SUPERCUTS®

FRANCHISE DISCLOSURE DOCUMENT

Supercuts, Inc.
A Delaware Corporation
3701 Wayzata Boulevard, Suite 500
Minneapolis, Minnesota 55416
(952) 947-7777 www.Supercuts.com
FranchiseDevelopment@regiscorp.com

The franchisor's name is Supercuts, Inc. ("Supercuts"). You will have the right to own and operate one or more retail hair care establishments providing haircutting and related services under the "SUPERCUTS" mark and other distinctive marks.

The total investment necessary to begin operation of a new Supercuts franchise is $150,906 to $312,878 (including initial real estate lease costs). This includes $32,356 to $79,878 that must be paid to the franchisor or affiliate (for a new Supercuts Store to be developed, not an existing company-owned Store to be purchased). You generally sign a Development Agreement even if you want only a one Store franchise. If you want to develop more than one Supercuts Store, you will sign a Development Agreement. The development fee depends on the number of Stores you want to develop and whether you are an existing franchisee or a new franchisee.

This disclosure document summarizes certain provisions of your franchise agreement and other information in plain English. Read this disclosure document and all accompanying agreements carefully. You must receive this disclosure document at least 14 calendar days before you sign a binding agreement with, or make any payment to, the franchisor or any affiliate in connection with the proposed franchise sale. **Note, however, that no governmental agency has verified the information contained in this document.**

You may wish to receive your disclosure document in another format that is more convenient for you. To discuss the availability of disclosures in different formats, contact the Franchise Development Department at 3701 Wayzata Boulevard, Suite 500, Minneapolis, MN 55416, (952) 947-7777, (888) 888-7008 or by email at FranchiseDevelopment@regiscorp.com.

The terms of your contract will govern your franchise relationship. Don't rely on the disclosure document alone to understand your contract. Read all of your contract carefully. Show your contract and this disclosure document to an advisor, like a lawyer or an accountant.

Buying a franchise is a complex investment. The information in this disclosure document can help you make up your mind. More information on franchising, such as "A Consumer's Guide to Buying a Franchise," which can help you understand how to use this disclosure document, is available from the Federal Trade Commission. You can contact the FTC at 1-877-FTC-HELP or by writing to the FTC at 600 Pennsylvania Avenue, NW, Washington, D.C. 20580. You can also visit the FTC's home page at www.ftc.gov for additional information. Call your state agency or visit your public library for other sources of information on franchising.

There may also be laws on franchising in your state. Ask your state agencies about them.

Issuance date of this Franchise Disclosure Document: **November 11, 2022**

How to Use This Franchise Disclosure Document

Here are some questions you may be asking about buying a franchise and tips on how to find more information:

QUESTION	WHERE TO FIND INFORMATION
How much can I earn?	Item 19 may give you information about outlet sales, costs, profits or losses. You should also try to obtain this information from others, like current and former franchisees. You can find their names and contact information in Item 20 or Exhibit E.
How much will I need to invest?	Items 5 and 6 list fees you will be paying to the franchisor or at the franchisor's direction. Item 7 lists the initial investment to open. Item 8 describes the suppliers you must use.
Does the franchisor have the financial ability to provide support to my business?	Item 21 or Exhibit A includes financial statements. Review these statements carefully.
Is the franchise system stable, growing, or shrinking?	Item 20 summarizes the recent history of the number of company-owned and franchised outlets.
Will my business be the only Supercuts business in my area?	Item 12 and the "territory" provisions in the franchise agreement describe whether the franchisor and other franchisees can compete with you.
Does the franchisor have a troubled legal history?	Items 3 and 4 tell you whether the franchisor or its management have been involved in material litigation or bankruptcy proceedings.
What's it like to be a Supercuts franchisee?	Item 20 or Exhibit E lists current and former franchisees. You can contact them to ask about their experiences.
What else should I know?	These questions are only a few things you should look for. Review all 23 Items and all Exhibits in this disclosure document to better understand this franchise opportunity. See the table of contents.

What You Need to Know about Franchising *Generally*

Continuing responsibility to pay fees. You may have to pay royalties and other fees even if you are losing money.

Business model can change. The franchise agreement may allow the franchisor to change its manuals and business model without your consent. These changes may require you to make additional investments in your franchise business or may harm your franchise business.

Supplier restrictions. You may have to buy or lease items from the franchisor or a limited group of suppliers the franchisor designates. These items may be more expensive than similar items you could buy on your own.

Operating restrictions. The franchise agreement may prohibit you from operating a similar business during the term of the franchise. There are usually other restrictions. Some examples may include controlling your location, your access to customers, what you sell, how you market, and your hours of operation.

Competition from franchisor. Even if the franchise agreement grants you a territory, the franchisor may have the right to compete with you in your territory.

Renewal. Your franchise agreement may not permit you to renew. Even if it does, you may have to sign a new agreement with different terms and conditions in order to continue to operate your franchise business.

When your franchise ends. The franchise agreement may prohibit you from operating a similar business after your franchise ends even if you still have obligations to your landlord or other creditors.

Some States Require Registration

Your state may have a franchise law, or other law, that requires franchisors to register before offering or selling franchises in the state. Registration does not mean that the state recommends the franchise or has verified the information in this document. To find out if your state has a registration requirement, or to contact your state, use the agency information in Exhibit H.

Your state also may have laws that require special disclosures or amendments be made to your franchise agreement. If so, you should check the State Specific Addenda. See the Table of Contents for the location of the State Specific Addenda.

Special Risks to Consider About *This* Franchise

Certain states require that the following risk(s) be highlighted:

1. **Out-of-State Dispute Resolution.** The franchise agreement requires you to resolve disputes with the franchisor by arbitration only in Minnesota. Out-of-state arbitration may force you to accept a less favorable settlement for disputes. It may also cost more to arbitrate with the franchisor in Minnesota than in your own state.

2. **Supplier Control**. You must purchase all or nearly all of the inventory or supplies that are necessary to operate your business from the franchisor, its affiliates, or suppliers that the franchisor designates, at prices the franchisor or they set. These prices may be higher than prices you could obtain elsewhere for the same or similar goods. This may reduce the anticipated profit of your franchise business.

3. **Minimum Development Quotas**. You must open the agreed-upon number of SMARTSTYLE stores, whether just one or 3 or 6 ("Minimum Development Quotas"), within specified development periods ("Development Periods"). If you fail to do so, your Franchise Agreement and Development Agreement will either be subject to termination or will automatically expire.

Certain states may require other risks to be highlighted. Check the "State Specific Addenda" (if any) to see whether your state requires other risks to be highlighted.

THE FOLLOWING APPLIES ONLY TO TRANSACTIONS GOVERNED BY THE MICHIGAN FRANCHISE INVESTMENT LAW

THE STATE OF MICHIGAN PROHIBITS CERTAIN UNFAIR PROVISIONS THAT ARE SOMETIMES IN FRANCHISE DOCUMENTS. IF ANY OF THE FOLLOWING PROVISIONS ARE IN THESE FRANCHISE DOCUMENTS, THE PROVISIONS ARE VOID AND CANNOT BE ENFORCED AGAINST YOU.

(a) A prohibition on the right of a franchisee to join an association of franchisees.

(b) A requirement that a franchisee assent to a release, assignment, novation, waiver, or estoppel which deprives a franchisee of rights and protections provided in this act. This shall not preclude a franchisee, after entering into a franchise agreement, from settling any and all claims.

(c) A provision that permits a franchisor to terminate a franchise prior to the expiration of its term except for good cause. Good cause shall include the failure of the franchisee to comply with any lawful provision of the franchise agreement and to cure such failure after being given written notice thereof and a reasonable opportunity, which in no event need be more than 30 days, to cure such failure.

(d) A provision that permits a franchisor to refuse to renew a franchise without fairly compensating the franchisee by repurchase or other means for the fair market value at the time of expiration of the franchisee’s inventory, supplies, equipment, fixtures, and furnishings. Personalized materials which have no value to the franchisor and inventory, supplies, equipment, fixtures, and furnishings not reasonably required in the conduct of the franchise business are not subject to compensation. This subsection applies only if: (i) the term of the franchise is less than 5 years and (ii) the franchisee is prohibited by the franchise or other agreement from continuing to conduct substantially the same business under another trademark, service mark, trade name, logotype, advertising, or other commercial symbol in the same area subsequent to the expiration of the franchise or the franchisee does not receive at least 6 months advance notice of franchisor’s intent not to renew the franchise.

(e) A provision that permits the franchisor to refuse to renew a franchise on terms generally available to other franchisees of the same class or type under similar circumstances. This section does not require a renewal provision.

(f) A provision requiring that arbitration or litigation be conducted outside this state. This shall not preclude the franchisee from entering into an agreement, at the time of arbitration, to conduct arbitration at a location outside this state.

(g) A provision which permits a franchisor to refuse to permit a transfer of ownership of a franchise, except for good cause. This subdivision does not prevent a franchisor from exercising a right of first refusal to purchase the franchise. Good cause shall include, but is not limited to:

(i) The failure of the proposed franchisee to meet the franchisor’s then current reasonable qualifications or standards.

(ii) The fact that the proposed transferee is a competitor of the franchisor or subfranchisor.

(iii) The unwillingness of the proposed transferee to agree in writing to comply with all lawful obligations.

(iv) The failure of the franchisee or proposed transferee to pay any sums owing to the franchisor or to cure any default in the franchise agreement existing at the time of the proposed transfer.

(h) A provision that requires the franchisee to resell to the franchisor items that are not uniquely identified with the franchisor. This subdivision does not prohibit a provision that grants to a franchisor a right of first refusal to purchase the assets of a franchise on the same terms and conditions as a bona fide third party willing and able to purchase those assets, nor does this subdivision prohibit a provision that grants the franchisor the right to acquire the assets of a franchise for the market or appraised value of such assets if the franchisee has breached the lawful provisions of the franchise agreement and has failed to cure the breach in the manner provided in subdivision (c).

(i) A provision which permits the franchisor to directly or indirectly convey, assign, or otherwise transfer its obligations to fulfill contractual obligations to the franchisee unless provision has been made for providing the required contractual services.

If the franchisor's most recent financial statements are unaudited and show a net worth of less than $100,000, the franchisor shall, at the request of a franchisee, arrange for the escrow of initial investment and other funds paid by the franchisee until the obligations to provide real estate, improvements, equipment, inventory, training, or other items included in the franchise offering are fulfilled. At the option of the franchisor, a surety bond may be provided in place of escrow.

THE FACT THAT THERE IS A NOTICE OF THIS OFFERING ON FILE WITH THE ATTORNEY GENERAL DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION, OR ENDORSEMENT BY THE ATTORNEY GENERAL.

Any questions regarding this notice should be directed to:

State of Michigan Consumer Protection Division
Attention: Franchise
670 G. Mennen Williams Building
525 West Ottawa
Lansing, Michigan 48909
Telephone: (517) 373-7117

Despite subparagraph (f) above, Supercuts intends to enforce fully the provisions of the arbitration sections contained in its Franchise Agreement. Supercuts believes that subparagraph (f) is unconstitutional and cannot preclude it from enforcing its arbitration section. You acknowledge that Supercuts will seek to enforce that section as written.

Table of Contents

EXHIBITS:

A. Financial Statements
B. Franchise Agreement
C. Sublease
D. Development Agreement
E. Franchisee Listing / Departing Franchisees
F. Franchisee Questionnaire
G. State Specific Addenda
H. State Agencies and Agents for Service of Process
I. Franchise Participation Agreement
J. Gift Card Participation Agreement
K. Regis Guarantee
L Agreements for Purchase and Sale of Assets
M. Buildpoint Solutions Group Inc. Services Agreement
N. Operations Manual Table of Contents
O. Lease Addendum
P. State Effective Dates
Q. Receipts

APPLICABLE STATE LAW MIGHT REQUIRE ADDITIONAL DISCLOSURES RELATED TO THE INFORMATION CONTAINED IN THIS DISCLOSURE DOCUMENT. THESE ADDITIONAL DISCLOSURES, IF ANY, APPEAR IN EXHIBIT G.

THE FRANCHISEE QUESTIONNAIRE INCLUDED IN EXHIBIT F DOES NOT APPLY TO FRANCHISES LOCATED IN CALIFORNIA OR FRANCHISEES WHO RESIDE IN CALIFORNIA.

ITEM 1
THE FRANCHISOR AND ANY PARENTS, PREDECESSORS AND AFFILIATES

The Franchisor

To simplify the language in this disclosure document, "Supercuts", "we" or "us" means Supercuts, Inc., the franchisor and owner of the Supercuts hair care salon (the "System"). "You" means the person, persons or business entities, individually and collectively, awarded a Supercuts franchise, and "your Store" means the Supercuts store that you will operate if you and Supercuts enter into a franchise agreement, as described in this disclosure document.

Supercuts is a Delaware corporation established on July 9, 1987, and is a wholly-owned subsidiary of Regis Corporation, a Minnesota corporation ("Regis"). Regis is a publicly-held company on the New York Stock Exchange trading under the symbol "RGS." The principal business address for Supercuts and Regis is 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416. Our agents for service of process are disclosed on Exhibit H attached to this Disclosure Document. We are the parent company of Supercuts Corporate Shops, Inc., a Delaware corporation and wholly-owned subsidiary of Supercuts ("SCSI"). SCSI also owns and operates Supercuts Stores, that we refer to as "company-owned". It has operated Supercuts Stores since its formation in October 1996. Neither Supercuts nor Supercuts Corporate Shops, Inc. has other business activities. The principal business address for SCSI is 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416.

Supercuts has operated, either directly or through SCSI, one or more Supercuts Stores since September 1987. Supercuts began offering Supercuts franchises in January 1988. Supercuts has not offered franchises in any other line of business. As of June 30, 2022, there were 18 Supercuts Stores operated by SCSI and 2,252 franchised Supercuts Stores.

The Franchise

Supercuts grants franchises to qualified individuals and business entities develop and operate retail hair care establishments identified principally by the *SUPERCUTS*® trademark and offer haircutting, styling, and related salon services as well as sell hair care and styling products. We call these Stores "Supercuts Stores." In this disclosure document, we refer to your Supercuts Store as the "Store." Supercuts Stores operate under the trademarks, service marks, and other commercial symbols we periodically designate (the "Marks"). Supercuts' strategy is to provide consistent, convenient, high quality hair care services and products at low prices. While many other hair care stores offer chemical treatments such as perms, Supercuts' services are generally limited to haircuts, shampoos, blow-drys, and color services. Supercuts Stores are conveniently located in strip shopping centers and are designed to create an attractive and appealing atmosphere.

a. The Franchise Agreement

Each Supercuts Store is operated pursuant to a Franchise Agreement. A copy of our Franchise Agreement is attached as Exhibit B. Under the Franchise Agreement, we grant you the right, and you accept the responsibility, to operate a Supercuts. Your Store must offer the products and services we specify in accordance with the System, and observe the mandatory specifications, standards, operating procedures, and rules we periodically specify for Supercuts Stores (collectively, the "Brand Standards") that we describe in our Operations Manual (together with any other manuals approved for use in the operation of the Supercuts, as well as all amendments and updates, the "Manual"). The System includes the operation of establishments that offer haircutting and related services in a specially designed and decorated building with distinctive fixtures, accessories and color scheme.

b. The Development Agreement

In addition to signing a Franchise Agreement, you must also sign a development agreement under which we grant you the right, and you accept the responsibility, to develop one or more Supercuts Stores in a Designated Market Area ("DMA"), even if you expect to develop only one Store (the "Development Agreement"). Under the Development Agreement, you must open the agreed-upon number of Supercuts Stores ("Minimum Development Quotas"), within specified period of time ("Development Periods"). If you fail to do so, your Development Agreement and Franchise Agreement will either automatically expire or be subject to termination by Supercuts, depending on your Store development commitment (*See* Item 12).

Supercuts currently grants development rights for a single store under the "Single Store Program", and grants development rights for three ("3-Store"), six ("6-Store"), or multiple stores under the "Fast Start Program". Previously, Supercuts permitted franchisees to develop multiple locations in a DMA without signing a Development Agreement and granted rights under the Expansion Policy discussed in Items 11 and 12. If you acquire the right to develop just one Supercuts Store, you will sign the Development Agreement and a Franchise Agreement for that Supercuts Store at the same time. If you acquire 3-Store or 6-Store development rights under the Fast Start Program, you will concurrently sign the Development Agreement and the Franchise Agreement for the first Store to be developed. You sign Supercuts' then current standard Franchise Agreement for each subsequent Supercuts Store you open according to the Development Agreement.

c. The Asset Purchase Agreement

We and our affiliates may also sell and franchise existing company-owned Supercuts Stores to you as well as salons under a brand owned by our affiliate that you must convert to a Supercuts Store (a "Vendition Store"). If you acquire a Vendition Store, you will purchase the Vendition Store's assets from SCSI or from our affiliate if acquiring a salon using a different brand, as applicable, at a negotiated price based on our valuation of the tangible assets of the Supercuts Store or salon and its related goodwill. You and SCSI or our affiliate will sign an Agreement for Purchase and Sale of Assets, the form of which is attached in Exhibit L, to acquire the assets of the Supercuts Store or the salon, as applicable (the "Asset Purchase Agreement"). In addition to the Asset Purchase Agreement, you must simultaneously sign a Franchise Agreement, a Development Agreement, and, if applicable, a Sublease, the form of which is attached in Exhibit C. In addition to the cost of purchasing the assets and the franchise fees, you may incur additional costs to upgrade or convert the location to Supercuts' then current standards. If you acquire a Vendition Store, that store will count as one of the Supercuts Stores to be developed under a Development Agreement.

As a condition to your purchase of a Vendition Store, we may require you to develop at least one new Supercuts Store (each a "New Store"). Supercuts' current practice is to require you to develop one additional New Store for every three Vendition Stores you acquire. For example, if you acquire five Vendition Stores, we may require you to develop at least one New Store. However, if you acquire six to eight Vendition Stores we may require you to develop at least two New Stores.

Our Parent, Predecessors and Affiliates

a. Regis

Regis, our parent company, also owns hairstyling salons that sell products and offer hair care services primarily under the trademarks *Regis*®, *Mastercuts*®, *Smartstyle*®, and *Hair Masters*®, each of which is discussed below.

In 1963, Regis started *Regis Hairstylists* salons, later changed to *Regis Salons*. Regis and/or its subsidiaries began operating what it refers to as "Strip Center" salons in 1987. Starting in 1988, Regis franchised the Strip Center salons that offer affordable hair care primarily as Supercuts Stores or under the trademarks *Cost Cutters*®, *Pro-Cuts*®, *Borics*®, *CoolCuts 4 Kids*®, *Famous Hair*®, *Hairmasters*®, and "*Head Start Hair Care Salons"*. Regis also started operating *Regis*® salons, in or about 1985, as well as operating *Mastercuts*® salons. Both Regis and Mastercuts salons are full-service, mall-based salons. As of June 30, 2022, Regis operated 11 Regis salons, franchised 8 Regis salons, operated 3 Mastercuts salons and franchised 6 Mastercuts salons, franchised 34 Pro-Cuts salons, franchised 6 Famous Hair salons and franchised 3 Head Start salons. *See* discussion below for information regarding Cost Cutters, Borics and CoolCuts 4 Kids salons.

Regis began operating *Smartstyle*® salons in 1996 ("Smartstyle"), which are value-priced, family-oriented hair care salons that operate in Wal-Mart® stores and Wal-Mart® Supercenters in the United States. As of June 30, 2022, Regis owned approximately 1 Smartstyle salon.

On February 10, 2009, Supercuts' affiliate, Regis Corp., acquired substantially all assets of Cool Cuts 4 Kids, Inc., including the *Cool Cuts 4 Kids*® trademark, system and salons, which began operating in 1998 ("Cool Cuts 4 Kids"). As of June 30, 2022, Regis Corp. owned and operated 5 Cool Cuts 4 Kids salons.

Regis has never ever operated or franchised salons or offered franchises in any other lines of business than those previously stated.

b. The Barbers and Regis Corp.

Regis acquired The Barbers Hairstyling for Men & Women, Inc., a Minnesota corporation, through a merger on May 20, 1999 ("The Barbers"). The Barbers' principal business address is the same as Supercuts' address. The Barbers does business under the names *Cost Cutters*®, *The Barbers*, *City Looks*®, *Smartstyle*®, and *Holiday Hair*®. Following its incorporation in 1968, The Barbers established a chain of company-owned, full-service hairstyling businesses throughout the United States under the name *The Barbers, Hairstyling for Men & Women Inc.*®. In 1970, The Barbers began franchising hairstyling businesses under the names "*The Barbers*" and *The Barbers, Hairstyling for Men & Women Inc.* The Barbers began franchising "*City Looks® By The Barbers*" hairstyling businesses in 1987, and subsequently changed the name to "*City Looks® Salon*" in 1991 and *City Looks Salons International*® in 1993). *The Barbers*, *City Looks® By The Barbers*, *and City Looks Salons International* businesses provide men, women, and children with high fashion, full-service hair care, including shampooing, conditioning, hairstyling, and other hair care services, however, they do not offer hair care services on an item-by-item basis. As of June 30, 2022, The Barbers had 5 *City Looks* Salons franchises and no company-owned *City Looks* Salons.

The Barbers developed and began selling franchises for the *Cost Cutters*® hairstyling system in 1982 ("Cost Cutters"). As of June 30, 2022, The Barbers had 604 Cost Cutters® franchises, 85 of which are located in Walmarts, and Regis Corp., a Minnesota corporation and a wholly-owned subsidiary of Regis ("Regis Corp."), operated 1 company-owned Cost Cutters business. Regis Corp.'s principal business address is the same as Supercuts' address. Some Cost Cutters salons operate in Wal-Mart® stores and Wal-Mart® Supercenters in the United States, similar to Smartstyle (see explanation below). Regis first operated Cost Cutters® salons in 1999, though they were franchised beginning in 1982 by what is now Regis' wholly-owned subsidiary and affiliate, The Barbers (discussed below).

In 2016, The Barbers began franchising Smartstyle in salons located inside of Wal-Marts in the United States. As of June 30, 2022, there are 1,477 franchised Smartstyle® salons. All Cost Cutters and Smartstyle salons are value-priced, family-oriented hair care salons.

In 2016, The Barbers began franchising "*BSO Beauty Supply Outlet*" and *BSO Beauty Supply Express Outlet*® in the United States. As of June 30, 2022, The Barbers had 8 franchised BSO Beauty Supply Outlet stores in the United States ("BSO Beauty Supply Outlet").

In approximately 2018, The Barbers began franchising *Holiday Hair*® stores in the United States ("Holiday Hair"). As of June 30, 2022, The Barbers had 139 franchised Holiday Hair salons in the United States.

On January 5, 1999, Regis acquired the common stock of Hair Masters Services, Inc., a Washington corporation that began operating *Hair Masters*® shops in January 27, 1984 ("Hair Masters"). Regis then assigned its interest in Hair Masters to The Barbers. As of June 30, 2022, The Barbers owned and operated 3 Hair Masters locations and franchised 59 Hair Masters locations.

On June 21, 2002, Regis acquired the stock of Dorbar, Ltd., a limited company that began operating salons under the name *BoRics*® Hair Care Salons in approximately 1992 ("BoRics"). Regis then assigned its interest to The Barbers. As of June 30, 2022, there were 2 franchised BoRics salons and Regis operated 4 BoRics.

As previously discussed, Regis Corp., acquired Cool Cuts 4 Kids, and also granted The Barbers the right to franchise Cool Cuts 4 Kids salons. As of June 30, 2022, The Barbers franchised 5 Cool Cuts 4 Kids salons.

Neither Regis Corp. nor The Barbers has ever operated or franchised Supercuts Stores or offered franchises in any other lines of business than those previously stated.

c. Roosters MGC International, LLC ("Roosters")

On July 1, 2011, The Barbers acquired a controlling interest in Roosters MGC International, LLC, a Michigan limited liability company, which has franchised since October 2009 a business system offering hair care services to the general public under the name *Roosters Men's Grooming Centers*®. The Barbers currently owns all interest in Roosters. Roosters principal business address is the same as Supercuts' address. As of June 30, 2022, there were 89 franchised and no company-owned Roosters stores.

Roosters has never operated or franchised Supercuts Stores or offered franchises in any other lines of business.

d. CutCo Acquisition Corp ("CAC")

On March 9, 2000, CAC acquired the assets of CutCo Salons, Inc., a Minnesota corporation, the owner of the trademarks *Haircrafters*® ("Haircrafters") and *Great Expectations*® ("Great Expectations") and franchise system. Great Expectations salons were first franchised in 1974, and Haircrafters salons were first franchised in 1961, in each case by CutCo Salons' predecessors. Haircrafters salons offer price conscious clientele quality hair care services at value prices. Great Expectations salons are designed to appeal to a fashion conscious clientele at prices approximately 30% higher than Haircrafters salons. CAC is a wholly-owned subsidiary of Regis and CAC's principal business address is the same as Supercuts' address. As of June 30, 2022, CAC had 3 Haircrafters® and no Great Expectations® franchises in the United States.

CAC does not intend to open or franchise new Great Expectations® or Haircrafters® salons. CAC has never operated or franchised Supercuts Stores or offered franchises in any other lines of business.

e. RPC Acquisition Corp. ("RPC")

In May 2003, RPC, a wholly-owned subsidiary of Regis and a Minnesota corporation, acquired the assets of Pro-Cuts Franchise Corporation. Pro-Cuts Franchise Corporation and its predecessors developed the *Pro-Cuts*® trademark and business system for *Pro-Cuts*® salons in May 1982 ("Pro-Cuts"). Pro-Cuts Franchise Corporation started franchising Pro-Cuts salons in 1999. As of June 30, 2022, there were 32 franchised Pro-Cuts salons in operation. There are no corporate-owned or operated Pro-Cuts salons. RPC's principal business address is the same as Supercuts' address.

On February 26, 2011, RPC opened the first sports-themed Pro-Cuts hair care and product salon (referred to as "Pro-Cuts Sports"), which is a different concept from the original Pro-Cuts concept described above ("Pro-Cuts Classic"). The Pro-Cuts Sports salon uses a different stylized Pro-Cuts logo and trade dress and has different product and service offerings from Pro-Cuts Classic salons. RPC began offering franchises for Pro-Cuts Sports hair care and product salons in May 2011. As of June 30, 2022, there were no company-owned and 2 franchised Pro-Cuts Sports hair care and product salons.

RPC has never operated or franchised Supercuts Stores or offered franchises in any other lines of business.

f. First Choice Haircutters, Ltd. ("First Choice Canada")

First Choice Canada is a Nova Scotia limited company formed on July 1, 2001, and a wholly owned subsidiary of Regis Holdings (Canada) Ltd., a Nova Scotian limited liability company that is a wholly owned subsidiary of Regis ("Regis Holdings (Canada)"). The principal business address of First Choice Canada is 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416. First Choice Canada owns the marks and franchise system for *First Choice Haircutters*® salons in Canada. First Choice Canada and/or its predecessors began offering First Choice Haircutters® franchises in July 1980. As of June 30, 2022, there was 1 First Choice Canada-owned salons in Canada, no First Choice corporate salons in the United States, and 327 First Choice franchised salons in Canada. First Choice Canada has never operated or franchised Supercuts Stores or offered franchises in any other lines of business.

g. Magicuts Ltd. ("Magicuts")

Magicuts is a Nova Scotian limited company formed on July 1, 2009, and a wholly owned subsidiary of Regis Holdings (Canada). Its principal business address is the same as First Choice Canada. From 2001 through June 30, 2009, *Magicuts*® salons were franchised in Canada by Regis Cuts Acquisition Corporation, an affiliate of Supercuts and a subsidiary of Regis as well as the predecessor of Magicuts. Magicuts owns, operates, and franchises Magicuts salons in Canada. As of June 30, 2022, there were 2 corporate-owned Magicuts stores and 76 franchised Magicuts stores in Canada. Magicuts has never operated or franchised Supercuts Stores or offered franchises in any other lines of business.

h. Regis Holdings (Canada) Ltd.

Regis Holdings (Canada) was formed on July 1, 2009, then merged with Regis Hairstylists, Ltd. which was acquired by Regis on July 10, 2007. Regis Hairstylists, Ltd. owned the "*Beauty Supply Outlet*" franchise system in Canada. The principal business address of Regis Holdings (Canada) is the same as Supercuts' address. Regis Holdings (Canada) Ltd. franchises and operates the Supercuts salons, Hairmasters salons, Smartstyle salons and Beauty Supply Outlet stores in Canada. As of June 30, 2022, there were 12 franchised Supercuts in Canada, 0 company-operated Supercuts in Canada, 0 franchised Hairmasters in Canada, 0 company-operated Hairmasters in Canada, 84 franchised Smartstyles in Canada, 48 company-operated Smartstyles in Canada, 0 company-operated Beauty Supply Outlet stores and 30 franchised Beauty Supply Outlet stores in Canada. Regis Holdings (Canada) Ltd. has never offered franchises in any other lines of business.

i. Fremont Software, LLC

Fremont Software, LLC is a Delaware limited liability company formed on January 7, 2019, and is a wholly owned subsidiary of Regis Corporation ("Fremont Software"). Fremont Software's principal place of business is the same as Regis. Fremont Software provided the *Opensalon Pro*® computer point of sale cash register and back office hardware and software-as-a-service (SaaS) system to franchisees ("Opensalon Pro") until it sold Opensalon Pro to Soham, Inc., the owner of the *Zenoti*® software system, on June 29, 2022. Fremont Software continues to provide hardware maintenance, and support services for Opensalon Pro to Regis franchisees. Fremont has never operated or franchised Supercuts Stores or offered franchises in any lines of business.

Competitors and Governmental Regulations

The retail hair salon market is well-developed, high-fragmented, competitive and is not seasonal. Your competitors include other retail hair care establishments providing similar services and product lines. Competitors may include any of the establishments previously discussed that are owned, operated, or franchised by Regis or any of Supercuts' other affiliates. In nearly every area in which we operate has a salon and competitors offering similar hair care services and products at similar prices. We face competition from chains, such as Great Clips, Fantastic Sams, Sport Clips and Ulta Beauty, independent-owned salons, department store salons located within malls, in-home hair services, booth rentals and blow dry bars, as well as other franchise organizations outside of the hair salon industry competing for franchisees. You will compete with all these operations to obtain the services of skilled employees.

Every Supercuts Store must have a Cosmetology License. Otherwise, no regulations apply specifically to the industry in which Supercuts Stores operate. You must comply with all local, state, and federal health and sanitation laws and laws that apply generally to all businesses. You should investigate these laws when evaluating your franchise acquisition.

Supercuts' agents for service of process are disclosed on Exhibit H attached to this disclosure document.

ITEM 2
BUSINESS EXPERIENCE

Directors

Chairman of the Board of Directors: David J. Grissen (Chair)

Mr. Grissen became our Chairman of the Board of Directors for Regis on November 15, 2021. Prior to that, Mr. Grissen was the Group President, Marriott International, Inc. from January 2014 through January 2021.

Director: Lockie Andrews

Ms. Andrews became our Director in September 2021. Ms. Andrews has also been a board member of Crypto Chicks since February 2022, a board member of Beckway Group since October 2021 and the National Academy of Design since September 2020. Ms. Andrews is also the Co-VP of Programming for the Harvard Business School Club of New York and has held that title since June 2019, as well as the Sector Lead Investments since May 2015. Ms. Andrews was the Head of eCommerce and Digital Operations for Party City from May 2021 through January 2022, the Chief Information Officer and Chief Digital Officer of UNTUCKit from March 2018 through April 2021. Senior Director of Design and Merchandising at PVH from September 2020 through January 2021, and the Interim Chief Marketing Officer of Nora Gardner from July 2016 through February 2017. Ms. Andrews was the Chief Growth Officer of Pura Vida from May 2022 through September 2022. She is currently and has been the CEO of Catalyst Consulting since 2008.

Director: Mark S. Light

Mr. Light became our Director in October 2013. Mr. Light has also served as the Executive Chairman of Bedrock Manufacturing Company since September 2017.

Director: Michael Mansbach

Mr. Mansbach became our Director in June 2021. He founded Granite Stairway Advisors, LLC in July 2020 and also co-founded Apex Perspectives, LLC in July 2020. Mr. Mansbach was the Board Director of Product Plan from October 2020 through May 2022, was the President of MINDBODY, Inc. from June 2017 through April 2019.

Director: Michael J. Merriman

Mr. Merriman became our Director in October 2011. Prior to that, Mr. Merriman served as a Director of Nordson Corporation August 2008 through February 2018, Director and Audit Committee Chair from February 2012 through February 2018, and as its Chairman of the Board beginning in February 2018. Prior to that, Mr. Merriman was a Director and Nominating & Corporate Governance Committee Chair of OMNOVA Solutions Inc. from June 2008 through June 2020, and a Director of Invacare Corporation from May 2014 through May 2018.

Director: M. Ann Rhoades

Ms. Rhoades became our Director in January 2015. Ms. Rhoades is also the President of PeopleInk, Inc., and has held that position since January 1999. Ms. Rhoades is also a Director of Nexphase Capital, and has held that position since January 2015. She was a Director of JetBlue Airways from January 2001 through January 2018.

President and Chief Executive Officer and Director, Regis Corporation: Matthew Doctor

Mr. Doctor became our President and Chief Executive Officer and Director, as well as Roosters, CAC, RPC, Supercuts, First Choice Canada, Magicuts and Regis Holdings (Canada) and Fremont Software (collectively, the "Regis Affiliates") on May 5, 2022. Mr. Doctor was the Executive Vice President and Interim Chief Executive Officer for us and the Regis Affiliates, from December 2021 through May 4, 2022. Mr. Doctor was Chief Strategy Officer of Regis from February 2021 to December 2021. From May 2018 to December 2020, Mr. Doctor was the Chief Financial Officer of Kava Restaurants LLC in Chicago, IL. From April 2017 to May 2018, he was Managing Partner of Level 7 Partners LLC in Hoboken, NJ.

Officers

President of Franchise Operations and Chief Operating Officer, Regis Corporation: Jim Lain

Mr. Lain became President of Franchise Operations and Chief Operating Officer for us, Regis and the Regis Affiliates in December 2021. He was the Executive Vice President and Chief Operating Officer for us, Regis and the Regis Affiliates from October 2021 to December 2021. He was President of Portfolio Salons of Regis from December 2020 to October 2021. From November 2013 to July 2020, Mr. Lain was Chief Operating Officer, Regis in Minneapolis, MN.

Executive Vice President and Chief Financial Officer, Regis Corporation: Kersten Zupfer

Ms. Zupfer became Executive Vice President and Chief Financial Officer of Regis in Minneapolis, MN in November 2019. Ms. Zupfer also became a Director for First Choice Canada, Magicuts and Regis Holdings (Canada) in November 2019. From December 2017 to November 2019, Ms. Zupfer was Senior Vice President and Chief Accounting Officer of Regis.

Executive Vice President and Chief Digital Officer: John Davi

Mr. Davi became Executive Vice President and Chief Digital Officer of Regis in June 2022. He was Executive Vice President and Chief Technology Officer of Regis in Minneapolis, MN from October 2021 to June 2022. From November 2019 to November 2020, Mr. Davi was Chief Product Officer of BriteCore (Intuitive Web Solutions, LLC) in Springfield, MO. From February 2018 to September 2019, he was Senior Vice President Product of Mindbody, Inc. in San Luis Obispo, CA and from February 2012 to February 2018, he was Vice President of Product of Diffbot Technologies Corp. in Mountain View, CA.

Senior Vice President, General Counsel, and Secretary, Regis Corporation: Andra Terrell

Ms. Terrell became the Senior Vice President, General Counsel and Secretary for us, Regis and the Regis Affiliates on February 14, 2022. Ms. Terrell also became a Director for First Choice Canada, Magicuts and Regis Holdings (Canada) on February 14, 2022. Prior to joining us, Ms. Terrell was the Vice President, Deputy General Counsel and Assistant Secretary of Cajun Operating Company for the Church's Chicken® and Texas Chicken® brands from January 2019 through February 11, 2022, and Senior Director, Assistant General Counsel and Assistant Secretary from January 2017 through February 10, 2022. Ms. Terrell also served on the Board of Directors for Church's Partners Foundation, Inc. as a Director and Secretary from January 2017 through February 11, 2022.

Executive Vice President and Chief People Officer, Regis Corporation: Michael Ferranti

Mr. Ferranti became Executive Vice President and Chief People Officer for us, Regis and the Regis Affiliates in December 2021. He was Senior Vice President, People and Culture of Regis Corporation from March 2021 to December 2021. From May 2020 to March 2021, Mr. Ferranti was the Sr. Director of Mergers and Acquisitions for Subway Restaurants in Dallas, TX. From October 2018 to October 2019, he was Vice President, Development, People, and IT for Le Pain Quotidien in New York, NY. From October 2015 to April 2018, he was Vice President, People & Performance for Kraft Heinz in Toronto, Ontario and Chicago, IL.

Senior Vice President, Marketing, Regis Corporation: Michelle DeVore

Ms. DeVore became Senior Vice President, Marketing for us, Regis and the Regis Affiliates in September 2022. From November 2019 to August 2022, Ms. DeVore was Vice President, Customer Experience of European Wax Center, Inc. in Plano, TX. From September 2019 to November 2019, she was Director, Digital Media for Blucora, Inc. in Irving, TX and from October 2017 to February 2019, she was Vice President, e-Commerce Marketing of Aerus, Holdings LLC in Dallas, TX.

Senior Vice President, Merchandising and Education: James Suarez

Mr. Suarez became the Senior Vice President, Merchandising and Education for us, Regis and the Regis Affiliates in February 2022. He was the Vice President, Merchandising and Education from October 2021 to February 2022. From August 2017 to October 2021, Mr. Suarez was Vice President, Education of Regis.

Vice President, Treasurer, Controller & Tax: Elizabeth (Biz) McShane

Ms. McShane became the Vice President, Treasurer, Controller & Tax for us, Regis and the Regis Affiliates in October 2021. She was the Associate Vice President Accounting for us, Regis and the Regis Affiliates from October 2017 to October 2021.

Vice President, Financial Planning & Analysis: Bret Swenson

Mr. Swenson became the Vice President, Financial Planning & Analysis for us, Regis and the Regis Affiliates in February 2020. He was the Associate Vice President Financial Planning & Analysis for us, Regis and the Regis Affiliates from September 2017 to February 2020.

Vice President Franchise Operations: Keelee MacDonald

Ms. MacDonald became Vice President Franchise Operations for us, Regis and the Regis Affiliates in May 2022 and was Associate Vice President Franchise Operations for us, Regis and the Regis Affiliates from December 2020 to May 2022. From November 2014 to December 2020, she was Vice President Field Operations for us, Regis and the Regis Affiliates.

Vice President, Human Resources: Kelly Webb

Ms. Webb became the Vice President, Human Resources for us, Regis and the Regis Affiliates in April 2021. Prior to that, she was the Associate Vice President of Compensation and Benefits for us, Regis and the Regis Affiliates from December 2017 to March 2021.

Vice President, Information Technology: Lori Southwick

Ms. Southwick became the Vice President, Information Technology for us, Regis and the Regis Affiliates in November 2019. She was the Associate Vice President, Information Technology from September 2013 to October 2019 for us, Regis and the Regis Affiliates.

Vice President Development and Real Estate: Kristie Skluzacek

Ms. Skluzacek has been our Associate Vice President Development & Real Estate since October 2021 and was Sr. Director, Smartstyle Operations, Finance & Strategy for Regis from June 2020 to September 2021. She was the Director, Business Development & Walmart Relationship of Regis from October 2018 to May 2020. From January 2017 to September 2018, she was Sr. Manager, Pricing and Revenue Management for Regis.

Persons With Management Responsibility

The following individuals are not officers but are persons who will have management responsibility relating to the sale or operation of franchises offered by this document.

Associate Vice President, Training & Development: Tara Aiken

Ms. Aiken became the Associate Vice President, Training & Development for us, Regis and the Regis Affiliates in August 2020. She was Senior Manager, Learning & Development Strategy & Operations of Target in Minneapolis, MN from October 2017 to August 2020.

Associate Vice President, Franchise Legal: Cynthia Clark

Ms. Clark became the Associate Vice President, Franchise Legal for us, Regis and the Regis Affiliates in April 2022. Ms. Clark was Of Counsel for Bochetto & Lentz, P.C. in Philadelphia, PA from May 2019 to April 2022. She was General Counsel of Full Spectrum Processing in Philadelphia, PA from October 2018 to April 2019 and was an Attorney with Ladov Law Firm, P.C., in Philadelphia, PA from January 2016 to September 2018.

Sr. Director, Real Estate, Franchising and Business Development: Allison Charney

Ms. Charney became the Sr. Director, Real Estate, Franchising and Business Development for us, Regis and the Regis Affiliates in February 2022. From October 2003 to January 2022, she was Director, Real Estate for Regis.

