

## THOMAS F. HERMAN, Independent Director



**Age:** 83

**Director Since:** 2004

### Committees

- Audit and Risk (*Chair, Nov. 2014 to Nov. 2019; Member, since 2014*)
- Nominating and Corporate Governance (*since Nov. 2020*)

### Career Highlights

**2017 to 2021**, Board member of Guckenheimer, a food management company, including as chairman of the Audit Committee.

**June 2003 to Jan. 2004**, President and Chief Operating Officer of **Good Guys, Inc.**, a public company consumer electronics retailer.

**2001 to 2003**, co-founder and managing partner of **Oak Harbor Partners**, a boutique financial services firm.

**Dec. 1998 to July 2001**, Chief Executive Officer and President of **Employment Law Learning Technologies**, an online learning company focused on employment law.

**1998 to 2001**, co-founder of **The Alamo Group**, a real estate redeveloper of distressed assets.

**1994 to 1998**, Chief Executive Officer of **American Fashion Jewelry**, a mall-based jewelry retailer.

**1989 to 1992**, Chief Executive Officer of **San Francisco Music Box Co.**, a global mall-based retailer of music boxes.

**1987 to 1989**, Chief Executive Officer of **Grand Auto Inc.**, a public company automotive retailer.

**1982 to 1987**, he served in multiple roles at **Lucky Stores**, a high-growth, multi-division discount retailer that was a public company, including as Chief Executive Officer of Automotive Division (*1982 to 1985*) and Chief Administrative Officer (*1985 to 1987*)

**1979 to 1982**, Chief Executive Officer of **Delta California Industries Inc.**, a multi-state transportation public company.

### Public Company Boards

#### Current

None

#### Last Five Years

None

#### Prior

**Good Guys, Inc.** (*2002 to 2004*), including as Chair of Audit Committee and member of Compensation Committee. Nasdaq: GGUY

**Cridentia** (*2003 to 2006*), a provider of healthcare staffing services in the United States, including as a member of the Audit Committee. *OTC Bulletin Board*

### Other Information

He taught finance for 10 years in the Master of Business Administration program at St. Mary's College, among other finance teaching positions.

He received a Bachelor of Arts in Political Science from University of Oregon, and a Master of Business Administration from University of California, Berkeley.

***Skills and Qualifications Relevant to Service on our Board***

- Possesses significant **executive retail experience** from his long career that included numerous management positions for retail companies of significant complexity and scale, including certain high-growth companies.
- Through many years of service as **Chief Executive Officer and other senior management** roles, he led numerous M&A, financing, supply chain, human resources, and strategic development and repositioning matters.
- Historical **public company board experience**, which led to his initial appointment to our Board and continuing leadership role.
- Deep **financial and accounting expertise**, including serving as the chair or member of the Audit Committees of many public companies, and as the former Chair and continuing member of our Audit and Risk Committee for nine years. Further, he taught finance courses in college for many years. He has been determined by our Board to be an audit committee financial expert.