



## Board of Directors

### **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, where he lives with his wife and two children.

### **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.

Herrman and his wife, Margaret, live in the Davis Mountains of far West Texas near Marfa, Texas.

### **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.

### **Jay Novacek, Board Member**

Jay Novacek was elected to Sport Clips' 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.