Acquisition & Franchising Manager: Michael Steinhofer

Mr. Steinhofer became the Acquisition & Franchising Manager for us, Regis and the Regis Affiliates in February 2022. From November 2014 to January 2022, he was the Acquisition Manager of for us, Regis and the Regis Affiliates.

Franchise Transactions Manager: Deborah Puchalla

Ms. Puchalla became the Franchise Compliance Manager for us, Regis and the Regis Affiliates in December 2020. She was a contractor through Robert Half for us, Regis and the Regis Affiliates from October 2018 to December 2020. From December 2003 to June 2018, she was a Sr. Franchise Paralegal for Buffalo Wild Wings in Minneapolis, MN.

ITEM 3
LITIGATION

Current Matters

Supercuts, Inc. v. Mohamed Aboukoura and iEndeavor, LLC (AAA Case No. 01-21-0000-3502, filed January 26, 2021). This case was a collections matter against a franchisee; the franchisee asserted counterclaims for violation of the Virginia Franchising and Consumer Protection Acts, the Minnesota Franchise Act, and common law fraud claims. The parties have agreed to a resolution and documentation of settlement agreement are in process, with Aboukoura agreeing to pay Supercuts and Regis $95,000.00.

Delamarter v. Supercuts, Inc. (Case No. 27-cv-19-19280, Hennepin County District Court, Minnesota). This case was filed as a class action against Supercuts on November 19, 2019 on behalf of Plaintiff and a putative class of consumers who, within the applicable statute of limitations, were allegedly provided a receipt at the point of sale or transaction from a Supercuts-branded salon, where the receipt displayed more than the last five digits of the person's credit or debit card number. The case was removed to federal court and proceeded there for roughly 18 months before it was remanded for lack of subject matter jurisdiction because the Plaintiff lacked Article III standing. Plaintiff moved for class certification after remand, which the District Court denied. Plaintiff subsequently sought immediate appellate review of this denial of class certification from both the Minnesota Court of Appeals and Minnesota Supreme Court, which both declined to review the decision. Accordingly, unless Plaintiff were to prevail on post-judgment appeal, the case is now an individual case where, if the Plaintiff demonstrates the violation was willful—committed knowingly or recklessly under the U.S. Supreme Court's jurisprudence—then he is entitled to up to $1,000 in statutory damages and his reasonable attorneys' fees and costs. If the violation is found to only be negligent, he is entitled to his actual damages only, which he has already disclaimed. The Parties are working to set a date for mediation to attempt to resolve this matter.

Concluded Matters

Supercuts, Inc. v. Scott and Vicki Furber and Dawg Concepts, Inc., AAA Case No. 01-21-0000-3512 (Filed January 26, 2021). Supercuts filed an arbitration with the American Arbitration Association ("AAA") against Scott and Vicki Furber and Dawg Concepts, Inc. (collectively, "Furber"), for past due royalties, advertising fund contributions and rent in the amount of $656,725.96. Furber filed counterclaims against Supercuts violation of Virginia Franchising and Consumer Protection Acts, the Minnesota Franchise Act, and common law fraud claims of $556,795. This matter was settled on April 12, 2022, for $110,000.00 to be paid by Supercuts to Furber.

Supercuts, Inc. v. Daniel C. Negussie, Grimt Habtermariam, and DnG, LLC, AAA Case No. 01-21-0000-3507 (Filed January 26, 2021). Supercuts filed an arbitration with the AAA against Daniel C. Negussie, Grimt Habtermariam, and DnG, LLC (collectively, "Negussie"), for past due royalties, advertising fund contributions and rent in the amount of $105,721.13. Negussie filed counterclaims against Supercuts violation of Virginia Franchising and Consumer Protection Acts, the Minnesota Franchise Act, and common law fraud claims of $ 458,982. This matter was settled on April 12, 2022, for $150,000.00 to be paid by Supercuts to Negussie

Joseph and Elizabeth Sims, Big Hair Salons, LLC v. The Barbers, Hairstyling for Men & Women, Inc., AAA Case No. 01-21-0001-9146 (filed February 16, 2021). A Smartstyle franchisee ("Franchisee") and its owners (collectively with the Franchisee, the "Sims") filed an arbitration with the AAA against The Barbers, Hairstyling for Men & Women, Inc. , Regis Corporation, and Regis Corp. (collectively, the "Regis Entities") alleging the Regis Entities made material misrepresentations and omissions to induce Franchisee to enter into area development agreements, franchise agreements, asset purchase agreements, subleases, and related agreements surrounding Franchisee's purchase of nine (9) Smartstyle salons and that The Barbers, Hairstyling for Men & Women, Inc., breached its contract-in-fact and contract-in-law obligations, as well as violated other statutory and common law duties. the Sims sought rescission and monetary damages. This matter was settled on August 9, 2022, for $210,000.00 to be paid by The Regis Entities to the Sims.

Supercuts, Inc. v. Keith and Marie Shaffer, KeiMar LLC, KieMar II LLC, and KeiMar III LLC (AAA Case No. 01-21-0000-3504, filed January 26, 2021). This case involved a collections matter against franchisee. Franchisee asserted counterclaims for violation of the Virginia Franchising and Consumer Protection Acts, the Minnesota Franchise Act, and common law fraud claims. This matter was settled on June 16, 2022, with Supercuts Inc. and Regis Corporation agreeing to pay the franchisee and its principals $280,000.00.

Supercuts, Inc. v. Court Curneen and Quartz, LLC (AAA Case No. 01-21-0000-3506, filed January 26, 2021). This case was a collections matter against a franchisee. The franchisee asserted counterclaims for violation of the Virginia Franchising and Consumer Protection Acts, the Minnesota Franchise Act, and common law fraud claims. This matter was settled on March 3, 2022, with Supercuts, Inc. and Regis Corporation agreeing to pay the franchisee $29,500.00.

Sea Fever Ventures, Inc., John Lovegrove, and Judith Lafleur-Lovegrove v. Regis Corporation and Supercuts, Inc. (AAA Case No. 01-20-0015-7648, filed November 18, 2020). A Supercuts franchisee and its owners filed an arbitration with the American Arbitration Association ("AAA") against Regis Corporation ("Regis") and Supercuts, Inc. ("Supercuts") alleging Regis and Supercuts violated the Virginia Retail Franchising Act (VRFA), Virginia Consumer Protection Act (VCPA), Minnesota Franchise Act (MFA), and committed common law fraud and negligent misrepresentation by making misrepresentations prior to the franchisee's execution of the Franchise Agreement and prior to the execution of the Sublease related to their store's build-out costs, break-even timeline, and financial performance, including illegal financial performance representations outside of Item 19 of the Franchise Disclosure Document, and by failing to disclose their market area's historical performance, and facilitating misleading validation calls and steering the franchisee to contact only certain successful franchisees outside their market, as well as misrepresenting the business as "absentee owner", "recession resistant" "under competitive", and "simple and easy". They further alleged the Franchisor violated the VRFA and MFA by illegally and constructively terminating their franchise by failing to provide adequate assistance and support. The franchisee also alleges that Regis and Supercuts breached the Franchise Agreement and Development Agreement and the implied covenant of good faith and fair dealing contained therein by failing to provide adequate assistance and support for the franchise. The franchisee also claims that Regis and Supercuts breached the Agreement to Mediate and the implied covenant of good faith and fair dealing contained therein by failing to mediate in good faith by failing to bring a business executive with authority to settle the dispute to the mediation. The franchisee seeks to rescind all of their agreements and actual damages, rescission damages in the amount of their investment, damages for uncompensated time, breach of contract damages, and their costs, disbursements, interest, and reasonable attorneys' fees. Regis and Supercuts denied all of the franchisee's allegations defended the arbitration. On November 23, 2021, the Arbitrator issued his final award and found that Supercuts' sale of the franchise to the franchisee violated the FTC Rule, the VRFA, and the VCPA and awarded a total amount to the franchisee of $1,015,104.83, representing damages for the aforementioned claims, together with interest, attorneys' fees, and costs.

Propoint Solutions, LLC v. Regis Corporation, Chad Kapadia, et al. Case No. 3:20-cv-2181-MMC (N.D. Cal. Filed March 31, 2020). The Franchisor's parent, Regis Corporation ("Regis") and Regis's Chief Technology Officer were sued by Regis's point of sale and back office system supplier, ProPoint Solutions, LLC ("ProPoint"), accusing Regis and the other defendants of improperly accessing ProPoint's computer systems by using the credentials of a franchisee of one of Regis's affiliates and misappropriating and improperly using the source code, trade secrets, and copyrighted content related to ProPoint's SuperSalon point-of-sale software in connection with Regis's development of its Opensalon Pro point of sale system in violation of the federal Defend Trade Secrets Act ("DTSA"), 18 U.S.C. § 1836 *et seq*., the Minnesota Uniform Trade Secrets Act, Minn. Stat. § 325C.01 *et seq*., and the federal Computer Fraud and Abuse Act, 18 U.S.C. § 1030. In addition, Propoint accused Regis of intentional interference with contractual relations under Minnesota law by causing the franchisee to provide its credentials to Regis in violation of the franchisee's software agreement with Propoint. Propoint sought an order prohibiting Regis and the other defendants from accessing Propoint's servers, replicated databases, or copies of Propoint's proprietary information; restraining Regis and the other defendants from deleting, modifying, or accessing any of Propoint's proprietary information, including its schema and source code, on Regis's and the other defendants computers, devices, systems, and storage devices; restraining Regis and the other defendants from using Propoint's proprietary information, including its schema and source code and otherwise using any knowledge derived from Propoint's proprietary and confidential information; and restraining Regis and the other defendants from any further development of Regis's Opensalon Pro platform. Propoint further sought preliminary and permanent injunctive relief requiring Regis and the other defendants to remove all instances of ProPoint's proprietary information from any and all computer systems in their possession, custody, or control and to permit Propoint to verify such removal; restraining Regis and the other defendants from using any information derived from or developed based on Propoint's proprietary information, including its schema and source code; awarding damages, disgorgement of profits, unjust enrichment damages, and/or a reasonable royalty. Propoint further sought a finding that Regis's and the other defendants actions have been willful, entitling Propoint to exemplary damages of twice the amount awarded plus attorneys' fees and pre- and post-judgment interest. Regis and Propoint entered into a settlement agreement, effective June 25, 2021, that provided for the dismissal of the lawsuit and set forth a commercial services agreement pursuant to which Propoint would assist in the transfer of Regis's franchised salons, including Supercuts salons, from its point-of-sale system to Regis's salon management system, *Opensalon*® Pro. Under the agreement, Regis expected to pay Propoint between $3 million and $5 million over two years in consideration of Propoint's services (the "ProPoint Settlement Agreement"). The ProPoint Settlement Agreement was amended effective June 15, 2022 to require Regis to pay a total of $2 million to ProPoint by December 10, 2022 provided ProPoint continues to provide transition services through December 31, 2022.

David Williams, Shelly Williams, and Look Sharp, LLC v. RPC Acquisition Corp. and Regis Corporation (AAA Case No. 01-15-0004-2079, filed July 10, 2015); *Scott Carlson, Jacquelyn Carlson, and SKC Concepts, Inc. v. RPC Acquisition Corp. and Regis Corporation* (AAA Case No. 01-15-0004-2072, filed July 13, 2015); *Jason Link and Link JAS, Inc. v. RPC Acquisition Corp and Regis Corporation* (AAA Case No. 01-15-0005-2403, filed October 6, 2015); *Chad Schwinghammer, Andrea Woodley Schwinghammer, and Schwings Centennial Lakes, Inc. v. RPC Acquisition Corp., Regis Corporation, and Pro-Cuts Corporate Shops, Inc.* (AAA Case No. 01-15-0006-0307, filed December 18, 2015*); Kevin Waters, Mary Jane Waters, and Salon Waters, Inc. v. RPC Acquisition Corp. and Regis Corporation* (AAA Case No. 01-16-0001-0283, filed March 25, 2016); and *Jason Ansari and JBJL, LLC v. RPC Acquisition Corp. and Regis Corporation* (AAA Case No. 01-16-0001-7616, filed May 13, 2016). Six Pro-Cuts Sports franchisees and their owners filed separate arbitrations with the American Arbitration Association against RPC Acquisition Corp. ("RPC"), the franchisor of their Pro-Cuts Sports franchises and an affiliate of Supercuts, Inc., each alleging violation of the Minnesota Franchise Act (or Wisconsin Fair Dealership Law), common law fraud, and negligent misrepresentation in RPC's sale to them of their Pro-Cuts Sports franchises, and breach of contract and breach of the implied covenant of good faith and fair dealing in the performance of the Franchise Agreements, and a declaratory judgment as to the invalidity of the appeal provision in the arbitration clause of their Pro-Cuts franchise agreements. Another franchisee also named Pro-Cuts Corporate Shops, Inc., an affiliate of Supercuts, Inc., alleging it breached the purchase agreement between the parties and breached the implied covenant of good faith and fair dealing for that franchisee's purchase of a company-owned store. The franchisees each claimed that during the franchise sales process RPC made illegal financial performance representations and misrepresented the expected growth of the Pro-Cuts brand in Minnesota and nationally, the marketing and advertising RPC would conduct for the Pro-Cuts brand in Minnesota, and the operational and financial services support RPC would provide to the franchisees. The franchisees each sought rescission of their franchise agreements, unspecified restitution damages for the various alleged violations, attorneys' fees and costs, and other relief the arbitrator deemed appropriate. Each of the franchisees also named Regis Corporation ("Regis"), the parent company of both RPC and Supercuts, Inc., in the arbitrations but only in connection with the alleged violation of the Minnesota Franchise Act. While not asserting that Regis was directly involved in any of the matters triggering the lawsuit or otherwise engaged in misconduct, the franchisees alleged that Regis nonetheless was statutorily liable as a "control person" of RPC. All six of the disputes described previously were settled in March 2017 and April 2017. All the arbitrations were dismissed on April 27, 2017. In return for releases of all claims related to the disputes, franchise agreements, and subleases, Regis and its affiliates paid $300,000 to Chad and Andrea Schwinghammer and Schwings Centennial Lakes, Inc. and assumed their remaining lease liabilities; $300,000 to David and Shelly Williams and Look Sharp, LLC; $215,000 to Scott Carlson, Jacquelyn Carlson and SKC Concepts, Inc.; $175,000 to Jason Link and Link JAS, Inc. and assumed their remaining lease liabilities; $115,000 to Kevin and Mary Jane Waters, and Salon Waters, Inc. and assumed their remaining lease liabilities; and $200,000 to Jason Ansari and JBJL, LLC.

North Star Solutions, Inc. v. Supercuts, Inc. a Division of Regis, Inc. (AAA Case No. 01-18-0001-6461, filed May 4, 2018). A Supercuts franchisee filed an arbitration against Supercuts, Inc., the franchisor, and its affiliate, Regis, Inc. (n/k/a Regis LLC), alleging violation of the Minnesota Franchise Act, Minnesota Administrative Rules, Texas Business and Commerce Code, FTC Act, Lanham Act, Sherman Act, Clayton Act, breach of contract, common law fraud, negligent misrepresentation, and the implied covenant of good faith and fair dealing in the marketing, sale, and performance of the franchisee's franchise opportunity. The franchisee sought a refund of its $29,500 development fee, plus attorneys' fees, arbitration costs, and rescission of its development agreement and franchise agreement. Supercuts and Regis denied the allegations and settled the matter in October 2018 without admitting liability by refunding $25,000 to the franchisee and rescinding franchisee's development agreement and franchise agreement in return for a release of all claims related to the dispute, the franchise agreement, and the development agreement.

Rent and royalty collection lawsuits

None.

Other than these 11 actions, no litigation is required to be disclosed in this Item.

ITEM 4
BANKRUPTCY

No bankruptcy information is required to be disclosed in this item.

ITEM 5
INITIAL FEES

Development Fees and Franchise Fees

Supercuts' current practice is to sign a Development Agreement with all franchisees for each new franchise acquisition, even if the franchisee expects to develop only one Store. Supercuts currently grants single-Store development rights (the "Single Store Program") and 3-Store and 6-Store development rights (the "Fast Start Program"). If you are a new franchisee or an existing franchisee that signed a Development Agreement after September 29, 2011, the Development Fee is full payment for your development and franchise rights, whether for one Store, or more than one Store. If you are such a "new" franchisee, Supercuts does not charge you any initial franchise fees for Stores to be developed under the Development Agreement.

The Development Fee you pay is not refundable under any circumstances. This means that if you decide not to move forward after signing Supercuts' Development Agreement (and the first Franchise Agreement for the first new Store to be developed), cannot find suitable sites for your Store(s), or otherwise fail to meet your Store opening requirements, in which case Supercuts terminates the applicable agreement(s), you do not receive back any of your Development Fee.

The Development Fees you must pay to us are shown in the table below.

Single Store Program **(Note 1)**	**Fast Start Program** **(Note 2)**		
Development Fee Amount (1 Store)	**Development Fee Amount (3 Store)**	**Development Fee Amount (6 Store)**	**Development Fee Amount (6+ Store)** **(Note 2)**
$39,500	$69,500	$99,500	$10,000 for each additional Store

Note 1: If you acquire development rights for more than 6 Stores, the Development Fee will be $10,000 for each additional Store (i.e. $109,500 for 7-Store development, $119,500 for 8-Store development, etc.).

Note 2: The fees in the table above are the same for a New Franchisee and an Existing Franchisee signing a Development Agreement after September 29, 2011.

a. Single Store Program

The Single Store Program applies if you acquire the right to develop just one Supercuts Store. In that case, you will sign the Development Agreement and that Store's Franchise Agreement at the same time.

b. Fast Start Program

The Fast Start Program applies if you acquire the right to develop three or more Supercuts Stores. In that case, you will concurrently sign the Development Agreement and the Franchise Agreement for the first Store to be developed. In accordance with the Development Agreement, you will also sign Supercuts' then-current standard Franchise Agreement for each subsequent Supercuts Store you open. In multi-Store development, we allocate $39,500 to the first Store and the remaining Development Fees are split equally among the Stores subsequently developed. For 3 or more Store development, we allocate $20,000 to the second Store and $10,000 to each additional Store.

c. Existing Franchisees

Franchisees who joined the Supercuts system before September 30, 2011 pay a lower Development Fee per Store to be developed and also pay separate franchise fees (whether for Stores developed under a Development Agreement or Stores developed due to Expansion Policy rights).

Franchisee Type	Development Fee Amount	Initial Franchise Fee Amount (Note A)
Existing Franchisee (signed before September 29, 2011)	$5,000 per Store to be developed	$0
Existing Franchisee (signed between July 1, 1999 and September 28, 2011) (Note B)	$12,500 per Store to be developed	$0
Existing Franchisee (signed before June 30, 1999) (Note C)	$10,000 per Store to be developed	$0

Note A: The Initial Franchisee is due if the Store location has been identified and secured or upon signing the Location Identification Amendment to Franchise Agreement, the form of which is included in Exhibit B of this disclosure document.

Note B: The Development Fee is paid as follows - $5,000 when the Development Agreement is signed, and the remaining $7,500 when the Franchise Agreement or Location Identification Amendment is signed.

Note C: The Development Fee is paid as follows - $5,000 is due when the Development Agreement is signed, and the remaining $5,000 is due when the Franchise Agreement or Location Identification Amendment is signed.

d. Expansion Policy Rights

Franchisees who joined the Supercuts system before September 30, 2011 may sign a Franchise Agreement if you exercise your Expansion Policy Rights described in Item 11 and Item 12 of this Disclosure Document. If you do so, you will not sign a Development Agreement but must pay the fees described below when you exercise your Expansion Policy Rights by signing a Franchise Agreement for a specific location.

Franchisee Type	Initial Franchise Fee Amount
Existing Franchisee (signed between July 1, 1999 and September 28, 2011) (Note B)	$12,500 per Store to be developed
Existing Franchisee (signed before June 30, 1999) (Note C)	$10,000 per Store to be developed

Purchase of Supercuts-Owned Store or Affiliated Branded Salon for Conversion

If you choose to buy the assets of an existing Supercuts Store from Supercuts' subsidiary or an existing affiliated branded salon for conversion to a Supercuts Store (in each case to operate the Store as a Supercuts franchise going-forward), you will sign the Asset Purchase Agreement with Supercuts' subsidiary or other affiliate, as applicable, when you sign the Franchise Agreement and, if applicable, Sublease You will pay the subsidiary or other affiliate the applicable purchase price and the applicable Initial Franchise Fees and Development Fee at the time you sign the Asset Purchase Agreement, Franchise Agreement(s) and Development Agreement for the Stores and/or salons you acquire and will develop. Purchase prices for company-owned Stores will depend on their age, location, condition, profitability, cash flow, strategic considerations, and other relevant market factors. If you are interested in purchasing a particular company-owned Store or affiliated branded salon, and your negotiations.

As a condition to your purchase of one or more existing company-owned Supercuts Stores or one or more existing affiliated branded salons for conversion to a Supercuts Store, we may require you to develop at least one brand new Supercuts Store (each a "New Store"). For example, if you acquire five or fewer existing company-owned Supercuts Stores and/or affiliated branded salons, we may require you to develop at least one New Store, or if you acquire six to eight such Stores and/or salons, we may require you to develop at least two New Stores, and so on. In all cases when you buy the assets of an existing Supercuts Store or an existing affiliated branded salon for conversion to a Supercuts Store, that Store will count as one of the Stores to be developed under your Development Agreement.

Generally, our Development Fees and Initial Franchise Fees are uniformly imposed on our franchisees. However, in certain unique situations we may reduce or waive those fees. During last fiscal year, our Development Fees ranged $0 to $$39,500.

Construction Fees

If you want Supercuts' approved vendor, Build Point Solutions Group Inc. ("Build Point Solutions") to supervise and oversee your Store's construction or remodel process, you must pay Build Point Solutions a fee of either $5,500 or $7,500 when you sign Build Point Solutions' services agreement the form of which is presented in Exhibit L of this disclosure document. You also must pay for the cost of construction or remodeling and any Store FF&E that Build Point Solutions arranges for you to purchase, plus shipping and handling.

If you elect not to use Build Point Solutions to coordinate your Store construction or remodel, then you must use architects and contractors that we approve and pay us a fee of $500-$1,000 to review your construction/remodel and design plan prior to commencing construction (the "Construction and Design Plan Review Fee) and a fee of $1,500-$3,000 for us to review your Store upon completion of the construction or remodel upon completion of construction (the "Post Build Review Fee").

ITEM 6
OTHER FEES

Column 1 Type of Fee Note (1)	Column 2 Amount	Column 3 Due Date	Column 4 Remarks
Royalty Fees	For new Stores, combined service and merchandise royalty fee is 4% of combined net service revenue and net merchandise revenue from opening date until first year anniversary. From first year anniversary until the Franchise Agreement expires or is terminated, royalty fee is 6% of combined net service revenue and net merchandise revenue.	Payable monthly on or before 10th day of each month for revenue during preceding calendar month. You must pay all amounts due by electronic transfer.	See Note (2). If you purchase an existing company owned Supercuts Store of affiliated branded salon for conversion to a Supercuts Store, your royalty fee will be 6% for the entire term of your Franchise Agreement (i.e., you will pay 6% instead of 4% during the first year of the term and thereafter).
Advertising Fees	5% of net monthly service revenue (*i.e.*, excluding merchandise sales) with a potential rebate if 75% of Stores in specific DMA vote in favor of rebate (this process is described in more detail in Item 11)	Same as Royalty fee	See Note (3)
Product and Service Purchases	See Item 8	As incurred	You will buy products and services necessary to operate your Store designated and approved vendors (which may include Supercuts and its affiliates) whose items and services meet Supercuts' standards and specifications. Prices depend on supplier and item/service involved.

Column 1 Type of Fee Note (1)	Column 2 Amount	Column 3 Due Date	Column 4 Remarks
Testing and Evaluation Cost	Projected testing/evaluation costs to be incurred (amount depends on circumstances, including supplier's location, testing required, and item involved)	As incurred	Covers costs of testing new products/services or inspecting new suppliers you propose.
Hairstylists Academy (HSA)	4 training days at $55 per day per attendee ***plus*** Mann equin Recovery fee of $67 for the 2 mannequins that stylists use in HSA	Prior to training	See Note (4)
HSA Recertification	The cost of all training supplies and materials, including, without limitation, mannequins	Prior to training	
Managers' Training Course/ Ongoing and Supplemental Training	The cost of training supplies and materials and a proportionate share of the training facilities (if any) and any audio visual equipment needed for such training courses. We may charge our then-current fee, which will not exceed $1,000 per day. If you request any training courses and programs to be provided locally, then subject to our training personnel's availability, you must pay our then-current training fee and our training	Prior to training	See Items 8 and 11; Supercuts may increase this charge as the costs increase.

Column 1 Type of Fee Note (1)	Column 2 Amount	Column 3 Due Date	Column 4 Remarks
	personnel's TRE.		
Convention Fee	Will vary under circumstances (not to exceed $1,000 per person; does not include your actual out-of-pocket attendance costs paid to third parties)	Prior to convention	You (or your designated representative we approve) must, at our request, attend an annual franchisee meeting and pay an attendance fee. We will charge this fee even if you do not attend.
Anniversary Fee (essentially a "renewal" fee)	1% of total net monthly revenues for 12 full months immediately preceding first 10 year anniversary. For each 10 year anniversary thereafter, 2% of total net monthly revenues for 12 full months immediately preceding such anniversary date.	Within 30 days after each 10 year anniversary of opening date.	See Notes (2) and (4)
Transfer Fee	1 store $2,500 2 stores $4,500 3 stores $6,000 4 stores $7,000 5 stores $7,500 Each store after is $500	At least 30 days before transfer's effective date	In addition to transfer fee, if the prospective franchisee is a new franchisee, they must attend Supercuts' mandatory training course for initial franchisees.
Lease Renewal Fee	$1,500	Immediately upon execution of the lease renewal	See Note (6)
Lease Guaranty Fee	The amount by which twelve percent (12%) of your monthly gross sales exceeds your monthly lease payments for as long as such guaranty is in effect.	Monthly	See Note (7) Supercuts reserves the right to charge this fee if you request and Supercuts agrees to guarantee your lease obligations in any way (e.g., as tenant or guarantor).

Column 1 Type of Fee Note (1)	Column 2 Amount	Column 3 Due Date	Column 4 Remarks
Audits	Cost of inspection or audit, including legal fees and independent accountants' fees, plus travel expenses, room and board, and compensation of our employees (amount depends on nature and extent of your non-compliance)	Immediately after receipt of audit report	Due if you fail to report or understate Gross Sales by 2% or more.
Late Payments / Interest / Administrative Fee	1.5% per month or the highest commercial contract interest rate the law allows, whichever is less. In addition, you must pay us a One-Hundred Dollar ($100) administrative fee.	Upon demand.	Due and payable if fees owed to us or our affiliate are not paid timely or if payment is dishonored
Construction Management Services Fee	$5,500 - $7,500	Upon Signing Construction Management Services Agreement	See Note (8) This fee is paid to Build Point Solutions Group.
Construction and Design Plan Review Fee	$500-$1,000	Prior to commencing construction	See Note (9)
Post Build Review Fee	$1,500-$3,000	Upon completion of construction	See Note (9)
Gift Card Transactions	$45 per download software download fee and $15 per terminal annual software maintenance fee (both if you supply your own terminal device); per transaction fees range from $.0225 to $.07; non-sufficient	As incurred and/or per transaction	You buy cards from our designated supplier and make payments to our third-party vendor. See Note (10) and Item 8.

Column 1 Type of Fee Note (1)	Column 2 Amount	Column 3 Due Date	Column 4 Remarks
	funds recovery fee of $.05 per card		
Indemnification	Varies under circumstances and depends on nature of claim	As incurred	You must reimburse us for all claims and losses arising out of (i) Store's construction, design, or operation, (ii) the business you conduct under Franchise Agreement, (iii) your non-compliance or alleged non-compliance with any law, (iv) a data security incident, or (v) your breach of Franchise Agreement.
Maintenance Cost Reimbursement	Out-of-pocket cost reimbursement	As incurred	You must reimburse Supercuts' costs for correcting your Store's failure to comply with Brand Standards.
Costs and Attorneys' Fees	Varies under circumstances and depends on nature of your non-compliance	As incurred	Due when Supercuts incurs costs and expenses to enforce Franchise Agreement against you in a legal proceeding and is the prevailing party.
Management Fee	Up to 10% of Gross Sales, plus any out-of-pocket expenses incurred in connection with Store's management	As incurred	Due if we assume Store's management in certain situations, including your default.
Reimbursement for Third-Party Service Providers	Out-of-pocket cost reimbursement	As incurred	We may require you to reimburse us for costs of third-party quality-assurance, audit, guest-satisfaction, and "mystery-shop" programs we institute for Supercuts Stores.
Reimbursement for Customer Complaints	Cost reimbursement	As incurred	We may require you to reimburse our costs if we resolve a customer complaint because you fail to do so.
Tax	Out-of-pocket cost	As incurred	You must reimburse us for

Column 1 Type of Fee Note (1)	Column 2 Amount	Column 3 Due Date	Column 4 Remarks
Reimbursement	reimbursement		taxes we must pay any state taxing authority on account of either your operation or your payments to us (except for our income taxes).
Insurance Reimbursement	Out-of-pocket cost reimbursement	As incurred	You must reimburse our costs if we obtain insurance coverage for Store because you fail to do so.
Deficiency Correction Fee	Out-of-pocket cost reimbursement	As incurred	You must reimburse our costs if we correct a Store deficiency because you fail to do so when required.
De-Identification Fee	Cost reimbursement	As incurred	You must reimburse our costs of de-identifying your Store if you fail to do so.
Lost Future Royalties	Depends how much time remains in franchise term when we terminate with cause or you terminate without cause	Within timeframe we specify	These are contract damages if Franchise Agreement is terminated before its expiration date (referenced in Section 19.A of Franchise Agreement).

NOTES:

(1) Unless otherwise provided, all fees are (a) imposed and collected by, and payable to, Supercuts and (b) non-refundable. All fees currently are uniformly imposed. Increases in fees and costs are possible and fees and cost may vary due to circumstances.

(2) Net revenue includes all cash and charge sales of every kind and nature made at or from your Store, less all sales, use, gross receipt, and other similar taxes added to the sales price and collected from the customer and less any bona fide refunds. Service revenues include sales of every kind for services performed by a hair stylist or other professional for a customer. Merchandise revenues include sales of every kind for retail merchandise.

(3) Due to COVID, Advertising fees were reduced to 4% of net monthly service revenue during the time period July 1, 2021 through June 30, 2022.

(4) Includes the cost of all training supplies and materials, including, without limitation, mannequins. These fees are as of July 1, 2022. The training fee will increase every 5 years, commencing January 1, 2007, by the Consumer Price Index ("CPI") increase for the 5-year period plus 1%.

(5) Commencing on the 10th anniversary of your Store's opening date, and every 10 years afterward during the franchise term ("Anniversary Date"), Supercuts will, upon written notice to you, assess an

"Anniversary Fee" (which is basically a "renewal" fee). The Anniversary Fee initially will equal 1% of your cumulative net monthly revenue for the trailing 12 months before the anniversary month. The Anniversary Fee is payable in equal annual installments over 5 years. The first Anniversary Fee payment will be assessed on the first day of the month following your Anniversary Date. It is due and payable by the 10^{th} day of the month following your Anniversary Date. (For example, if your Anniversary Date is in June, the Anniversary Fee will be based on the cumulative net monthly revenues for the 12 months ending May 31^{st} prior to the Anniversary Date. Your first installment will be assessed on July 1^{st} and is due and payable by July 10^{th}.) The Anniversary Fee will be increased to 2% of cumulative net monthly revenues for each subsequent 10-year period. The Anniversary Fee assessed will never exceed 2% of the applicable 12 months' cumulative net monthly revenue during your franchise term. If the Store is closed on or after the Anniversary Date, no future installment payments will be due after the closing date. Supercuts' failure to notify you of the Anniversary Fee is not a waiver of its right to do so.

(6) If you request and Supercuts agrees to negotiate the lease renewal for your Supercuts Store, you must pay Supercuts $1,500 upon execution of the lease renewal. This is an optional service that may be offered by Supercuts.

(7) Supercuts has no obligation to guarantee your lease in any way, but if it does, you must pay such monthly lease guaranty fee.

(8) If you want Supercuts' approved vendor, Build Point Solutions Group Inc. ("Build Point Solutions") to supervise and oversee your Store's construction or remodel process, you must pay Build Point Solutions a fee of either $5,500 or $7,500 when you sign Build Point Solutions' services agreement the form of which is presented in Exhibit L of this disclosure document. You also must pay for the cost of construction or remodeling and any Store FF&E that Build Point Solutions arranges for you to purchase, plus shipping and handling.

(9) If you elect not to use Build Point Solutions to coordinate your Store construction or remodel, then you must use architects and contractors that we approve and pay us a fee of $500-$1,000 to review your construction/remodel and design plan and a fee of $1,500-$3,000 for us to review your Store upon completion of the construction or remodel.

(10) You must purchase gift cards from Regis's designated vendor. Costs for gift cards are approximately $2-$4 for packs of 10 gift cards and carriers.

ITEM 7
ESTIMATED INITIAL INVESTMENT

Column 1 Type of expenditure	Column 2 Amount	Column 3 Method of payment	Column 4 When due	Column 5 To whom payment is to be made
Development Fee/ Franchise Fee	$10,000-$39,500	Lump Sum	(Note 1)	Supercuts
Leasehold Improvements	$60,000 - $120,000	(Note 2)	(Note 2)	(Note 2)
	$25,000 - $50,000	Lump Sum		

Column 1 Type of expenditure	Column 2 Amount	Column 3 Method of payment	Column 4 When due	Column 5 To whom payment is to be made
Furniture, Fixtures & Equipment			Before Opening	Independent Suppliers (Note 2)
Construction Management Services Fee	$5,500 - $7,500	Lump Sum	Upon Signing Construction Management Services Agreement	Independent Supplier (Note 2)
Construction and Design Plan Review	$500-$1,000	Lump Sum	Prior to starting construction	Supercuts or its affiliate (Note 2)
Post Build Review	$1,500-$3,000	Lump Sum	Prior to opening for business	Supercuts or its affiliate (Note 2)
Computer Software (Point of Sale System)	$2,040 ($170 per month)	Lump Sum or Monthly	Before and After Opening	Independent Supplier (Note 3)
Computer Hardware/Installation and Onsite Training	$1,876-$2,418	Lump Sum, Lease, or Financing is available	Before Opening	Supercuts' affiliate (Note 3)
Opening Inventory	$5,000 – $10,000	Lump Sum (30 day net terms)	Before Opening	Independent Suppliers
Hairstylists Academy (HSA) Training Fees (for 6 to 8 people)	$1,440 - $1,920 (Note 4)	Lump Sum	As incurred	Supercuts
Travel and Living Expenses during Franchisee Orientation Training	$2,050 - $4,500	As incurred	As incurred	Transportation Lines, Hotels, Restaurants, etc.
One Month's Rent and Security Deposit	$4,000 - $12,000	(Note 5)	(Note 5)	(Note 5)
Grand Opening Advertising Expenses	$5,000	Lump Sum	(Note 6)	Independent Suppliers
Signs	$6,000 - 12,000	Lump Sum	Delivery	Independent Suppliers
Professional Fees	$6,000 - $12,000	Lump Sum (Note 7)	As incurred	Suppliers
Additional Funds (3 months)	$15,000 - $30,000 (Note 8)	As Incurred	As Incurred	Employees, Supercuts, Regis, Suppliers, and Vendors
Estimated initial investment (including initial lease costs) (Note 9)	$150,906 - $312,878			

General Statements

A. No expenditure in this table is refundable.

B. The table above assumes that you will build and develop a new Supercuts Store. However, if you choose to buy a Vendition Store, the purchase price will depend on age, location, condition, profitability, cash flow, strategic considerations, and other relevant market factors. If you purchase a Vendition Store, you will negotiate the appropriate purchase price with Supercuts or the applicable affiliate. In addition, if you purchase a Vendition Store, then in addition to the development fees/franchise fees for the Store(s) and/or salon(s) you acquire, you must develop at least one New Store and pay the applicable development fees/franchise fees for the New Store and then purchase during the entire franchise term, exclusively from suppliers that we designate, all hair care products, merchandise, and supplies that you need for use and resale at (i) the Store(s) and/or salon(s) you acquire, (ii) the New Store(s), (iii) all pre-existing stores that you franchise from Supercuts or its affiliates (under any brand), and (iv) any other Supercuts Stores you franchise in the future. You must also use our designated vendor for construction management services and FF&E coordination services for a fee to convert all affiliated branded salons you acquire to the then-current design for Supercuts Stores. During the fiscal year ended June 30, 2022, the purchase price paid for a Vendition Store was $0 to $15,000. Purchase prices might include upgrading or conversion costs.

C. Note that you must remodel your Store to meet Supercuts' then current approved design standards for Supercuts Stores. The modernization requirement commences on the Store's opening date, with 25% having to be spent before the end of the 7th year from the Store's opening date and 100% before the end of the 10th year from the Store's opening date (and then by each 10th anniversary thereafter). Note that $35,000 might not represent the entire costs of a complete remodeling; this covers only updating the décor and partial remodeling. Supercuts may require you to submit proof (e.g., photographs) that the modernization has been timely completed.

NOTES:

(1) Item 5 discloses the applicable Development Fees and franchise fees.

(2) You must make certain modifications and leasehold improvements to your Store's premises according to Supercuts' Architectural Design Manual. Supercuts must approve all plans and specifications, which must be prepared by a firm Supercuts approves. You must strictly comply with the Architectural Design Manual and approved plans and specifications. Supercuts estimates that leasehold improvement costs, including architectural fees, will be between $60,000 and $120,000 for a 900 to 1,200 square foot Store, depending upon the Store's exact size, its geographic location, if your landlord assumes some of the build-out costs in the form of either cash or free rent, the cost of construction materials such as steel, drywall, and flooring, and structural components and overall condition of the premises (e.g. "vanilla shell" or "grey box"). These figures are estimates only and your costs may be lower or higher. In some areas (e.g. certain major metropolitan areas) your costs could be significantly higher. You should use these estimates as a guide and investigate actual costs in your area. If you want Supercuts' approved vendor to supervise and oversee your Store's construction process (or if you are required to do so because you acquired an affiliated branded salon for conversion to a Supercuts Store), you must pay that approved vendor a fee (either $5,500 or $7,500) when you sign its services agreement. You also must pay for the cost of construction and the Store FF&E that our approved vendor arranges for you to purchase, plus shipping and handling. If you elect not to use Supercuts's approved vendor to coordinate your Store buildout, then you must use architects and contractors that we approve and pay us a fee of $500-$1,000 to review your construction and design plan and a fee of $1,500-$3,000 for us to review your Store after it is built and before it opens for business.

(3) See Item 10. You must purchase this software from Soham, Inc. ("Zenoti").

(4) HSA fees are temporarily reduced to $192 for 5 days; four days are provided in person and one day is provided virtually. HSA fees may revert back to the standard $240 (48 per stylist per day for 5 days) upon notice from us.

(5) You will lease the Store premises directly from the landlord. If you request and Supercuts agrees to guarantee your lease obligations in any way (e.g., as tenant or guarantor), then Supercuts reserves the right to charge you a monthly fee of the amount by which twelve percent (12%) of your monthly gross sales exceeds your monthly lease payments for as long as such guaranty is in effect. Supercuts has no obligation to guarantee your lease in any way, but if it does, you must pay such monthly lease guaranty fee. The cost of the leased premises depends on the amount you paid to any owner and/or master sublessor, or the amount you paid to any owner, plus any other expenses you incur as a result of your leasing of the premises, and including, if applicable, Supercuts' lease guaranty fee described in the previous sentence. The lease's exact cost depends upon location, building size, condition, related taxes, utility charges, and other expenses related directly to the premises. Typical franchise locations are 900 to 1,200 square feet, include 6 to 8 workstations, and are located in large retail developments and heavily populated business areas. Rent is estimated to be between $2,000 and $6,000 per month. Prepaid rent due when the lease is signed might be required and typically is the first months' rent. A security deposit approximately equal to one month's rent also might be required.

(6) You must spend at least $5,000 to conduct grand opening advertising and promotion for your Store. Supercuts must pre-approve all Grand Opening marketing materials and plans that you intend to use for your Store's grand opening.

(7) The estimated amounts here include engineering and/or architectural drawings, site survey fees, permits and other professional services.

(8) This estimates the funds needed to cover your initial expenses for the first 3 months of operation (besides the items identified separately in the table). It includes payroll costs but not any owner's draw or salary. However, this is only an estimate, and you might need additional working capital during the Store's first 3 months of operation and for a longer time period after that. This 3-month period is not intended, and should not be interpreted, to identify a point at which your Store will break even. Supercuts cannot guarantee when or if your Store will break even. Your costs will depend on how much you follow Supercuts' methods and procedures; your management skill, experience, and business acumen; local economic conditions; the prevailing wage rate; competition; and your Store's sales during the initial period. Supercuts' relied on its approximately 30 years of experience developing, operating, and franchising Supercuts Stores to compile this Additional Funds estimate.

