



Leadership Team

Gordon B. Logan, Founder & Chairman of the Board



Prior to opening the prototype Sport Clips in 1993, 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 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

was honored with the Lifetime Achievement Award by ISBN. Logan has been recognized three times by the IFA: in 2016 he was named the Entrepreneur of the Year, in 2019 he received the Hall of Fame Award and in 2021 he received the William Rosenberg Foundation Leadership Award. He also served on the Board of Visitors for Southwestern University from 2010 to 2013 and currently serves on the Southwest Research Institute Board.

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, CEO & President

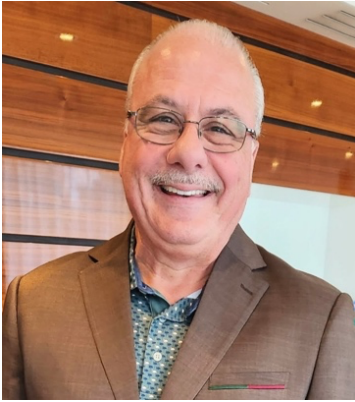


Edward Logan began his tenure with Sport Clips operating a single store and leading special projects and has worked his way up through several segments of the business over the past decade. Beginning with taking the reins in the company-owned store operations early on, he expanded the footprint from one market, 14 stores and little infrastructure when he joined, to six 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 then made his mark as Chief Operating Officer, leading day-to-day company-wide operations across the entire Support Team. Edward

continued this trend as President and COO, having guided the company through key strategic transitions for the business. In 2020, he was named CEO of the brand and was instrumental in leading Sport Clips through the COVID-19 crisis. He is currently President of International Salon Spa Business Network (ISBN).

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 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.

Vince Burchianti, Second in Command



Vince Burchianti is a seasoned business leader with more than 30 years of experience driving strategic growth, operational efficiency, and team development across the franchise and corporate sectors. As the Second in Command (2IC) at Sport Clips, Vince brings his proven expertise in franchise development, financial strategy, and leadership to support the company's mission of providing championship experiences to Clients and Team Leaders. Before joining Sport Clips, Vince served as Chief Financial Officer for Firehouse Subs, where he played a pivotal role in scaling the company from 33 to more than 1,200 locations through domestic and international expansion. He was instrumental in the \$1 billion acquisition of the brand by Restaurant Brands International, a landmark deal representing a 20xEBITDA multiple. Vince also led cross-functional teams

in areas including finance, franchise development, supply chain, data analytics, IT, and project management, implementing systems and processes that enhanced revenue, reduced costs, and empowered franchisees to thrive. His innovative leadership skills and ability to align business goals with technology integration have earned him industry recognition, including the 2023 OnCon Icon Award for Top 50 Global CFOs and the Jacksonville Business Journal's Ultimate Finance Executive Award. Vince holds a degree in finance from Florida Atlantic University. Known for his forward-thinking approach and collaborative leadership style, Vince is committed to fostering strong organizational cultures and equipping teams to achieve lasting success.

Martin Lee, Chief Marketing Officer



Martin Lee joined Sport Clips in April 2020 as Chief Marketing Officer and brings with him more than 20 years of marketing experience. Martin has led transformational initiatives to build and modernize marketing culture while promoting analytics and data-driven planning. He has a consistent track record of building brands by driving innovation while focusing on both traditional and digital marketing channels. Prior to joining Sport Clips, Martin was the Chief Operating Officer and Chief Marketing Officer for CarAdvise. During his career, he has held executive level positions with major brands including SIRIUS XM Radio, Sears Holdings, Sleepy's, and Shopko. Martin holds a Master of Business Administration degree from Hofstra University and a dual Bachelor of Arts degree in economics and biology from Washington University in St. Louis.

