



## 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 as President of the International SalonSpa Business Network (ISBN, the trade association for chains and franchises representing over 20,000 salons) from 2008 to 2012 and remains on the Board of Directors. 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, is Vice-Chairman of the IFA VetFran Committee, and is Chairman of the VetFran Mentor Program for veterans. He also served on the Board of Visitors for Southwestern University from 2010 to 2013.

Prior to becoming 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.

### **Mark Kartarik, President and Board Member**

Mark Kartarik joined Sport Clips as president in August 2014 and currently serves on the board of trustees for the International SalonSpa Business Network (ISBN).

Kartarik came to Sport Clips after a long, established career as a top executive with Minneapolis-based Regis Corporation. For more than 20 years, Kartarik saw Regis through its major global expansion and most recently served as executive vice president and president of Regis' Franchise Division. Kartarik previously served as president of Regis' Franchise Division for the Supercuts, Cost Cutters, ProCuts, First Choice Haircutter, Magicuts, City Looks and We Care Hair brands. In 1999, Kartarik was named president and COO of Regis' Supercuts, Inc., overseeing the operations of 800 franchises and 500 corporate stores after eight years in operations leadership.

### **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).

### **Scott Perry, Chief Financial Officer, CFE**

Scott Perry served as Vice President of Finance and Treasurer for Sport Clips from November 2006 to November 2014, after which he became Chief Financial Officer and Treasurer. From January 2001 to October 2006, Perry was the Vice President of Finance and Treasurer of Britestream Networks, Inc. where he drove all finance, accounting, IT, HR, legal and operational facets of Britestream. Previously, Perry served as the Senior Director of Finance and Operations for AIM Technologies, Inc., a provider of interactive systems and marketing information to the sports industry and as a Senior Audit Manager in the Austin, Texas and San Jose, California offices of PricewaterhouseCoopers LLP.

Perry is a graduate of California Polytechnic State University in San Luis Obispo, California, is a Certified Franchise Executive (CFE), and is a Certified Public Accountant (CPA, inactive).

### **Connie Boltinghouse, Vice President of Operations, CFE**

Connie Boltinghouse has focused 30 years of her career on franchising, with the last 24 in the cosmetology industry. From 1984 to 1990, she served as Director of Training for International Multifoods' franchise division. In 1990, Boltinghouse joined The Barbers' as Director of Operations and ultimately became Vice President of Franchise Product Sales. In 1999, Boltinghouse became Vice President of Franchise Salon Services, during which time Regis acquired The Barbers.

Boltinghouse received her Bachelor of Arts degree in Christian Education and Bible from South Eastern University in Lakeland, Florida and Master of Arts in Organizational Leadership from Bethel University in St. Paul, Minnesota. Boltinghouse has been a consultant and convention speaker for both corporations and church leaders in the areas of leadership, change and transition, mergers, conflict management and resolution, high growth opportunity, needs assessment and communication. She is the recipient of Franklin Covey's Organizational Excellence Award, and is the 12th recipient of the Regis Corporation's prestigious Torch Bearer Award.

### **Jean Booth, Vice President of Franchise Development**

Jean Booth joined Sport Clips as Director of Market Development and was promoted to Vice President of Franchise Development in March 1996. Booth served as Vice President of Wicks 'N' Sticks from 1994 to 1995, where she was responsible for Franchise Development and Real Estate. She was a Senior Consultant with Management 2000 from 1992 through 1994, specializing in consulting with high-growth franchise companies. While based in Dallas, Texas, Booth served as Vice President of Franchise Development for Texas State Optical from November 1991 through November 1992, and as Vice President of Franchise and Company Store Operations from July 1989 through November 1991. Prior to that, she served as Director of Franchise Services and Regional Manager at Texas State Optical from February 1986 through July 1989. Booth is currently on the Advisory Board of Houston Savings Bank.

### **Martha England, Vice President of Marketing**

Martha England has been with Sport Clips since 2008 and has served as Vice President of Marketing since December 2009. 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.

### **Scot Johnson, Vice President of Organizational Development and Human Resources**

Scot Johnson joined Sport Clips as the Vice President of Organizational Development and Human Resources in May 2014. Johnson came to Sport Clips with more than 10 years of experience with strategic human resource functions, organizational development, workflow process improvement and staff productivity.

Prior to joining Sport Clips, Johnson worked in organizational development and human resources for Wood Group Mustang, an international engineering company based in Scotland, with operations in the U.S.; the Lower Colorado River Authority (LCRA) in Austin, Texas; and the American Heart Association in Austin, Texas, where he received multiple awards for employee excellence during his tenure.

Johnson attended Texas State University where he received a bachelor's degree in history and later completed a master's program in human resource development leadership at the University of Texas.

### **Pete Lindsey, Vice President of Franchising**

Pete Lindsey has served as Vice President of Franchising since August 2011. From May 2007 to July 2011, he served as National Sales Manager, Franchise Development for MBE, a UPS Company. From November 2000 to May 2007, he served as Executive Director of Franchise Relations for MBE, a UPS Company.

### **Greg Smith, Vice President of Real Estate**

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. 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.