(9) You should review these figures carefully with a business advisor before deciding to acquire the franchise. Except as described in Item 10, Supercuts does not offer financing directly or indirectly for any part of the initial investment. The availability and terms of financing depend on many factors, including the availability of financing generally, your creditworthiness and collateral, and lending policies of financial institutions from which you request a loan. Supercuts recommends that you use these categories and estimates as a guide for your own budget and investigate specific costs in your area.

ITEM 8
RESTRICTIONS ON SOURCES OF PRODUCTS AND SERVICES

We restrict your sources of items and services in many cases to protect trade secrets and other intellectual property, help assure quality and a reliable supply of products meeting our standards, achieve better purchase and delivery terms, control third-party use of the Marks, and monitor the manufacture, packaging, processing, sale, and delivery of these items.

Required Purchases and Leases

You must operate your Supercuts Store according to our Brand Standards. Brand Standards may regulate the following, among other things:

a. Types, models, and brands of required furniture, fixtures, signs, and equipment (including components of and required software licenses for the Computer System) for your Supercuts Store (collectively, "Operating Assets");

b. Required, authorized, and unauthorized products and services for the Store;

c. Designated and approved manufacturers, suppliers, and distributors of products and services;

d. Completion of, and certification in, required training programs; and

e. Participation in certain test programs for new services, products, and/or Operating Assets.

We periodically may modify Brand Standards, which may accommodate regional or local variations, and those modifications may obligate you to invest additional capital in the Supercuts Store and/or incur higher operating costs. You must implement any changes in mandatory Brand Standards within the time period we request for which the timing and amounts are not limited during the franchise term. You must incur these costs in order to comply with this obligation and our requirements (even if such expenditures cannot be amortized over the remaining franchise term). Within 30 days after receiving written notice from us, you must prepare plans according to our standards and specifications and, if we require, using architects and contractors we designate or approve, and then submit those plans to us for written approval.

a. Operating Assets

You must buy or lease all Operating Assets and other products and services for the Store in accordance with Brand Standards and, if we require, only from manufacturers, suppliers, or distributors we designate or approve at the prices the suppliers choose to charge. The approved manufacturers, suppliers and distributors may include or be limited to us or our affiliates.

b. Point of Sale and Back Office System

As of June 29, 2022, you must purchase your computer point of sale cash register and back office hardware and software-as-a-service (SaaS) system from our approved supplier, Zenoti (the "Zenoti System"). *See* Item 1 for more information about Zenoti. To obtain the Zenoti System you must sign the Franchisee Participation Agreement included in Exhibit I of this disclosure document. Zenoti may require you to use a specific payment processor who will charge you a fee to settle all credit, debit or other mobile payments.

c. Marketing Materials

You must send us samples or proofs of all Marketing Materials (defined as advertising, marketing, promotional, and lead-generation formats and materials) we have not prepared or already approved and all approved Marketing Materials that you propose to change in any way. While we will not unreasonably withhold our approval, you may not use any Marketing Materials we have not approved or have disapproved.

d. Plans

You must develop the Store at your expense. You must follow our construction guidelines and mandatory specifications and layouts for a Supercuts Store ("Plans"), including requirements for dimensions, design, interior layout, improvements, color scheme, décor, signage, and Operating Assets. All other decisions regarding the Supercuts Store's development are subject to our review and prior written approval. You must adapt the Plans for the Supercuts Store ("Adapted Plans") and make sure they comply with the Americans with Disabilities Act ("ADA"), all federal, state, and local laws, codes, ordinances, and regulations, and lease requirements and restrictions. You must send us the Adapted Plans for pre-approval before the Supercuts Store's build-out begins and all revised or "as built" plans and specifications prepared during construction and development. Our review is limited to reviewing compliance with our Plans. Our review is not intended or designed to assess your compliance with applicable laws or lease requirements, which is your responsibility. We have the right to pre-approve your proposed architect and general contractor.

e. Construction

You must at your expense construct, install all trade dress and Operating Assets in, and otherwise develop the Supercuts Store according to our standards, specifications, and directions. The Store must contain all Operating Assets, and only those Operating Assets, we specify or pre-approve. You agree to place or display at the Supercuts Store (interior and exterior), according to our guidelines, only the signs, emblems, lettering, logos, and materials we approve.

f. Sublease

You must sublease from us the Vendition Store, at least initially, pursuant to a sublease, the form of which is included in Exhibit C to this disclosure document (the "Sublease"). If you are required to sublease, the required first and last months' rent and security deposit represent approximately 5%-8% of your total cost to establish your Store. Your monthly lease payment will normally represent approximately 8%-20% of your total monthly operating expenses. If you request and Supercuts agrees to guarantee your lease obligations in any way (e.g., as tenant or guarantor), then Supercuts reserves the right to charge you a monthly fee of the amount by which twelve percent (12%) of your monthly gross sales exceeds your monthly lease payments for as long as such guaranty is in effect. Supercuts has no obligation to guarantee your lease in any way, but if it does, you must pay such monthly lease guaranty fee. Because you pay rent directly to the landlord, although you sublease from us, we do not derive any revenue from your sublease.

g. Insurance

You must maintain insurance coverage for the Supercuts Store at your own expense in the amounts, and covering the risks, we periodically specify. Your insurance carriers must be licensed to do business in the Supercuts Store's state and be rated A-, VII or higher by A.M. Best and Company, Inc. (or satisfy our other criteria). We may periodically increase the required coverage amounts and/or require different or additional insurance coverage at any time to reflect inflation, identification of new risks, changes in law or standards of liability, higher damage awards, or relevant changes in circumstances. Insurance policies must be written in your name and name us (and our parent companies, subsidiaries, and all other affiliates, and our and their respective officers, owners, directors, agents, representatives, and employees) as additional insureds for claims arising from your products and operations. You must provide updated insurance policies and proof of payment to us within 10 days of the expiration or termination of such policy or policies. The minimum insurance coverage we require is as follows: (a) commercial general liability insurance (including product, contractual, and owned and non-owned vehicle liability coverages) in minimum amounts of $2,000,000, aggregate single limit coverage; (b) "All Risk" property damage insurance; (c) plate glass insurance and boiler insurance (if applicable); (d) employer's liability, workers' compensation, and such statutory insurance as may be required in the state in which the Supercuts Store is located; and (e) employment practices liability insurance with a limit of not less than $1,000,000 per occurrence and $1,000,000 aggregate. You also must obtain and maintain all other insurance required under applicable state law.

h. Gift Cards/Customer Loyalty Programs

You must participate in, and comply with the requirements of, our gift/loyalty/stored-value card program pursuant to our Gift Card Participation Agreement that is included in Exhibit J of this disclosure document (the "Gift Card Participation Agreement"). You must also participate in, and comply with the requirements of any of our other customer loyalty programs as well as use our mobile or digital-ordering and franchise system applications and other digital channels.

Approved Vendors

Except as described above, there are no goods, services, supplies, fixtures, equipment, inventory, computer hardware and software, real estate, or comparable items related to establishing or operating the Supercuts Store that you currently must buy or lease from us (or our affiliates) or designated or approved suppliers. In the future, we may designate other products and services that you must buy only from us, our affiliates, or designated or approved suppliers. To maintain the quality of Supercuts Store products and services and our franchise network's reputation, all Operating Assets and other products and services your Store uses or sells (besides those described above that you currently may obtain only from us, our affiliates, and/or approved and designated suppliers) must meet our minimum standards and specifications, which we issue and modify based on our, our affiliates', and our franchisees' experience in operating Supercuts Stores. Standards and specifications may impose minimum requirements for production, performance, safety, reputation, prices, quality, design, and appearance. Our Operations Manual, other technical manuals, and written and on-line communications will identify our standards and specifications for you. When appropriate and authorized, you may provide those standards and specifications to suppliers if they agree to maintain confidentiality.

If we require you to buy or lease the product or service only from an approved supplier or distributor but you want to purchase or lease any Operating Assets, products, or services from a supplier or distributor we have not then approved, then you must establish to our reasonable satisfaction that the quality and functionality of the item or service are equivalent to that of the item or service it replaces and that the supplier or distributor is, among other things, reputable, financially responsible, and adequately insured for product-liability claims. You must pay upon request any actual expenses we incur to determine whether the items, services, suppliers, or distributors meet our requirements and specifications, which we will decide within 90 days of your request. We may condition supplier or distributor approval on the following requirements: (a) quality; (b) safety; (c) third-party lab testing; (d) prices; (e) consistency; (f) warranty; (g) supply-chain reliability and integrity; (h) financial stability; (i) customer relations; (j) frequency, economy, and efficiency of delivery; (k) the benefits of concentrating purchases with limited suppliers; (l) standards of service, including prompt attention to complaints; and (m) other reasonable criteria.

We have the right to inspect the proposed supplier's or distributor's facilities and require the proposed supplier or distributor to send samples or items either directly to us or to a third-party testing service. We may re-inspect a supplier's or distributor's facilities and items and revoke our approval of any supplier, distributor, product, or service no longer meeting our criteria by notifying you and/or the supplier or distributor. We do not make our supplier approval criteria available to franchisees.

Despite these procedures, we may limit the number of approved suppliers and distributors, designate sources you must use, and refuse your requests for any reason, including because we already have designated an exclusive source (which might be us or our affiliate) for a particular item or service or believe that doing so is in the Supercuts Store network's best interest. If we approve any supplier or distributor you recommend, we may authorize other Supercuts Stores to buy or lease any Operating Assets, products, or services from that supplier or distributor without compensating you.

Our Revenue from Required Purchases or Leases

We and/or our affiliates may derive revenue—in the form of promotional allowances, volume discounts, commissions, other discounts, performance payments, signing bonuses, rebates, marketing and advertising allowances, free products, and other economic benefits and payments—from suppliers that we designate, approve, or recommend for some or all Supercuts Stores on account of those suppliers' prospective or actual dealings with your Store and other Supercuts Stores. That revenue may or may not be related to services that we and our affiliates perform. All amounts we or our affiliates receive from suppliers shall be our and our affiliates' exclusive property, which we and our affiliates may retain and use without restriction for any purposes we and our affiliates deem appropriate. Any products or services that we or our affiliates sell you directly may be sold to you at prices exceeding our and their costs.

The approved supplier of store build-out coordination services will pay Regis of 20%-80% of revenue from all franchisee purchases. The designated supplier of hair care products to franchisees will pay Regis 6% of the sales price of Regis private label hair care products and 3% of the sales price of other hair care products sold to franchisees. The designated credit card processor pays Regis $.0065-$.0315 per authorization and 2%-6% of eligible revenue based on authorizations by and revenue received from franchisees.

In the fiscal year ended June 30, 2022, Regis' total revenue was $279,778,286. The amount of Regis' total revenue derived from required purchases and leases is shown in the table below.

Required Purchase or Lease by Supercuts Franchisees	Amount of Revenue from the Required Purchase or Lease	Percentage of Regis' Total Revenue from the Required Purchase or Lease
Computer point-of-sale and back-office system	$ 1,165,418.00	0.42%
Construction management and FF&E coordination services	$ 78,000.00	0.03%
HSA Training	$ 454,757.00	0.16%
Hair Care Products and Supplies	$ 483,434.00	0.17%

Collectively, your purchases and leases from us or our affiliates, from designated or approved suppliers, or according to our standards and specifications represent about 5% of your overall purchases and leases to establish and then to operate the Supercuts Store.

Purchasing Cooperatives/Purchasing Arrangements

There currently are no purchasing or distribution cooperatives. We and our affiliates currently negotiate purchase arrangements with suppliers (including price terms). In doing so, we and our affiliates seek to promote the overall interests of the franchise system and affiliate-owned operations and our interests as the franchisor (and not for the benefit of a particular franchisee). We and our affiliates might not obtain the best pricing or most advantageous terms on behalf of Supercuts Stores. We and our affiliates also are not responsible for the performance of suppliers and distributors to Supercuts Stores, including if their products or services fail to conform to or perform in compliance with Brand Standards or our contractual terms with the supplier or distributor.

We may negotiate purchase arrangements with suppliers, including price terms, for the benefit of franchisees.

We do not provide material benefits to a franchisee (for example, renewal or granting additional franchises) for purchasing particular products or services or using particular suppliers. However, we may provide additional marketing opportunities or business insights to franchisees that use the Zenoti software system because of the customer data available through that system.

ITEM 9
FRANCHISEE'S OBLIGATIONS

This table lists your principal obligations under the franchise and other agreements. It will help you find more detailed information about your obligations in these agreements and in other items of this disclosure document.

Obligation		Section in agreement	Disclosure document item
a.	Site selection and acquisition/lease	2.01, 3.01, 5.01 and 5.03 of Franchise Agreement and 5 of Development Agreement and Sublease	5, 6, 7, 8, 11 and 12
b.	Pre-opening purchases/leases	5.02, 5.03 and 8.05 of Franchise Agreement	5, 6, 7, 8, and 11
c.	Site development and other pre-opening requirements	4.02, 4.06, and 5.02 of Franchise Agreement	5, 7, 8, and 11
d.	Initial and ongoing training	6 and 8.04 of Franchise Agreement	6, 7, and 11
e.	Opening	4.06 of Franchise Agreement	11 and 12
f.	Fees	4.01, 4.02, 4.03, 4.04, 4.05, 4.06, 4.08, 4.09, 5.09, 6.05, 6.08,9.04,10.03, and 11.02 of Franchise Agreement and 6 and 13.J. of Development Agreement and 4 of Sublease	5, 6, 7, and 8
g.	Compliance with standards and policies/operating manual	7, 8.03, 8.07, 8.09, and 8.11 of Franchise Agreement	8 and 11

Obligation	Section in agreement	Disclosure document item
h. Trademarks and proprietary information	1.03, 2.02, 2.03, 2.09, and 8.03 of Franchise Agreement and 7 and 8 of Development Agreement	13 and 14
i. Restrictions on products/services offered	8.05 and 8.06 of Franchise Agreement	8, 11, 12, and 16
j. Warranty and customer service requirements	Not applicable	11 and 15
k. Territorial development and sales quotas	3, 4, 5, and 6 of Development Agreement	11 and 12
l. On-going product/service purchases	8.05 and 8.06 of Franchise Agreement	6 and 8
m. Maintenance, appearance and remodeling requirements	5.04 and 5.05 of Franchise Agreement	8, 11, and 17
n. Insurance	11.01 and 11.02 of Franchise Agreement	7 and 8
o. Advertising	4.05, 4.06, and 8.08 of Franchise Agreement	6, 7, 8, and 11
p. Indemnification	5.06 and 11.02 of Franchise Agreement, 14 of Development Agreement and 6 of Sublease	6
q. Owner's participation/ management/staffing	8.01 and 8.04 of Franchise Agreement and 9 of Development Agreement	11 and 15
r. Records and reports	9 of Franchise Agreement	6
s. Inspections and audits	2.10 and 9.04 of Franchise Agreement	6, 8 and 11
t. Transfer	2.05 and 10 of Franchise Agreement, 12 of Development Agreement, and 9 of Sublease	6 and 17
u. Renewal	3.01 of Franchise Agreement and 3.D. of Development Agreement	6 and 17
v. Post-termination obligations	13.02, 13.03, 13.04, and 13.05 of Franchise Agreement	17
w. Non-competition covenants	2.07, 2.08, and 15.10 of Franchise Agreement and 11 of Development Agreement	15 and 17
x. Dispute resolution	13.06, 13.08, 13.09, 13.10, and 15.02 of Franchise Agreement and 13.C, E, F, I, and K of Development Agreement	6 and 17

Obligation	Section in agreement	Disclosure document item
y. Consumer Data and Data Security	8.03 of Franchise Agreement	14
z. Compliance with Customer Loyalty Programs	8.11 of Franchise Agreement and Gift Card Participation Agreement	6, 8 and 11
aa. Compliance with All Laws	8.03, 8.06, and 8.09 of Franchise Agreement	Not Applicable

ITEM 10
FINANCING

Except as described below, Supercuts does not offer direct or indirect financing or guarantee your note, lease, or obligation.

If you request and Supercuts agrees to guarantee your lease obligations in any way (e.g., as tenant or guarantor), then Supercuts reserves the right to charge you a monthly fee of the amount by which twelve percent (12%) of your monthly gross sales exceeds your monthly lease payments for as long as such guaranty is in effect. If applicable, the Sublease's term begins when the master lease begins and expires one minute before the master lease expires. (Sublease—Section 3), or if you acquire a company-owned location or affiliated branded salon for conversion to a Supercuts store, your Sublease’s term will commence upon the closing of that transaction. Under the Sublease, you must pay Supercuts, as rent and other tenant charges, the same rent and other charges that Supercuts must pay the landlord under the master lease. You must pay Supercuts those amounts at least 10 days before Supercuts must pay the landlord, although Supercuts may, instead, require you to pay these amounts directly to the landlord. (Sublease—Sections 4 and 12) Because the master lease's terms are fully incorporated into the Sublease, you must fully comply with all obligations of the "tenant" under the master lease as if you had signed it directly. (Sublease—Sections 5 and 6) You must indemnify Supercuts against any claims arising from your failure to do so. In addition, your failure allows Supercuts to perform the obligations for you, in which case you must reimburse Supercuts as appropriate, or to terminate the Sublease. (Sublease—Section 6)

Supercuts does not assume the landlord's obligations under the master lease, meaning that you cannot hold Supercuts responsible for the landlord's non-performance. However, because of the Sublease with you, Supercuts may enforce the landlord's rights under the master lease. (Sublease—Section 7) You may not assign the Sublease without Supercuts' prior consent. (Sublease—Section 9) Your breach of the Franchise Agreement is also considered a breach of the Sublease. Termination of the Franchise Agreement for any reason also terminates the Sublease (at Supercuts' election). The defaulting party is liable to the non-defaulting party for all of its damages due to the Sublease's termination. (Sublease—Section 11) Termination of the master lease also terminates the Sublease. (Sublease—Section 14) Your owners (if you are an entity) must guarantee your performance under the Sublease.

ITEM 11
FRANCHISOR'S ASSISTANCE, ADVERTISING, COMPUTER SYSTEMS AND TRAINING

Except as listed below, we are not required to provide you with any assistance.

Development Agreement

Supercuts grants franchises for the operation of Supercuts Stores located within geographic areas defined by Supercuts. Unless you are signing a Franchise Agreement for a new Supercuts Store to be developed under a previously-signed Development Agreement or as a result of your exercise of Expansion Policy rights, Supercuts' current practice is to sign a Development Agreement with all franchisees for each new franchise acquisition in a DMA, even if the franchisee expects to develop only one Store. If you acquire the right to develop just one Supercuts Store, you will sign the Development Agreement and that Store's Franchise Agreement at the same time. If you acquire development rights under the Fast Start Program, you will concurrently sign the Development Agreement and the Franchise Agreement for the first Store to be developed. You then will look for your first location. (You will sign the lease or, if Supercuts requires you to sublease the location, Supercuts' Sublease, when the Supercuts Store's site is found and secured. You and Supercuts also will sign the Location Identification Amendment to Franchise Agreement at that time.) You sign Supercuts' then current standard Franchise Agreement and, if applicable, Sublease, for each subsequent Supercuts Store you open according to the Development Agreement.

Pre-Opening Assistance

Listed below are our pre-opening obligations under the Development Agreement and Franchise Agreements.

a. Accept or reject your proposed Store site. Review potential Store sites that you identify within the Site Selection Area and may, but have no obligation to, visit the Site Selection Area once (for no additional fee) to review potential Store sites. We may condition our acceptance of a proposed site, or a proposed site visit, on your first sending us complete site reports and other materials (including photographs and digital recordings) we request. We will give you our then-current criteria for Supercuts Store sites (including population density and other demographic characteristics, visibility, traffic flow, competition, accessibility, ingress and egress, size, and other physical and commercial characteristics) to help in the site-selection process. We will use reasonable efforts to review and accept or reject each site you propose within 30 days after we receive all requested information and materials. If we do not accept the site in writing within 30 days, the site is deemed rejected. We will not unreasonably withhold our acceptance of a site if, in our and our affiliates' experience and based on the factors outlined above, the proposed site is not inconsistent with sites that we and our affiliates regard as favorable or that otherwise have been successful sites in the past for Supercuts Stores. However, we have the absolute right to reject any site not meeting our criteria or to require you to acknowledge in writing that a site you prefer is accepted but not recommended due to its incompatibility with certain factors bearing on a site's suitability as a location for a Supercuts Store. After we accept and you secure a proposed site, we will identify that site as the Supercuts Store's address in Section 2.01 of the Franchise Agreement. We do not own locations for lease to franchisees but we may sublease the premises of the Supercuts Store to you as explained in Item 8. Under the Development Agreement, we first must accept each new site you propose for each new Supercuts Store. Our then-current standards for sites will apply. If you do not find and secure an acceptable Store site and develop and open your Store for business within 12 months after the Franchise Agreement's effective date, we may terminate the Franchise Agreement upon written notice to you. If we terminate the Agreement for that reason, we will not return any portion of the initial franchise fee. You do not have the right to terminate the Franchise Agreement due to your failure or inability to find and secure an acceptable Store site and develop and open for business within 12 months after the Agreement's effective date. (Franchise Agreement—Section 13.02(D))

b. **Accept or reject your Store's lease or sublease**. You must send us for review both the proposed terms of the lease or sublease (as they appear in, for example, a landlord letter of intent) and the actual lease or sublease, in each case after receipt from the landlord. We will have 30 days after receiving the proposed lease terms, and another 30 days after receiving the actual lease (these timeframes will not overlap or run concurrently), to review and either accept or reject what you send us. The lease or sublease must either (i) include the Lease Addendum attached as Exhibit N to this Franchise Disclosure Document or (ii) include within its body the Lease Addendum's terms and conditions. You may not sign any lease we have not accepted in writing.

c. **Make template Plans available to you**. Our Plans might not reflect the requirements of any federal, state, or local laws, codes, ordinances, or regulations, including those arising under the ADA, or any lease requirements or restrictions. You are solely responsible for complying with all laws and must inform us of any changes to the Supercuts Store's specifications that you believe are necessary to ensure such compliance. You must ensure that your Adapted Plans for the Supercuts Store comply with all laws and lease requirements and restrictions. We have the right to pre-approve the architect and general contractor you propose to use to develop the Supercuts Store. We must pre-approve in writing the Adapted Plans before the Supercuts Store's build-out begins and all revised or "as built" plans prepared during the Supercuts Store's construction and development. You must develop the Supercuts Store in compliance with the Adapted Plans. During the Supercuts Store's build-out, we may physically inspect the Supercuts Store or have you send us pictures and images (including recordings) of the Supercuts Store's interior and exterior so we can review your development of the Supercuts Store in compliance with our Brand Standards. (Franchise Agreement—Article 5)

d. **Provide initial training.** We will provide initial training for your Managing Owner and additional persons whom you employ in a managerial capacity (e.g., Store managers). We describe this training later in this Item. (Franchise Agreement – Article 6)

e. **Provide our minimum standards and specifications**. We will identify in writing or electronically the Operating Assets, inventory, supplies, and other products and services you must use to develop and operate the Supercuts Store, the minimum standards and specifications you must satisfy, and the designated and approved suppliers from which you must or may buy or lease items and services (which may include or be limited to us and/or our affiliates). (Franchise Agreement – Article 5, 7, 8 and 11) Except for the point-of-sale and backoffice computer system, which may be delivered and installed by our affiliate, we and our affiliates currently are not involved in delivering or installing fixtures, equipment, or signs, although we will provide direction for you to comply with our Brand Standards.

f. **Give access to our Operations Manual**. Give you access to our operations and technical manuals, bulletins, and other materials (collectively, the "Operations Manual"). The Operations Manual may consist of and is defined to include audio, video, computer software, other electronic and digital media, and/or written and other tangible materials. The Operations Manual contains Brand Standards and information on your other obligations under the Franchise Agreement. We may modify the Operations Manual periodically to reflect changes in Brand Standards, but those modifications will not alter your fundamental rights or status under the Franchise Agreement. If there is a dispute over the Operations Manual's contents, our master version controls. The Operations Manual currently contains the equivalent of approximately 625 total pages; its current table of contents is Exhibit N. (Franchise Agreement – Section 7.01)

g. **Grant development rights**. We will designate a specific number of Stores that you (and your Approved Affiliates) must develop and open at accepted locations within your development

Territory and the development deadlines (if we grant you development rights). (Development Agreement – Section 6) We will accept your Stores' proposed locations only if they meet our then-current standards for Store sites.

Time Between Signing and Opening

You must open the Supercuts Store for business within 12 months after the Franchise Agreement's effective date (subject, if applicable, to an earlier date specified in an Development Agreement). Your opening timetable depends on the following: (a) how quickly you find the Supercuts Store's site and finalize the lease; (b) the extent of site work required to prepare the site for the Supercuts Store; (c) the Supercuts Store's construction and build-out schedule; (d) obtaining licenses; (e) the delivery schedule for Operating Assets and supplies; (f) attending and/or completing training; and (g) complying with local laws and regulations.

You may not open the Supercuts Store for business until: (1) we or our designee inspects and approves in writing the Supercuts Store as having been developed in compliance with our specifications and standards; (2) your Managing Owner completes the initial training program to our satisfaction; (3) the Supercuts Store has sufficient trained employees to manage and operate the Supercuts Store on a day-to-day basis in compliance with our Brand Standards; (4) the Supercuts Store's employees are appropriately licensed and trained; (5) you have satisfied all state and federal permitting, licensing, and other legal requirements and, at our request, have sent us copies of all required permits, licenses, and insurance policies; and (6) you have paid all amounts owed to, and are not in default under any agreement with, us, our affiliates, and principal suppliers and have met our other opening requirements. (Franchise Agreement—Article 8)

Ongoing Assistance

During your Store's operation, we will provide you with the following assistance:

a. **Advice on Store Operations.** Advise you or make recommendations regarding the Supercuts Store's operation with respect to standards, specifications, operating procedures, and methods that Supercuts Stores use; purchasing required or recommended Operating Assets and other products, services, supplies, and materials; supervisory-employee training methods and procedures (although you are solely responsible for the employment terms and conditions of all Store employees); and accounting, advertising, and marketing. We may guide you through our Operations Manual, by electronic media, by telephone, and/or at our office or the Supercuts Store. (Franchise Agreement – Articles 6, 7, 8 and 9)

b. **Ongoing Training.** Provide, at your request and expense (and our option), additional or special guidance, assistance, and training. We have no obligation to continue providing any specific ongoing training, conventions, advice, or assistance. (Franchise Agreement – Section 6.08)

c. **Manuals.** Continue to give you access to our Operations Manual, including any updates, as well as other manuals. (Franchise Agreement – Section 7.01)

d. **Brand Standards.** Changes in Brand Standards may require you to invest additional capital in the Supercuts Store and/or incur higher operating costs. You must comply with those obligations within the timeframe we specify. Brand Standards may regulate (to the extent the law allows) price advertising policies and maximum, minimum, or other pricing requirements for products and services the Supercuts Store sells, including requirements for promotions, special offers, and discounts in which some or all Supercuts Stores must participate. (Franchise Agreement – Section 7.01 and 8.03)

e. **Trademark License.** We will license our trademarks to you in your Franchise Agreement. (Franchise Agreement – Section 2.03 and Item 13)

f. **Advertising and Marketing Assistance**. Our advertising and marketing assistance includes maintaining an Advertising Fund for advertising and promotion of the Supercuts brand and franchise system (Franchise Agreement – Section 4.05), as well as reviewing advertising and promotional materials you want to use Franchise Agreement – Section 5.07 and 8.08).

g. **Promotional/Loyalty/Gift Card Programs.** We will create and implement promotions and loyalty programs aimed at driving customers to Supercuts. We have implemented a gift card program with our approved vendor, SVS, and you must participate in that gift card program and sign the Participation Agreement in Exhibit J of this disclosure document. (Franchise Agreement – Section 8.11)

Although not required, you may elect to participate in our recruiting program with Paradox, our approved vendor, that licenses software to assist you with posting available positions on job sites and other stages of the recruiting process. If you decide to participate, you will sign a contract directly with Paradox.

Additionally, we may provide you with guidance regarding pricing the goods and services sold at your Supercuts Store, however we do not mandate pricing.

Advertising and Promotion

a. Advertising Fund

We have established the Advertising Fund to which you and other franchisees must contribute 5% of your Store's weekly Gross Sales, excluding all Gross Sales directly derived from sales of retail merchandise. Company- and affiliate-owned Stores contribute to the Advertising Fund on the same basis as franchised Stores. The Advertising Fund is used to obtain advertising and marketing materials such as print, digital or other media that we determine, in our discretion, are needed to promote the Supercuts brand.

We will maintain a separate fund for amounts collected as advertising fees from all franchisees and spend this money only on advertising and sales promotion. The manner, media, and cost of such advertising or promotion will be decided by Supercuts and the franchisees' representatives, collectively called the Supercuts Council, according to an agreement dated September 28, 1987. [Franchise Agreement, Section 4.05] The advertising fees collected for the Advertising Fund are described below:

(i) In fiscal year 2022, advertising fees were reduced to 4% of net monthly service revenue and 0% of that contribution ("Local" portion of fund) was credited by Store to the DMA in which the Supercuts Store is located and used in that DMA (a media zone as defined by the A.C. Nielsen Company) for media purposes. Instead, the entire 4% contribution to the Advertising Fund in fiscal year 2022 was credited to an advertising materials development and system-wide paid media fund ("National" portion) and no franchisees were reimbursed for advertising they created or placed. Fiscal Year 2022 was the period July 1, 2021 through June 30, 2022.

(ii) In fiscal year 2023, advertising fees are temporarily reduced to 4% of net monthly service revenue, after which they will revert to the standard 5%. Additionally, all the 4% advertising fees paid will be allocated to the "National" portion of the Fund, and no amounts will be credited to the "Local" portion of the Fund. The "National" portion of the Fund is used to create and purchase national, local, and regional advertising materials and media. Fiscal year 2023 is the period July 1, 2022 through June 30, 2023.

(iii) After June 30, 2022, if the Supercuts Executive Council discussed below in this Item votes to increase the amounts of the Advertising Fund committed to the "Local" portion, then advertising materials will be provided to franchisees and Supercuts owner/operators for their use, at their discretion, in television, radio, print, outdoor, direct mail, point of sale cash register tape programs, coupons, etc.

Media coverage is placed locally by you in your market. Supercuts' Marketing Department and its designees and agencies develop advertising materials to various stages of completion. You may use your own advertising if Supercuts pre-approves it. Prior approval does not apply to advertising materials that Supercuts provides when used as supplied. You shall not create or use any web site bearing or displaying the Supercuts names or marks without Supercuts' prior written consent and shall not register or use any web site domain name or email address containing any Supercuts names or marks.

The Supercuts Council is composed of 10 Supercuts franchisees selected annually by all franchisees by vote of Stores ("Supercuts Council"). The Supercuts Council seeks to represent the interests of all franchisees in the system. The number of franchisees on the Supercuts Council may be changed from time to time to reflect geographic areas and shop ownership levels. The Supercuts Council has the authority to make all decisions regarding the nature of spending from the "Local" portion of the Advertising Fund. Supercuts has authority to make all decisions associated with spending the "National" portion of the 5% Advertising Fund. The Supercuts Executive Council consists of 3 Supercuts Council members and 3 Supercuts corporate members ("Supercuts Executive Council"). The Supercuts Executive Council has the right to vote to increase or decrease the portion of the 5% Advertising Fund committed to the National portion of the Advertising Fund, which is 100% for fiscal year 2023. Supercuts does not have the power to form, change, or dissolve the Supercuts Council. There are no requirements for franchisees to participate in advertising cooperatives outside the requirements disclosed here.

Supercuts administers the Advertising Fund, which is governed by terms of a 1987 Settlement Agreement that may be amended, changed, updated, or otherwise altered only by agreement of the full Supercuts Executive Council. Under the Settlement Agreement, Supercuts must prepare a Profit & Loss Statement for each market semi-annually, including year-end, which represents revenue credited and expenses debited to the Local market portion of the Fund. These Profit & Loss Statements are provided to your Market Representative and reviewed by your auditor. The National portion of the Fund is reviewed at Supercuts Executive Council meetings, as necessary, with written financial statements required semi-annually.

Total expenditures from the Fund, and the percentages spent on production, media placement, administrative, and other expenses, for the fiscal year ended June 30, 2022 are as follows:

Category	Amount of Spend	Percentage of Spend
Production	$2,250,762	11%
Media	$16,464,915	80%
Administration/Other *	$1,845,467	9%

*This category includes travel costs for the Supercuts Council, auditing, accounting, and consulting fees for the Advertising Fund, and bad debt.

Neither Supercuts nor its affiliated companies receive payment for goods or services provided to the Advertising Fund.

Supercuts need not spend any amount on advertising in your market area other than its ad fund contributions in those markets where Supercuts owns Stores.

No Advertising Fund dollars are spent on advertising which is principally a solicitation for franchise sales unless the Supercuts Council approves of that use.

If all advertising fees are not spent in the fiscal year in which they accrue, the funds remain in the advertising account for future use and are usually spent in the following year. The Fund is run by the Supercuts Council jointly with Supercuts.

b. System Website and Electronic Advertising

We or our designees may establish a website or series of websites (with or without restricted access) for the Supercuts Store network: (1) to advertise, market, identify, and promote Supercuts Stores, the products and services they offer, and/or the Supercuts Store franchise opportunity; (2) to help us operate the Supercuts Store network; and/or (3) for any other purposes we deem appropriate for Supercuts Stores or otherwise (collectively, the "System Website"). The System Website need not provide you with a separate interior webpage or "micro-site" referencing your Store. We will own all intellectual property and other rights in the System Website and all information it contains.

All Marketing Materials you develop for the Supercuts Store must comply with Brand Standards and contain notices of the System Website's URL as we specify. You may not develop, maintain, or authorize any Digital Marketing or Social Media mentioning or describing the Supercuts Store or displaying any Marks without our prior written approval and, if applicable, without complying with our Brand Standards for such Digital Marketing and Social Media. Except for the System Website and approved Digital Marketing and Social Media, you may not conduct commerce or directly or indirectly offer or sell any products or services using any Digital Marketing, Social Media, or website. We have the right to maintain websites other than the System Website and to offer and sell products and services under the Marks from the System Website, another website, or otherwise over the Internet without payment or other obligation to you. (Franchise Agreement – Section 2.03, 2.04, 2.05, 8.03 and 8.08)

<u>**Computer System**</u>

You must obtain and use the computer hardware and software, point-of-sale and backoffice system, credit card processing system, computer-related accessories and peripheral equipment, tablets, smart phones, on-line, digital, and mobile-app ordering systems, and on-line inventory-ordering system we periodically specify (the "Computer System"). You must use the Computer System to access the System Website or other system of ours and to input and access information about your sales and operations. The Computer System must permit 24-hours-per-day, 7-days-per-week electronic communications between you and us. (Franchise Agreement – Section 8.03) We and our designee have continuous, unlimited, independent access to all operational information on the Computer System, excluding employment-related information. There are no contractual limitations on our right to access the information on your Computer System, except that we will not unreasonably interfere with your Store's operation.

The current approved Computer System is the Zenoti System that must be licensed from Soham, Inc. that is offered solely on a software-as-a-service (SaaS) basis (the "Zenoti System"). The total annual cost for the Zenoti System, is approximately $2,040 ($170 per month). The hardware and installation required for the Zenoti System ranges from $1,700-$3,950. The total initial investment required for the Zenoti hardware and SaaS software service in the first year is $5,360-$8,810. Payment processing fees are set by Zenoti, our third party point-of-sale platform. Integrated processing is required for its use. Rates start at the below and are subject to change, and subject to individual franchisee discussion with Zenoti via zenotipaymentssupport@zenoti.com. Rates are currently:

a. Non-Amex Card Fees: Interchange (including Visa FANF and MC location fee): +0.15% +$0.15

b. Monthly Fee: $10 per center

c. Card Failed Auth Fee: $0.05 per failed auth

d. Chargeback Fee $15/lost dispute

e. Amex Card processing fee: 2.9% (no additional interchange fees apply)
* All these are billed monthly based on Gross Monthly Card Processing

In addition to point-of-sale capabilities, the Computer System also should be used to access our Education Playground, Franchise Resource Center, Salon Detail Admin, order retail product on Super Center portal, and LMS. Additionally, the Managing Owner and Store Manager should have the ability to send and receive email as well as telephone calls. Hardware specifications are defined at help.zenoti.com. To ensure compatibility with web applications, the Computer System must be able to run current versions of browsers and other runtime components listed below, including the expected cost:

a. Point of Sale

- PC on Windows 10 or newer (Price new $700-$1,300 USD) with minimum 8 GB RAM (16 GB recommended), or

- Mac running Mac OS 10.6 or later (Price new $1,000-1,600USD) with minimum 8 GB RAM (16 GB recommended)

b. Internet service with recommended minimum speed 50 Mbps, preferred speed 150 Mbps or faster (Estimated monthly cost $125-$225USD, Installation fee $100-200USD)

c. Switch/router/hub and some cabling, depending upon, among other things, whether you hardwire the Computer System or have wifi. ($250-450USD)

d. Zenoti compatible Credit Card Terminal ($375USD)

e. Receipt Printer ($200-$450USD)

f. Cash Drawer recommended ($75-$150USD)

g. Customer-facing price display if required ($300-600USD)

You may elect to have a barcode scanner, although that is not required. Additionally, if Education Playground is used heavily in the salon, you may need to upgrade your internet service to ensure good performance of the POS and other internet based systems.

We may periodically modify the Computer System's specifications and components. Our modification of Computer System specifications and/or other technological developments or events may require you to purchase, lease, or license new or modified computer components, software, and peripherals and to obtain service and support for the Computer System. Although we cannot estimate the future costs of the Computer System or required service or support, you must incur the costs to obtain the computer components, software, and peripherals comprising the Computer System (and additions and modifications) and required service or support. Within sixty (60) days after we deliver notice to you, you must obtain the Computer System components we designate and ensure that your Computer System, as modified, is functioning properly.

We and our affiliates may condition any license to you of required or recommended proprietary software, and/or your use of technology developed or maintained by or for us, on your signing a software license agreement, liability waiver, and/or similar document, or otherwise agreeing to the terms (for example, by acknowledging your consent in a click-through license agreement), that we and our affiliates require to regulate your use of the software or technology.

Despite your obligation to buy, use, and maintain the Computer System according to our standards and specifications, you have sole and complete responsibility for: (1) acquiring, operating, maintaining, and upgrading the Computer System; (2) the manner in which your Computer System interfaces with our and any third party's computer system; (3) any and all consequences if the Computer System is not properly operated, maintained, and upgraded; and (4) independently determining what is required for you to comply (and then complying) at all times with the most-current version of the Payment Card Industry Data Security Standards, and with all laws (including privacy laws) governing the use, disclosure, and protection of Consumer Data and the Computer System, and validating compliance with those standards and laws as periodically required. "Consumer Data" means the names, addresses, telephone numbers, email addresses, dates of birth, demographic or related information, buying habits, preferences, credit-card information, and other personally-identifiable information of customers. Computer systems are vulnerable in varying degrees to computer viruses, bugs, power disruptions, communication-line disruptions, Internet access failures, Internet content failures, and attacks by hackers and other unauthorized intruders. It is your responsibility to protect yourself from these problems, which include taking steps to secure your systems (including continually updating firewalls, password protection, and anti-virus systems) and using backup systems.

Training

a. Initial Training Program

We will furnish through virtual learning and other electronic means and, at our option, at a designated training location of our choice (which may be our corporate headquarters, an operating Supercuts Store, and/or your Store) an initial training program ("Initial Training") on operating a Supercuts Store. We will train your Managing Owner and your other managerial employees, although your Managing Owner must satisfactorily complete Initial Training only once, regardless of the number of Supercuts Stores that you or your affiliates own and operate. (Franchise Agreement—Section 6.01 and 6.02) We expect training to occur after you sign the Franchise Agreement and while you develop the Supercuts Store. Before you open the Supercuts Store for business, your Managing Owner must complete Initial Training to our satisfaction. The Store must have one manager on-site, whether that individual is your Managing Owner or another Store manager.

We try to be flexible in scheduling training to accommodate our personnel and your Managing Owner. There currently are no fixed (i.e., monthly or bi-monthly) training schedules. We use manuals, videos, online resources, and other hands-on training aids during the training program. Your training attendees must complete training before the Supercuts Store's scheduled opening date. We provide the initial training program for no additional fee. You must pay your employees' wages, benefits, and travel, hotel, and food expenses while they complete training. Our training program may include a "train the trainer" module so your senior-level personnel can learn how to train your other employees to follow Brand Standards.

