



Executives

Gordon B. Logan, Founder and CEO



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 newly-formed 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. 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.

Edward Logan, President and COO



Edward Logan began his tenure with Sport Clips operating a single store and leading special projects, and has worked his way up through several segments of the business over the past decade. Beginning with taking the reins in the company-owned store operations early on, he expanded the footprint from one market, 14 stores and little infrastructure when he joined, to 6 markets, 70 stores and a highly successful and tenured management Team. He was able to translate those successes to rapid growth in franchise territories, helping hundreds of franchisees change the trajectory of their businesses, before taking the national lead in franchise operations, and then beginning his tenure on the Leadership ("Executive") Team as Vice President of Operations for all 1,800 locations. He has continued on to make his mark as Chief Operating Officer, leading day to day company-wide operations across the entire Support Team. Edward now continues this trend as President and COO, including

leading the company through some key strategic transitions for the business.

Edward is passionate about quantifiable results, but is most proud of continuing Sport Clips' legacy of being a Culture driven and Values oriented family business, helping Team Leaders (franchisees) build income and wealth for their families, and continuing the company's philanthropic focus on veterans and children. He focuses on keeping Sport Clips' rich history central to its identity, celebrating current successes, and also emphasizing continuous improvement and ongoing evolution for the future. Edward attended Duke University and Southern Methodist University in Dallas before beginning his career with Deloitte Consulting as a business consultant.

Dave Siebert, Chief Financial Officer



Dave Siebert joined Sport Clips in November 2018 as the Chief Financial Officer responsible for developing and leading the execution of financial strategies for the brand. Siebert has more than thirty years of senior financial leadership experience in the financial sector, from a Big 4 accounting firm, KPMG, to major companies in several different industries, including seven different franchise concepts. Siebert is a graduate of Miami University (Oxford) and is a CPA in the State of Texas. He is active in a number of professional and charitable organizations.

Dan Miller, Chief Information Officer



Dan Miller became Sport Clips' first Chief Information Officer in December 2014. Miller comes to Sport Clips from Massage Envy SPA where he served as Chief Information Officer for six years. With more than a decade of experience in the information technology sector and 10 years within franchising, Miller has held positions with companies, such as TMP International in Tempe, Ariz. and Realty Executives International in Phoenix, as well as served on the International Franchise Association's (IFA) Technology Committee.

Miller graduated from the University of Scranton with a Bachelor of Science degree in Health and Business Administration. He received a Masters Certificate in Applied Project Management from Villanova University and is also a Certified Scrum Master (CSM).

Greg Smith, Chief Development Officer



Greg Smith served as Director of Real Estate at Sport Clips from July 2003 to December 2007 and Senior Director of Real Estate from December 2007 to December 2012. He was promoted to Vice President of Real Estate in December 2012 and then promoted to Chief Development Officer leading the Real Estate and Franchising Development Teams in December 2017. From November 2000 until July 2003, Smith was a Senior Real Estate Manager for Sally Beauty Company of Denton, Texas. In 2013, Smith was named in *Chain Store Magazine's* "Top Ten Under 40" ranking.

Martha England, SVP of Marketing

Martha England has been with Sport Clips since 2008 and served as Vice President of Marketing since December 2009 until her promotion to SVP of Marketing in October 2018. From June 2000 to September 2007, England was Vice President Business Development for MedCath's Heart Hospital of Austin and Heart Hospital of New Mexico. Prior to that, England served as Vice President and Media Director for full-service advertising agencies and spent 10 years as a Promotions Development Director with Coca-Cola, Dr Pepper of Albuquerque. In addition, she owned and operated Spotbuyer of New Mexico, a media buying business, from January 1996 until December 2004.

She holds a Master of Business Administration degree from University of New Mexico and a Bachelor of Arts degree in Public Relations from Purdue University.

Julie Vargas, VP of Career Opportunities



Julie Vargas has been with Sport Clips since the very beginning, having joined with the opening of the first store in 1993. As vice president of career opportunities, Vargas is responsible for creating and building strong recruiting programs, sourcing, training and driving brand awareness and opportunity to attract and retain stylists across more than 1,800 stores in the US and Canada. She is in her sixth year and is currently serving as chair of the National Accrediting Commission of Career Arts and Science (NACCAS) and is also chair of the National SkillsUSA technical Committee for Cosmetology. She also has 28 years of experience as a licensed cosmetologist.

Donna Whitaker, RVP Company Operations



Donna Whitaker joined Sport Clips in September 2003 as a stylist in Northwest Arkansas. A licensed stylist since 1985 and owner of her own salon from 1992 to 2003, Whitaker was quickly promoted through the Sport Clips ranks from stylist to coach and then regional coach in 2006. From 2009 to 2018 she served as area director, traveling across the country to work with Sport Clips stores and team members around the country. As regional vice president of company operations, she is responsible for the oversight and management of the more than 70 Sport Clips company-owned locations.