Neelan Choksi, Chief Technology Officer



Neelan Choksi began a new chapter joining Sport Clips in June 2024 after a long career creating and building software companies. In his role as CTO, Neelan and the technology department will support the brand's use of technology to enhance and differentiate the Sport Clips Team Leader, Team Member and Client experience through its technology offerings. He started his career as an engineer at Exxon Research & Engineering and as a consultant at Andersen Consulting Strategic Services before finding his calling as a software entrepreneur. Over the past 25 years, he served as President and COO and Board Member at Tasktop Technologies (acquired by Planview), Chief Operating Officer and Board Member at SpringSource (acquired by VMware), CEO and COO of Lexcycle (acquired by Amazon), and President at SolarMetric (acquired by BEA Systems). In that time, he helped raise more than \$200 million in venture and growth equity financing but took equal satisfaction in bootstrapping SolarMetric and Lexcycle to their exits. Neelan shares his experience as an advisor and board member on several start-

ups and non-profits and as a mentor at Capital Factory. He holds an MBA with concentrations in Finance and Entrepreneurship from the University of Chicago, an MS in the Management of Technology from Stevens Institute of Technology, and a BS in Chemical Engineering from MIT.

Michelle Bondietti, SVP of Operations



Michelle Bondietti serves Sport Clips as Senior Vice President of Operations with more than 30 years of big box retail experience, spending the last nine years as Senior Director of Field Operations for JCPenney Salon and Beauty. Michelle has a consistent track record of delivering initiatives to drive business growth including the implementation of a new Operating Model that disrupted the industry staffing standard for Salon Professionals. She believes in the importance of delivering results through collaboration and empowerment and will leverage these skills to continue to add new Team Members through industry leading recruiting and retention initiatives. Prior to taking on this role Michelle had director level experience leading across the total JCPenney store. Michelle is a graduate of Santa Clara University and holds a Bachelor of Science degree in Marketing, and a certificate in Retail Management.

Earl Blood, VP of Operational Excellence



Earl Blood is a 30-year franchise system veteran, and during his career has worked with world class brands such as Sport Clips Haircuts, TCBY Yogurt, and the Mrs. Fields family of brands. Starting his career in franchising in 1987, he has held various positions through the years including Director of Product Development, Vice President of Operations, and currently serves as Vice President of Operations Excellence at Sport Clips. He has been married to his wife Darlene for more than 40 years and they have three sons.

Sieglinde Irlbacher, VP of Finance

Sieglinde Irlbacher joined Sport Clips in July 2023 and serves as Vice President of Financial Services. She brings over 25 years of professional experience in Finance, Accounting and Audit working at Big 4 and regional public accounting firms as well as industry roles ranging from small private firms to Fortune 200 multinationals in industries as varied as resource extraction, engineering & construction, professional and financial services and retail. Sieglinde's track record of transforming financial processes through collaborative leadership, data-driven methodologies and an appreciation for the importance of building and maintaining a culture of excellence has helped her establish a reputation as a value creator and solid business partner for Operations. Prior to coming on board with Sport Clips, Sieglinde held senior roles with EZCORP Inc., and AECOM as well as private consulting. She holds degrees in economics and business as well as CPA licenses in Texas and Canada.

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, Julie is responsible for creating and building strong recruiting programs, sourcing, training, and driving brand awareness and opportunity to attract and retain stylists across nearly 1,900 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 30 years of experience as a licensed cosmetologist.

Chris McBratney, VP of Company Stores



Chris McBratney joined Sport Clips in March 2022 as Regional Director and was recently named VP of Company Stores, where he will oversee operations of Sport Clips 81 company-owned stores. Prior to joining Sport Clips, Chris spent 23 years with Papa John's Pizza, working in various roles on both the franchise and corporate sides of the business, eventually becoming director of operations for company stores. With more than 25 years of franchise operations experience, Chris brings invaluable insight to this role.

Troy Hackmeister, VP of Franchise Operations



Troy Hackmeister joined Sport Clips in May 2023 and currently serves as Vice President of Franchise Operations. Prior to Sport Clips, he worked in Franchise Operations for Regis Corporation, Burger King and Wingstop. During his time at Burger King, Troy was awarded "Franchisee of the Year" and served on the Board of Directors for the National Franchise Association. Throughout a 35-year career, he has been recognized as an innovative and collaborative leader with a strong track record of building high-performing teams, inspiring new leaders, and driving results with integrity. He and his wife Rhonda reside in Everett, WA and have two kids and three grandchildren.

Donna Whitaker, VP of Company Store 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, Donna 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 vice president of company stores operations, she is responsible for the oversight and management of the more than 80 Sport Clips company-owned locations.