The following chart describes our current initial training program:

TRAINING PROGRAM			
Column 1 **Subject**	**Column 2** **Time of Digital Training**	**Column 3** **Hours of On–the-Job Training**	**Column 4** **Location**
Introduction to Regis and Supercuts	24 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.
Supercuts Brand & Culture	15 hours, 40 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.
Supercuts 360 Experience	34 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.
Supercuts Education	25 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.
Supercuts Marketing	1 hour, 16 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.
Supercuts Merchandising	15 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.
Financial Tools & Compensation	27 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.
Recruiting, Hiring & Retention	36 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.
Daily Operations	72 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.

TRAINING PROGRAM			
Column 1 **Subject**	**Column 2** **Time of Digital Training**	**Column 3** **Hours of On–the-Job Training**	**Column 4** **Location**
Salon Leadership	2 hours, 3 min	0	Online or virtual learning, Supercuts Corporate Office in Minneapolis, MN, or other location designated by us.

Tara Aiken, our Associate Vice President of Training & Development, oversees Training. Ms. Aiken became the Associate Vice President, Training & Development for us, Regis and the Regis Affiliates in August 2020. She was Senior Manager, Learning & Development Strategy & Operations of Target in Minneapolis, MN from October 2017 to August 2020. The training staff is large and changes frequently, and includes instructors in operations, marketing, merchandising, education, IT, and talent acquisition with varying years of experience.

b. Training for Store Employees

To protect the quality of the Supercuts brand, all new haircutting employees must attend the then-current initial training course conducted by us, our designee, or your Certified Technical Trainer ("CTT")—at a training location designated by us or your CTT and/or through virtual and distance learning and other electronic means—before providing haircutting and related services at the Supercuts Store. No haircutting employee may be employed if she or he has not completed the training course to our satisfaction. You are responsible for all employees' compensation and travel-related expenses during the training course, as well as the cost of all training supplies and materials, including, without limitation, mannequins. Unless you have a CTT who provides training to new employees, you must pay us our then-current training fee. We may provide, at our then-current fee, training to your employees whom you desire to qualify as CTTs.

Upon the successful completion of the initial training course, each new employee will receive a "Certificate of Competency" that will expire one year from the date the employee completes the training course. No person is allowed to work in the Supercuts Store as a haircutting employee if she or he does not have a valid "Certificate of Competency" issued by us. The one year may be extended at our sole discretion.

Before the expiration of any employee's "Certificate of Competency," to protect the quality of the Supercuts brand, haircutting employees must attend a recertification course offered by us or our designee at a location we designate (including through virtual and distance learning and other electronic means). This course will be offered to your employees at no cost to you other than for the cost of supplies and materials, including, without limitation, mannequins, provided, however, you are responsible for the compensation and travel-related expenses of employees at and during the recertification course. Upon completing the recertification course to our satisfaction, each employee's "Certificate of Competency" will be renewed for an additional one year, which we may extend in our sole discretion.

In addition, your Managing Owner and other Store managers must properly train all Store employees to perform the tasks required of their positions. We may develop and make available training tools and recommendations for you to use in training the Supercuts Store's employees to comply with Brand Standards. We may update these training materials periodically to reflect changes in our training methods and procedures and changes in Brand Standards.

We may periodically and without prior notice review the Supercuts Store's performance to determine if the Supercuts Store meets Brand Standards. If we determine that the Supercuts Store is not operating according to Brand Standards, we may, in addition to our other rights under this Agreement, require the Managing Owner and/or the Supercuts Store's managers to re-attend, and complete to our satisfaction, Initial Training or other training we require. You are responsible for all compensation and travel-related expenses of your personnel.

c. Ongoing and Supplemental Training/Convention

We may require your Managing Owner and the Supercuts Store's other managers to attend and complete satisfactorily various training courses and programs offered periodically during the Term by us or third parties at the times and locations we designate. You are responsible for their compensation and travel-related expenses during their attendance as well as the cost of training supplies and materials and a proportionate share of the cost of the training facilities (if any) and any audio-visual equipment needed for such training courses. We may charge our then-current fee for continuing and advanced training. If you request any training courses and programs to be provided locally, then subject to our training personnel's availability, you must pay our then-current training fee and our training personnel's travel related expenses.

Besides attending and/or participating in the various training courses and programs described in the previous paragraph, at least one of your representatives (the Managing Owner or another designated representative we approve) must attend an annual meeting of all Supercuts Store franchisees for up to four (4) days at a location we designate. You must pay all travel-related expenses to attend. You must pay any meeting fee we charge even if your representative does not attend (whether or not we excuse that non-attendance).

ITEM 12
TERRITORY

Franchise Agreement

You will operate the Supercuts Store at a specific location meeting our site selection requirements. If the Supercuts Store's address is unknown when the Franchise Agreement is signed, you must find, obtain our written acceptance of, secure a site, and open for business within 12 months afterward. In that case, we will identify in the Franchise Agreement a non-exclusive Site Selection Area in which you must look for a suitable site. We may terminate the Franchise Agreement if you do not find and secure a site acceptable to us and open for business within the 12 months. You may operate the Supercuts Store only at that site. You receive no territorial rights. You may not relocate the Supercuts Store.

You will not receive an exclusive territory. Subject only to any restrictions contained in its Development Agreement, Supercuts may at any time and at any location establish other Supercuts franchised or company-owned Stores; acquire, merge with, develop, establish, or operate other franchise systems or stores for the same, similar, or different services or products; and grant and sell similar franchises and licenses to others to operate, and to establish, own, or operate for its own account or with others, other hair care establishments under Supercuts or any other trade name that may compete with your Store.

Unless you acquire development rights under a Development Agreement or have pre-existing Expansion Policy rights (both described below), you have no options, rights of first refusal, or similar rights to acquire additional franchises. Your right to operate the Supercuts Store is limited to products sold, and services provided, at the Supercuts Store's physical location. It does not include the right to distribute products and services over the Internet, on a wholesale basis (for resale to another retailer or wholesaler), through delivery, or through other supply or distribution channels anywhere (for example, unapproved mobile apps, catalog sales, mail-order sales, infomercials, or telemarketing).

Development Agreement

You may (if you qualify) develop and operate more than one Supercuts Stores within a specific territory (the "Territory"). We and you will identify the Territory in the Development Agreement before signing it. The Territory typically is a city, cities, counties, or specific zip codes and may be depicted on a map attached to the Agreement. We base the Territory's size primarily on the number of Supercuts Stores you agree to develop, demographics, competitive businesses, and site availability. We will determine the number of Stores you must develop, and the deadlines for development, to keep your development rights. We and you then will complete the schedule in the Development Agreement before signing it. Under the Development Agreement, we first must accept each new site you propose for each new Supercuts Store. Our then-current standards for sites will apply. We may terminate the Development Agreement if you do not satisfy your development obligations.

Whether we grant you non-exclusive or exclusive development rights under the Development Agreement, you may face competition from other franchisees, from outlets that Supercuts owns, or from other channels of distribution, including the Internet, or competitive brands that Supercuts or its affiliates controls.

If we grant you non-exclusive development rights under the Development Agreement, Supercuts and its affiliates reserve all rights, at any location inside or outside the territory and under either the trade name "Supercuts" or any other trade name, to acquire, merge with, develop, establish or operate other franchise systems for the same, similar, or different services or products; and to grant and sell similar franchises and licenses to others to operate, and to establish, own, or operate for their own account or with others, other hair care establishments; and to sell the services and products authorized for Supercuts Stores through any other channels of distribution, including the Internet, and under any terms and conditions they deem appropriate; and to engage in all other activities not expressly prohibited under the Development Agreement. Supercuts need not compensate you for these activities.

If we grant you exclusive development rights under the Development Agreement, Supercuts and its affiliates reserve all rights at any Non-Traditional Venue and pursuant to other rights inside your exclusive territory under the trade name "Supercuts" and at any other location inside your exclusive territory under any other trade name, and outside your exclusive territory under the name "Supercuts" or any other trade name, to acquire, merge with, develop, establish or operate other franchise systems for the same, similar, or different services or products; and to grant and sell similar franchises and licenses to others to operate, and to establish, own, or operate for their own account or with others, other hair care establishments; and to sell the services and products authorized for Supercuts Stores through any other channels of distribution, including the Internet, and under any terms and conditions they deem appropriate.

Development and operation of any Supercuts Store at or within a Non-Traditional Venue will not count toward the total number of Supercuts Stores that you must develop in the Territory during the term of the Development Agreement. In addition, another franchisee's or licensee's development and operation of a Supercuts Store in the Territory pursuant to its other rights will not count toward your compliance with the development schedule.

We may delay your development and/or opening of additional Supercuts Stores within the Territory if we believe, when you apply for another Store or after you (or your Approved Affiliate) have developed and constructed but not yet opened a particular Store, that you (or your Approved Affiliate) are not yet operationally, managerially, or otherwise prepared (no matter the reason) to develop, open, and/or operate the additional Supercuts Store in full compliance with our standards and specifications. We may delay additional development and/or a Store's opening for the time period we deem best if the delay will not in our reasonable opinion cause you to breach your development obligations under the development schedule (unless we are willing to extend the schedule to account for the delay).

Except as described above, continuation of your territorial rights does not depend on your achieving a certain sales volume, market penetration, or other contingency. We may not alter your Territory during the term of the Development Agreement.

Development Obligations

During the term of the Development Agreement you must at all times faithfully, honestly, and diligently perform your contractual obligations and continuously exert your best efforts to promote and enhance the development of Supercuts Stores within the DMA. You also must have open and operating within the DMA the minimum agreed upon number of Supercuts Stores at the end of each Development Period, which may be one Store or 3 or 6 Stores total ("Minimum Development Quota"). The Development Periods are fixed for all franchisees to locate and open Stores. Therefore, once you sign the Development Agreement and Franchise Agreement for the first (and, if applicable, only) Store to be developed in the DMA, you will have 12 months to find a site for and then open that Store. If you commit to the Fast Start Program described in Item 1 of this disclosure document, you will have 12 months from contract signing to find a site for and then open your first Store, 18 months from the deadline for opening your first Store to find a site for and then open your second Store, 18 months from the deadline for opening your second Store to find a site for and then open your third Store, and then a final 18 months from the deadline for opening your third Store to find a site for and then open your fourth Store.

If you fail to meet any Minimum Development Quota, Supercuts has the right to terminate the Development Agreement by delivering a termination notice to you. While Supercuts' right to terminate the Development Agreement is, except as described below, its sole and exclusive remedy for your failure to meet a Minimum Development Quota, no development fees paid are refundable. If the Development Agreement requires you to develop more than one Supercuts Store within the DMA, then Supercuts' decision to terminate the Development Agreement due to your failure to meet the Minimum Development Quota for your first Store also will, without separate notice, concurrently and automatically terminate the Franchise Agreement for that first Store (which you and Supercuts will sign concurrently with signing the Development Agreement). If the Development Agreement requires the development of only one Store within the DMA, your failure to meet the Minimum Development Quota by the last day of the lone Development Period results in the expiration of the Development Agreement and, without separate notice, the concurrent and automatic expiration of the Franchise Agreement for that first Store (which you and Supercuts will sign concurrently with signing the Development Agreement).

Grant of Additional Development Rights/Rights of First Refusal

When the Development Agreement expires, your non-exclusive rights in the DMA automatically end, and you have no right to renew or extend the Development Agreement. If you want to acquire additional development rights in the DMA after the Development Agreement expires (if you complied with your development obligations), you must notify Supercuts at least 60 days before the Development Agreement expires. Supercuts has the right to evaluate the prospects for additional Supercuts Stores in the DMA. If Supercuts determines that the DMA may not or should not be further developed at that time, or that you do not comply with its then-current requirements for developers, Supercuts will so notify you, and, except as otherwise provided below, you will have no right to acquire additional development rights for Supercuts Stores in the DMA.

If Supercuts determines that the DMA may or should be further developed at such time, and you meet all of Supercuts' then-current requirements for developers, Supercuts will notify you of its proposal to develop additional Supercuts Stores in the DMA. You will have 30 days to accept Supercuts' proposal in writing and sign its then-current form of Development Agreement incorporating the terms of the proposal (and sign concurrently a Franchise Agreement for the first Store to be developed). If you fail to do so, these rights automatically terminate, and Supercuts has the absolute right, except as otherwise provided below, to open and develop Supercuts Stores in the DMA at any time after the Development Agreement has expired.

If you do not acquire additional development rights for Supercuts Stores in the DMA after the Development Agreement expires (as provided above), did not receive a notice of termination of the Development Agreement before it expired, fully complied with your original development obligations, and are at that time a "Franchisee in Good Standing" with respect to all Supercuts Stores you then operate, whether or not developed under that Development Agreement, you still have the following right of first refusal ("ROFR") with respect to the development of additional Supercuts Stores within the DMA.

You will have a ROFR to sign a new Development Agreement to develop additional Supercuts Stores within the DMA on the same terms as those which Supercuts offers to a proposed new developer ("New Offer") provided that (i) the New Offer's development requirements are less than those that Supercuts offered to you before the final Development Period in your Development Agreement expired (if Supercuts offered you the opportunity for further development as described above), and (ii) Supercuts makes the New Offer before your ROFR expires. Development requirements in the New Offer will be considered less than those previously offered to you if there is (x) a reduction in the required annual rate of new Supercuts Store openings – defined as the cumulative Minimum Development Quotas specified in the previous offer to you divided by the cumulative number of years of all Development Periods in the previous offer to you – or (y) any decrease in the cumulative Minimum Development Quotas specified in the previous offer to you, regardless of the length of the cumulative Development Periods in the previous offer, or (z) any increase in the DMA's size. You will have 30 days to accept the New Offer in writing and sign Supercuts' then-current form of Development Agreement (together with the first Franchise Agreement) incorporating the New Offer's terms. If accepted, you will have the right to own and operate Supercuts Stores in the DMA according to the terms and conditions set forth in the then-current form of Development Agreement, which will reflect the New Offer's terms. However, if you do not accept the New Offer within 30 days, Supercuts has the absolute right to grant the New Offer to the proposed new developer.

The term of your ROFR begins when your Development Agreement expires and continues until the later of 2 years from that date or the number of years following that date calculated by multiplying the cumulative number of years of all Development Periods during the Development Agreement's term by 75% and rounding up to the next full year. If Supercuts does not offer you a new development agreement before your current Development Agreement expires, you have a ROFR for any New Offer as long as Supercuts makes the New Offer before the ROFR term expires.

If you choose not to exercise your ROFR for any reason, or if the ROFR's term expires without your having exercised your right, and Supercuts then signs a development agreement with a new developer, you nonetheless have the right to develop or block the development of any new Supercuts Store proposed to be established by the new developer within the DMA if the new Store impacts any of your existing Supercuts Stores in the DMA to a certain extent (see Expansion Policy discussion above under "Franchise Agreement").

Supercuts may not develop for its own account any Supercuts Stores in the DMA during your ROFR term, provided, however, that these restrictions will not exceed 6 years from the date your Development Agreement expires.

If you did receive a notice of termination of your Development Agreement before it expired, did not fully comply with your original development obligations, or are not a "Franchisee in Good Standing" with respect to all Supercuts Stores you then operate, the only right you have with respect to new Supercuts Stores to be developed within the DMA is to block future development of any Supercuts Stores that impact your existing Supercuts Stores in the DMA to a certain extent (see Expansion Policy discussion above under "Franchise Agreement").

Competition

You may face competition from other franchisees, from outlets that we own, or from other channels of distribution or competitive brands that we control. We and our affiliates retain all rights with respect to Supercuts Stores, the Marks, the offer and sale of products and services that are similar to, competitive with, or dissimilar from the products and services your Store offers and sells, and any other activities we and they deem appropriate, whenever and wherever we and they desire. Those rights include the following:

(1) to own and operate, and to allow other franchisees and licensees to own and operate, Supercuts Stores at any physical locations (other than at the Supercuts Store's specific premises), in any geographic markets, and on any terms and conditions we and they deem appropriate;

(2) to offer and sell and to allow others (including franchisees, licensees, and other distributors) to offer and sell, on any terms and conditions we deem appropriate, products and services that are identical or similar to and/or competitive with those offered and sold by Supercuts Stores, whether such products and services are identified by the Marks or other trademarks or service marks, through any advertising media, distribution channels (including the Internet), and shipping and delivery methods and to any customer, no matter where located;

(3) to establish and operate, and to allow others (including franchisees and licensees) to establish and operate, anywhere any business (whether operated at a set physical location or through trucks, vans, and other mobile methods) offering identical, similar, and/or competitive products and services under trademarks and service marks other than the Marks;

(4) to acquire the assets or ownership interests of one or more businesses offering and selling products and services similar to those offered and sold at Supercuts Stores (even if such a business operates, franchises, or licenses "Competitive Businesses"), and operate, franchise, license, or create similar arrangements for those businesses once acquired, wherever those businesses (or the franchisees or licensees of those businesses) are located or operating;

(5) to be acquired (through acquisition of assets, ownership interests, or otherwise, regardless of the transaction form) by a business offering and selling products and services similar to those offered and sold at Supercuts Stores, or by another business, even if such a business operates, franchises, or licenses Competitive Businesses; and

(6) to engage in all other activities the Franchise Agreement does not expressly prohibit.

We and our affiliates need not compensate you if we engage in these activities.

Supercuts Expansion Policy

The Supercuts Expansion Policy applies only to Stores that were developed without a Development Agreement (whether by you, other franchisees, or Supercuts). Under the Expansion Policy, a Store owner (whether a franchisee or Supercuts) with Expansion Policy rights attached to an existing Store in a market has priority to develop new Supercuts-identified locations in that market over owners without Stores in that market. This means that, until you have a Store in a market, other owners (whether a franchisee or Supercuts) with Expansion Policy rights have the right to a Supercuts-identified proposed site in that market before you. However, once you have a Store in a market, owners with Expansion Policy rights no longer have this priority to Supercuts-identified sites over you. Once you have a Store in a market, in order for an owner with Expansion Policy rights related to an existing Store in that market to have the right to develop or block development of a proposed new Store in that market, an impact study must show that the owner's existing Store is the most negatively impacted Store and the negative impact is at least 2%. Supercuts has no obligation to search for or identify any sites in any market.

The Expansion Policy does not apply to any Stores developed under a Development Agreement. Your Development Agreement (described below) sets forth your only development rights with respect to Stores. You may establish additional Stores after your Development Agreement expires or is terminated only if you are in good standing and meet the other requirements described in your Development Agreement. Under your Development Agreement, your right to develop or block the development of new Stores after the Development Agreement expires or is terminated depends on, among other things, whether you are in good standing at that time, whether Supercuts determines that your Development Area should be further developed, and whether you meet Supercuts' then current standards for developers. These development rights would be granted, if at all, only under Supercuts' then-current Development Agreement. If Supercuts grants no further development rights, your right to develop and/or block the development of a new Store depends on whether you are in good standing at that time and whether an impact study determines that the proposed new Store would negatively impact your existing Store by at least 20%.

You may not develop, maintain, or authorize any Digital Marketing or Social Media mentioning or describing the Supercuts Store or displaying any Marks without our prior written approval and, if applicable, without complying with our Brand Standards for such Digital Marketing and Social Media. Except for the System Website and approved Digital Marketing and Social Media, you may not conduct commerce or directly or indirectly offer or sell any products or services using any Digital Marketing, Social Media, or website.

Store Closings

A Supercuts Store you own that is permanently closed with Supercuts' approval after having been open will be considered open and in operation for purposes of the Minimum Development Quotas if a substitute Supercuts Store is opened within 12 months from the closing date. The replacement Store does not otherwise count toward your development quotas.

Supercuts has not established other franchises or company owned stores selling or leasing similar products or services under a different trade name or trademark but reserves the right to do so in the future. Item 1 describes in detail the franchising and other operations in the hair care area of Supercuts' current affiliates. These affiliates own, operate, and franchise numerous brands disclosed in Item 1 of this disclosure document, including Regis®, Mastercuts®, The Barbers, Cost Cutters®, Holiday Hair®, City Looks® Salons, SmartStyle, Pro-Cuts®, Roosters®, and HairMasters®. There may be new affiliated franchise programs in the future. You will compete with the stores and salons operated by Supercuts' affiliates and their franchisees that are located near your Store. The current affiliated franchise programs in the United States share Supercuts' principal business address. There is no formal mechanism in place for resolving any conflict that may arise between your Store and the stores/salons of Supercuts' affiliated franchise systems in terms of area of operation, customers, and franchisor support.

ITEM 13
TRADEMARKS

Supercuts gives you the right to operate a hair care establishment under the SUPERCUTS® trademark and to use other trademarks, service marks, names, logos, and symbols. You must follow Supercuts' rules when you use these Marks. You may not use any Mark as part of any corporate name or with any modifying words, terms, designs or symbols except for those Supercuts licenses to you. You may not use "SUPERCUTS" or another Mark in selling any unauthorized product or service or in any other manner Supercuts does not explicitly authorize in writing. If you use any of the "SUPERCUTS" Marks, you must include a clear disclaimer that you are the employer of the employees at your Store and that Supercuts is not their employer and does not engage in any employer-type activities for which only you are responsible, such as employee selection, promotion, termination, hours worked, rates of pay, other benefits, work assigned, discipline, adjustment of grievances and complaints, and working conditions.

Supercuts owns the following trademark registrations, all of which are on the Principal Register of the United States Patent and Trademark Office (USPTO):

MARK	REGISTRATION DATE	REGISTRATION NUMBER
SUPERCUTS (word mark)	5/17/1988	1,488,847
SUPERCUT	7/17/2018	5,518,770
SUPERCUTS	10/18/1988	1,509,507
SUPERCUTS (stylized) (new spacing)	1/29/2019	5,667,461
SUPERCUTS (word mark)	12/26/1989	1,573,335
SUPERCUTS AND DESIGN	1/16/1990	1,578,308
SUPERCUTS AND DESIGN	8/28/1990	1,611,483
SUPER CUTS	6/30/1981	1,159,574

All required affidavits of use and incontestability have been filed, and all registrations have been renewed when due. Supercuts intends to continue renewing all registrations when due if the particular Marks remain important to the Supercuts system.

There are no currently effective material determinations of the USPTO, the Trademark Trial and Appeal Board, the trademark administrator of any state, or any court, and no pending infringement, opposition, or cancellation proceedings or material litigation, involving the Marks. Except as noted below, Supercuts does not actually know of either superior prior rights or infringing uses that could materially affect your use of the principal Marks in the state where it allows you to use them. No agreement limits Supercuts' right to use or license the use of the Marks in any manner material to the franchise.

Supercuts is aware of other uses of the name "SUPERCUTS" and variations by individuals and entities conducting various businesses, including cosmetology or barber shops, in various geographic areas. Supercuts cannot predict the consequences of such uses. While Supercuts has in the past contested, and will continue to contest vigorously, such uses if they adversely affect the Supercuts system, some of these users (due to the duration of their use) might have rights that are superior to Supercuts' rights or your rights and therefore could preclude your use of the "SUPERCUTS" name in a particular market. Supercuts will advise you of such a superior use if it is aware of the use.

If we believe at any time that it is advisable for us and/or you to modify, discontinue using, and/or replace any Mark, and/or to use one or more additional or substitute trademarks or service marks, you must comply with our directions within a reasonable time after receiving notice. We need not reimburse your expenses to comply with those directions (such as your costs to change signs or replace supplies for the Supercuts Store), any loss of revenue due to any modified or discontinued Mark, or your expenses to promote a modified or substitute trademark or service mark.

You must notify us immediately of any actual or apparent infringement or challenge to your use of any Mark, any person's claim of any rights in any Mark (or any identical or confusingly similar trademark), or unfair competition relating to any Mark. You may not communicate with any person other than us, our respective attorneys, and your attorneys regarding any infringement, challenge, or claim. We may take the action we deem appropriate (including no action) and control exclusively any litigation, USPTO proceeding, or other administrative proceeding or enforcement action arising from any infringement, challenge, or claim or otherwise concerning any Mark. You must sign any documents and take any other reasonable actions that we and our attorneys deem necessary or advisable to protect and maintain our and its interests in any litigation or USPTO or other proceeding or enforcement action or otherwise to protect and maintain our interests in the Marks.

We will reimburse your damages and expenses incurred in any trademark infringement proceeding disputing your authorized use of any Mark, provided your use has been consistent with the Franchise Agreement, the Operations Manual, and Brand Standards communicated to you and you have timely notified us of, and complied with our directions in responding to, the proceeding. At our option, we and/or our affiliates may defend and control the defense of any proceeding arising from or relating to your use of any Mark.

The Development Agreement does not grant you the right to use the Marks. These rights arise only under Franchise Agreements you sign with us.

ITEM 14
PATENTS, COPYRIGHTS AND PROPRIETARY INFORMATION

Supercuts does not own any patents or any pending patent applications. Supercuts claims common law copyrights consisting primarily of advertising copy and design; training, operation, and procedure manuals; and other items relating to the operation of Supercuts Stores. Supercuts has not registered these copyrights with the United States Copyright Office but currently need not do so to protect them. You may use copyrighted items only as Supercuts specifies while operating your Store (and must stop using them at Supercuts' direction).

There currently are no effective adverse determinations of the USPTO, the United States Copyright Office, or any court regarding Supercuts' copyrighted materials. Supercuts does not know of any infringing uses that could materially affect your use of any copyrighted material. No agreement limits Supercuts' right to use or license the use of copyrighted materials in any manner material to the franchise.

You may not contest Supercuts' ownership, title, right or interest in its copyrighted materials which are part of the Supercuts business or franchise operation or contest Supercuts' sole right to register, use, or license others to use this copyrighted material. While Supercuts has no contractual obligation to defend you against or indemnify you for a third-party copyright infringement claim (whether you bring it to Supercuts' attention or Supercuts independently learns about it), Supercuts intends to hold you harmless from this type of claim if you used the copyrighted materials in compliance with the Franchise Agreement. Supercuts intends to protect its copyrights to the extent they are material to the Supercuts system. Supercuts may control all litigation involving its copyrights.

In addition to the Marks and copyrights, Supercuts owns proprietary rights to numerous technical processes used in cutting hair that are licensed to you according to the Franchise Agreement. You agree that your entire knowledge of Supercuts' processes, services and products, all proprietary formulations, technology, and know-how, and the operation of a Supercuts Store comes from information Supercuts licensed to you and that this information is proprietary, confidential, and a trade secret of Supercuts. You (1) may disclose this information to your employees only to the extent necessary to market Supercuts products and services and to operate your Supercuts Store; (2) may not use any of this information in any other business or in any manner that Supercuts does not specifically authorize or approve in writing; and (3) must exercise the highest degree of diligence and make every effort to maintain the absolute confidentiality of all this information during and after the franchise term.

ITEM 15
OBLIGATION TO PARTICIPATE IN THE ACTUAL OPERATION OF THE FRANCHISE BUSINESS

Brand Standards may require adequate staffing levels to operate the Supercuts Store in compliance with Brand Standards and may address appearance of Store personnel and courteous service to customers. However, you have sole responsibility and authority for your labor relations and employment practices, including, among other things, employee selection, promotion, termination, hours worked, rates of pay, benefits, work assigned, discipline, adjustment of grievances and complaints, and working conditions. Store employees are under your control at the Supercuts Store. You must communicate clearly with Store employees in your employment agreements, human resources manuals, written and electronic correspondence, paychecks, and other materials that you (and only you) are their employer and that we, as the franchisor of Supercuts Stores, and our affiliates are not their employer and do not engage in any employer-type activities (including those described above) for which only franchisees are responsible. You must obtain an acknowledgment (in the form we specify or approve) from all Store employees that you (and not we or our affiliates) are their employer.

You must designate one of your individual owners holding at least 10% of your ownership interests to serve as your "Managing Owner." We must pre-approve the proposed Managing Owner or any replacement Managing Owner. The Managing Owner is responsible for the Supercuts Store's overall management (even if the Managing Owner is not the on-site day-to-day manager). The Managing Owner will communicate with us directly regarding Store-related matters and must have sufficient authority to make business decisions for you and the Supercuts Store. The Managing Owner's decisions will be final and will bind you. The Managing Owner must attend Initial Training and complete it to our satisfaction.

The Store must have at least 1 on-site manager, whether that individual is your Managing Owner or another Store manager. A Store manager (who is not the Managing Owner) need not have an equity interest in you or the Supercuts Store. Store managers and your officers and directors must sign confidentiality and other agreements (including non-compete agreements) we specify or pre-approve (if applicable law allows). Our right to pre-approve your forms is solely to protect Confidential Information and the competitiveness of Supercuts Stores. Under no circumstances will we control the forms or terms of employment agreements you use with Store employees or otherwise be responsible for your labor relations or employment practices. We do not limit whom your Store may hire.

If you propose to change the Managing Owner, you must appoint a new individual (the "Replacement Managing Owner") for that role within 30 days after the former Managing Owner's last day. The Replacement Managing Owner must attend and satisfactorily complete our Initial Training within the timeframe we specify.

Each of your owners holding at least a 20% ownership interest in you, or in an entity directly or indirectly holding at least a 20% ownership interest in you, must personally guarantee all of your obligations under the Franchise Agreement and agree personally to comply with every contractual provision—whether containing monetary or non-monetary obligations—including the covenant not to compete. If you have no owners holding, directly or indirectly, at least a 20% ownership interest in you, we may specify who within your ownership group must sign our Guaranty and Assumption of Obligations at the end of the Franchise Agreement.

You (or a managing partner or owner Supercuts approves) must exert your best efforts to comply with the obligations under the Development Agreement. You (or the managing partner or owner) must supervise the development and operations of franchised Supercuts Stores according to the Development Agreement but need not be engaged in the day-to-day operations of any Store. If you are a legal entity, each owner must personally guarantee all of your obligations under the Development Agreement and agree to be bound personally by every contractual obligation, both monetary and non-monetary, including the covenant not to compete. This "Guaranty and Assumption of Obligations" is at the end of the Development Agreement.

ITEM 16
RESTRICTIONS ON WHAT THE FRANCHISEE MAY SELL

The Store must offer for sale all products and services we periodically specify. The Store may not offer, sell, or otherwise distribute at the Supercuts Store premises or another location any products or services we have not authorized. There are no limits on our right to modify the products and services your Store must or may offer and sell. We may change such products and services from time to time and from market to market based on numerous considerations. Brand Standards may regulate (to the extent the law allows) price advertising policies and maximum, minimum, or other pricing requirements for products and services the Supercuts Store sells, including requirements for national, regional, and local promotions, special offers, and discounts in which some or all Supercuts Stores must participate.

Your right to operate the Supercuts Store is limited to products sold, and services provided, at the Supercuts Store's physical location. It does not include the right to distribute products and services over the Internet, on a wholesale basis (for resale to another retailer or wholesaler), through delivery, or through other supply or distribution channels (for example, unapproved mobile apps, catalog sales, mail-order sales, infomercials, or telemarketing). There otherwise are no limits on the customers to whom your Store may sell products.

You may communicate with the Supercuts Store's customers only through branded mobile apps, branded email domains, online brand-reputation-management sites, or other channels we expressly designate.

ITEM 17
RENEWAL, TERMINATION, TRANSFER, AND DISPUTE RESOLUTION

THE FRANCHISE RELATIONSHIP

This table lists certain important provisions of the franchise and related agreements. You should read these provisions in the agreements attached to this disclosure document.

Provision	Section in franchise or other agreement	Summary
a. Length of the franchise term	3.01 of Franchise Agreement	Provided Franchise Agreement is not sooner terminated according to its terms and conditions, term expires only upon termination or expiration of right to lease or sublease franchised location (including renewal periods, if any) unless you relocate within 180 days of such termination or expiration. (However, first Franchise Agreement you sign together with signing of Development Agreement expires automatically if first

Provision		Section in franchise or other agreement	Summary
			Development Period expires with no Store opening.)
b.	Renewal or extension of the term	3.01 of Franchise Agreement	Provided the lease or sublease has not expired and you are in good standing and not in default of any relevant agreement, the franchise term extends indefinitely.
c.	Requirements for franchisee to renew or extend	2.12 and 3.01 of Franchise Agreement	If the site's lease or sublease has expired, you must relocate to a new location acceptable to Supercuts within 180 days. In addition, if Franchisor changes the terms of the franchise Agreement pursuant to Section D of the Revision and Creation of Requirements for Rewrite, you may be required to execute an amendment to your Franchise agreement or a new franchise agreement in the year 2015 and every 10 years thereafter (also see "s" below).
d.	Termination by franchisee	13.01 of Franchise Agreement	With cause: If Supercuts defaults and does not correct default or provide evidence of its effort to correct default within 60 days. Without cause: You may terminate Franchise Agreement by giving Supercuts 120 days' prior written notice if you are not in default and take care of all remaining lease obligations.
e.	Termination by franchisor without cause	Not applicable	The Franchise Agreement does not include this provision.
f.	Termination by franchisor with cause	13.02 of Franchise Agreement	Supercuts can terminate Franchise Agreement only if you default. Supercuts can also terminate your sublease upon default. Franchise Agreement and sublease are cross-defaulted.
g.	"Cause" defined — curable defaults	10.08 and 13.02of Franchise Agreement	You have 5 days to cure non-payment of fees, royalties, advertising, rents and other required payments; non-receipt of revenue reports; and employment of an uncertified stylist. You have 20 days to cure default of obligations not otherwise addressed in Section 13.02 where the amount to sure is less than $500; 30 days to cure violation of Store appearance standards where the amount to cure is less than $4,000 and defaults not otherwise addressed in Section 13.02 where amount to cure is greater than $500; and 60 days to cure any violation of store appearance standards where the amount to cure is greater than $4,000.

Provision		Section in franchise or other agreement	Summary
h.	"Cause" defined — non-curable defaults	6.04, 9.04, 10.02, 10.08, 13.02, and 14.01 of Franchise Agreement	If default is non-curable, termination occurs following the third notice of default in 24 months. The forced sale of the business or placing the business under independent management may occur following bankruptcy, insolvency, or abandonment; writ or warrant served on property or assets for longer than 15 days; closing business for more than 5 days; understatement of revenues by more than 3%; material misrepresentation to Supercuts; failure to open by required deadline; failure to perform obligations under guarantee or similar debt obligation; conviction of a crime; interference with inspection; dishonest or unethical conduct against Supercuts; death or disability; disclosure of proprietary information; failure to pay federal and/or state taxes; failure to maintain insurance; violation of anti-terrorism laws; and diverting of business from Store.
i.	Franchisee's obligations on termination/nonrenewal	13.03 of Franchise Agreement and 11 of Sublease	Complete de-identification, including giving Supercuts access to premises to remove identification; payment of all amount due to Supercuts and creditors; return all copies of all manuals and other proprietary information; give up and transfer all telephone listings to Supercuts; transfer business to Supercuts or designee; and cease using Supercuts' Marks. Termination of Franchise Agreement also is breach of lease/sublease, and you must immediately vacate premises but remain responsible for rents and damages accrued to date you vacate (also see "r" below).
j.	Assignment of contract by franchisor	10.01 of Franchise Agreement	No restriction on our right to assign.
k.	"Transfer" by franchisee — defined	10.02 and 10.07of Franchise Agreement	Includes transfer of Franchise Agreement or assets or ownership change, including sale of securities in you. Includes assignment to newly-formed corporation you actively manage.
l.	Franchisor approval of transfer by franchisee	10.02, 10.03, and 10.08 of Franchise Agreement	Supercuts has right to approve all transfers but will not unreasonably withhold approval.
m.	Conditions for franchisor approval of transfer	10.03, 10.04, 10.05, and 10.07 of Franchise Agreement	All your obligations have been paid or assumed by new franchisee; all fees, lease payments, and purchases from Supercuts or its affiliates are paid; all required reports submitted; new franchisee agrees to complete training program for new franchisees and signs then current agreements customarily used by Supercuts or assumes your agreements; if required, lessor of Store's premises

Provision		Section in franchise or other agreement	Summary
			consents to assignment; $2,500 transfer fee paid; release signed (if state franchise law allows); Supercuts approves assignment terms; you subordinate amounts due to you from transferee; you and your owners sign non-competition agreement; and you sign agreement guaranteeing assignee's obligations to Supercuts (if no default by transferee for 6 months after transfer, you will be released) (also see "r" below).
n.	Franchisor's right of first refusal to acquire franchisee's business	10.06 of Franchise Agreement	Supercuts has 30 days after receipt of offer from you to match offer. Supercuts can require you to produce a signed copy of a proposed purchase offer within 15 days after its receipt of your request for transfer approval.
o.	Franchisor's option to purchase franchisee's business	13.03 and 13.04of Franchise Agreement	Upon termination for any reason, Supercuts must purchase all of your merchandise containing Supercuts Mark at then current wholesale price or at original cost to you if Supercuts no longer sells the merchandise. If your fixtures, equipment, and other hard assets are transferred to Supercuts, the unamortized value of these assets will be credited toward your account. This provision does not apply to Supercuts-approved sales and transfers.
p.	Death or disability of franchisee	10.09 of Franchise Agreement	Surviving spouse, heirs, or estate has opportunity to assume ownership of franchise under certain conditions.
q.	Non-competition covenants during the term of the franchise	2.07 of Franchise Agreement	No involvement or interest by you or your immediate family in competing business within 10 miles of your Store or any other Supercuts Store in operation, except other Regis-owned or franchised businesses, ownership of other Supercuts Stores, or ownership of 1% or less of given class of securities of competitive business.
r.	Non-competition covenants after the franchise is terminated or expires	2.08 of Franchise Agreement	No involvement in competing business for 2 years within 10 miles of your Store or any other Supercuts Store in operation, except other Regis-owned or franchised businesses, ownership of other Supercuts Stores, or ownership of 1% or less of given class of securities of competitive business. Does not apply if you terminate the Franchise Agreement in the event Franchisor changes the terms of the Franchise Agreement pursuant to Section D of the Revision and Creation of Requirements for Rewrite and requires you to execute a new franchise agreement (also see "c" above and "s" below).

Provision	Section in franchise or other agreement	Summary
s. Modification of the agreement	2.12 of Franchise Agreement	No modifications except in writing and agreed to by both parties. Provided, however, under Section D of the Revision and Creation of Requirements for Rewrite, we have the right to change the terms of your Franchise Agreement in the year 2027 and every 10 years thereafter.
t. Integration/merger clause	15.04 of Franchise Agreement	Only terms of Franchise Agreement and other related written agreements are binding (subject to applicable state law). No other representations or promises will be binding. Nothing in the Franchise Agreement or in any other related written agreement is intended to disclaim representations made in this franchise disclosure document.
u. Dispute resolution by arbitration or mediation	13.06 of Franchise Agreement	All disputes not resolved within 15 days after written notice by either party must be submitted for arbitration in Minneapolis, Minnesota on demand of either party (subject to state laws).
v. Choice of forum	None of Franchise Agreement	See "u" above for arbitrated matters; property matters may, at Supercuts' discretion, be litigated in forum required by law (subject to state law).
w. Choice of law	15.02 of Franchise Agreement	Federal law and the law of the State where your Store is located govern (subject to state law).

This table lists certain important provisions of the Development Agreement. You should read these provisions in the agreements attached to this disclosure document.

Development Agreement		
Provision	**Section in Development Agreement**	**Summary**
a. Length of the development term	3.A.	Term begins upon execution of Development Agreement and expires on earlier of (i) last day of last (or only) development period or (ii) date on which last (or only) Store on development schedule is open and operating. Length depends on whether you commit to develop one or 2, 3, 4, 5, or 6 Stores.

Development Agreement		
Provision	**Section in Development Agreement**	**Summary**
b. Renewal or extension of the term	3.D.	You do not have right to extend Development Agreement term, but if you complied with Development Agreement and Supercuts determines that Development Area may be further developed, you may acquire new development rights and/or will have right of first refusal for such rights. You must meet Supercuts' then-current requirements for an area developer, provide notice, sign relevant agreements, and pay applicable fees.
c. Requirements for developer to renew or extend	3.D.	See (b) above.
d. Termination by developer	Not Applicable	The Development Agreement does not contain this provision.
e. Termination by franchisor without cause	Not Applicable	The Development Agreement does not contain this provision.
f. Termination by franchisor with cause	10	Supercuts can terminate only if you default.
g. "Cause" defined - curable defaults	10	You have 30 days to cure any default other than defaults cited below in (h).
h. "Cause" defined – non-curable defaults	3.C. and 10	Non-curable defaults include failure to meet development requirements; unapproved transfers; general partnership interest in you is terminated; material misrepresentation or omission in application for development rights; felony conviction or other crime adversely affecting Marks; unauthorized use of Marks or confidential information; repeated defaults (even if cured); Supercuts' termination of a Franchise Agreement with you (or your owner or affiliate) with cause; or your termination of a Franchise Agreement without cause.
i. Developer's obligations on termination/non-renewal	11.A.	Obligations which by their nature survive termination continue in full force (also see (r) below).
j. Assignment of contract by franchisor	12	No restriction on Supercuts' right to assign.
k. "Transfer" by developer - defined	12.B., C, and D	No assignment is allowed without Supercuts' prior written approval. Includes transfer of Development Agreement or assets or ownership change, including sale of securities in you.

