development and maintenance of Offerpad's real estate valuation and workflow technology, including Offercomp, the Offerpad-AVM, and Offerpad's relationships with its institutional real estate investment partners. He oversees research and development of new products, technologies and partnerships that support Offerpad's goals.

With more than two decades of experience as a corporate leader and entrepreneur in the financial, technology and real estate industries prior to Offerpad, Mr. Mayes founded AZ Bidder in 2009, the first online auction real estate platform of its kind, which acquired more than 30,000 homes under his leadership. Previously, Mr. Mayes served as Senior Vice President for Priceline.com and Senior Vice President of Business Development for First Data Corp.