



Board of Directors

John W. Francis, Director

John W. Francis was elected to the company's Board of Directors in March 2009. Francis has been in franchising 25 years and is an active member of the International Franchise Association. He currently serves on the IFA Board of Directors, Fan-PAC Advisory Board, and Membership, Vet-Fran and Marketing and Public Relations committees. A graduate of the College of St. Thomas in Saint Paul, Minnesota, Francis began his career with the company his father founded, The Barbers Hairstyling for Men & Women Inc., a publicly-traded hair salon franchisor of Cost Cutters, City Looks, We Care Hair and The Barbers salons in the United States and three foreign countries. He held several positions including Director of International Development and served in several of the company's departments including Franchise Sales and Real Estate; Marketing for the Cost Cutters Division; Acquisitions; and Vice President of Credit and Strategy. Since July 2001, Francis has been involved with PostNet International Franchise Corp. as the Area Franchisee of Minnesota and Wisconsin. He also owns and operates multiple PostNet locations in the Minnesota area.

Rick Herrman, Director

Rick Herrman was elected to the company's Board of Directors in December 1997. From January 1990 until the present, Herrman has acted as an officer of various investment funds in Houston, Texas, including Catalyst Capital Partners I, Ltd., Catalyst Partners II, Ltd., Catalyst Ventures, Ltd., and Catalyst/Hall Growth Capital, Ltd.

Louis Mancini, Director

Louis Mancini was elected to the company's Board of Directors in 1995. Mancini has served as president and CEO of Brookstone, Inc. since April 2006. From December 2005 through April 2006, he was executive vice president, Northern Region, of CSK Auto Corporation. From January 2005 through December 2005, Mancini was the president and chief executive officer of Murray's Inc., an automotive parts and accessories retailer, which was acquired by CSK in December 2005. From December 2003 to November 2004, he was president and CEO of General Nutrition Centers, Inc. (GNC) in Pittsburgh, Pennsylvania. From February 2003 to December 2003 he served as executive vice president and chief marketing officer of GNC. From March 2000 until February 2003, Mancini served as president and CEO of Nutraceutical Enterprises, LLC in Las Vegas, Nevada.

Jay Novacek, Director

Jay Novacek was elected to the company's Board of Directors in July 2002. Novacek has owned and operated Upper 84 Ranch in Brady, Nebraska since March 1992. From July 2002-March 2006, Novacek was a partner with the company in a Sport Clips store in Dallas, Texas. Novacek is a former professional football player who had a standout career with the Dallas Cowboys and as a St. Louis/Phoenix Cardinal. He helped lead the Cowboys to three Super Bowl victories and is a five time Pro Bowler, attending the game from 1991 through 1995. He played college football at the University of Wyoming and was selected to the Kodak All-American football team in 1984 after setting an NCAA record for receiving yards per receptions by a tight end. He was also an All-American decathlete.