Development Agreement			
	Provision	**Section in Development Agreement**	**Summary**
l.	Franchisor approval of transfer by developer	12.B., C, and D	Supercuts has right to approve all transfers.
m.	Conditions for franchisor approval of transfer	Not Applicable	No conditions cited in Development Agreement other than submission of transfer for Supercuts' prior approval.
n.	Franchisor's right of first refusal to acquire developer's business	12.C.	Supercuts has 30 days after receipt of offer from you to match offer. Supercuts can require you to produce a signed copy of a proposed purchase offer within 15 days after its receipt of your request for transfer approval.
o.	Franchisor's option to purchase developer's business	Not Applicable	The Development Agreement does not contain this provision.
p.	Death or disability of developer	12.B.	General assignment provisions apply.
q.	Non-competition covenants during the term of the development agreement	7	No involvement in competing business anywhere except for other Regis-owned or franchised businesses, ownership of Supercuts Stores under Franchise Agreements, and ownership of 1% or less of given class of securities of competitive business.
r.	Non-competition covenants after the development agreement is terminated or expires	11.B.	No involvement in competing business within Development Area for 2 years except for other Regis-owned or franchised businesses, ownership of Supercuts Stores under Franchise Agreements, and ownership of 1% or less of given class of securities of competitive business.
s.	Modification of the agreement	13.G.	No modifications except in writing and agreed to by both parties.
t.	Integration/merger clause	13.G.	Only the Development Agreement's terms are binding (subject to state law). Any representations or promises outside of the disclosure document and Development Agreement may not be enforceable.
u.	Dispute resolution by arbitration or mediation	13.F.	All disputes not resolved within 15 days after written notice by either party must be submitted for arbitration in Minneapolis, Minnesota on demand of either party (subject to state law).
v.	Choice of forum	13.F.	See "u" above for arbitrated matters (subject to state law).
w.	Choice of law	13.E.	Minnesota law applies (subject to state law).

You will generally be required to lease your store location directly from the landlord, although Supercuts reserves the right to require you to sublease the location from Supercuts or its affiliate. The following table lists certain important provisions of the Sublease. You should read these provisions in the agreements attached to this disclosure document.

Sublease		
Provision	**Section in Sublease**	**Summary**
a. Length of the Sublease term	3	Term begins at same time as Master Lease and ends one minute before expiration of Master Lease.
b. Renewal or extension of the term	7.C.	Same options to extend term of Master Lease are granted to you as Subtenant if you give timely written notice and are not in default of Franchise Agreement or Sublease.
c. Requirements for franchisee to renew or extend	Not Applicable	The Sublease does not contain this provision.
d. Termination by franchisee	Not Applicable	The Sublease does not contain this provision.
e. Termination by franchisor without cause	Not Applicable	The Sublease does not contain this provision.
f. Termination by franchisor with cause	6 and 11	Supercuts can terminate if you default under Sublease or Franchise Agreement.
g. "Cause" defined - curable defaults	Not Applicable	The Sublease does not contain this provision.
h. "Cause" defined - non-curable defaults	6 and 11.C.	Failure to comply with Master Lease, termination of Franchise Agreement, or loss of your right to operate a Supercuts Store at premises constitutes termination of Sublease at Supercuts' election.
i. Franchisee's obligations on termination/non-renewal	14	If Master Lease terminates, the Sublease terminates provided you have no further liabilities or obligations under Sublease. If Sublease terminates because of default, defaulting party is liable to non-defaulting party for all damages due to termination.
j. Assignment of contract by franchisor	Not Applicable	The Sublease does not contain this provision.
k. "Transfer" by franchisee – defined	9	No assignment or subletting is allowed without Supercuts' prior written approval.
l. Franchisor approval of transfer by franchisee	9	Supercuts has right to approve all transfers.

Sublease		
Provision	**Section in Sublease**	**Summary**
m. Conditions for franchisor approval of transfer	Not Applicable	No specific conditions in Sublease other than submission of transfer for Supercuts' prior approval.
n. Franchisor's right of first refusal to acquire franchisee's business	Not Applicable	The Sublease does not contain this provision.
o. Franchisor's option to purchase franchisee's business	Not Applicable	The Sublease does not contain this provision.
p. Death or disability of franchisee	Not Applicable	The Sublease does not contain this provision.
q. Non-competition covenants during the term of the franchise	Not Applicable	The Sublease does not contain this provision.
r. Non-competition covenants after the franchise is terminated or expires	Not Applicable	The Sublease does not contain this provision.
s. Modification of the agreement	Not Applicable	The Sublease does not contain this provision.
t. Integration/merger clause	Not Applicable	The Sublease does not contain this provision.
u. Dispute resolution by arbitration or mediation	Not Applicable	The Sublease does not contain this provision.
v. Choice of forum	Not Applicable	The Sublease does not contain this provision.
w. Choice of law	Not Applicable	The Sublease does not contain this provision.

ITEM 18
PUBLIC FIGURES

Supercuts does not use any public figure to promote its franchise.

ITEM 19
FINANCIAL PERFORMANCE REPRESENTATIONS

The FTC's Franchise Rule permits a franchisor to provide information about the actual or potential financial performance of its franchised and/or franchisor-owned outlets, if there is a reasonable basis for the information, and if the information is included in the disclosure document. Financial performance information that differs from that included in Item 19 may be given only if: (1) a franchisor provides the actual records of an existing outlet you are considering buying; or (2) a franchisor supplements the information provided in this Item 19, for example, by providing information about possible performance at a particular location or under particular circumstances.

Fiscal Year 2021-2022							
	Total Franchised Salon Count	**Average Gross Sales**	**Median Gross Sales**	**Max Gross Sales**	**Min Gross Sales**	**Number of Franchised Salons Exceeding Average Gross Sales**	**Percentage of Franchised Salons Exceeding Average Gross Sales**
Top	714	$393,255	$369,811	$875,755	$294,425	270	37.82%
Mid	716	$247,838	$247,937	$294,304	$206,013	360	50.28%
Bottom	715	$151,820	$155,987	$205,993	$24,931	386	53.99%
TOTALS	**2145**	**$264,304**(1)	**$247,873**	**$875,755**	**$24,931**	**920**	**47.36%**(1)

(1) This is an average of the numbers presented in the table.

This table states the historic Average, Median, and High/Low Store Gross Sales Information for the Fiscal-Year Period from July 1, 2021 through June 30, 2022, for franchised Supercuts Stores that were open during that period ("Fiscal Year 2021-2022") and located throughout the United States as shown in Item 20 of this Disclosure Document.
.

The products and services offered by each franchised Store included in this financial performance representation are essentially the same, and the franchised Stores whose .Gross Sales information appear in this financial performance representation are substantially similar to the franchises that we currently offer in all states. These Stores receive substantially the same services from us.

This financial performance representation does not reflect the cost of sales, operating expenses, or other costs or expenses that must be deducted from gross revenue or gross sales figures to obtain your net income or profit. You should independently investigate the costs and expenses you will incur in operating your Supercuts Store. Franchisees or former franchisees, listed in the disclosure document, may be one source of this information.

Some Supercuts Stores have sold this amount. Your individual results may differ. There is no assurance that you will sell as much.

Written substantiation of the information in this financial performance representation will be made available to you at Supercuts' offices upon reasonable request.

Other than the preceding financial performance representation, we do not make any financial performance representations. We also do not authorize our employees or representatives to make any such representations either orally or in writing. If you are purchasing an existing outlet, however, we may provide you with the actual records of that outlet. If you receive any other financial performance information or projections of your future income, you should report it to our management by contacting Franchise Development, 3701 Wayzata Boulevard, Suite 500, Minneapolis, MN 55416, (952) 947-7777, franchisedevelopment@regiscorp.com, the Federal Trade Commission, and the appropriate state regulatory agencies.

ITEM 20
OUTLETS AND FRANCHISEE INFORMATION

All year-end numbers appearing in the tables below are as of June 30 in each year (Supercuts' fiscal year end). All "Company-Owned" Stores listed in the tables below are owned and operated by Supercuts Corporate Shops, Inc., a wholly-owned subsidiary of Supercuts.

Table No. 1

Systemwide Outlet Summary
For years 2020 to 2022

Column 1 Outlet Type	Column 2 Year	Column 3 Outlets at the Start of the Year	Column 4 Outlets at the End of the Year	Column 5 Net Change
Franchised	2020	2,329	2,496	+167
	2021	2,496	2,373	-123
	2022	2,373	2,252	-121
Company-Owned	2020	375	198	-177
	2021	198	34	-164
	2022	34	18	-16
Total Outlets	2020	2,704	2,694	-10
	2021	2,694	2,407	-287
	2022	2,407	2,270	-137

Table No. 2

Transfers of Outlets from Franchisees to New Owners (other than the Franchisor)
For years 2020 to 2022

Column 1 State	Column 2 Year	Column 3 Number of Transfers
Alabama	2020	0
	2021	1
	2022	0
Arizona	2020	1
	2021	1
	2022	1
California	2020	17
	2021	16
	2022	35
Colorado	2020	0
	2021	11
	2022	5
District of Columbia	2020	1
	2021	0
	2022	0
Florida	2020	4
	2021	23
	2022	3
Georgia	2020	1
	2021	0
	2022	1
Idaho	2020	2
	2021	2
	2022	3
Illinois	2020	3
	2021	5
	2022	0

Column 1 State	Column 2 Year	Column 3 Number of Transfers
Indiana	2020	1
	2021	2
	2022	0
Iowa	2020	0
	2021	0
	2022	4
Kentucky	2020	1
	2021	0
	2022	0
Massachusetts	2020	0
	2021	2
	2022	0
Michigan	2020	0
	2021	0
	2022	4
Missouri	2020	3
	2021	3
	2022	0
Nebraska	2020	0
	2021	0
	2022	7
Nevada	2020	0
	2021	7
	2022	14
New Hampshire	2020	0
	2021	0
	2022	1
New Jersey	2020	1
	2021	3
	2022	0

Column 1 State	Column 2 Year	Column 3 Number of Transfers
New York	2020	1
	2021	0
	2022	0
North Carolina	2020	9
	2021	3
	2022	2
North Dakota	2020	0
	2021	0
	2022	1
Ohio	2020	1
	2021	3
	2022	1
Oregon	2020	3
	2021	0
	2022	0
Pennsylvania	2020	0
	2021	0
	2022	1
South Carolina	2020	0
	2021	5
	2022	2
Tennessee	2020	2
	2021	0
	2022	0
Texas	2020	3
	2021	24
	2022	15
Utah	2020	1
	2021	6
	2022	1

Column 1 State	Column 2 Year	Column 3 Number of Transfers
Washington	2020	0
	2021	6
	2022	14
Wisconsin	2020	1
	2021	1
	2022	0
Total	2020	56
	2021	124
	2022	115

Table No. 3

Status of Franchised Outlets
For years 2020 to 2022

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Termina-tions	Column 6 Non-Renewals	Column 7 Re-acquired by Fran-chisor	Column 8 Ceased Opera-tions—Other Reasons	Column 9 Outlets at End of the Year
Alabama	2020	29	0	0	0	0	0	29
	2021	29	0	0	0	0	3	26
	2022	26	2	0	0	0	3	25
Arizona	2020	75	3	0	0	0	2	76
	2021	76	1	0	0	0	7	70
	2022	70	1	0	0	0	7	64
Arkansas	2020	19	0	0	0	0	1	18
	2021	18	0	0	0	0	5	13
	2022	13	0	0	0	0	0	13
California	2020	453	36	0	0	0	8	481
	2021	481	7	0	0	0	47	441
	2022	441	2	0	0	0	33	410

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Termina -tions	Column 6 Non-Renewals	Column 7 Re-acquired by Fran-chisor	Column 8 Ceased Opera-tions—Other Reasons	Column 9 Outlets at End of the Year
Colorado	2020	41	11	0	0	0	3	49
	2021	49	5	0	0	0	6	48
	2022	48	0	0	0	0	5	43
Connecticut	2020	36	1	0	0	0	0	37
	2021	37	3	0	0	0	1	39
	2022	39	1	0	0	0	1	39
Delaware	2020	7	1	0	0	0	0	8
	2021	8	5	0	0	0	1	12
	2022	12	0	0	0	0	0	12
Florida	2020	174	30	0	0	0	7	197
	2021	197	6	0	0	0	26	177
	2022	177	2	0	0	0	11	168
Georgia	2020	48	0	0	0	2	2	44
	2021	44	0	0	0	0	4	40
	2022	40	0	0	0	0	7	33
Hawaii	2020	0	0	0	0	0	0	0
	2021	0	31	0	0	0	0	31
	2022	31	6	0	0	0	0	37
Idaho	2020	14	0	0	0	0	0	14
	2021	14	0	0	0	0	0	14
	2022	14	0	0	0	0	2	12
Illinois	2020	59	7	0	0	1	4	61
	2021	61	1	0	0	1	14	47
	2022	47	0	0	0	0	5	42
Indiana	2020	15	10	0	0	0	0	25
	2021	25	4	0	0	0	1	28
	2022	28	0	0	0	0	4	24

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Termina -tions	Column 6 Non-Renewals	Column 7 Re-acquired by Fran-chisor	Column 8 Ceased Opera-tions—Other Reasons	Column 9 Outlets at End of the Year
Iowa	2020	18	0	0	0	0	0	18
	2021	18	0	0	0	0	2	16
	2022	16	1	0	0	0	0	17
Kansas	2020	13	1	0	0	1	4	9
	2021	9	0	0	0	0	1	8
	2022	8	0	0	0	0	1	7
Kentucky	2020	10	4	0	0	0	1	13
	2021	13	5	0	0	0	1	17
	2022	17	0	0	0	0	0	17
Louisiana	2020	26	1	0	0	0	0	27
	2021	27	1	0	0	0	0	28
	2022	28	0	0	0	0	0	28
Maine	2020	16	0	0	0	0	0	16
	2021	16	0	0	0	0	2	14
	2022	14	0	0	0	0	2	12
Maryland	2020	12	0	0	0	0	5	7
	2021	7	2	0	0	0	5	4
	2022	4	0	0	0	0	0	4
Massachusetts	2020	96	11	0	0	0	4	103
	2021	103	0	0	0	0	6	97
	2022	97	1	0	0	0	7	91
Michigan	2020	84	2	0	0	4	2	80
	2021	80	0	0	0	0	6	74
	2022	74	0	0	0	0	3	71
Minnesota	2020	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Termina-tions	Column 6 Non-Renewals	Column 7 Re-acquired by Fran-chisor	Column 8 Ceased Opera-tions—Other Reasons	Column 9 Outlets at End of the Year
Mississippi	2020	7	0	0	0	0	0	7
	2021	7	0	0	0	0	0	7
	2022	7	0	0	0	0	0	7
Missouri	2020	28	1	0	0	0	3	26
	2021	26	0	0	0	0	3	23
	2022	23	0	0	0	0	2	21
Nebraska	2020	21	0	0	0	0	0	21
	2021	21	0	0	0	0	1	20
	2022	20	0	0	0	0	1	19
Nevada	2020	37	13	0	0	0	1	49
	2021	49	2	0	0	0	4	47
	2022	47	0	0	0	0	4	43
New Hampshire	2020	26	0	0	0	0	0	26
	2021	26	0	0	0	0	1	25
	2022	25	0	0	0	0	0	25
New Jersey	2020	75	9	0	0	0	3	81
	2021	81	5	0	0	0	8	78
	2022	78	4	0	0	0	5	77
New Mexico	2020	17	0	0	0	0	1	16
	2021	16	2	0	0	0	1	17
	2022	17	1	0	0	0	0	18
New York	2020	84	20	0	0	0	7	97
	2021	97	6	0	0	0	5	98
	2022	98	0	0	0	0	3	95
North Carolina	2020	44	4	0	0	0	2	46
	2021	46	3	0	0	0	10	39
	2022	39	2	0	0	0	4	37

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Termina-tions	Column 6 Non-Renewals	Column 7 Re-acquired by Fran-chisor	Column 8 Ceased Opera-tions—Other Reasons	Column 9 Outlets at End of the Year
North Dakota	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
Ohio	2020	50	49	0	0	0	3	96
	2021	96	1	0	0	0	10	87
	2022	87	0	0	0	0	5	82
Oklahoma	2020	71	0	0	0	0	7	64
	2021	64	2	0	0	0	15	51
	2022	51	0	0	0	0	0	51
Oregon	2020	34	0	0	0	0	1	33
	2021	33	0	0	0	0	4	29
	2022	29	1	0	0	0	1	29
Pennsylvania	2020	108	2	0	0	0	1	109
	2021	109	5	0	0	0	5	109
	2022	109	2	0	0	0	4	107
Puerto Rico	2020	0	0	0	0	0	0	0
	2021	0	8	0	0	0	0	8
	2022	8	0	0	0	0	0	8
Rhode Island	2020	1	19	0	0	0	0	20
	2021	20	0	0	0	0	0	20
	2022	20	0	0	0	0	1	19
South Carolina	2020	28	2	0	0	0	2	28
	2021	28	3	0	0	0	3	28
	2022	28	0	0	0	0	3	25
South Dakota	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Termina-tions	Column 6 Non-Renewals	Column 7 Re-acquired by Fran-chisor	Column 8 Ceased Opera-tions—Other Reasons	Column 9 Outlets at End of the Year
Tennessee	2020	25	8	0	0	0	3	30
	2021	30	5	0	0	0	0	35
	2022	35	1	0	0	0	5	31
Texas	2020	253	23	0	0	0	9	267
	2021	267	21	0	0	0	35	253
	2022	253	7	0	0	0	11	249
Utah	2020	14	1	0	0	0	1	14
	2021	14	12	0	0	0	4	22
	2022	22	1	0	0	0	5	18
Vermont	2020	6	1	0	0	0	0	7
	2021	7	0	0	0	0	1	6
	2022	6	0	0	0	0	0	6
Virginia	2020	47	5	0	0	0	6	46
	2021	46	0	0	0	0	9	37
	2022	37	0	0	0	0	4	33
Washington	2020	64	0	0	0	1	4	59
	2021	59	3	0	0	0	7	55
	2022	55	0	0	0	0	6	49
West Virginia	2020	7	1	0	0	0	0	8
	2021	8	0	0	0	0	0	8
	2022	8	1	0	0	0	0	9
Wisconsin	2020	30	0	0	0	0	3	27
	2021	27	0	0	0	0	6	21
	2022	21	0	0	0	0	2	19
Wyoming	2020	3	0	0	0	0	0	3
	2021	3	0	0	0	0	1	2
	2022	2	0	0	0	0	0	2

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Termina-tions	Column 6 Non-Renewals	Column 7 Re-acquired by Fran-chisor	Column 8 Ceased Opera-tions—Other Reasons	Column 9 Outlets at End of the Year
District of Columbia	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
Totals	2020	2329	276	0	0	9	100	2,496
	2021	2496	149	0	0	1	271	2,373
	2022	2373	36	0	0	0	157	2,252

Table No. 4

Status of Company-Owned Outlets
For years 2020 to 2022

Column 1 State	Column 2 Year	Column 3 Outlets at Start of the Year	Column 4 Outlets Opened	Column 5 Outlets Reacquired from Franchisee	Column 6 Outlets Closed	Column 7 Outlets Sold to Franchisee	Column 8 Outlets at End of the Year
Alabama	2020	0	1	0	0	0	1
	2021	1	0	0	1	0	0
	2022	0	0	0	0	0	0
Arizona	2020	2	0	0	0	1	1
	2021	1	0	0	0	0	1
	2022	1	0	0	0	1	0
California	2020	36	0	0	0	29	7
	2021	7	0	0	1	5	1
	2022	1	0	0	0	0	1
Colorado	2020	18	0	0	0	11	7
	2021	7	0	0	2	5	0
	2022	0	0	0	0	0	0

Column 1 State	Column 2 Year	Column 3 Outlets at Start of the Year	Column 4 Outlets Opened	Column 5 Outlets Reacquired from Franchisee	Column 6 Outlets Closed	Column 7 Outlets Sold to Franchisee	Column 8 Outlets at End of the Year
Connecticut	2020	3	0	0	0	0	3
	2021	3	0	0	0	3	0
	2022	0	0	0	0	0	0
Delaware	2020	5	0	0	0	0	5
	2021	5	0	0	0	5	0
	2022	0	0	0	0	0	0
Florida	2020	29	0	0	0	24	5
	2021	5	0	0	2	3	0
	2022	0	0	0	0	0	0
Georgia	2020	7	4	2	1	2	10
	2021	10	0	0	5	0	5
	2022	5	0	0	1	0	4
Hawaii	2020	40	0	0	1	0	39
	2021	39	1	0	3	31	6
	2022	6	0	0	0	6	0
Illinois	2020	19	0	1	3	6	11
	2021	11	0	1	4	1	7
	2022	7	0	0	0	0	7
Indiana	2020	6	0	0	0	2	4
	2021	4	0	0	2	1	1
	2022	1	0	0	0	0	1
Kansas	2020	0	0	1	0	0	1
	2021	1	0	0	1	0	0
	2022	0	0	0	0	0	0
Kentucky	2020	9	0	0	1	3	5
	2021	5	0	0	0	5	0
	2022	0	0	0	0	0	0

Column 1 State	Column 2 Year	Column 3 Outlets at Start of the Year	Column 4 Outlets Opened	Column 5 Outlets Reacquired from Franchisee	Column 6 Outlets Closed	Column 7 Outlets Sold to Franchisee	Column 8 Outlets at End of the Year
Louisiana	2020	0	1	0	0	0	1
	2021	1	0	0	1	0	0
	2022	0	0	0	0	0	0
Maryland	2020	2	0	0	0	0	2
	2021	2	0	0	0	2	0
	2022	0	0	0	0	0	0
Massachusetts	2020	13	0	0	0	10	3
	2021	3	0	0	2	0	1
	2022	1	0	0	1	0	0
Michigan	2020	0	0	4	0	0	4
	2021	4	0	0	3	0	1
	2022	1	0	0	0	0	1
Minnesota	2020	6	0	0	0	1	5
	2021	5	0	0	5	0	0
	2022	0	0	0	0	0	0
Missouri	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Nevada	2020	13	0	0	0	12	1
	2021	1	1	0	1	1	0
	2022	0	0	0	0	0	0
New Jersey	2020	27	0	0	6	9	12
	2021	12	0	0	3	5	4
	2022	4	0	0	1	2	1
New Mexico	2020	1	1	0	0	0	2
	2021	2	0	0	0	1	1
	2022	1	0	0	0	1	0

Column 1 State	Column 2 Year	Column 3 Outlets at Start of the Year	Column 4 Outlets Opened	Column 5 Outlets Reacquired from Franchisee	Column 6 Outlets Closed	Column 7 Outlets Sold to Franchisee	Column 8 Outlets at End of the Year
New York	2020	30	0	0	1	19	10
	2021	10	0	0	2	5	3
	2022	3	0	0	1	0	2
North Carolina	2020	2	0	0	0	1	1
	2021	1	0	0	0	1	0
	2022	0	0	0	0	0	0
Ohio	2020	4	0	0	0	4	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Oklahoma	2020	1	0	0	0	0	1
	2021	1	0	0	0	1	0
	2022	0	0	0	0	0	0
Oregon	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Pennsylvania	2020	1	0	0	0	0	1
	2021	1	0	0	0	1	0
	2022	0	0	0	0	0	0
Puerto Rico	2020	8	0	0	0	0	8
	2021	8	0	0	0	8	0
	2022	0	0	0	0	0	0
Rhode Island	2020	19	0	0	0	19	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
South Carolina	2020	5	0	0	1	0	4
	2021	4	0	0	1	2	1
	2022	1	0	0	1	0	0

Column 1 State	Column 2 Year	Column 3 Outlets at Start of the Year	Column 4 Outlets Opened	Column 5 Outlets Reacquired from Franchisee	Column 6 Outlets Closed	Column 7 Outlets Sold to Franchisee	Column 8 Outlets at End of the Year
Tennessee	2020	17	1	0	2	8	8
	2021	8	0	0	1	5	2
	2022	2	0	0	0	1	1
Texas	2020	31	1	0	0	11	21
	2021	21	0	0	4	17	0
	2022	0	0	0	0	0	0
Utah	2020	13	0	0	1	0	12
	2021	12	2	0	2	12	0
	2022	0	0	0	0	0	0
Vermont	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Virginia	2020	6	0	0	1	5	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Washington	2020	2	0	1	0	0	3
	2021	3	0	0	1	2	0
	2022	0	0	0	0	0	0
Wisconsin	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Totals	2020	375	9	9	18	177	198
	2021	198	4	1	47	122	34
	2022	34	0	0	5	11	18

Table No. 5

Projected Openings As Of June 30, 2022

Column 1 State	Column 2 Franchise Agreements Signed but Outlet Not Open	Column 3 Projected New Franchised Outlets in the Next Fiscal Year	Column 4 Projected New Company-Owned Outlets in the Next Fiscal Year
Alabama	0	0	0
Arizona	0	0	0
California	0	0	0
Colorado	0	0	0
Connecticut	0	0	0
Delaware	0	1	0
Florida	2	2	0
Georgia	0	0	0
Hawaii	0	0	0
Illinois	0	0	0
Indiana	0	0	0
Iowa	0	0	0
Kansas	0	0	0
Kentucky	0	0	0
Louisiana	0	0	0
Maryland	0	0	0
Massachusetts	0	0	0
Michigan	0	0	0
Minnesota	0	0	0
Missouri	1	1	0
Nevada	0	0	0
New Jersey	1	0	0
New Mexico	0	0	0
New York	0	0	0
North Carolina	0	0	0
Ohio	0	0	0
Oklahoma	0	0	0
Oregon	0	0	0
Pennsylvania	2	2	0
Puerto Rico	0	0	0

Column 1 State	Column 2 Franchise Agreements Signed but Outlet Not Open	Column 3 Projected New Franchised Outlets in the Next Fiscal Year	Column 4 Projected New Company-Owned Outlets in the Next Fiscal Year
Rhode Island	0	0	0
South Carolina	0	0	0
Tennessee	0	0	0
Texas	0	1	0
Utah	0	0	0
Virginia	0	0	0
Washington	0	0	0
West Virginia	0	0	0
Wisconsin	0	1	0
Totals	6	8	0

Exhibit E to this disclosure document (1) lists all Supercuts franchisees and the addresses and telephone numbers of their Supercuts Stores as of June 30, 2022 (or their contact information if they did not yet have locations for their Stores as of June 30, 2022), (2) identifies which franchised Stores were not yet operational as of June 30, 2022, and (3) lists the names, city and state, and current business telephone numbers (or, if unknown, the last known home telephone numbers) of the franchisees who had Supercuts Stores terminated, canceled, or not renewed, or who otherwise voluntarily or involuntarily ceased to do business under a Franchise Agreement, during Supercuts' most recently completed fiscal year or who have not communicated with Supercuts within 10 weeks of this disclosure document's issuance date. If you buy this franchise, your contact information may be disclosed to other buyers when you leave the franchise system.

During the last 3 fiscal years, Supercuts has signed confidentiality clauses with current or former franchisees. In some instances, current and former franchisees sign provisions restricting their ability to speak openly about their experience with the Supercuts system. You may wish to speak with current and former franchisees, but be aware that not all such franchisees will be able to communicate with you.

For information about the Supercuts Franchisee Council and Executive Council that Supercuts formed many years ago, please contact Supercuts' corporate office (these Councils do not have their own formal contact addresses or telephone numbers). Supercuts is aware of an independent association of Supercuts franchisees. You can contact the Supercuts Franchise Association at 1701 Barrett Lakes Blvd. NW, Suite 180, Kennesaw, GA 30144 or at www.the-sfa.org or by email at info@the-sfa.org. There are no other trademark-specific franchisee organizations associated with the Supercuts system.

ITEM 21
FINANCIAL STATEMENTS

Exhibit A is the unaudited financial statements of Supercuts' parent company, Regis Corporation, as of and for the quarter ended September 30, 2022, and the audited financial statements of Regis Corporation as of and for the fiscal years ended June 30, 2022, June 30, 2021, and June 30, 2020. Regis Corporation absolutely and unconditionally guarantees Supercuts' obligations to its franchisees under the Franchise Agreement. A copy of the Guarantee of Performance is included in Exhibit A.

ITEM 22
CONTRACTS

The following agreements/documents are attached to this disclosure document:

Exhibit B	Franchise Agreement
Exhibit C	Sublease
Exhibit D	Development Agreement
Exhibit F	Franchisee Questionnaire
Exhibit G	State Riders to Development Agreement and Franchise Agreement
Exhibit I	Franchisee Participation Agreement
Exhibit J	Gift Card Participation Agreement
Exhibit K	Agreements for Purchase and Sale of Assets
Exhibit L	Buildpoint Solutions Group Inc. Services Agreement
Exhibit M	Operations Manual Table of Contents

ITEM 23
RECEIPTS

A detachable document in duplicate, which you will find at the very end of this disclosure document, acknowledges your receipt of the disclosure document. The Federal Trade Commission requires Supercuts to have one dated and signed copy of the Receipt back from you before Supercuts can move forward with you. Please promptly sign and return one copy of the Receipt to Supercuts. This does not obligate you to purchase a franchise or Supercuts to sell you a franchise.

EXHIBIT A

FINANCIAL STATEMENTS

Regis Corporation Consolidated Financial Statements

Index to Consolidated Financial Statements

Grant Thornton

GRANT THORNTON LLP
200 South Sixth St, Suite 1400
Minneapolis, MN 55402-1434

D +1 612 332 0001
F +1 612 332 8361

REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Board of Directors
Regis Corporation

Opinion

We have audited the consolidated financial statements of Regis Corporation (a Minnesota corporation) and subsidiaries (the "Company"), which comprise the consolidated balance sheets as of June 30, 2022 and 2021, and the related consolidated statements of operations, shareholders' (deficit) equity, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Company as of June 30, 2022 and 2021, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for opinion

We conducted our audits of the consolidated financial statements in accordance with auditing standards generally accepted in the United States of America ("US GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Company and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of matter

As discussed in Note 3 to the financial statements, the Company retrospectively applied the accounting for discontinued operations that occurred in 2022 to all periods presented. Our opinion is not modified with respect to this matter.

Other matter

As part of our audit of the 2022 financial statements, we audited the adjustments to the 2020 financial statements to retrospectively apply the aforementioned accounting for discontinued operations described in Note 3 to the financial statements. In our opinion, such adjustments are appropriate and have been properly applied. We were not engaged to audit, review, or apply any procedures to the 2020 financial statements of the Company other than with respect to such adjustments and, accordingly, we do not express an opinion or any other form of assurance on the 2020 financial statements as a whole.

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally

GrantThornton

accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Grant Thornton LLP

Minneapolis, Minnesota
November 11, 2022

REGIS CORPORATION
Fiscal Years 2022 and 2021 Financial Statements

Financial Statements

Index to Consolidated Financial Statements:

REGIS CORPORATION
CONSOLIDATED BALANCE SHEET
(Dollars in thousands, except per share data)

	June 30, 2022	June 30, 2021
ASSETS		
Current assets:		
Cash and cash equivalents	$ 17,041	$ 19,191
Receivables, net	14,531	26,270
Inventories	3,109	20,639
Other current assets	13,984	17,017
Current assets related to discontinued operations (Note 3)	—	3,542
Total current assets	48,665	86,659
Property and equipment, net	12,835	16,906
Goodwill (Note 5)	174,360	188,257
Other intangibles, net	3,226	3,761
Right of use asset (Note 6)	493,749	610,599
Other assets	36,465	41,388
Non-current assets related to discontinued operations (Note 3)	—	48,813
Total assets	$ 769,300	$ 996,383
LIABILITIES AND SHAREHOLDERS' (DEFICIT) EQUITY		
Current liabilities:		
Accounts payable	$ 15,860	$ 27,157
Accrued expenses	33,784	51,242
Short-term lease liability (Note 6)	103,196	116,348
Current liabilities related to discontinued operations (Note 3)	—	3,738
Total current liabilities	152,840	198,485
Long-term debt, net (Note 8)	179,994	186,911
Long-term lease liability (Note 6)	408,445	517,626
Other non-current liabilities	58,974	75,075
Non-current liabilities related to discontinued operations (Note 3)	—	1,240
Total liabilities	800,253	979,337
Commitments and contingencies (Note 9)		
Shareholders' (deficit) equity:		
Common stock, $0.05 par value; issued and outstanding, 45,510,245 and 35,795,844 common shares at June 30, 2022 and 2021, respectively	2,276	1,790
Additional paid-in capital	62,562	25,102
Accumulated other comprehensive income	9,455	9,543
Accumulated deficit	(105,246)	(19,389)
Total shareholders' (deficit) equity	(30,953)	17,046
Total liabilities and shareholders' (deficit) equity	$ 769,300	$ 996,383

The accompanying notes are an integral part of the Consolidated Financial Statements.

REGIS CORPORATION
CONSOLIDATED STATEMENT OF OPERATIONS
(Dollars and shares in thousands, except per share data)

	Fiscal Years	
	2022	2021
Revenues:		
Royalties	$ 65,753	$ 52,357
Fees	11,587	10,215
Product sales to franchisees	15,072	56,699
Advertising fund contributions	32,573	22,023
Franchise rental income (Note 6)	130,777	127,392
Company-owned salon revenue	20,205	142,965
Total revenue	275,967	411,651
Operating expenses:		
Cost of product sales to franchisees	17,391	43,756
Inventory reserve (1)	7,655	—
General and administrative	65,274	96,427
Rent (Note 6)	9,357	40,754
Advertising fund expense	32,573	22,023
Franchise rent expense	130,777	127,392
Company-owned salon expense (2)	21,952	141,204
Depreciation and amortization	6,224	21,749
Long-lived asset impairment (Note 1)	542	13,023
Goodwill impairment (Note 5)	13,120	—
Total operating expenses	304,865	506,328
Operating loss	(28,898)	(94,677)
Other (expense) income:		
Interest expense	(12,914)	(13,163)
Loss from sale of salon assets to franchisees, net	(2,334)	(16,696)
Interest income and other, net	(296)	15,902
Loss from operations before income taxes	(44,442)	(108,634)
Income tax (expense) benefit	(2,017)	5,428
Loss from continuing operations	(46,459)	(103,206)
Loss from discontinued operations, net of income taxes (Note 3)	(39,398)	(10,125)
Net loss	$ (85,857)	$ (113,331)
Net loss per share:		
Basic and diluted:		
Loss from continuing operations	$ (1.07)	$ (2.87)
Loss from discontinued operations	(0.90)	(0.28)
Net loss per share, basic and diluted (3)	$ (1.97)	$ (3.15)
Weighted average common and common equivalent shares outstanding:		
Basic and diluted	43,582	35,956

(1) Includes charges in the third and fourth quarter associated with liquidation of distribution center inventory. Excludes reserves for inventory at salons.

(2) Includes cost of service and product sold to guests in our Company-owned salons. Excludes general and administrative expense, rent and depreciation and amortization related to Company-owned salons.

(3) Total is a recalculation; line items calculated individually may not sum to total due to rounding.

The accompanying notes are an integral part of the Consolidated Financial Statements.

REGIS CORPORATION
CONSOLIDATED STATEMENT OF COMPREHENSIVE LOSS
(Dollars in thousands)

	Fiscal Years	
	2022	**2021**
Net loss	$ (85,857)	$ (113,331)
Other comprehensive (loss) income, net of tax:		
Net current period foreign currency translation adjustments	(547)	1,888
Recognition of deferred compensation	459	206
Other comprehensive (loss) income	(88)	2,094
Comprehensive loss	$ (85,945)	$ (111,237)

The accompanying notes are an integral part of the Consolidated Financial Statements.

REGIS CORPORATION

CONSOLIDATED STATEMENT OF SHAREHOLDERS' (DEFICIT) EQUITY

(Dollars in thousands, except share data)

	Common Stock		Additional Paid-In Capital	Accumulated Other Comprehensive Income	Retained Earnings (Deficit)	Total
	Shares	Amount				
Balance, June 30, 2020	**35,625,716**	**$ 1,781**	**$ 22,011**	**$ 7,449**	**$ 94,462**	**$ 125,703**
Net loss	—	—	—	—	(113,331)	(113,331)
Foreign currency translation (Note 1)	—	—	—	1,888	—	1,888
Exercise of SARs	3,775	—	(24)	—	—	(24)
Stock-based compensation	—	—	3,254	—	—	3,254
Recognition of deferred compensation (Note 11)	—	—	—	206	—	206
Net restricted stock activity	166,353	9	(139)	—	—	(130)
Minority interest	—	—	—	—	(520)	(520)
Balance, June 30, 2021	**35,795,844**	**1,790**	**25,102**	**9,543**	**(19,389)**	**17,046**
Net loss	—	—	—	—	(85,857)	(85,857)
Foreign currency translation (Note 1)	—	—	—	(547)	—	(547)
Issuance of common stock, net of offering costs	9,295,618	465	36,720	—	—	37,185
Stock-based compensation	—	—	1,285	—	—	1,285
Recognition of deferred compensation (Note 11)	—	—	—	459	—	459
Net restricted stock activity	418,783	21	(545)	—	—	(524)
Balance, June 30, 2022	**45,510,245**	**$ 2,276**	**$ 62,562**	**$ 9,455**	**$ (105,246)**	**$ (30,953)**

____

The accompanying notes are an integral part of the Consolidated Financial Statements.

REGIS CORPORATION
CONSOLIDATED STATEMENT OF CASH FLOWS
(Dollars in thousands)

	Fiscal Years	
	2022	2021
Cash flows from operating activities:		
Net loss	$ (85,857)	$ (113,331)
Adjustments to reconcile net loss to net cash used in operating activities:		
Loss from sale of OSP (Note 3)	36,143	—
Depreciation and amortization (Note 1)	6,504	17,871
Long-lived asset impairment	542	13,023
Deferred income taxes	391	(3,388)
Inventory reserve	10,478	12,068
Gain from disposal of distribution center assets	—	(14,997)
Loss from sale of salon assets to franchisees, net	2,334	16,696
Goodwill impairment	16,000	—
Stock-based compensation	1,334	3,254
Amortization of debt discount and financing costs	1,839	1,839
Other non-cash items affecting earnings	709	(351)
Changes in operating assets and liabilities (1):		
Receivables	11,896	(279)
Inventories	7,886	17,879
Income tax receivable	1,118	1,295
Other current assets	2,118	1,658
Other assets	2,703	(2,896)
Accounts payable	(10,966)	(21,669)
Accrued expenses	(21,983)	5,296
Net lease liabilities	(5,960)	(19,248)
Other non-current liabilities	(15,867)	(14,603)
Net cash used in operating activities:	(38,638)	(99,883)
Cash flows from investing activities:		
Capital expenditures	(5,316)	(11,475)
Proceeds from sale of OSP	13,000	—
Proceeds from sale of assets to franchisees	—	8,437
Costs associated with sale of assets to franchisees	—	(261)
Proceeds from company-owned life insurance policies	—	1,200
Net cash provided by (used in) investing activities:	7,684	(2,099)
Cash flows from financing activities:		
Borrowings on revolving credit facility	10,000	10,000
Repayments of revolving credit facility	(16,916)	(589)
Proceeds from issuance of common stock, net of offering costs	37,185	—
Taxes paid for shares withheld	(845)	(348)
Minority interest buyout	—	(562)
Distribution center lease payments	—	(724)
Net cash provided by financing activities:	29,424	7,777
Effect of exchange rate changes on cash and cash equivalents	(158)	477
Decrease in cash, cash equivalents and restricted cash	(1,688)	(93,728)
Cash, cash equivalents and restricted cash:		
Beginning of year	29,152	122,880
End of year	$ 27,464	$ 29,152

(1) Changes in operating assets and liabilities exclude assets and liabilities sold or acquired.

The accompanying notes are an integral part of the Consolidated Financial Statements.

1. BUSINESS DESCRIPTION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Business Description:

Regis Corporation (the Company) franchises hairstyling and hair care salons throughout the United States (U.S.), Canada, Puerto Rico and the United Kingdom (U.K.). The business is evaluated in two segments, Franchise salons and Company-owned salons. Franchise salons in operation decreased from 5,563 to 5,395 at June 30, 2021 compared to June 30, 2022, primarily due to the closure of 299 salons, which was partially offset by the conversion of 110 salons from company-owned. Company-owned salons in operation decreased from 276 to 105 at June 30, 2021 compared to June 30, 2022, primarily due to the conversion of 110 salons to franchise. See Note 15 to the Consolidated Financial Statements. Salons are located in leased space in strip center locations, malls or Walmart.

