



Board of Directors

Gordon B. Logan, Chairman

Prior to opening the prototype Sport Clips in 1993, Gordon Logan owned and operated salons throughout Texas. He served on the board of the International SalonSpa Business Network (ISBN, the trade association for chains and franchises representing over 10,000 salons) from 2002 to 2014, served as President from 2008 to 2012, and remains active, working with the Board on government regulatory reform. Since 2011, he has served on the VFW Foundation Board, which directs the charitable efforts of the VFW for active duty service men and women and veterans. He was elected to the board of the International Franchise Association (IFA) in 2013 and currently serves on its Educational Foundation Board, and is past Chairman of the IFA VetFran committee. He also is a leader in the Future of Beauty Industry Coalition that is working toward common sense licensing standards in the industry. In 2015, he received the EY Entrepreneur of the Year Award for Central Texas and also was honored with the Lifetime Achievement Award by ISBN. In 2016, he was named the Entrepreneur of the Year by the IFA and was appointed to the Southwest Research Institute Board of Advisors. In 2020, Logan was awarded the IFA's highest honor, the Hall of Fame Award, which recognizes a lifetime of achievement in franchising. He also served on the Board of Visitors for Southwestern University from 2010 to 2013.

Before he was a salon owner, Logan served as an Aircraft Commander in the U.S. Air Force (1969-1976), after which he worked as a financial planning and control consultant with Price Waterhouse & Co. in Houston, Texas (1976-1980). He is a graduate of MIT (BS, '68), and The Wharton School of Business, at the University of Pennsylvania (MBA with Honors, '76). He is also a retired CPA in the State of Texas.

John W. Francis, Board Member

John W. Francis was elected to Sport Clips' board of directors in March 2009. Francis has been in franchising more than 25 years and is an active member of the International Franchise Association. He currently serves on the IFA Fan-PAC Advisory Board and Membership committees. From 2008 to 2011, he served on the IFA's board of directors and as chair of the IFA's Franchisee Forum in 2008.

A graduate of the University 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 (NASDAQ) 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. The company, with over 1,000 locations, was merged into Regis Corporation in 1999.

From July 2001 to April 2011, Francis was involved with PostNet International Franchise, Corp., based in Denver, Colorado, as the Area Franchisee of Minnesota and Wisconsin. He also owned and developed multiple PostNet locations in the Minnesota and Wisconsin areas. From 2011 to April 2013, he was Strategic Business Advisor to PostNet. He also serves on boards of other private companies, is an advisor and consultant to other franchise systems, and owns and manages commercial real estate holdings in the Twin Cities area of Minnesota.

Rick Herrman, Board Member

Rick Herrman was elected to Sport Clips' board of directors in December 1997. From January 1990 until the December 2013, when he sold his 50 percent ownership in The Catalyst Group, Inc., Herrman served as a founding officer of five various Catalyst investment funds in Houston, Texas and three Catalyst/Hall funds. He currently serves on the boards of numerous private and public companies. Herrman is a Certified Public Accountant and holds a Bachelor of Business Administration degree from Baylor University and a Master of Business Administration degree from the University of Texas at Austin.

Louis Mancini, Board Member

Louis Mancini was elected to Sport Clips' board of directors in 1995. Mancini served as president and CEO of Brookstone, Inc. from April 2006 to March 2009. 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.

Bob Prosen, Board Member

Bob Prosen joins the Sport Clips board of directors in 2020. Prosen is the president and CEO of The Prosen Center for Business Advancement, which educates business leaders on how to rapidly improve performance and profit to achieve unprecedented financial and operational success. He is also the author of the best-selling book, *Kiss Theory Good Bye*, which delivers leadership tools along with step-by-step directions for achieving extraordinary operation and financial results. Prosen also writes a monthly column titled "The Innovators" for TheStreet.com and is a frequent guest on MSNBC and FOX News as well as a corporate management consultant with USA Today. He earned a BS from Texas Tech University, an MBA from Georgia State University, and advanced training certifications from MIT, Duke University and The Wharton School.