COVID-19 Impact:

During fiscal years 2022 and 2021, the global coronavirus pandemic (COVID-19) had an adverse impact on operations. The COVID-19 pandemic continues to impact salon guest visits and franchisee staffing, resulting in a significant reduction in revenue and profitability. In response to COVID-19, the Company received Canadian rent relief, Canadian wage relief and U.S. employee retention payroll tax credits. In fiscal years 2022 and 2021, the Company received the following amounts in rent and wage assistance:

	Financial Statement Caption	Fiscal Years 2022	Fiscal Years 2021
		(Dollars in thousands)	
Canadian rent relief	Rent	$ 1,235	$ —
Canadian wage relief	Company-owned salon expense	1,966	1,629
U.S. employee retention payroll tax credit	Company-owned salon expense	—	1,547

Additionally, in December 2021 the Company paid $2.5 million of social security contributions that had been deferred under the CARES Act. Overall, COVID-19 has, and may continue to have, a negative effect on revenue and profitability. The ultimate impact of the COVID-19 pandemic in both the short- and long-term is not currently estimable due to the uncertainty surrounding the duration of the pandemic, the emergence and impact of new COVID-19 variants and changing government restrictions. Additional impacts to the business may arise that we are not aware of currently.

Consolidation:

The Consolidated Financial Statements include the accounts of the Company and its subsidiaries after the elimination of intercompany accounts and transactions. All material subsidiaries are wholly owned. The Company consolidates variable interest entities where it has determined it is the primary beneficiary of those entities' operations.

Variable Interest Entities:

The Company has interests in certain privately-held entities through arrangements that do not involve voting interests. Such entities, known as a variable interest entities (VIE), are required to be consolidated by its primary beneficiary. The Company evaluates whether or not it is the primary beneficiary for each VIE using a qualitative assessment that considers the VIE's purpose and design, the involvement of each of the interest holders and the risk and benefits of the VIE. As of June 30, 2022, the Company has no VIEs where the Company is the primary beneficiary.

The Company has an investment in Empire Education Group, Inc. (EEG). During fiscal year 2020, the Company signed an agreement to sell its interest in EEG to the other shareholder. Until the transaction closes, the Company continues to account for EEG as an equity investment under the voting interest model. The Company has granted the other shareholder of EEG an irrevocable proxy to vote a certain number of the Company's shares such that the other shareholder of EEG has voting control of EEG's common stock, as well as the right to appoint four of the five members of EEG's Board of Directors. The Company wrote off its investment balance in EEG in fiscal year 2016.

Use of Estimates:

The preparation of Consolidated Financial Statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make certain estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Due to the economic disruption caused by the COVID-19 pandemic, the Company faces a greater degree of uncertainty than normal in making judgments and estimates needed to apply the Company's significant accounting policies. Actual results and outcomes may differ from management's estimates and assumptions.

Cash, Cash Equivalents and Restricted Cash:

Cash equivalents consist of investments in short-term, highly liquid securities having original maturities of three months or less, which are made as a part of the Company's cash management activity. The carrying values of these assets approximate their fair market values. The Company primarily utilizes a cash management system with a series of separate accounts consisting of lockbox accounts for receiving cash, concentration accounts that funds are moved to, and several "zero balance" disbursement accounts for funding of payroll and accounts payable. As a result of the Company's cash management system, checks issued, but not presented to the banks for payment, may create negative book cash balances. There were no checks outstanding in excess of related book cash balances at June 30, 2022 and 2021.

Restricted cash within other current assets primarily relates to consolidated advertising cooperatives funds, which can only be used to settle obligations of the respective cooperatives and contractual obligations to collateralize the Company's self-insurance programs. The self-insurance restricted cash arrangement can be canceled by the Company at any time if substituted with letters of credit. The table below reconciles the cash and cash equivalents balances and restricted cash balances, recorded within other current assets on the Consolidated Balance Sheet to the amount of cash, cash equivalents and restricted cash reported on the Consolidated Statement of Cash Flows:

	June 30,	
	2022	2021
	(Dollars in thousands)	
Cash and cash equivalents	$ 17,041	$ 19,191
Restricted cash, included in other current assets	10,423	9,961
Total cash, cash equivalents and restricted cash	$ 27,464	$ 29,152

Receivables and Allowance for Doubtful Accounts:

The receivable balance on the Company's Consolidated Balance Sheet primarily includes accounts and notes receivable from franchisees, credit card receivables and receivables related to salons sold to franchisees. The balance is presented net of an allowance for expected losses (i.e., doubtful accounts), related to receivables from the Company's franchisees. The Company monitors the financial condition of its franchisees and records provisions for estimated losses on receivables when it believes franchisees are unable to make their required payments based on factors such as delinquencies and aging trends. The allowance for doubtful accounts is the Company's best estimate of the amount of probable credit losses related to existing accounts and notes receivables. As of June 30, 2022 and 2021, the allowance for doubtful accounts was $6.6 and $7.8 million, respectively. The allowance for doubtful accounts decreased in fiscal year 2022 due to higher write-offs. See Note 2 to the Consolidated Financial Statements.

Inventories:

Inventories of finished goods consist principally of hair care products for retail product sales. A portion of inventories are also used for salon services consisting of hair color, hair care products including shampoo and conditioner and hair care treatments including permanents, neutralizers and relaxers. Inventories are stated at the lower of cost or market, with cost determined on a weighted average cost basis.

Physical inventory is held at salons and a third-party distribution center as of June 30, 2022. A physical inventory count is conducted annually at the third-party distribution center. Product and service inventories are adjusted based on the physical inventory counts. During the fiscal year, cost of retail product sold to salon guests is determined based on the weighted average cost of product sold, adjusted for an estimated shrinkage factor. The cost of product used in salon services is determined by applying an estimated percentage of total cost of service to service revenues.

The Company has inventory valuation reserves for excess and obsolete inventories, or other factors that may render inventories unmarketable at their historical costs. In fiscal year 2021, the Company announced it would transition away from its wholesale product distribution model in favor of a third-party distribution model. As a result, the Company exited its two distribution centers in fiscal year 2022 and now stores inventory at a third-party facility. To facilitate the exit of the distribution centers, the Company sold and continues to sell inventory at discounts and dispose of hard-to-sell products. Additionally, the reduction in company-owned salons decreases the Company's ability to redistribute inventory from closed locations to other salons to be sold or used. The inventory valuation reserve as of June 30, 2022 and 2021 was $1.9 and $11.8 million, respectively. During fiscal year 2022, the Company recorded total inventory reserve charges of $10.5 million, of which $7.7 and $2.8 million were recorded in Inventory reserve and Company-owned salon expense, respectively, in the Consolidated Statement of Operations. Included in Company-owned salon expense in the Consolidated Statement of Operations is an inventory reserve charge of $12.1 million during fiscal year 2021.

Property and Equipment:

Property and equipment are carried at cost, less accumulated depreciation and amortization. Depreciation of property and equipment is computed using the straight-line method over their estimated useful asset lives (i.e., 30 to 39 years for buildings, 10 years or lease life for improvements and three to 10 years or lease life for equipment, furniture and software). Depreciation expense was $5.8 and $20.9 million in fiscal years 2022 and 2021, respectively. Depreciation expense for fiscal years 2022 and 2021 include $1.0 and $4.7 million of asset retirement obligations, which are cash expenses.

The Company capitalizes both internal and external costs of developing or obtaining computer software for internal use. Costs incurred to develop internal-use software during the application development stage are capitalized, while data conversion, training and maintenance costs associated with internal-use software are expensed as incurred. Estimated useful lives range from three to seven years.

Expenditures for maintenance and repairs and minor renewals and betterments, which do not improve or extend the life of the respective assets, are expensed. All other expenditures for renewals and betterments are capitalized. The assets and related depreciation and amortization accounts are adjusted for property retirements and disposals with the resulting gain or loss included in operating income. Fully depreciated or amortized assets remain in the accounts until retired from service.

Right of Use Asset, Lease Liabilities and Rent Expense:

At contract inception, the Company determines whether a contract is, or contains, a lease by determining whether it conveys the right to control the use of the identified asset for a period of time. If the contract provides the Company the right to substantially all of the economic benefits from the use of the identified asset and the right to direct the use of the identified asset, the Company considers it to be, or contain, a lease. The Company leases its company-owned salons and some of its corporate facilities under operating leases. The original terms of the salon leases range from 1 to 20 years with many leases renewable for an additional 5 to 10 year term at the option of the Company. In addition to the obligation to make fixed rental payments for the use of the salons, the Company also has variable lease payments that are based on sales levels. For most leases, the Company is required to pay real estate taxes and other occupancy expenses.

The Company leases salon premises in which the majority of its franchisees operate and has entered into corresponding sublease arrangements with franchisees. All lease-related costs are passed through to franchisees. The Company records the rental payments due from franchisees as Franchise rental income and the corresponding amounts owed to landlords as Franchise rent expense on the Consolidated Statement of Operations.

For salon operating leases, the lease liability is initially and subsequently measured at the present value of the unpaid lease payments at the lease commencement date, including one lease term option when the lease is expected to be renewed. The right of use (ROU) asset is initially and subsequently measured throughout the lease term at the carrying amount of the lease liability, plus initial direct costs, less any accrued lease payments and unamortized lease incentives received, if any. For leases classified as operating leases, expense for lease payments is recognized on a straight-line basis over the lease term, including the lease renewal option when the lease is expected to be renewed. Generally, the non-lease components, such as real estate taxes and other occupancy expenses, are separate from rent expense within the lease and are not included in the measurement of the lease liability because these charges are variable.

The discount rate used to determine the present value of the lease payments is the Company's estimated collateralized incremental borrowing rate, based on the yield curve for the respective lease terms, as the interest rate implicit in the lease cannot generally be determined. The Company uses the portfolio approach in applying the discount rate based on the original lease term.

Certain leases provide for contingent rents that are determined as a percentage of revenues in excess of specified levels. The Company records a contingent rent liability in accrued expenses on the Consolidated Balance Sheet, along with the corresponding rent expense in the Consolidated Statement of Operations, when specified levels have been achieved or when management determines that achieving the specified levels during the fiscal year is probable.

Salon Long-Lived Asset and Right of Use Asset Impairment Assessments:

A lessee's ROU asset is subject to the same asset impairment guidance in ASC 360, Property, Plant, and Equipment, applied to other elements of property, plant, and equipment. The Company has identified its asset groups at the individual salon level as this represents the lowest level that identifiable cash flows are largely independent of the cash flows of other groups of assets and liabilities. Poor salon performance in fiscal years 2022 and 2021, primarily due to the COVID-19 pandemic, resulted in ASC 360-10-35-21 triggering events. As a result, management assessed underperforming salon asset groups, which included the related ROU assets, for impairment in accordance with ASC 360.

The Company assesses impairment of long-lived salon assets and right of use assets at the individual salon level, as this is the lowest level for which identifiable cash flows are largely independent of other groups of assets and liabilities, when events or changes in circumstances indicate the carrying value of the assets or the asset grouping may not be recoverable. Factors considered in deciding when to perform an impairment review include significant under-performance of an individual salon in relation to expectations, significant economic or geographic trends, and significant changes or planned changes in our use of the assets. The first step is to assess recoverability, and in doing that, the undiscounted cash flows are compared to the carrying value. If the undiscounted estimated cash flows are less than the carrying value of the assets, the Company calculates an impairment charge based on the difference between the carrying value of the asset group and its fair value. The fair value of the salon long-lived asset group is estimated using market participant methods based on the best information available. The fair value of the right of use asset is estimated by determining what a market participant would pay over the life of the primary asset in the group, discounted back to June 30, 2022. See Note 6 to the Consolidated Financial Statements for further discussion related to right of use asset impairment.

The first step in the impairment test under ASC 360 is to determine whether the long-lived assets are recoverable, which is determined by comparing the net carrying value of the salon asset group to the undiscounted net cash flows to be generated from the use and eventual disposition of that asset group. Estimating cash flows for purposes of the recoverability test is subjective and requires significant judgment. Estimated future cash flows used for the purposes of the recoverability test were based upon historical cash flows for the salons, adjusted for expected changes in future market conditions related to the COVID-19 pandemic, and other factors. The period of time used to determine the estimates of the future cash flows for the recoverability test was based on the remaining useful life of the primary asset of the group, which was the ROU asset in all cases.

The second step of the long-lived asset impairment test requires that the fair value of the asset group be estimated when determining the amount of any impairment loss. For the salon asset groups that failed the recoverability test, an impairment loss was measured as the amount by which the carrying amount of the asset group exceeds its fair value. The Company applied the fair value guidance within ASC 820-10 to determine the fair value of the asset group from the perspective of a market-participant considering, among other things, appropriate discount rates, multiple valuation techniques, the most advantageous market, and assumptions about the highest and best use of the asset group. To determine the fair value of the salon asset groups, the Company utilized market-participant assumptions rather than the Company's own assumptions about how it intends to use the asset group. The significant judgments and assumptions utilized to determine the fair value of the salon asset groups include the market rent of comparable properties and a discount rate. The fair value of the salon long-lived asset group is estimated using market participant methods based on the best information available.

For fiscal years 2022 and 2021, the Company recognized long-lived asset impairment charges of $0.5 and $13.0 million, respectively, which included $0.5 and $9.5 million, respectively, related to ROU assets on the Consolidated Statement of Operations. The impairment loss for each salon asset group that was recognized was allocated among the long-lived assets of the group on a pro-rata basis using their relative carrying amounts. Additionally, the impairment losses did not reduce the carrying amount of an individual asset below its fair value, including for the ROU assets included in the salon asset groups. Assessing the long-lived assets for impairment requires management to make assumptions and to apply judgment which can be affected by economic conditions and other factors that can be difficult to predict. The Company does not believe there is a reasonable likelihood that there will be a material change in the estimates or assumptions it uses to calculate impairment losses for its long-lived asset, including its ROU assets. If actual results are not consistent with the estimates and assumptions used in the calculations, the Company may be exposed to future impairment losses that could be material. See Note 6 to the Consolidated Financial Statements.

Goodwill:

As of June 30, 2022 and 2021, the Franchise reporting unit had $174.4 and $229.6 million, respectively, of goodwill and the Company-owned reporting unit had no goodwill for both periods. See Note 5 to the Consolidated Financial Statements for changes to the goodwill balance. The Company assesses goodwill impairment on an annual basis as of April 30, and between annual assessments if an event occurs, or circumstances change, that would more likely than not reduce the fair value of a reporting unit below its carrying amount.

Goodwill impairment assessments are performed at the reporting unit level, which is the same as the Company's operating segments. The Company performed its interim impairment tests and annual impairment tests by comparing the fair value of a reporting unit to its carrying amount. The Company then records an impairment charge for the amount that the carrying amount exceeds the fair value. In applying the goodwill impairment assessment, the Company could assess qualitative factors to determine whether it is more likely than not that the fair value of the reporting units was less than its carrying value (Step 0). Qualitative factors could include, but were not limited to, economic, market and industry conditions, cost factors and overall financial performance of the reporting unit. If after assessing these qualitative factors, the Company determined it is more likely than not that the carrying value was less than the fair value, then performing Step 1 of the goodwill impairment assessment was unnecessary.

The carrying value of each reporting unit is based on the assets and liabilities associated with the operations of the reporting unit, including allocation of shared or corporate balances among reporting units. Allocations are generally based on the number of salons in each reporting unit as a percent of total company-owned salons or expenses of the reporting unit as a percent of total company expenses.

The Company calculates estimated fair values of the reporting units based on discounted cash flows utilizing estimates in annual revenue, service and product margins, fixed expense rates, allocated corporate overhead, franchise and company-owned salon counts, proceeds from the sale of company-owned salons to franchisees and long-term growth rates for determining terminal value. Where available and as appropriate, comparative market multiples are used in conjunction with the results of the discounted cash flows. The Company engages third-party valuation consultants to assist in evaluating the Company's estimated fair value calculations.

Following is a description of the goodwill impairment assessments for each of the fiscal years:

Fiscal 2022

During fiscal year 2022, the Company performed a quantitative impairment test over goodwill during the second quarter due to a triggering event experienced in the quarter. This determination was made considering the sustained decrease in share price and a change in the Company's chief operating decision maker. In the second quarter, the Franchise reporting unit was determined to have a fair value in excess of its carrying value and no impairment was recorded. A quantitative goodwill impairment was performed in the third quarter due to a triggering event experienced during the quarter. This determination was made considering a decrease in forecasted revenue due to slower than expected recovery from COVID-19. In the third quarter, the Franchise reporting unit was determined to have a carrying value in excess of its fair value, resulting in a goodwill impairment charge of $16.0 million.

The Company performed its annual impairment assessment as of April 30. For the goodwill impairment analysis, management utilized a combination of both a discounted cash flows approach and market approach to evaluate the Franchise reporting unit. The discounted cash flows model reflects management's assumptions regarding revenue growth rates, economic and market trends, cost structure, and other expectations about the anticipated short-term and long-term operating results. Management's assumptions related to revenue growth rates were reduced and management increased expected salon closures compared to valuations in prior years. These changes, along with a decline in value from the market approach, reduced the fair value of the reporting unit. The discount rate of 20.0% was also a key assumption utilized in the discounted cash flows, which was an increase of 0.5% from the third quarter valuation due to an increase in market interest rates. As a result of the impairment testing, the Franchise reporting unit was determined to have a fair value in excess of its carrying value.

The Company derecognized $38.4 million of goodwill in fiscal year 2022 in connection to the sale of OSP. The $38.4 million represents the portion of goodwill related to the OSP business based on relative fair value. See Notes 3 and 5 to the Consolidated Financial Statements.

Fiscal 2021

During fiscal year 2021, the Company did not experience any triggering events that required an interim goodwill analysis. The Company performed its annual impairment assessment as of April 30. For the fiscal year 2021 annual impairment assessment, the Company performed a Step 1 impairment test for the Franchise reporting unit. The Company compared the carrying value of the Franchise reporting unit, including goodwill, to the estimated fair value. The results of this assessment indicated that the estimated fair value of the Company's Franchise reporting unit significantly exceeded the carrying value.

Self-Insurance Accruals:

The Company uses a combination of third-party insurance and self-insurance for a number of risks including workers' compensation, health insurance, employment practice liability and general liability claims. The liability represents the Company's estimate of the undiscounted ultimate cost of uninsured claims incurred as of the Consolidated Balance Sheet date.

The Company estimates self-insurance liabilities using a number of factors, primarily based on independent third-party actuarially-determined amounts, historical claims experience, estimates of incurred but not reported claims, demographic factors and severity factors.

Although the Company does not expect the amounts ultimately paid to differ significantly from the estimates, self-insurance accruals could be affected if future claims experience differs significantly from historical trends and actuarial assumptions. For fiscal years 2022 and 2021, the Company recorded decreases in expense for changes in estimates related to prior year open policy periods of $0.5 and $3.6 million, respectively. The Company updates loss projections bi-annually and adjusts its liability to reflect updated projections. The updated loss projections consider new claims and developments associated with existing claims for each open policy period. As certain claims can take years to settle, the Company has multiple policy periods open at any point in time.

As of June 30, 2022, the Company had $4.7 and $9.7 million recorded in current liabilities and non-current liabilities, respectively, related to the Company's workers' compensation and general liability self-insurance accruals. As of June 30, 2021, the Company had $6.8 and $12.7 million recorded in current liabilities and non-current liabilities, respectively, related to the Company's workers' compensation and general liability self-insurance accruals.

Revenue Recognition and Deferred Revenue:

Franchise revenues primarily include royalties, fees, product sales to franchisees and advertising fund fees. Royalties and advertising fund revenues represent sales-based royalties that are recognized as revenue in the period in which the sales occur. The Company defers franchise fees until the salon is open and then recognizes the revenue over the term of the franchise agreement. See Note 2 to the Consolidated Financial Statements. Product sales by the Company to its franchisees are recorded at the time product is delivered to franchise locations. Company-owned salon revenues are recognized at the time when the services are provided or the guest receives and pays for merchandise.

Classification of Revenue and Expenses:

Beginning in the first quarter of fiscal year 2022, the Company adjusted its Statement of Operations for all periods presented to align the presentation of results to its franchise-focused business. Below is a summary of the changes to the financial statement captions. The change does not have a financial impact on the Company's reported revenue, operating loss, reported net loss or cash flows from operations.

Royalties - sales-based royalty received from franchisees. In prior years, these fees were included in Royalties and Fees and disclosed in the footnotes.

Fees - fees received from franchisees and third parties, including franchise fees, software and hardware fees related to Opensalon Pro and fees received from the third-party distributors.

Product sales to franchisees - wholesale product sales to franchisees. This caption equates to Product sales in the Franchise segment in prior years. The Company changed its franchise product sales business in fiscal year 2022 from a wholesale distribution model to a third-party distribution model. This revenue was expected to decrease significantly during fiscal year 2022 and into fiscal year 2023.

Advertising fund contributions - sales-based advertising fund contributions received from franchisees. In prior years, these fees were included in Royalties and Fees and disclosed in the footnotes.

Company-owned salon revenue - service revenue and revenue derived from sales of product in Company-owned salons. This caption equates to revenue reported in the Company-owned segment in prior periods.

Cost of product sales to franchisees - direct cost of inventory and freight and other costs of sales. In prior years, these sales were included in the Franchise segment cost of product and site operating expenses.

Company-owned salon expense - cost of service and product sold to guests in our Company-owned salons and other salon-related costs. In prior years, these costs were classified as Company-owned segment cost of service, cost of product and site operating expenses. Excluded from this caption are general and administrative expense, rent and depreciation and amortization related to company-owned salons.

Consideration Received from Vendors:

The Company receives consideration for a variety of vendor-sponsored programs. These programs primarily include volume rebates and promotion and advertising reimbursements.

With respect to volume rebates, the Company estimates the amount of rebate it will receive and accrues it as a reduction to the cost of inventory over the period in which the rebate is earned based upon historical purchasing patterns and the terms of the volume rebate program. A quarterly analysis is performed in order to ensure the estimated rebate accrued is reasonable and any necessary adjustments are recorded.

Distribution Costs:

Distribution costs are incurred to store, move and ship product from the Company's distribution centers to salons and includes distribution center overhead. Such distribution costs related to product shipped to company-owned locations are included in Company-owned salon expenses in the Consolidated Statement of Operations. Distribution costs, including distribution center overhead, related to shipping product to franchise locations totaled $2.3 and $12.1 million during fiscal years 2022 and 2021, respectively, and are included within general and administrative on the Consolidated Statement of Operations. In fiscal year 2022, the Company exited its two distribution centers and changed the wholesale product distribution model in favor of a third-party distribution model, reducing the cost in fiscal year 2022. The Company now stores inventory at a third-party facility.

Advertising and Advertising Funds:

Advertising costs consist of the Company's corporate funded advertising costs, the Company's advertising fund contributions and franchisee's advertising fund contributions. Corporate funded advertising costs are expensed as incurred. The Company has various franchising programs supporting specific franchise salon concepts. Most maintain advertising funds that provide comprehensive advertising and sales promotion support. All salons are required to participate in the advertising funds for the same salon concept. The Company administers the advertising funds in accordance with franchise operating and other agreements. Advertising fund contributions are expensed when the contribution is made.

The Company's advertising costs included in the Consolidated Statement of Operations consist of the following:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Advertising fund contributions from franchisees	$ 32,573	$ 22,023
Advertising fund contributions from company-owned salons (1)	154	897
Corporate funded advertising costs (1)	671	7,015
Total advertising costs	$ 33,398	$ 29,935

(1) Included in General and administrative expense in the Consolidated Statement of Operations.

The Company records all advertising funds as assets and liabilities within the Company's Consolidated Balance Sheet. As of June 30, 2022 and 2021, approximately $10.5 and $9.9 million, respectively, representing the advertising funds' assets and liabilities were recorded within total assets and total liabilities in the Company's Consolidated Balance Sheet.

Stock-Based Employee Compensation Plans:

The Company recognizes stock-based compensation expense based on the fair value of the awards at the grant date. Compensation expense is recognized on a straight-line basis over the requisite service period of the award (or to the date a participant becomes eligible for retirement, if earlier). The Company uses fair value methods that require the input of subjective assumptions, including the expected term, expected volatility, dividend yield and risk-free interest rate.

The Company estimates the likelihood and the rate of achievement for performance sensitive stock-based awards at the end of each reporting period. Changes in the estimated rate of achievement can have a significant effect on the recorded stock-based compensation expense as the effect of a change in the estimated achievement level is recognized in the period the change occurs.

Interest Income and Other, Net:

In March 2021, the Company recorded a gain of $15.0 million related to the Company's distribution centers. The gain on distribution centers was recorded to Interest income and other, net in the Consolidated Statement of Operations in fiscal year 2021.

Sales Taxes:

Sales taxes are recorded on a net basis (rather than as both revenue and an expense) within the Company's Consolidated Statement of Operations.

Income Taxes:

Deferred income tax assets and liabilities are recognized for the expected future tax consequences of events that have been included in the Consolidated Financial Statements or income tax returns. Deferred income tax assets and liabilities are determined based on the differences between the financial statement and tax basis of assets and liabilities using currently enacted tax rates in effect for the years in which the differences are expected to reverse.

We recognize deferred tax assets to the extent we believe these assets are more likely than not to be realized. The Company evaluates all evidence, including recent financial performance, the existence of cumulative year losses and our forecast of future taxable income, to assess the need for a valuation allowance against our deferred tax assets. While the determination of whether or not to record a valuation allowance is not fully governed by a specific objective test, accounting guidance places significant weight on recent financial performance.

The Company has a valuation allowance on its deferred tax assets of $201.7 and $192.5 million at June 30, 2022 and 2021, respectively. If we determine that we would be able to realize our deferred tax assets in the future in excess of their net recorded amount, we would make necessary adjustments to the deferred tax asset valuation allowance, which would reduce the provision for income taxes.

Significant components of the valuation allowance which occurred during fiscal year 2022 are as follows:

- The Company determined that it no longer had sufficient U.S. state indefinite-lived taxable temporary differences to support realization of its U.S. state indefinite-lived NOLs and its existing U.S. deferred tax assets that upon reversal are expected to generate state indefinite-lived NOLs. As a result, the Company recorded a $4.1 million valuation allowance on its U.S. state indefinite-lived deferred tax assets.

Significant components of the valuation allowance which occurred during fiscal year 2021 are as follows:

- The Company recognized a tax loss on its investment in Luxembourg and established a corresponding valuation allowance of $34.4 million.

The Company reserves for unrecognized tax benefits, interest and penalties related to anticipated tax audit positions in the U.S. and other tax jurisdictions based on an estimate of whether additional taxes will be due. If payment of these amounts ultimately proves to be unnecessary, the reversal of these liabilities would result in tax benefits being recognized in the period in which it is determined that the liabilities are no longer necessary. If the estimate of unrecognized tax benefits, interest and penalties proves to be less than the ultimate assessment, additional expenses would result.

Inherent in the measurement of deferred balances are certain judgments and interpretations of tax laws and published guidance with respect to the Company's operations. Income tax expense is primarily the current tax payable for the period and the change during the period in certain deferred tax assets and liabilities.

See Note 10 to the Consolidated Financial Statements.

Net Loss Per Share:

The Company's basic earnings per share is calculated as net loss divided by weighted average common shares outstanding, excluding unvested outstanding restricted stock awards and restricted stock units. The Company's dilutive earnings per share is calculated as net income divided by weighted average common shares and common share equivalents outstanding, which includes shares issuable under the Company's stock option plan and long-term incentive plan and dilutive securities. Stock-based awards with exercise prices greater than the average market value of the Company's common stock are excluded from the computation of diluted earnings per share. Due to the Company's net loss in all periods presented, basic and dilutive earnings per share are equal.

Comprehensive Loss:

Components of comprehensive loss include net loss, foreign currency translation adjustments and recognition of deferred compensation, net of tax within shareholders' (deficit) equity.

Foreign Currency Translation:

The Consolidated Balance Sheet, Consolidated Statement of Operations and Consolidated Statement of Cash Flows of the Company's international operations are measured using local currency as the functional currency. Assets and liabilities of these subsidiaries are translated at the exchange rates in effect at each Balance Sheet date. Translation adjustments arising from the use of differing exchange rates from period to period are included in accumulated other comprehensive income within shareholders' (deficit) equity. Statement of Operations accounts are translated at the average rates of exchange prevailing during the year. During fiscal years 2022 and 2021, a $0.6 million foreign currency loss and $0.3 million foreign currency gain is included in loss from continuing operations, respectively.

Accounting Standards Recently Adopted by the Company:

In December 2019, the FASB issued ASU 2019-12, "Income Taxes (Topic 740)," which simplifies the accounting for income taxes by removing certain exceptions to the general principles in Topic 740. The amendments also improve consistent application of and simplify GAAP for other areas of Topic 740 by clarifying and amending existing guidance. This guidance is effective for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2020. Depending on the amendment, adoption may have been applied on the retrospective, modified retrospective or prospective basis. The adoption of this new guidance during fiscal year 2022 using the prospective method did not have a material impact on our Consolidated Financial Statements.

Recently Issued Accounting Standards Not Yet Adopted:

The Company has reviewed all recently issued, but not yet effective, accounting pronouncements and it does not believe any of these pronouncements will have a material impact to the Company's financial statements.

2. REVENUE RECOGNITION:

Revenue Recognition and Deferred Revenue:

Revenue recognized at point of sale

Product sales to franchisees are recorded at the time product is delivered to the franchisee. Payment for franchisee product revenue is generally collected 30 to 90 days of delivery. Company-owned salon revenues are recognized at the time when the services are provided or the guest receives and pays for the merchandise. Revenues from purchases made with gift cards are also recorded when the guest takes possession of the merchandise or services are provided. Gift cards issued by the Company are recorded as a liability (deferred revenue) upon sale and recognized as revenue upon redemption by the guest. Gift card breakage, the amount of gift cards which will not be redeemed, is recognized proportional to redemptions using estimates based on historical redemption patterns.

Revenue recognized over time

Royalty and advertising fund revenues represent sales-based royalties that are recognized in the period in which the sales occur. Generally, royalty and advertising fund revenues are billed and collected monthly in arrears. Advertising fund revenues and expenditures, which must be spent on marketing and related activities per the franchise agreements, are recorded on a gross basis within the Consolidated Statement of Operations. The treatment increases both the gross amount of reported revenue and expense and generally has no impact on operating income and net income. Franchise fees are billed and received upon the signing of the franchise agreement. Recognition of these fees is deferred until the salon opening and is then recognized over the term of the franchise agreement, which is typically 10 years. Franchise rental income is a result of the Company signing leases on behalf of franchisees and entering into sublease arrangements with the franchisees. The Company recognizes franchise rental income and expense when it is due to the landlord.

Information about receivables, broker fees and deferred revenue subject to the revenue recognition guidance is as follows:

	June 30, 2022	June 30, 2021	Balance Sheet Classification
	(Dollars in thousands)		
Receivables from contracts with customers, net	$ 10,263	$ 18,011	Receivable, net
Broker fees	15,592	19,254	Other assets
Deferred revenue:			
Current			
Gift card liability	$ 2,037	$ 2,240	Accrued expenses
Deferred franchise fees unopened salons	16	40	Accrued expenses
Deferred franchise fees open salons	5,770	5,884	Accrued expenses
Total current deferred revenue	$ 7,823	$ 8,164	
Non-current			
Deferred franchise fees unopened salons	$ 3,211	$ 6,571	Other non-current liabilities
Deferred franchise fees open salons	26,827	32,365	Other non-current liabilities
Total non-current deferred revenue	$ 30,038	$ 38,936	

Receivables relate primarily to payments due for royalties, franchise fees, advertising fees, rent, franchise product sales and sales of salon services and product paid by credit card. The receivables balance is presented net of an allowance for expected losses (i.e., doubtful accounts), related to receivables from franchisees. The following table is a rollforward of the allowance for doubtful accounts for the periods indicated:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Balance at beginning of period	$ 7,774	$ 6,899
Provision for doubtful accounts (1)	967	509
Provision for franchisee rent (2)	1,421	1,920
Reclass of accrued rent (3)	149	—
Write-offs	(3,752)	(1,554)
Balance at end of period	$ 6,559	$ 7,774

(1) The provision for doubtful accounts is recognized as general and administrative expense in the Consolidated Statement of Operations.

(2) The provision for franchisee rent is recognized as rent in the Consolidated Statement of Operations.

(3) The reclass of accrued rent represents franchisee rent obligations guaranteed by the Company that were unbilled and deemed unrecoverable as of June 30, 2021. The amounts billed in fiscal year 2022 and the related accrual was reclassified to allowance for doubtful accounts.

Broker fees are the costs associated with using external brokers to identify new franchisees. These fees are paid upon the signing of the franchise agreement and recognized as general and administrative expense over the term of the franchise agreement in the Consolidated Statement of Operations. The following table is a rollforward of the broker fee balance for the periods indicated:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Balance at beginning of period	$ 19,254	$ 20,516
Additions	25	2,112
Amortization	(3,189)	(3,180)
Write-offs	(498)	(194)
Balance at end of period	$ 15,592	$ 19,254

The decrease in non-current deferred franchise fees for unopened salons in fiscal year 2022 is primarily due to $2.4 million of deferred fees related to terminated development agreements being recognized as fees in the Consolidated Statement of Operations in the year ended June 30, 2022. Deferred revenue includes the gift card liability and deferred franchise fees for unopened salons and open salons. Deferred franchise fees related to open salons are generally recognized on a straight-line basis over the term of the franchise agreement. Franchise fee revenue for fiscal years 2022 and 2021 was $6.5 and $6.6 million, respectively. Estimated revenue expected to be recognized in the future related to deferred franchise fees for open salons as of June 30, 2022 is as follows (in thousands):

2023	$	5,770
2024		5,468
2025		5,092
2026		4,618
2027		4,157
Thereafter		7,492
Total	$	32,597

3. DISCONTINUED OPERATIONS

Opensalon Pro (OSP):

On June 30, 2022, the Company sold its OSP software-as-a-service solution to Soham Inc. for a purchase price of $20.0 million in cash plus up to an additional $19.0 million in cash contingent upon the number of salons that migrate to Soham's Zenoti product as their salon technology platform. The Company received $13.0 million in proceeds in June 2022. The remaining $7.0 million of the purchase price is subject to holdbacks including $4.0 million of the proceeds retained in escrow to be paid upon completion of the Company's refinancing, $1.0 million once the Company ends its arrangement with ProPoint in December 2022 and $2.0 million of proceeds held back until general indemnity provisions are satisfied within 18 months from closing. As a result of the sale, the Company classified the OSP business as discontinued operations in the financial statements for all years presented. Discontinued operations is included in the Franchise segment in the Consolidated Statement of Operations for all periods presented.

The following summarizes the components of the loss from sale of OSP for fiscal year 2022 included in discontinued operations (in thousands):

Cash proceeds	$	13,000
Goodwill derecognition		(38,358)
Software write-off (1)		(8,408)
Hardware write-down (2)		(1,825)
Other, net, including professional fees		(552)
Loss from sale of OSP	$	(36,143)

____

(1) Internally developed capitalized software is included in non-current assets related to discontinued operations as of June 30, 2021 and written off in June 2022 upon completion of the sale.

(2) Prior to the sale, hardware used to run OSP was sold to franchisees. As a result of the sale, the Company wrote-down the value of the hardware to its net realizable value and the charge is included in the loss on the sale of OSP. The hardware is included in inventory as of June 30, 2022 and current assets related to discontinued operations as of June 30, 2021 in the Consolidated Balance Sheet.

The following summarizes the results of discontinued operations for the periods presented:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Discontinued operations:		
Fees	$ 3,811	$ 3,461
Cost of product sales to franchisees	(1,037)	(2,790)
General and administrative	(3,517)	(9,006)
Rent	(194)	(176)
Depreciation and amortization	(1,322)	(964)
Goodwill impairment (1)	(2,880)	—
Interest expense	(715)	(650)
Loss from sale of OSP	(36,143)	—
Loss from discontinued operations, before taxes	(41,997)	(10,125)
Income tax benefit from discontinued operations (2)	2,599	—
Loss from discontinued operations, net of tax	$ (39,398)	$ (10,125)

(1) Goodwill impairment included in discontinued operations represents the portion of impairment allocated to the OSP business based on relative fair value.

(2) Income taxes have been allocated to continuing and discontinued operations based on the methodology required by accounting for income taxes guidance.

The Company leases office space in Fremont, California. The lease related liabilities are included in long-term lease liability as of June 30, 2022, and the lease related assets and liabilities are included in non-current assets, current liabilities and non-current liabilities related to discontinued operations as of June 30, 2021 in the Consolidated Balance Sheet.

4. OTHER FINANCIAL STATEMENT DATA

The following provides additional information concerning selected balance sheet accounts:

	June 30, 2022	June 30, 2021
	(Dollars in thousands)	
Other current assets:		
Prepaid assets	$ 1,816	$ 4,121
Restricted cash	10,423	9,961
Other	1,745	2,935
Total other current assets	$ 13,984	$ 17,017
Property and equipment:		
Buildings and improvements	$ 8,228	$ 8,251
Equipment, furniture and leasehold improvements	14,260	28,782
Internal use software	34,824	34,644
Total property and equipment	57,312	71,677
Less accumulated depreciation and amortization	(44,477)	(54,771)
Total property and equipment, net	$ 12,835	$ 16,906
Accrued expenses:		
Payroll and payroll related costs	$ 7,767	$ 16,175
Insurance	5,012	7,525
Rent and related real estate costs	4,585	11,197
Deferred revenue	7,823	8,164
Other	8,597	8,181
Total accrued expenses	$ 33,784	$ 51,242
Other non-current liabilities:		
Deferred income taxes	$ 10,979	$ 10,650
Insurance	9,744	12,722
Deferred benefits	6,308	10,028
Deferred franchise fees	30,038	38,936
Other	1,905	2,739
Total other non-current liabilities	$ 58,974	$ 75,075

The following provides additional information concerning other intangibles, net:

	June 30,							
	2022				2021			
	Weighted Average Amortization Periods (1)	Cost (2)	Accumulated Amortization (2)	Net	Weighted Average Amortization Periods (1)	Cost (2)	Accumulated Amortization (2)	Net
	(In years)	(Dollars in thousands)			(In years)	(Dollars in thousands)		
Brand assets and trade names	36	$ 5,421	$ (3,234)	$ 2,187	35	$ 6,040	$ (3,568)	$ 2,472
Franchise agreements	20	7,719	(6,756)	963	19	10,099	(8,901)	1,198
Other	20	354	(278)	76	20	366	(275)	91
Total	26	$ 13,494	$ (10,268)	$ 3,226	24	$ 16,505	$ (12,744)	$ 3,761

(1) All intangible assets have been assigned an estimated finite useful life and are amortized on a straight-line basis over the number of years that approximate their expected period of benefit (ranging from three to 40 years).

(2) The change in the gross carrying value and accumulated amortization of other intangible assets is impacted by foreign currency.

Total amortization expense related to intangible assets during fiscal years 2022 and 2021 was approximately $0.4 and $0.8 million, respectively. As of June 30, 2022, future estimated amortization expense related to intangible assets is estimated as follows (in thousands):

2023	$ 365
2024	302
2025	302
2026	302
2027	302
Thereafter	1,653
Total	$ 3,226

The following provides supplemental disclosures of cash flow activity:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Cash paid (received) for:		
Interest	$ 11,786	$ 11,940
Taxes and penalties, net	(1,400)	(2,636)
Non-cash investing activities:		
Unpaid capital expenditures	35	312

5. GOODWILL

The table below contains details related to the Company's goodwill:

	June 30,					
	2022			2021		
	Gross Carrying Value (1)	Accumulated Impairment	Net	Gross Carrying Value (1)	Accumulated Impairment	Net
	(Dollars in thousands)					
Goodwill	$ 304,624	$ (130,264)	$ 174,360	$ 343,846	$ (114,264)	$ 229,582

(1) The change in the gross carrying value of goodwill relates to foreign currency translation adjustments.

The table below contains details related to the Company's goodwill related to the Franchise reporting unit:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Balance at beginning of period (1)	$ 229,582	$ 227,457
Derecognition of OSP goodwill	(38,358)	—
Goodwill impairment related to continuing operations	(13,120)	—
Goodwill impairment related to discontinued operations	(2,880)	—
Translation rate adjustments	(864)	2,125
Balance at end of period (1)	$ 174,360	$ 229,582

(1) The goodwill balance as of June 30, 2021 includes $41.3 million related to discontinued operations.

6. LEASES

At contract inception, the Company determines whether a contract is, or contains, a lease by determining whether it conveys the right to control the use of the identified asset for a period of time. If the contract provides the Company the right to substantially all of the economic benefits from the use of the identified asset and the right to direct the use of the identified asset, the Company considers it to be, or contain, a lease. The Company leases its company-owned salons and some of its corporate facilities under operating leases. The original terms of the salon leases range from one to 20 years with many leases renewable for an additional five to 10-year term at the option of the Company. In addition to the obligation to make fixed rental payments for the use of the salons, the Company also has variable lease payments that are based on sales levels. For most leases, the Company is required to pay real estate taxes and other occupancy expenses. Total rent includes the following:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Office and warehouse rent	$ 4,575	$ 5,234
Lease termination expense (1)	1,835	13,544
Lease liability benefit (2)	(3,620)	(20,022)
Franchise salon rent	1,695	3,376
Company-owned salon rent	4,872	38,622
Total	$ 9,357	$ 40,754

(1) During fiscal year 2022, lease termination expense includes $0.9 million to exit the Company's distribution centers before the lease end dates and $0.9 million to exit salons before the lease end dates in order to relieve the Company of future lease obligations. During fiscal year 2021, lease termination fees include $8.3 million of early termination payments to close salons before the lease end date to relieve the Company of future lease obligations and $5.3 million to accrue future lease payments for salons that are no longer operating.

(2) Upon termination of previously impaired leases, the Company derecognizes the corresponding ROU assets and lease liabilities which results in a net gain. In addition, the Company recognizes a benefit from lease liabilities decreasing in excess of previously impaired ROU assets for ongoing leases that were previously impaired.

The Company leases salon premises in which the majority of its franchisees operate and has entered into corresponding sublease arrangements with franchisees. All lease-related costs are passed through to the franchisees. The Company records the rental payments due from franchisees as franchise rental income and the corresponding amounts owed to landlords as franchise rent expense on the Consolidated Statement of Operations. In fiscal years 2022 and 2021, Franchise rental income and Franchise rent expense were $130.8 and $127.4 million, respectively. These leases generally have lease terms of approximately five years. The Company expects to renew SmartStyle and some franchise leases upon expiration. Some other leases are expected to be renewed by the franchisee upon expiration.

For salon operating leases, the lease liability is initially and subsequently measured at the present value of the unpaid lease payments at the lease commencement date, including one lease term option when the lease is expected to be renewed. The ROU asset is initially and subsequently measured throughout the lease term at the carrying amount of the lease liability, plus initial direct costs, less any accrued lease payments and unamortized lease incentives received, if any. For leases classified as operating leases, expense for lease payments is recognized on a straight-line basis over the lease term, including the lease renewal option when the lease is expected to be renewed. Generally, the non-lease components, such as real estate taxes and other occupancy expenses, are separate from rent expense within the lease and are not included in the measurement of the lease liability because these charges are variable.

The discount rate used to determine the present value of the lease payments is the Company's estimated collateralized incremental borrowing rate, based on the yield curve for the respective lease terms, as the interest rate implicit in the lease cannot generally be determined. The Company uses the portfolio approach in applying the discount rate based on the original lease term. The weighted average remaining lease term was 6.02 and 6.44 years and the weighted average discount rate was 4.25% and 4.11% for all salon operating leases as of June 30, 2022 and 2021, respectively.

A lessee's ROU asset is subject to the same asset impairment guidance in ASC 360, Property, Plant, and Equipment, applied to other elements of property, plant, and equipment. The Company has identified its asset groups at the individual salon level as this represents the lowest level that identifiable cash flows are largely independent of the cash flows of other groups of assets and liabilities. Poor salon performance in fiscal years 2022 and 2021 resulted in ASC 360-10-35-21 triggering events. As a result, management assessed underperforming salon asset groups, which included the related ROU assets, for impairment in accordance with ASC 360.

The first step in the impairment test under ASC 360 is to determine whether the long-lived assets are recoverable, which is determined by comparing the net carrying value of the salon asset group to the undiscounted net cash flows to be generated from the use and eventual disposition of that asset group. Estimating cash flows for purposes of the recoverability test is subjective and requires significant judgment. Estimated future cash flows used for the purposes of the recoverability test were based upon historical cash flows for the salons, adjusted for expected changes in future market conditions related to the COVID-19 pandemic, and other factors. The period of time used to determine the estimates of the future cash flows for the recoverability test was based on the remaining useful life of the primary asset of the group, which was the ROU asset in all cases.

The second step of the long-lived asset impairment test requires that the fair value of the asset group be estimated when determining the amount of any impairment loss. For the salon asset groups that failed the recoverability test, an impairment loss was measured as the amount by which the carrying amount of the asset group exceeds its fair value. The Company applied the fair value guidance within ASC 820-10 to determine the fair value of the asset group from the perspective of a market-participant considering, among other things, appropriate discount rates, multiple valuation techniques, the most advantageous market, and assumptions about the highest and best use of the asset group. To determine the fair value of the salon asset groups, the Company utilized market-participant assumptions rather than the Company's own assumptions about how it intends to use the asset group. The significant judgments and assumptions utilized to determine the fair value of the salon asset groups include the market rent of comparable properties and a discount rate.

The fair value of the salon long-lived asset group is estimated using market participant methods based on the best information available. The Company engaged a third-party valuation specialist to assist with the research related to inputs used in their determination of the fair value of the ROU asset which included providing information related to significant inputs and assumptions utilized in the measurement of the impairment loss.

For fiscal years 2022 and 2021, the Company recognized long-lived impairment charges of $0.5 and $13.0 million, respectively, which included $0.5 and $9.5 million, respectively, related to ROU assets on the Consolidated Statement of Operations. The impairment loss for each salon asset group that was recognized was allocated among the long-lived assets of the group on a pro-rata basis using their relative carrying amounts. Additionally, the impairment losses did not reduce the carrying amount of an individual asset below its fair value, including for the ROU assets included in the salon asset groups. Assessing the long-lived assets for impairment requires management to make assumptions and to apply judgment, which can be affected by economic conditions and other factors that can be difficult to predict. The Company does not believe there is a reasonable likelihood that there will be a material change in the estimates or assumptions it uses to calculate impairment losses for its long-lived asset, including its ROU assets. If actual results are not consistent with the estimates and assumptions used in the calculations, the Company may be exposed to future impairment losses that could be material.

As of June 30, 2022, future operating lease commitments, including one renewal option for leases expected to be renewed, to be paid and received by the Company were as follows (in thousands):

Fiscal Year	Leases For Franchise Salons	Leases For Company-Owned Salons	Corporate Leases	Total Operating Lease Payments	Sublease Income To Be Received From Franchisees	Net Rent Commitments
2023	$ 116,644	$ 3,590	$ 2,229	$ 122,463	$ (116,644)	$ 5,819
2024	102,360	2,049	1,301	105,710	(102,360)	3,350
2025	85,788	710	1,334	87,832	(85,788)	2,044
2026	72,155	385	1,367	73,907	(72,155)	1,752
2027	61,698	143	1,401	63,242	(61,698)	1,544
Thereafter	122,570	256	4,417	127,243	(122,570)	4,673
Total future obligations	$ 561,215	$ 7,133	$ 12,049	$ 580,397	$ (561,215)	$ 19,182
Less amounts representing interest	66,693	361	1,702	68,756		
Present value of lease liabilities	$ 494,522	$ 6,772	$ 10,347	$ 511,641		
Less current lease liabilities	97,954	3,399	1,843	103,196		
Long-term lease liabilities	$ 396,568	$ 3,373	$ 8,504	$ 408,445		

Supplemental operating cash flow information and non-cash activity related to our operating leases are as follows (in thousands):

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Cash paid for amounts included in the measurement of lease liabilities (1)	$ 74,507	$ 130,039
Right of use assets obtained in exchange for new lease liabilities	2,011	4,242

(1) Cash paid for amounts included in the measurement of lease liabilities includes rent, termination fees, settlements and legal fees, and commission payments.

7. FAIR VALUE MEASUREMENTS

Fair value measurements are categorized into one of three levels based on the lowest level of significant input used: Level 1 (unadjusted quoted prices in active markets); Level 2 (observable market inputs available at the measurement date, other than quoted prices included in Level 1); and Level 3 (unobservable inputs that cannot be corroborated by observable market data).

Assets and Liabilities Measured at Fair Value on a Recurring Basis

As of June 30, 2022 and 2021, the estimated fair value of the Company's cash, cash equivalents, restricted cash, receivables, inventory, deferred compensation assets, debt and accounts payable approximated their carrying values.

Assets and Liabilities Measured at Fair Value on a Nonrecurring Basis

We measure certain assets, including the Company's equity method investments, tangible fixed and other assets and goodwill, at fair value on a nonrecurring basis when they are deemed to be other than temporarily impaired. The fair values of these assets are determined, when applicable, based on valuation techniques using the best information available, and may include quoted market prices, market comparables and discounted cash flow projections.

The following impairment charges were based on fair values using Level 3 inputs (1):

	Fiscal Years	
	2022	**2021**
	(Dollars in thousands)	
Goodwill impairment	$ 16,000	$ —
Long-lived asset impairment	542	13,023

(1) See Notes 1 and 5 to the Consolidated Financial Statements.

8. FINANCING ARRANGEMENTS

The Company's debt consists of the following:

Revolving Credit Facility

	Maturity Date (1)	June 30, 2022	June 30, 2021	June 30, 2022	June 30, 2021
	(Fiscal year)	(Interest rate %)		(Dollars in thousands)	
Revolving credit facility	2023	5.50%	5.00%	$ 179,994	$ 186,911

(1) As of June 30, 2022 the Company's borrowings matured in March 2023. On August 12, 2022, the Company amended its credit agreement. In connection with the amendment, the maturity of the credit agreement was extended to August 31, 2025. Accordingly, the debt is classified as non-current on the Consolidated Balance Sheet. See Note 16 to the Consolidated Financial Statements.

At June 30, 2022, cash and cash equivalents totaled $17.0 million. As of June 30, 2022, the Company had $180.0 million of outstanding borrowings under the original $295.0 million revolving credit facility, of which $277.5 million was available as of June 30, 2022. The credit facility decreased $16.9 million from $294.4 million as of June 30, 2021, in accordance with the bulk sale provisions in the revolving credit facility agreement, due to the sale of OSP and secured inventory related to our transition to a third-party distribution partner. At June 30, 2022, the Company had outstanding standby letters of credit under the revolving credit facility of $15.7 million, primarily related to the Company's self-insurance program. The unused available credit under the facility was $81.9 million at June 30, 2022. Total liquidity per the agreement was $119.8 million as of June 30, 2022. As of June 30, 2022, the Company had cash, cash equivalents and restricted cash of $27.5 million and current liabilities of $152.8 million.

Under the terms of the revolving credit facility as of June 30, 2022, the Company is required to maintain a minimum liquidity of $75.0 million and the Company's lenders are secured in the Company's assets. The applicable margin for loans bearing interest at SOFR ranges from 3.75%-4.25%, the applicable margin for loans bearing interest at the base rate ranges from 2.75%-3.25% and the facility fee ranges from 0.50%-0.75%, each depending on average utilization of the revolving line of credit. The Company was in compliance with all covenants and other requirements of the financing arrangements as of June 30, 2022. On August 12, 2022, the Company amended and extended its credit facility which, among other things, converted the revolving credit facility to a $180.0 million term loan and $55.0 million revolving credit facility. The amendment also extends the maturity date to August 31, 2025. See Note 16 to the Consolidated Financial Statements.

9. COMMITMENTS AND CONTINGENCIES

Contingencies:

The Company is self-insured for most workers' compensation, employment practice liability and general liability. Workers' compensation and general liability losses are subject to per occurrence and aggregate annual liability limitations. The Company is insured for losses in excess of these limitations. The Company is also self-insured for health care claims for eligible participating employees subject to certain deductibles and limitations. The Company determines its liability for claims incurred but not reported on an actuarial basis.

Litigation and Settlements:

The Company is a plaintiff or defendant in various lawsuits and claims arising out of the normal course of business. Like certain other franchisors, the Company has faced allegations of franchise regulation and agreement violations. Additionally, because the Company may be the tenant under a master lease for a location subleased to a franchisee, the Company has faced allegations of nonpayment of rent and associated charges. Further, similar to other large retail employers, the Company has been faced with allegations of purported class-wide consumer and wage and hour violations.

During fiscal year 2022, the Company recorded $2.2 million of expense related to litigation, of which $1.7 million was paid during the year. The Company's accrual related to potential settlement liability was $0.5 million as of June 30, 2022. Included in the expense is litigation brought in the 11th Judicial Circuit, St. Charles County, Missouri, in which the Company challenged a landlord regarding a lease the Company secured but the landlord leased to another tenant. The landlord in the case prevailed and the court ordered the Company to pay the landlord $0.5 million in attorney's fees. The Company requested leave to appeal and plans to vigorously pursue overturning this judgment.

The Company's previous point-of-sale system supplier had challenged the development of certain parts of the Company's technology systems in litigation brought in the Northern District of California. The Company and the supplier entered into an agreement, effective June 25, 2021, that provided for the dismissal of the lawsuit and set forth a Transition Services Agreement pursuant to which the supplier will assist in the transfer of franchise salons from its point-of-sale system to the Company's salon management system, OSP. The Company and the supplier entered into an amendment to the Settlement Agreement, effective June 15, 2022, in which the Company agreed to pay $2.0 million to the supplier in installments commencing on June 15, 2022, and ending on December 10, 2022, in consideration of a release of claims arising out of or related to the Transition Services Agreement and for the supplier to continue to provide the services set forth in that agreement.

Litigation is inherently unpredictable, and the outcome of these matters cannot presently be determined. Although the actions are being vigorously defended, the Company could incur judgments in the future or enter into settlements of claims that could have a material adverse effect on its results of operations in any particular period.

10. INCOME TAXES

The components of loss from continuing operations before income taxes are as follows:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Loss before income taxes		
U.S.	$ (41,231)	$ (143,104)
International	(3,211)	34,470
	$ (44,442)	$ (108,634)

The provision (benefit) for income taxes consists of:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
Current:		
U.S.	$ (535)	$ (620)
International	(425)	(1,421)
Deferred:		
U.S.	3,130	(3,701)
International	(153)	314
	$ 2,017	$ (5,428)

The provision (benefit) for income taxes differs from the amount of income tax determined by applying the applicable U.S. statutory rate to loss from continuing operations before income taxes, as a result of the following:

	Fiscal Years	
	2022	2021
U.S. statutory rate	21.0 %	21.0 %
State income taxes, net of federal income tax benefit	1.4	7.9
Valuation allowance (1)	(6.6)	(61.5)
Foreign income taxes at other than U.S. rates	3.0	9.4
Uncertain tax positions	(17.9)	0.2
Stock-based compensation	(2.8)	(0.7)
Loss on investment in Luxembourg	—	29.3
Other, net (2)	(2.6)	(0.6)
Effective tax rate	(4.5)%	5.0 %

---

(1) See Note 1 to the Consolidated Financial Statements.

(2) The (2.6)% of Other, net in fiscal year 2022 includes the rate impact of the federal provision to return true-up and miscellaneous items of (2.0)% and (0.6)%, respectively. The (0.6)% of Other, net in fiscal year 2021 does not include the rate impact of any items in excess of 5% of computed tax.

The components of the net deferred tax assets and liabilities are as follows:

	June 30, 2022	June 30, 2021
	(Dollars in thousands)	
Deferred tax assets:		
Payroll and payroll related costs	$ 5,267	$ 8,523
Net operating loss carryforwards	153,190	145,823
Tax credit carryforwards	37,664	37,433
Capital loss carryforwards	5,338	14,179
Deferred franchise fees	8,694	10,153
Operating lease liabilities	124,905	154,255
Other (1)	17,542	12,608
Subtotal	352,600	382,974
Valuation allowance (1)	(201,731)	(192,522)
Total deferred tax assets	$ 150,869	$ 190,452
Deferred tax liabilities:		
Goodwill and intangibles	$ (33,466)	$ (43,375)
Operating lease assets	(123,333)	(150,573)
Other	(5,049)	(7,154)
Total deferred tax liabilities	(161,848)	(201,102)
Net deferred tax liability	$ (10,979)	$ (10,650)

____

(1) The $17.5 million of Other in fiscal year 2022 includes $5.3 million of deferred tax assets with a corresponding valuation allowance of the same amount related to discontinued operations.

Significant components of the valuation allowance which occurred during fiscal year 2022 are as follows:

- The Company determined that it no longer had sufficient U.S. state indefinite-lived taxable temporary differences to support realization of its U.S. state indefinite-lived NOLs and its existing U.S. deferred tax assets that upon reversal are expected to generate state indefinite-lived NOLs. As a result, the Company recorded a $4.1 million valuation allowance on its U.S. state indefinite-lived deferred tax assets.

Significant components of the valuation allowance which occurred during fiscal year 2021 are as follows:

- The Company recognized a tax loss on its investment in Luxembourg and established a corresponding valuation allowance of $34.4 million.

At June 30, 2022, the Company has tax-effected federal, state, Canada, and U.K. net operating loss carryforwards of approximately $116.8, $28.1, $7.8 and $0.5 million, respectively. The Company's federal loss carryforward consists of $27.3 million that will expire from fiscal years 2034 to 2038 and $89.5 million that has no expiration. The state loss carryforwards consist of $24.4 million that will expire from fiscal years 2023 to 2042 and $3.7 million that has no expiration. The Canada loss carryforward will expire from fiscal years 2036 to 2042. The U.K. loss carryforward has no expiration.

The Company's tax credit carryforward of $37.7 million primarily consists of Work Opportunity Tax Credits that will expire from fiscal years 2031 to 2042.

The Company's capital loss carryforward of $5.3 million will expire in fiscal year 2025.

We consider the earnings of certain non-U.S. subsidiaries to be indefinitely invested outside the U.S. Accordingly, we have not recorded deferred taxes related to the U.S. federal and state income taxes and foreign withholding taxes on approximately $7.8 million of undistributed earnings of foreign subsidiaries, which have been reinvested outside the U.S. As a result of the Tax Cuts and Jobs Act of 2017, taxes payable on the remittance of such earnings is expected to be minimal.

The Company files tax returns and pays tax primarily in the U.S., Canada, the U.K. and Luxembourg, as well as states, cities, and provinces within these jurisdictions. The Company is no longer subject to Internal Revenue Service examinations for years before 2014. With limited exceptions, the Company is no longer subject to state and international income tax examination by tax authorities for years before 2012.

A rollforward of the unrecognized tax benefits is as follows:

	Fiscal Years	
	2022	**2021**
	(Dollars in thousands)	
Balance at beginning of period	$ 13,858	$ 14,045
Additions based on tax positions related to the current year, primarily salon vendition activity and tax positions related to a capital loss	8,636	292
Additions based on tax positions of prior years	81	50
Reductions on tax positions related to the expiration of the statute of limitations	(402)	(529)
Balance at end of period	$ 22,173	$ 13,858

If the Company were to prevail on all unrecognized tax benefits recorded, a net benefit of approximately $1.0 million would be recorded in the effective tax rate. Interest and penalties associated with unrecognized tax benefits are recorded within income tax expense. During each of the fiscal years 2022 and 2021, the Company recorded interest and penalties of approximately $0.2 million as reductions to the accrual, net of the respective reversal of previously accrued interest and penalties. As of June 30, 2022, the Company had accrued interest and penalties related to unrecognized tax benefits of $0.7 million. This amount is not included in the gross unrecognized tax benefits noted above.

It is reasonably possible the amount of the unrecognized tax benefit with respect to certain of our unrecognized tax positions will increase or decrease during the next fiscal year. However, an estimate of the amount or range of the change cannot be made at this time.

11. BENEFIT PLANS

Regis Retirement Savings Plan:

The Company maintains a defined contribution 401(k) plan, the Regis Retirement Savings Plan (RRSP). The RRSP is a defined contribution profit sharing plan with a 401(k) feature that is intended to qualify under Section 401(a) of the Internal Revenue Code (the Code) and is subject to the Employee Retirement Income Security Act of 1974 (ERISA).

The 401(k) portion of the RRSP is a cash or deferred arrangement intended to qualify under section 401(k) of the Code and under which eligible employees may elect to contribute a percentage of their eligible compensation. Employees who are 18 years of age or older and who were not highly compensated employees as defined by the Code during the preceding RRSP year are eligible to participate in the RRSP commencing with the first day of the month following their completion of one month of service.

The discretionary employer contribution profit sharing portion of the RRSP is a noncontributory defined contribution component covering full-time and part-time employees of the Company who have at least one year of eligible service, defined as 1,000 hours of service during the RRSP year, are employed by the Company on the last day of the RRSP year and are Salon Support employees, distribution center employees, field leaders, artistic directors or consultants, and that are not highly compensated employees as defined by the Code. Participants' interest in the noncontributory defined contribution component become 20.0% vested after completing two years of service with vesting increasing 20.0% for each additional year of service with participants becoming fully vested after six full years of service.

Nonqualified Deferred Salary Plan:

The Company maintains a Nonqualified Deferred Salary Plan (Executive Plan), which covers Company officers and all other employees who are highly compensated as defined by the Code. The discretionary employer contribution portion of the Executive Plan is a profit sharing component in which a participant's interest becomes 20.0% vested after completing two years of service with vesting increasing 20.0% for each additional year of service with participants becoming fully vested after six full years of service. Certain participants within the Executive Plan also receive a matching contribution from the Company.

Regis Individual Secured Retirement Plan (RiSRP):

The Company maintains a Regis Individual Secured Retirement Plan (RiSRP), pursuant to which eligible employees may use post-tax dollars to purchase life insurance benefits. Salon Support employees at the director level and above qualify. The Company may make discretionary contributions on behalf of participants within the RiSRP, which may be calculated as a matching contribution. The participant is the owner of the life insurance policy under the RiSRP.

Stock Purchase Plan:

The Company has an employee stock purchase plan (ESPP) available to qualifying employees. Under the terms of the ESPP, eligible employees may purchase the Company's common stock through payroll deductions. The Company contributes an amount equal to 15.0% of the purchase price of the stock to be purchased on the open market and pays all expenses of the ESPP and its administration, not to exceed an aggregate contribution of $14.0 million or when 4.6 million shares registered under the SEC for issuance under the plan have been purchased. As of June 30, 2022, the Company's cumulative contributions to the ESPP totaled $11.2 million.

Deferred Compensation Contracts:

The Company has unfunded deferred compensation contracts covering certain current and former key executives. Effective June 30, 2012, these contracts were amended and the benefits were frozen.

The table below presents the projected benefit obligation of these deferred compensation contracts in the Consolidated Balance Sheet:

	June 30,	
	2022	2021
	(Dollars in thousands)	
Current portion (included in accrued expenses)	$ 303	$ 1,660
Long-term portion (included in other non-current liabilities)	2,320	3,115
Total	$ 2,623	$ 4,775

The accumulated other comprehensive loss for the deferred compensation contracts, consisting of primarily unrecognized actuarial income, was $0.7 and $0.3 million at June 30, 2022 and 2021, respectively.

Additionally, the Company had previously agreed to pay the former Vice Chairman and his spouse an annual benefit for life. Costs associated with this benefit included in general and administrative expense on the Consolidated Statement of Operations totaled $0.5 and $0.4 million for fiscal years 2022 and 2021, respectively. The fair value of the related obligations totaled $2.3 and $2.3 million at June 30, 2022 and 2021, respectively, with $0.5 million within accrued expenses at June 30, 2022 and 2021, and the remainder included in other non-current liabilities in the Consolidated Balance Sheet.

12. EARNINGS PER SHARE

The Company's basic earnings per share is calculated as net loss divided by weighted average common shares outstanding, excluding unvested outstanding stock options (SOs), outstanding stock appreciation rights (SARs), restricted stock units (RSUs) and stock-settled performance units (PSUs). The Company's diluted earnings per share is calculated as net income divided by weighted average common shares and common share equivalents outstanding, which includes shares issued under the Company's stock-based compensation plans. Stock-based awards with exercise prices greater than the average market price of the Company's common stock are excluded from the computation of diluted earnings per share. As the Company is in a net loss position, basic earnings per share is equivalent to dilutive earnings per share.

For fiscal years 2022 and 2021, 608,503 and 636,310 of common stock equivalents of dilutive common stock, respectively, were excluded from the diluted earnings per share calculation due to net loss from continuing operations.

The computation of weighted average shares outstanding, assuming dilution, excluded the following stock-based awards as they were not dilutive under the treasury stock method:

	Fiscal Years	
	2022	2021
Equity-based compensation awards	2,269,335	2,322,006

13. STOCK-BASED COMPENSATION

The Company grants long-term equity-based awards under the 2018 Long Term Incentive Plan (the 2018 Plan). The 2018 Plan, which was approved by the Company's shareholders at its 2018 Annual Meeting, provides for the granting of nonqualified stock options (SOs), equity-based stock appreciation rights and cash-settled stock appreciation rights (SARs), restricted stock units (RSUs) and stock-settled performance units (PSUs), to employees and non-employee directors of the Company. Under the 2018 Plan, a maximum of 3,818,895 shares are approved for issuance. The 2018 Plan incorporates a fungible share design, under which full value awards (such as RSUs and PSUs) count against the shares reserved for issuance at a rate 2.0 times higher than appreciation awards (such as SARs and SOs). As of June 30, 2022, a maximum of 2,793,494 shares were available for grant under the 2018 Plan. All unvested awards are subject to forfeiture in the event of termination of employment, unless accelerated. SAR and RSU awards granted under the 2018 Plan generally include various acceleration terms, including upon retirement for participants aged 62 years or older or who are aged 55 years or older and have 15 years of continuous service.

The Company also has outstanding awards under the 2016 Long Term Incentive Plan (the 2016 Plan), although the 2016 Plan terminated in October 2018 and no additional awards have since been or will be made under the 2016 Plan. The 2016 Plan provided for the granting of SARs, restricted stock awards (RSAs), RSUs and PSUs, as well as cash-based performance grants, to employees and non-employee directors of the Company.

The Company also has outstanding awards under the Amended and Restated 2004 Long Term Incentive Plan (the 2004 Plan), although the 2004 Plan terminated in October 2016 and no additional awards have since been or will be made under the 2004 Plan. The 2004 Plan provided for the granting of nonqualified SOs, SARs, RSAs, RSUs and PSUs, as well as cash-based performance grants, to employees and non-employee directors of the Company.

Under the 2018 Plan, 2016 Plan and the 2004 Plan, stock-based awards are granted at an exercise price or initial value equal to the fair market value on the date of grant. The fair value of cash-settled SARs granted in fiscal year 2022 are re-valued on a quarterly basis.

Using the fair value of each grant on the date of grant, the weighted average fair values per stock-based compensation award granted during fiscal years 2022 and 2021 were as follows (1):

	Fiscal Years	
	2022	2021
SARs	$ 2.56	$ —
SOs	1.82	2.89
RSUs	2.69	7.15
PSUs	—	5.83

___

(1) The fair value of cash-settled SARs granted are estimated on the date of grant using a Black-Scholes valuation model, with the fair value recalculated on a quarterly basis. The fair value of market-based SOs granted are estimated on the date of grant using either a Monte Carlo valuation model or a Black-Scholes valuation model. The fair value of market-based RSUs and PSUs granted are estimated on the date of grant using a Monte Carlo valuation model. The significant assumptions used in determining the estimated fair value of the market-based awards granted during fiscal years 2022 and 2021 were as follows:

	Fiscal Years	
	2022	2021
Risk-free interest rate	1.25 - 3.04%	0.16 - 0.78%
Expected volatility	58.3 - 64.5%	44.9 - 66.8%
Expected dividend yield	— %	— %
Expected term of share options	6.1 - 7.7 years	7.0 years

The risk-free interest rate is determined based on the U.S. Treasury rates approximating the expected life of the market-based SARs, SOs, RSUs and PSUs granted. Expected volatility is established based on historical volatility of the Company's stock price. The Company uses historical data to estimate pre-vesting forfeiture rates. The expected term is based on a review of historical exercise experience.

Stock-based compensation expense was as follows:

	Fiscal Years	
	2022	2021
	(Dollars in thousands)	
SARs & SOs (1)	$ (241)	$ 456
RSUs & PSUs	1,575	2,798
Total stock-based compensation expense (recorded in general and administrative)	1,334	3,254
Less: Income tax benefit (2)	—	—
Total stock-based compensation expense, net of tax	$ 1,334	$ 3,254

(1) A benefit was recognized in fiscal year 2022 due to forfeiture of SARs and SOs.
(2) Federal statutory income tax rate utilized of 0% due to a valuation allowance in fiscal years 2022 and 2021.

Stock Appreciation Rights:

SARs granted under the 2018 Plan, 2016 Plan and the 2004 Plan generally vest 20%, 20%, and 60% over a three-year period subsequent to the grant date or vest ratably over a three to five year period on each of the annual grant date anniversaries and expire 10 years from the grant date. SARs granted in fiscal year 2022 were awarded to the Company's executives and are liability-classified awards that vest 20%, 20%, and 60% over a three-year period and are revalued on a quarterly basis. SARs granted before fiscal year 2022 vest ratably over a three year period with the exception of the April 2017 grant to the former Chief Executive Officer, which vested in full after two years.

Activity for all the Company's outstanding SARs is as follows:

	Shares/Units (in thousands)	Weighted Average Exercise Price	Weighted Average Remaining Contractual Life	Aggregate Intrinsic Value (in thousands)
	SARs			
Outstanding balance at June 30, 2021	1,041	$ 11.32		
Granted	600	2.56		
Forfeited/Expired	(30)	16.95		
Exercised	—	—		
Outstanding balance at June 30, 2022	1,611	$ 7.95	6.50	$ (11,068)
Exercisable at June 30, 2022	1,011	$ 11.15	4.78	$ (10,181)
Unvested awards, net of estimated forfeitures	466	$ 2.56	9.40	$ (690)

As of June 30, 2022, there was $0.2 million of unrecognized expense related to SARs that is to be recognized over a weighted average period of 2.5 years.

Stock Options:

SOs granted under the 2018 Plan, 2016 Plan and the 2004 Plan generally vest 20%, 20%, and 60% over a three-year period subsequent to the grant date or vest ratably over a three to five year period on each of the annual grant date anniversaries and expire 10 years from the grant date. The SOs granted during fiscal year 2022 were awarded to the Company's executives and vest 20%, 20%, and 60% over a three-year period.

Activity for all the Company's outstanding SOs is as follows:

	Shares/Units (in thousands) SOs	Weighted Average Exercise Price	Weighted Average Remaining Contractual Life	Aggregate Intrinsic Value (in thousands)
Outstanding balance at June 30, 2021	1,459	$ 6.53		
Granted	1,505	1.82		
Forfeited/Expired	(1,469)	6.50		
Exercised	—	—		
Outstanding balance at June 30, 2022	1,495	$ 1.81	9.66	$ (1,091)
Exercisable at June 30, 2022	—	$ —	—	$ —
Unvested awards, net of estimated forfeitures	1,079	$ 1.84	9.66	$ (820)

As of June 30, 2022, there was $1.0 million of unrecognized expense related to SOs that is to be recognized over a weighted average period of 2.7 years.

Restricted Stock Units:

RSUs granted to employees under the 2018 Plan, 2016 Plan and 2004 Plan generally vest 20%, 20%, and 60% over a three-year period subsequent to the grant date, vest ratably over a three to five year period on each of the annual grant date anniversaries or vest entirely after a one, three or five year period subsequent to the grant date. RSUs granted to non-employee directors under the 2018 Plan, 2016 Plan and 2004 Plan generally vest in equal monthly amounts over a one year period from the Company's previous annual shareholder meeting date and distributions are deferred until the director's board service ends. RSUs granted in fiscal year 2022 were issued under the Company's matching program, as well as to the Company's Board members.

Activity for all the Company's RSUs is as follows:

	Shares/Units (in thousands) RSUs	Weighted Average Grant Date Fair Value	Aggregate Intrinsic Value (in thousands)
Outstanding balance at June 30, 2021	1,175	$ 10.30	
Granted	828	2.69	
Forfeited	(437)	6.44	
Vested	(659)	8.84	
Outstanding balance at June 30, 2022	907	$ 6.27	$ 980
Vested at June 30, 2022	413	$ 8.73	$ 446
Unvested awards, net of estimated forfeitures	310	$ 4.59	$ 335

As of June 30, 2022, there was $1.0 million of unrecognized expense related to RSUs that is expected to be recognized over a weighted average period of 1.9 years.

Performance Share Units:

PSUs are grants of restricted stock units which are earned based on the achievement of performance goals established by the Compensation Committee over a performance period, typically three years. There were no PSUs granted in fiscal year 2022.

Activity for all the Company's PSUs is as follows:

	Shares/Units (in thousands) PSUs	Weighted Average Grant Date Fair Value	Aggregate Intrinsic Value (in thousands)
Outstanding balance at June 30, 2021	164	$ 12.56	
Granted	—	—	
Forfeited	(90)	13.68	
Vested	—	—	
Outstanding balance at June 30, 2022	74	$ 9.82	$ 80
Vested at June 30, 2022	—	$ —	$ —
Unvested awards, net of estimated forfeitures	62	$ 9.20	$ 67

There was $0.3 million of total unrecognized compensation expense related to the unvested awards to be recognized over 1.8 years.

14. SHAREHOLDERS' (DEFICIT) EQUITY

Authorized Shares and Designation of Preferred Class:

The Company has 100.0 million shares of capital stock authorized, par value $0.05, of which all outstanding shares, and shares available under the Stock Option Plans, have been designated as common.

Share Issuance Program:

In February 2021, the Company filed a $150.0 million shelf registration statement and $50.0 million prospectus supplement with the Securities and Exchange Commission (SEC) under which it may offer and sell, from time to time, up to $50.0 million worth of its common stock in "at-the-market" offerings. During fiscal year 2022, the Company received gross proceeds of $38.4 million related to the "at-the-market" offering and paid fees to sales agents and other fees of $1.2 million. Net proceeds from sales of shares under the "at-the-market" program, if any, may be used to, among other things, fund working capital requirements, repay debt and support growth strategies.

Share Repurchase Program:

In May 2000, the Company's Board approved a stock repurchase program with no stated expiration date. Originally, the program authorized up to $50.0 million to be expended for the repurchase of the Company's stock. The Board elected to increase this maximum to $100.0 million in August 2003, to $200.0 million in May 2005, to $300.0 million in April 2007, to $350.0 million in April 2015, to $400.0 million in September 2015, to $450.0 million in January 2016, and to $650.0 million in August 2018. All repurchased shares become authorized but unissued shares of the Company. As of June 30, 2022, 30.0 million shares have been cumulatively repurchased for $595.4 million, and $54.6 million remained authorized for repurchase. The Company does not anticipate repurchasing shares of common stock for the foreseeable future.

Accumulated Other Comprehensive Income:

The components of accumulated other comprehensive income are as follows:

	June 30,	
	2022	2021
	(Dollars in thousands)	
Foreign currency translation	$ 8,732	$ 9,279
Unrealized gain on deferred compensation contracts	723	264
Accumulated other comprehensive income	$ 9,455	$ 9,543

15. SEGMENT INFORMATION

Segment information is prepared on the same basis the chief operating decision maker (CODM) reviews financial information for operational decision-making purposes. The Franchise reportable operating segment is comprised of 5,395 franchised salons located mainly in strip center locations and Walmart. Franchise salons offer high quality, convenient and value priced hair care and beauty services and retail products. This segment operates primarily in the U.S., Puerto Rico and Canada and primarily includes the Supercuts, SmartStyle, Cost Cutters, First Choice Haircutters, Roosters and Magicuts concepts.

The Company-owned salons reportable operating segment is comprised of 105 company-owned salons located mainly in strip center locations and Walmart. Company-owned salons offer high quality, convenient and value priced hair care and beauty services and retail products. SmartStyle, Supercuts, Cost Cutters and other regional trade names operating in the United States and Canada are generally within the Company-owned salons segment.

Financial information concerning the Company's reportable operating segments is shown in the following table:

	For the Year Ended June 30, 2022		
	Franchise	Company - owned	Consolidated (1)
	(Dollars in thousands)		
Revenues:			
Royalties	$ 65,753	$ —	$ 65,753
Fees	11,587	—	11,587
Product sales to franchisees	15,072	—	15,072
Advertising fund contributions	32,573	—	32,573
Franchise rental income	130,777	—	130,777
Company-owned salon revenue	—	20,205	20,205
Total revenue	255,762	20,205	275,967
Operating expenses:			
Cost of product sales to franchisees	17,391	—	17,391
Inventory reserve (1)	—	—	7,655
General and administrative	62,816	2,458	65,274
Rent	5,498	3,859	9,357
Advertising fund expense	32,573	—	32,573
Franchise rent expense	130,777	—	130,777
Company-owned salon expense	—	21,952	21,952
Depreciation and amortization	4,913	1,311	6,224
Long-lived asset impairment	450	92	542
Goodwill impairment	13,120	—	13,120
Total operating expenses	267,538	29,672	304,865
Operating loss	$ (11,776)	$ (9,467)	$ (28,898)

(1) This charge, primarily related to reserving for personal protective equipment acquired as a result of the COVID-19 pandemic, relates to the wind down of our distribution centers and is reviewed separately from the segment results by the CODM. Consolidated results will not cross foot as the inventory reserve is not part of the Company's segments.

	For the Year Ended June 30, 2021		
	Franchise	Company - owned	Consolidated
	(Dollars in thousands)		
Revenues:			
Royalties	$ 52,357	$ —	$ 52,357
Fees	10,215	—	10,215
Product sales to franchisees	56,699	—	56,699
Advertising fund contributions	22,023	—	22,023
Franchise rental income	127,392	—	127,392
Company-owned salon revenue	—	142,965	142,965
Total revenue	268,686	142,965	411,651
Operating expenses:			
Cost of product sales to franchisees	43,756	—	43,756
General and administrative	87,493	8,934	96,427
Rent	4,922	35,832	40,754
Advertising fund expense	22,023	—	22,023
Franchise rent expense	127,392	—	127,392
Company-owned salon expense	—	141,204	141,204
Depreciation and amortization	7,019	14,730	21,749
Long-lived asset impairment	726	12,297	13,023
Total operating expenses	293,331	212,997	506,328
Operating loss	$ (24,645)	$ (70,032)	$ (94,677)

The Company's CODM does not evaluate reportable segments using assets and capital expenditure information.

Total revenues and property and equipment, net associated with business operations in the U.S. and all other countries in aggregate were as follows:

	June 30,			
	2022		2021	
	Total Revenues	Property and Equipment, Net	Total Revenues	Property and Equipment, Net
	(Dollars in thousands)			
U.S.	$ 249,285	$ 12,808	$ 380,506	$ 16,807
Other countries	26,682	27	31,145	99
Total	$ 275,967	$ 12,835	$ 411,651	$ 16,906

16. SUBSEQUENT EVENT:

On August 12, 2022, the Company amended its credit agreement. The amendment, among other things, converts $180.0 million of the existing $295.0 million revolving credit facility to a new term loan, reduces commitments under the revolving credit facility to $55.0 million, and extends the term of the credit facility from March 26, 2023 to August 31, 2025, with no scheduled amortization prior to maturity.

The Company's obligations will continue to be guaranteed by certain of its subsidiaries and secured by substantially all real and personal property of the Company and such subsidiaries.

The amendment replaces the current utilization-based interest rate margins applicable to borrowings with a margin that is subject to annual increases. The margin applicable to term SOFR loans will initially be 3.875%. Effective March 27, 2023, the margin will increase to 6.25%, of which 4.25% will be paid currently in cash and 2.00% will be PIK interest (added to the principal balance and thereafter accruing interest). Effective March 27, 2024, the margin will increase to 7.25%, of which 4.25% will be paid currently in cash and 3.00% will be PIK interest. The margin applicable to base rate loans will be 100 basis points (1.00%) less than the margin applicable to term SOFR loans.

The amendment also eliminates the $115.0 million incremental loan facility; requires the Company to prepay the credit facilities each quarter in an amount equal to 75% to 100% of its excess cash flow (as defined in the agreement, if any); reduces the threshold for prepayment due to excess cash on hand from $100.0 million to $15.0 million; reduces the existing minimum liquidity covenant from $75.0 million to $10.0 million; and includes new financial covenants regarding minimum EBITDA, maximum leverage and minimum fixed charge coverage.

Upon closing the agreement, the Company paid $4.9 million of fees and other costs.

Report of Independent Registered Public Accounting Firm

To the Board of Directors and Shareholders of Regis Corporation

Opinion on the Financial Statements

We have audited the consolidated balance sheet of Regis Corporation and its subsidiaries (the "Company") as of June 30, 2020, and the related consolidated statements of operations, of comprehensive loss, of shareholders' equity and of cash flows for the year ended June 30, 2020, including the related notes (collectively referred to as the "consolidated financial statements"), before the effects of the adjustments to retrospectively reflect the discontinued operations described in Note 3. In our opinion, the consolidated financial statements, before the effects of the adjustments to retrospectively reflect the discontinued operations described in Note 3, present fairly, in all material respects, the financial position of the Company as of June 30, 2020, and the results of its operations and its cash flows for the year ended June 30, 2020 in conformity with accounting principles generally accepted in the United States of America (the 2020 financial statements before the effects of the adjustments discussed in Note 3 are not presented herein).

We were not engaged to audit, review, or apply any procedures to the adjustments to retrospectively reflect the discontinued operations described in Note 3 and accordingly, we do not express an opinion or any other form of assurance about whether such adjustments are appropriate and have been properly applied. Those adjustments were audited by other auditors.

Basis for Opinion

These consolidated financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on the Company's consolidated financial statements, before the effects of the adjustments described above, based on our audit. We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) (PCAOB) and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audit of these consolidated financial statements, before the effects of the adjustments described above, in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement, whether due to error or fraud.

Our audit included performing procedures to assess the risks of material misstatement of the consolidated financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements. Our audit also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements. We believe that our audit provides a reasonable basis for our opinion.

/s/ PricewaterhouseCoopers LLP

PricewaterhouseCoopers LLP
Minneapolis, Minnesota
August 31, 2020

We served as the Company's auditor from at least 1990 to 2020. We have not been able to determine the specific year we began serving as auditor of the Company.

Regis Corporation

Consolidated Financial Statements

June 30, 2020

Regis Corporation
Index
June 30, 2020

REGIS CORPORATION

CONSOLIDATED BALANCE SHEET

(Dollars in thousands, except per share data)

	June 30, 2020
ASSETS	
Current assets:	
Cash and cash equivalents	$ 113,667
Receivables, net	31,030
Inventories	60,775
Other current assets	19,138
Current assets related to discontinued operations (Note 3)	1,822
Total current assets	226,432
Property and equipment, net	53,778
Goodwill (Note 6)	186,515
Other intangibles, net	4,579
Right of use asset (Note 7)	784,993
Other assets	40,934
Non-current assets related to discontinued operations (Note 3)	45,563
Total assets	$ 1,342,794
LIABILITIES AND SHAREHOLDERS' EQUITY	
Current liabilities:	
Accounts payable	$ 50,918
Accrued expenses	48,675
Short-term lease liability (Note 7)	137,153
Current liabilities related to discontinued operations (Note 3)	268
Total current liabilities	237,014
Long-term debt, net	177,500
Long-term lease liability (Note 7)	679,282
Long-term financing liabilities	27,981
Other non-current liabilities	94,142
Non-current liabilities related to discontinued operations (Note 3)	1,172
Total liabilities	1,217,091
Commitments and contingencies (Note 10)	
Shareholders' equity:	
Common stock, $0.05 par value; issued and outstanding, 35,625,716 common shares at June 30, 2020	1,781
Additional paid-in capital	22,011
Accumulated other comprehensive income	7,449
Retained earnings	94,462
Total shareholders' equity	125,703
Total liabilities and shareholders' equity	$ 1,342,794

The accompanying notes are an integral part of the Consolidated Financial Statements.

REGIS CORPORATION
CONSOLIDATED STATEMENT OF OPERATIONS
(Dollars and shares in thousands, except per share data)

		Fiscal Year
		2020
Revenues:		
Service	$	331,538
Product		137,586
Royalties and fees		73,402
Franchise rental income (Note 7)		127,203
Total revenue		669,729
Operating expenses:		
Cost of service		222,279
Cost of product		84,698
Site operating expenses		71,543
General and administrative		127,981
Rent (Note 7)		76,159
Franchise rent expense (Note 7)		127,203
Depreciation and amortization		36,648
Long-lived asset impairment (Note 1)		22,560
TBG mall restructuring (Note 4)		2,333
Goodwill impairment (Note 1)		40,164
Total operating expenses		811,568
Operating loss		(141,839)
Other (expense) income:		
Interest expense		(6,807)
Loss from sale of salon assets to franchisees, net		(27,306)
Interest income and other, net		3,353
Loss from continuing operations before income taxes		(172,599)
Income tax benefit		4,619
Loss from continuing operations		(167,980)
Loss from discontinued operations, net of taxes (Notes 3 and 4)		(3,382)
Net loss	$	(171,362)

The accompanying notes are an integral part of the Consolidated Financial Statements.

REGIS CORPORATION
CONSOLIDATED STATEMENT OF COMPREHENSIVE LOSS
(Dollars in thousands)

	Fiscal Year
	2020
Net loss	$ (171,362)
Other comprehensive loss, net of tax:	
Net current period foreign currency translation adjustments	(1,462)
Recognition of deferred compensation	(431)
Other comprehensive loss	(1,893)
Comprehensive loss	$ (173,255)

____

The accompanying notes are an integral part of the Consolidated Financial Statements.

REGIS CORPORATION
CONSOLIDATED STATEMENT OF SHAREHOLDERS' EQUITY
(Dollars in thousands, except share data)

	Common Stock		Additional Paid-In Capital	Accumulated Other Comprehensive	Retained Earnings	Total
	Shares	Amount				
Balance, June 30, 2019	**36,869,249**	**1,843**	**47,152**	**9,342**	**265,908**	**324,245**
Net loss	—	—	—	—	(171,362)	(171,362)
Foreign currency translation (Note 1)	—	—	—	(1,462)	—	(1,462)
Stock repurchase program	(1,504,000)	(75)	(26,281)	—	—	(26,356)
Exercise of SARs	1,776	—	28	—	—	28
Stock-based compensation	—	—	3,275	—	—	3,275
Recognition of deferred compensation (Note 12)	—	—	—	(431)	—	(431)
Net restricted stock activity	258,691	13	(2,163)	—	—	(2,150)
Minority interest (Note 1)	—	—	—	—	(84)	(84)
Balance, June 30, 2020	**35,625,716**	**$ 1,781**	**$ 22,011**	**$ 7,449**	**$ 94,462**	**$ 125,703**

The accompanying notes are an integral part of the Consolidated Financial Statements.

REGIS CORPORATION
CONSOLIDATED STATEMENT OF CASH FLOWS
(Dollars in thousands)

	Fiscal Year 2020
Cash flows from operating activities:	
Net loss	$ (171,362)
Adjustments to reconcile net loss to net cash used in operating activities:	
Non-cash adjustments related to discontinued operations	(1,098)
Depreciation and amortization	33,101
Salon asset impairments	3,851
Long-lived asset impairment	22,560
Deferred income taxes	(3,934)
Gain from sale of company headquarters, net	(2,513)
Loss from sale of salon assets to franchisees, net	27,306
Goodwill impairment	40,164
Stock-based compensation	3,275
Amortization of debt discount and financing costs	398
Other non-cash items affecting earnings	(539)
Changes in operating assets and liabilities (1):	
Receivables	(3,902)
Inventories	(2,255)
Income tax receivable	(1,804)
Other current assets	2,827
Other assets	(10,094)
Accounts payable	4,588
Accrued expenses	(27,622)
Net lease liabilities	276
Other non-current liabilities	368
Net cash used in operating activities:	(86,409)
Cash flows from investing activities:	
Capital expenditures	(37,494)
Proceeds from sale of company headquarters	8,996
Proceeds from sale of assets to franchisees	91,616
Costs associated with sale of assets to franchisees	(2,089)
Net cash provided by investing activities:	61,029
Cash flows from financing activities:	
Borrowings on revolving credit facility	213,000
Repayments of revolving credit facility	(125,500)
Repurchase of common stock	(28,246)
Sale and leaseback payments	(769)
Taxes paid for shares withheld	(2,320)
Net cash provided by financing activities:	56,165
Effect of exchange rate changes on cash and cash equivalents	(284)
Increase in cash, cash equivalents and restricted cash	30,501
Cash, cash equivalents and restricted cash:	
Beginning of year	92,379
End of year	$ 122,880

(1) Changes in operating assets and liabilities exclude assets and liabilities sold or acquired.

The accompanying notes are an integral part of the Consolidated Financial Statements.

1. BUSINESS DESCRIPTION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Business Description:

Regis Corporation (the "Company") franchises, owns and operates technology-enabled hairstyling and hair care salons throughout the United States (U.S.), the United Kingdom (U.K.), Canada and Puerto Rico. The business is evaluated in two segments, Franchise salons and Company-owned salons. See Note 16 to the Consolidated Financial Statements. Franchised salons throughout the U.S. and Canada are primarily located in strip shopping centers or Walmart Supercenters. Salons in the U.K. are franchised locations and operate in leading department stores, mass merchants and high-street locations. Substantially all of the hairstyling and hair care salons owned and operated by the Company in the U.S., Canada and Puerto Rico are located in leased space in strip shopping centers, malls or Walmart Supercenters.

COVID-19 Impact:

During fiscal year 2020, the global coronavirus pandemic (COVID-19) had an adverse impact on operations, including the closure of all company-owned salons and almost all franchise locations from March 2020 due to government mandates. Salons continued to be closed until April 23, 2020 when franchise salons began re-opening slowly, as government, state and local restrictions eased. As of June 30, 2020 approximately 87% of franchise salons were open. Company-owned salons were closed through May 21, 2020 and gradually re-opened. As of June 30, 2020, approximately 54% of company-owned salons were open. As salons re-open, the Company is taking additional measures across its portfolio of franchise and company-owned salons to facilitate customer and employee safety. As a result, COVID-19 has and will continue to negatively affect revenue and profitability. To offset the loss of revenue, in April 2020, the Company implemented a furlough program for a substantial majority of the workforce across the corporate office, field support, and distribution centers; and reductions in the pay for executives and other working employees. The furlough program was in effect for the majority of the fiscal fourth quarter with a substantial majority returning to work in June 2020. Despite actions taken to resume business operations, COVID-19, and the volatile regional and global economic conditions stemming from the pandemic, as well as reactions to future pandemics or resurgences of COVID-19, could potentially prolong and intensify the impact of the global crisis on our business.

The economic disruption due to COVID-19 was determined to be a triggering event and as a result, management assessed its long-term assets, including long-lived salon assets, right of use assets, goodwill and other intangibles for impairment. Impairments were recorded related to long-lived salon assets (Note 8), right of use assets (Note 7), intangible assets (Note 5) and goodwill (Notes 1 and 6). As the COVID-19 pandemic continues, management will reassess all long-term assets and further impairment may result.

Consolidation:

The Consolidated Financial Statements include the accounts of the Company and its subsidiaries after the elimination of intercompany accounts and transactions. All material subsidiaries are wholly owned. The Company consolidates variable interest entities where it has determined it is the primary beneficiary of those entities' operations.

Variable Interest Entities:

The Company has interests in certain privately-held entities through arrangements that do not involve voting interests. Such entities, known as a variable interest entity (VIE), are required to be consolidated by its primary beneficiary. The Company evaluates whether or not it is the primary beneficiary for each VIE using a qualitative assessment that considers the VIE's purpose and design, the involvement of each of the interest holders and the risk and benefits of the VIE.

As of June 30, 2020, the Company has one VIE, Roosters MGC International LLC (Roosters), where the Company is the primary beneficiary. The Company owns an 84.0% ownership interest in Roosters. As of June 30, 2020, total assets, total liabilities and total shareholders' equity of Roosters were $13.2, $4.8 and $8.4 million, respectively. Net income attributable to the non-controlling interest in Roosters was immaterial for fiscal year 2020. Shareholders' equity attributable to the non-controlling interest in Roosters was $1.0 million as of June 30, 2020, and recorded within retained earnings on the Consolidated Balance Sheet.

The Company accounts for its investment in Empire Education Group, Inc. (EEG) as an equity investment under the voting interest model, as the Company has granted the other shareholder of EEG an irrevocable proxy to vote a certain number of the Company's shares such that the other shareholder of EEG has voting control of EEG's common stock, as well as the right to appoint four of the five members of EEG's Board of Directors. The Company wrote off its investment balance in EEG in fiscal year 2016. During fiscal year 2020, the Company signed an agreement to sell its interest in EEG to the other shareholder.

Use of Estimates:

The preparation of Consolidated Financial Statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make certain estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. For the three months ended June 30, 2020, the impact of the decline in business activity brought about by the COVID-19 pandemic continues to evolve. As a result, many of our estimates and assumptions required increased judgment and carry a higher degree of variability and volatility. As events continue to evolve and additional information becomes available, our estimates may change materially in future periods.

Cash, Cash Equivalents and Restricted Cash:

Cash equivalents consist of investments in short-term, highly liquid securities having original maturities of three months or less, which are made as a part of the Company's cash management activity. The carrying values of these assets approximate their fair market values. The Company primarily utilizes a cash management system with a series of separate accounts consisting of lockbox accounts for receiving cash, concentration accounts that funds are moved to and several "zero balance" disbursement accounts for funding of payroll and accounts payable. As a result of the Company's cash management system, checks issued, but not presented to the banks for payment, may create negative book cash balances. There were no checks outstanding in excess of related book cash balances at June 30, 2020.

Restricted cash within other current assets primarily relates to consolidated advertising cooperatives funds which can only be used to settle obligations of the respective cooperatives and contractual obligations to collateralize the Company's self-insurance programs. The self-insurance restricted cash arrangement can be canceled by the Company at any time if substituted with letters of credit. The table below reconciles the cash and cash equivalents balances and restricted cash balances, recorded within other current assets on the Consolidated Balance Sheet to the amount of cash, cash equivalents and restricted cash reported on the Consolidated Statement of Cash Flows:

	June 30, 2020
	(Dollars in thousands)
Cash and cash equivalents	$ 113,667
Restricted cash, included in other current assets	9,213
Total cash, cash equivalents and restricted cash	$ 122,880

Receivables and Allowance for Doubtful Accounts:

The receivable balance on the Company's Consolidated Balance Sheet primarily includes credit card receivables, accounts and notes receivable from franchisees and receivables related to salons sold to franchisees. The balance is presented net of an allowance for expected losses (i.e., doubtful accounts), related to receivables from the Company's franchisees. The Company monitors the financial condition of its franchisees and records provisions for estimated losses on receivables when it believes franchisees are unable to make their required payments based on factors such as delinquencies and aging trends. The allowance for doubtful accounts is the Company's best estimate of the amount of probable credit losses related to existing accounts and notes receivables. As of June 30, 2020, the allowance for doubtful accounts was $6.9 million. The allowance for doubtful accounts increased in fiscal year 2020 due to an increased risk in collecting franchise receivables due to decreased franchisee cash flows as a result of the government-mandated salon closures due to the COVID-19 pandemic. See Note 2.

Inventories:

Inventories of finished goods consist principally of hair care products for retail product sales. A portion of inventories are also used for salon services consisting of hair color, hair care products including shampoo and conditioner and hair care treatments including permanents, neutralizers and relaxers. Inventories are stated at the lower of cost or market, with cost determined on a weighted average cost basis.

Physical inventory counts are performed primarily in the fourth quarter of the fiscal year for salons and throughout the year at the distribution centers. Product and service inventories are adjusted based on the physical inventory counts. During the fiscal year, cost of retail product sold to salon guests is determined based on the weighted average cost of product sold, adjusted for an estimated shrinkage factor. The cost of product used in salon services is determined by applying an estimated percentage of total cost of service to service revenues. These estimates are updated quarterly based on cycle count results for the distribution centers, service sales mix, discounting, special promotions and other factors.

The Company has inventory valuation reserves for excess and obsolete inventories, or other factors that may render inventories unmarketable at their historical costs. Estimates of the future demand for the Company's inventory and anticipated changes in formulas and packaging are some of the other factors used by management in assessing the net realizable value of inventories. Activity in the inventory valuation reserves during fiscal year 2020 was not significant.

Property and Equipment:

Property and equipment are carried at cost, less accumulated depreciation and amortization. Depreciation of property and equipment is computed using the straight-line method over their estimated useful asset lives (30 to 39 years for buildings, 10 years or lease life for improvements and three to ten years or lease life for equipment, furniture and software). Depreciation expense was $31.5 million in fiscal year 2020.

The Company capitalizes both internal and external costs of developing or obtaining computer software for internal use. Costs incurred to develop internal-use software during the application development stage are capitalized, while data conversion, training and maintenance costs associated with internal-use software are expensed as incurred. Estimated useful lives range from three to seven years.

Expenditures for maintenance and repairs and minor renewals and betterments, which do not improve or extend the life of the respective assets, are expensed. All other expenditures for renewals and betterments are capitalized. The assets and related depreciation and amortization accounts are adjusted for property retirements and disposals with the resulting gain or loss included in operating income. Fully depreciated or amortized assets remain in the accounts until retired from service.

Non-Current Assets Held for Sale:

In March 2019, the Company announced that it had entered into a ten year lease for a new corporate headquarters and would be selling the land and buildings currently used for its headquarters. The sale was completed in December 2019 for proceeds of $9.0 million, resulting in a net gain on sale of $2.5 million, which was recorded in Interest income and other, net on the Condensed Consolidated Statement of Operations.

Right of Use Asset, Lease Liabilities and Rent Expense:

At contract inception, the Company determines whether a contract is, or contains, a lease by determining whether it conveys the right to control the use of the identified asset for a period of time. If the contract provides the Company the right to substantially all of the economic benefits from the use of the identified asset and the right to direct the use of the identified asset, the Company considers it to be, or contain, a lease. The Company leases its company-owned salons and some of its corporate facilities under operating leases. The original terms of the salon leases range from 1 to 20 years with many leases renewable for additional 5 to 10 year terms at the option of the Company. The right of use asset and lease liability includes one renewal options as leases for leases expected to be renewed. The Company also has variable lease payments that are based on sales levels. For most leases, the Company is required to pay real estate taxes and other occupancy expense.

The Company also leases the premises in which the majority of its franchisees operate and has entered into corresponding sublease arrangements with franchisees. These leases, generally with terms of approximately 5 years, are expected to be renewed on expiration. All additional lease costs are passed through to the franchisees. Upon adopting Topic 842, the Company now records the rental payments due from franchisees as franchise rental income and the corresponding amounts owed to landlords as franchise rent expense on the Consolidated Statement of Operations.

For franchise and company-owned salon operating leases, the lease liability is initially and subsequently measured at the present value of the unpaid lease payments at the lease commencement date. The right of use (ROU) asset is initially and subsequently measured throughout the lease term at the carrying amount of the lease liability, plus initial direct costs, less any accrued lease payments and unamortized lease incentives received, if any. The Company’s consolidated Right of Use Asset (ROUA) balance was $785.0 million as of June 30, 2020. As noted above, the ROU asset is a long-lived asset that is subject to impairment testing annually or as triggering events occur. Lease expense for lease payments is recognized on a straight-line basis over the lease term. Generally, the non-lease components such as real estate taxes and other occupancy expenses are separate from rent expense within the lease and are not allocated to the lease liability.

The discount rate used to determine the present value of the lease payments is the Company's estimated collateralized incremental borrowing rate, based on the yield curve for the respective lease terms, as the interest rate implicit in the lease cannot generally be determined. The Company uses the portfolio approach in applying the discount rate based on original lease term.

For purposes of recognizing incentives and minimum rental expenses on a straight-line basis, the Company uses the date it obtains the legal right to use and control the leased space to begin amortization, which is generally when the Company enters the space and begins to make improvements in preparation of its intended use.

Certain leases provide for contingent rents, which are determined as a percentage of revenues in excess of specified levels. The Company records a contingent rent liability in accrued expenses on the Consolidated Balance Sheet, along with the corresponding rent expense in the Consolidated Statement of Operations, when specified levels have been achieved or when management determines that achieving the specified levels during the fiscal year is probable.

Salon Long-Lived Asset and Right of Use Asset Impairment Assessments:

The Company assesses impairment of long-lived salon assets and right of use assets at the individual salon level, as this is the lowest level for which identifiable cash flows are largely independent of other groups of assets and liabilities, when events or changes in circumstances indicate the carrying value of the assets or the asset grouping may not be recoverable. Factors considered in deciding when to perform an impairment review include significant under-performance of an individual salon in relation to expectations, significant economic or geographic trends, and significant changes or planned changes in our use of the assets. The first step is to assess recoverability, and in doing that, the undiscounted cash flows are compared to the carrying value. If the undiscounted estimated cash flows are less than the carrying value of the assets, the Company calculates an impairment charge based on the difference between the carrying value of the asset group and its fair value. The fair value of the salon long-lived asset group is estimated using market participant methods based on the best information available. The fair value of the right of use asset is estimated by determining what a market participant would pay over the life of the primary asset in the group, discounted back to June 30, 2020. See Note 7 for further discussion related to right of use asset impairment.

Judgments made by management related to the expected useful lives of long-lived assets and the ability to realize undiscounted cash flows in excess of the carrying amounts of such assets are affected by factors such as the ongoing maintenance and improvement of the assets, changes in economic conditions and changes in operating performance. As the ongoing expected cash flows and carrying amounts of long-lived assets are assessed, these factors could cause the Company to realize material impairment charges.

Long-lived property and equipment asset impairment charges related to continuing operations of $3.9 million were recorded during fiscal year 2020, and are recorded in Depreciation and Amortization in the Consolidated Statement of Operations. A long-lived asset, including right of use and salon property and equipment, impairment charge of $22.6 million was recorded during fiscal year 2020, and is separately stated on Consolidated Statement of Operations. Of the total $22.6 million long-lived asset impairment charge, $17.4 million was allocated to the right of use asset and $5.2 million was allocated to salon property and equipment.

Goodwill:

As of June 30, 2020, the Franchise salons reporting unit had $186.5 million of goodwill, there was $40.9 million of goodwill associated with discontinued operations and the Company-owned reporting unit had no goodwill. See Note 6 to the Consolidated Financial Statements. The Company assesses goodwill impairment on an annual basis as of April 30, 2020, and between annual assessments if an event occurs, or circumstances change, that would more likely than not reduce the fair value of a reporting unit below its carrying amount.

Goodwill impairment assessments are performed at the reporting unit level, which is the same as the Company's operating segments. In fiscal year 2020, the Company adopted ASU 2017-04, which simplified the test for goodwill impairment. Under this accounting standard, the Company performed its interim impairment test and annual impairment tests by comparing the fair value of a reporting unit to its carrying amount. The Company then records an impairment charge for the amount that the carrying amount exceeds the fair value. This eliminates Step 2 from the goodwill impairment test to simplify the subsequent measure of goodwill. Prior to the adoption, the goodwill assessment involved a one-step comparison of the reporting unit's fair value to its carrying value, including goodwill (Step 1). If the reporting unit's fair value exceeded its carrying value, no further procedures were required. However, if the reporting unit's fair value was less than the carrying value, an impairment charge was recorded for the difference between the fair value and carrying value of the reporting unit.

In applying the goodwill impairment assessment, the Company could assess qualitative factors to determine whether it is more likely than not that the fair value of the reporting units was less than its carrying value (Step 0). Qualitative factors could include, but were not limited to, economic, market and industry conditions, cost factors and overall financial performance of the reporting unit. If after assessing these qualitative factors, the Company determined it is "more-likely-than-not" that the carrying value was less than the fair value, then performing Step 1 of the goodwill impairment assessment was unnecessary.

The carrying value of each reporting unit is based on the assets and liabilities associated with the operations of the reporting unit, including allocation of shared or corporate balances among reporting units. Allocations are generally based on the number of salons in each reporting unit as a percent of total company-owned salons or expenses of the reporting unit as a percent of total company expenses.

The Company calculates estimated fair values of the reporting units based on discounted cash flows utilizing estimates in annual revenue, service and product margins, fixed expense rates, allocated corporate overhead, franchise and company-owned salon counts, proceeds from the sale of company-owned salons to franchisees and long-term growth rates for determining terminal value. Where available and as appropriate, comparative market multiples are used in conjunction with the results of the discounted cash flows. The Company engages third-party valuation consultants to assist in evaluating the Company's estimated fair value calculations.

Following is a description of the goodwill impairment assessment:

During the third quarter of fiscal year 2020, the Company determined a triggering event occurred, resulting in quantitative impairment tests performed over the goodwill. This determination was made considering the reduced sales and profitability projections for the reporting units, driven by the COVID-19 pandemic and related economic disruption.

The triggering event experienced in the third quarter impacted both reporting units of the business, Franchise and Company-owned. The Company engaged a third-party valuation specialist to perform an impairment analysis on the Franchise reporting unit of the business. The Company-owned reporting unit is comprised of a portfolio of salons that the Company intends to sell to franchisees or close in the short-term as part of the transition to a fully-franchised model. As a result, the Company-owned reporting unit has a limited life which allows the Company to perform its own impairment analysis on the Company-owned reporting unit.

For the goodwill impairment analysis, management utilized a combination of both a discounted cash flows approach and market approach to evaluate the Franchise reporting unit, and the discounted cash flows approach to evaluate the Company-owned reporting unit. The discounted cash flow models reflect management's assumptions regarding revenue growth rates, economic and market trends including deterioration from the current COVID-19 pandemic, cost structure, and other expectations about the anticipated short-term and long-term operating results of the reporting units. For the Franchise reporting unit, the number of salons to be sold to franchisees and the discount rate of 13 percent were significant assumptions utilized in the discounted cash flow. For the Company-owned reporting unit, proceeds from the sale of salons to franchisees and number of salon venditions were the significant assumptions utilized in its discounted cash flow.

As a result of the impairment testing, the Franchise reporting unit, which has goodwill of $186.5 million, was determined to have a fair value that exceeded carrying value by approximately 50 percent. The Company-owned reporting unit was determined to have a carrying value in excess of its fair value, resulting in a goodwill impairment charge of $40.2 million. Prior to the COVID-19 pandemic, the Company had been derecognizing Company-owned goodwill as part of the calculation of gain or loss on the sale of salons to franchisees. The Company-owned reporting unit has no remaining goodwill, so there will be no further derecognition of Company-owned goodwill. The Company performed its annual impairment assessment as of April 30, 2020 and noted no significant changes to the carrying value or the fair value of the Franchise reporting unit which would indicate that the headroom dropped below the 50 percent determined as of March 31, 2020.

If a future triggering event analysis or the Company's annual impairment assessment indicates the fair value of the Franchise reporting unit has potentially fallen below more than the 50 percent headroom, we may be required to perform an updated impairment assessment which may result in a non-cash impairment charge to reduce the carrying value of goodwill.

Assessing goodwill for impairment requires management to make assumptions and to apply judgment, including forecasting future sales, future salon sales to franchisees and selecting appropriate discount rates, which can be affected by economic conditions and other factors that can be difficult to predict. The Company does not believe there is a reasonable likelihood that there will be a material change in the estimates or assumptions it uses to calculate impairment losses of goodwill. However, if actual results are not consistent with the estimates and assumptions used in the calculations, or if management is unable to expand its franchise base, the Company may be exposed to future impairment losses that could be material.

Investments In Affiliates:

The Company has equity investments in securities of certain privately held entities. The Company accounts for these investments under the equity or cost method of accounting. The Company's investments have no value as of June 30, 2020.

Self-Insurance Accruals:

The Company uses a combination of third party insurance and self-insurance for a number of risks including workers' compensation, health insurance, employment practice liability and general liability claims. The liability represents the Company's estimate of the undiscounted ultimate cost of uninsured claims incurred as of the Consolidated Balance Sheet date.

The Company estimates self-insurance liabilities using a number of factors, primarily based on independent third-party actuarially-determined amounts, historical claims experience, estimates of incurred but not reported claims, demographic factors and severity factors.

Although the Company does not expect the amounts ultimately paid to differ significantly from the estimates, self-insurance accruals could be affected if future claims experience differs significantly from historical trends and actuarial assumptions. For fiscal year 2020, the Company recorded a decrease in expense for changes in estimates related to prior year open policy periods of $3.1 million. The Company updates loss projections quarterly and adjusts its liability to reflect updated projections. The updated loss projections consider new claims and developments associated with existing claims for each open policy period. As certain claims can take years to settle, the Company has multiple policy periods open at any point in time.

As of June 30, 2020, the Company had $8.5 and $20.3 million recorded in current liabilities and non-current liabilities, respectively, related to the Company's self-insurance accruals.

Revenue Recognition and Deferred Revenue:

Franchise revenues primarily include royalties, advertising fund fees and initial franchise fees. Royalties and advertising fund revenues represent sales-based royalties that are recognized as revenue in the period in which the sales occur. The Company defers franchise fees until the salon is open and then recognizes the revenue over the term of the franchise agreement. See Note 2 to the Consolidated Financial Statements.

Product sales by the Company to its franchisees are included within product revenues on the Consolidated Statement of Operations and recorded at the time product is delivered to franchise locations.

Company-owned salon revenues are recognized at the time when the services are provided. Product revenues are recognized when the guest receives and pays for the merchandise.

Classification of Expenses:

The following discussion provides the primary costs classified in each major expense category:

Cost of service— labor costs related to salon employees and the cost of product used in providing service.

Cost of product— cost of product sold to guests, labor costs related to selling retail product and the cost of product sold to franchisees.

Site operating— direct costs incurred by the Company's salons, such as advertising, workers' compensation, insurance, utilities and janitorial costs.

General and administrative— costs associated with field supervision, costs associated with salon training, distribution centers and corporate offices (such as salaries and professional fees), including cost incurred to support franchise operations.

Consideration Received from Vendors:

The Company receives consideration for a variety of vendor-sponsored programs. These programs primarily include volume rebates and promotion and advertising reimbursements.

With respect to volume rebates, the Company estimates the amount of rebate it will receive and accrues it as a reduction to the cost of inventory over the period in which the rebate is earned based upon historical purchasing patterns and the terms of the volume rebate program. A quarterly analysis is performed in order to ensure the estimated rebate accrued is reasonable and any necessary adjustments are recorded.

Shipping and Handling Costs:

Shipping and handling costs are incurred to store, move and ship product from the Company's distribution centers to franchise and company-owned locations and include an allocation of internal overhead. Such shipping and handling costs related to product shipped to company-owned locations are included in site operating expenses in the Consolidated Statement of Operations. Shipping and handling costs related to shipping product to franchise locations totaled $8.6 million during fiscal year 2020, and are included within general and administrative expenses on the Consolidated Statement of Operations. Any amounts billed to franchisees for shipping and handling are included in product revenues within the Consolidated Statement of Operations.

Advertising and Advertising Funds:

Advertising costs consist of the Company’s corporate funded advertising costs, the Company’s advertising fund contributions and Franchisee’s advertising fund contributions. Corporate funded advertising costs are expensed as incurred. The Company has various franchising programs supporting certain of its franchise salon concepts. Most maintain advertising funds that provide comprehensive advertising and sales promotion support. Salons, both franchise and company-owned, are required to participate in the advertising funds for the same salon concept. The Company assists in the administration of the advertising funds, however, a group of individuals consisting of franchisee representatives has control over all of the expenditures and operates the funds in accordance with franchise operating and other agreements. Advertising fund contributions are expensed when the contribution is made.

The Company's advertising costs are included in site operating expenses in the Consolidated Statement of Operations and consist of the following:

	Fiscal Year 2020
	(Dollars in thousands)
Corporate funded advertising costs	$ 13,210
Advertising fund contributions from company-owned salons	3,715
Advertising fund contributions from franchisees (1)	13,341
Total advertising costs	$ 30,266

(1) Includes the refunding of $14.9 million of previously collected cooperative fees to franchisees as a direct result of the COVID-19 pandemic.

The Company records all advertising funds as assets and liabilities within the Company's Consolidated Balance Sheet. As of June 30, 2020, approximately $4.3 million representing the advertising funds' assets and liabilities were recorded within total assets and total liabilities in the Company's Consolidated Balance Sheet.

Stock-Based Employee Compensation Plans:

The Company recognizes stock-based compensation expense based on the fair value of the awards at the grant date. Compensation expense is recognized on a straight-line basis over the requisite service period of the award (or to the date a participant becomes eligible for retirement, if earlier). The Company uses fair value methods that require the input of subjective assumptions, including the expected term, expected volatility, dividend yield and risk-free interest rate.

The Company estimates the likelihood and the rate of achievement for performance sensitive stock-based awards at the end of each reporting period. Changes in the estimated rate of achievement can have a significant effect on the recorded stock-based compensation expense as the effect of a change in the estimated achievement level is recognized in the period the change occurs.

Sales Taxes:

Sales taxes are recorded on a net basis (rather than as both revenue and an expense) within the Company's Consolidated Statement of Operations.

Income Taxes:

Deferred income tax assets and liabilities are recognized for the expected future tax consequences of events that have been included in the Consolidated Financial Statements or income tax returns. Deferred income tax assets and liabilities are determined based on the differences between the financial statement and tax basis of assets and liabilities using currently enacted tax rates in effect for the years in which the differences are expected to reverse.

We recognize deferred tax assets to the extent that we believe these assets are more likely than not to be realized. The Company evaluates all evidence, including recent financial performance, the existence of cumulative year losses and our forecast of future taxable income, to assess the need for a valuation allowance against our deferred tax assets. While the determination of whether or not to record a valuation allowance is not fully governed by a specific objective test, accounting guidance places significant weight on recent financial performance.

The Company has a valuation allowance on its deferred tax assets of $122.4 million at June 30, 2020. If we determine that we would be able to realize our deferred tax assets in the future in excess of their net recorded amount, we would make necessary adjustments to the deferred tax asset valuation allowance, which would reduce the provision for income taxes.

Significant components of the valuation allowance which occurred during fiscal year 2020 are as follows:

- In connection with the Coronavirus Aid, Relief and Economic Security Act (CARES Act), NOLs resulting from accounting periods which straddled December 31, 2017 are now considered definite-lived NOLs. Therefore, the Company established a valuation allowance against the U.S. NOLs generated during its fiscal year 2018 and recorded a net tax expense of $14.7 million.
- The Company determined that it no longer had sufficient U.S. indefinite-lived taxable temporary differences to support realization of its U.S. indefinite-lived NOLs and its existing U.S. deferred tax assets that upon reversal are expected to generate indefinite-lived NOLs. As a result, the Company recorded an additional $17.0 million valuation allowance on its U.S. federal indefinite-lived deferred tax assets.
- The Company recognized a capital loss and established a corresponding valuation allowance of $14.9 million on investment outside basis previously impaired for financial accounting purposes.

The Company reserves for unrecognized tax benefits, interest and penalties related to anticipated tax audit positions in the U.S. and other tax jurisdictions based on an estimate of whether additional taxes will be due. If payment of these amounts ultimately proves to be unnecessary, the reversal of these liabilities would result in tax benefits being recognized in the period in which it is determined that the liabilities are no longer necessary. If the estimate of unrecognized tax benefits, interest and penalties proves to be less than the ultimate assessment, additional expenses would result.

Inherent in the measurement of deferred balances are certain judgments and interpretations of tax laws and published guidance with respect to the Company's operations. Income tax expense is primarily the current tax payable for the period and the change during the period in certain deferred tax assets and liabilities. See Note 11.

Net Loss Per Share:

The Company's basic earnings per share is calculated as net loss divided by weighted average common shares outstanding, excluding unvested outstanding restricted stock awards and restricted stock units. The Company's dilutive earnings per share is calculated as net loss divided by weighted average common shares and common share equivalents outstanding, which includes shares issuable under the Company's stock option plan and long-term incentive plan and dilutive securities. Stock-based awards with exercise prices greater than the average market value of the Company's common stock are excluded from the computation of diluted earnings per share.

Comprehensive Loss:

Components of comprehensive loss include net loss, foreign currency translation adjustments and recognition of deferred compensation, net of tax within shareholders' equity.

Foreign Currency Translation:

The Consolidated Balance Sheet, Consolidated Statement of Operations and Consolidated Statement of Cash Flows of the Company's international operations are measured using local currency as the functional currency. Assets and liabilities of these subsidiaries are translated at the exchange rates in effect at each Balance Sheet date. Translation adjustments arising from the use of differing exchange rates from period to period are included in accumulated other comprehensive income within shareholders' equity. Statement of Operations accounts are translated at the average rates of exchange prevailing during the year. During fiscal year 2020, the foreign currency loss included in loss from continuing operations was $0.1 million.

Accounting Standards Recently Adopted by the Company:

Simplifying the Test for Goodwill Impairment

In fiscal year 2020, the Company adopted ASU 2017-04, "Intangibles - Goodwill and Other (Topic 350)" for the interim impairment test performed due to the triggering event noted above, for the quarter ended March 31, 2020. Under this accounting standard, the Company performed its interim impairment test and annual impairment tests by comparing the fair value of a reporting unit to its carrying amount. The Company then records an impairment charge for the amount that the carrying amount exceeds the fair value. This eliminates Step 2 from the goodwill impairment test to simplify the subsequent measure of goodwill.

Leases

In February 2016, the FASB issued updated guidance requiring organizations that lease assets to recognize the rights and obligations created by those leases on the Consolidated Balance Sheet. The Company adopted ASU 2016-02, "Leases (Topic 842)" and all subsequent ASUs that modified Topic 842 as of July 1, 2019 using the modified retrospective method and elected the option to not restate comparative periods in the year of adoption. The Company also elected the package of practical expedients that do not require reassessment of whether existing contracts are or contain leases, lease classification or initial direct costs. The Company has also made an accounting policy election to keep leases with an initial term of 12 months or less off of the Consolidated Balance Sheet.

Under adoption of Topic 842, the Company recorded a right of use asset and lease liability of $980.8 and $993.7 million, respectively. The difference between the assets and liabilities are attributable to the reclassification of certain existing lease-related assets and liabilities as an adjustment to the right of use assets. The decrease in the right of use asset and lease liability from July 1, 2019 to June 30, 2020 was due to lease modifications and salon closures. Additionally, the right of use asset was impaired in the fourth fiscal quarter.

The Lease Liability reflects a present value of the Company's current minimum lease payments for existing operating leases primarily relating to real estate leases, over a lease term which includes one option, as options are reasonably assured of being exercised, discounted using a collateralized incremental borrowing rate. The Company will use the portfolio approach in applying the discount rate.

The accounting guidance for lessors remained largely unchanged from previous guidance, with the exception of the presentation of rent payments that the Company passes through to franchisees (lessees). These costs are generally paid by the Company and reimbursed by the franchisee. Historically, these costs have been recorded on a net basis within rent expense in the Consolidated Statements of Operations, but are now presented on a gross basis upon adoption of the new guidance. The adoption of the new guidance resulted in the recognition of franchise rental income and franchise rent expense of $127.2 million during fiscal year 2020. See Note 7 for further information about our transition to Topic 842 and the newly required disclosures.

2. REVENUE RECOGNITION:

In May 2014, the FASB issued amended guidance for revenue recognition which provides a single comprehensive model for entities to use in accounting for revenue arising from contracts with customers. The Company adopted the amended revenue recognition guidance, ASC Topic 606, on July 1, 2018 using the full retrospective transition method which required the adjustment of each prior reporting period presented. As a result of adopting this new standard, the Company is providing its updated revenue recognition policies.

Revenue Recognition and Deferred Revenue:

Revenue recognized at point of sale

Company-owned salon revenues are recognized at the time when the services are provided. Product revenues for company-owned salons are recognized when the guest receives and pays for the merchandise. Revenues from purchases made with gift cards are also recorded when the guest takes possession of the merchandise or services are provided. Gift cards issued by the Company are recorded as a liability (deferred revenue) upon sale and recognized as revenue upon redemption by the customer. Gift card breakage, the amount of gift cards which will not be redeemed, is recognized proportional to redemptions using estimates based on historical redemption patterns. Product sales by the Company to its franchisees are included within product revenues in the Consolidated Statement of Operations and recorded at the time product is delivered to the franchisee. Payment for franchisee product revenue is generally collected within 30 to 90 days of delivery.

Revenue recognized over time

Franchise revenues primarily include royalties, advertising fund cooperatives fees, franchise fees and other fees. Royalty and advertising fund revenues represent sales-based royalties that are recognized in the period in which the sales occur. Generally, royalty and advertising fund revenue is billed and collected monthly in arrears. Advertising fund revenues and expenditures, which must be spent on marketing and related activities per the franchise agreements, are recorded on a gross basis within the Consolidated Statement of Operations. This increases both the gross amount of reported franchise revenue and site operating expense and generally has no impact on operating income and net income. Franchise fees are billed and received upon the signing of the franchise agreement. Recognition of these fees is deferred until the salon opening and is then recognized over the term of the franchise agreement, typically ten years. Franchise rental income is a result of the Company signing leases on behalf of franchisees as the primary obligor and entering into a sublease arrangement with the franchise. The Company recognizes franchise rental income and expense when it is due to the landlord.

The following table disaggregates revenue by timing of revenue recognition and is reconciled to reportable segment revenues as follows:

	For the Year Ended June 30, 2020	
	Franchise	Company-owned
	(Dollars in thousands)	
Revenue recognized at a point in time:		
Service	$ —	$ 331,538
Product	52,421	85,165
Total revenue recognized at a point in time	$ 52,421	$ 416,703
Revenue recognized over time:		
Royalty and other franchise fees	$ 60,061	$ —
Advertising fund fees	13,341	—
Franchise rental income	127,203	—
Total revenue recognized over time	200,605	—
Total revenue	$ 253,026	$ 416,703

Information about receivables, broker fees and deferred revenue subject to the revenue recognition guidance is as follows:

	June 30, 2020	Balance Sheet Classification
	(Dollars in thousands)	
Receivables from contracts with customers, net	$ 22,991	Accounts receivable, net
Broker fees	$ 20,516	Other assets
Deferred revenue:		
Current		
Gift card liability	$ 2,543	Accrued expenses
Deferred franchise fees unopened salons	77	Accrued expenses
Deferred franchise fees open salons	5,537	Accrued expenses
Total current deferred revenue	$ 8,157	
Non-current		
Deferred franchise fees unopened salons	$ 11,855	Other non-current liabilities
Deferred franchise fees open salons	33,623	Other non-current liabilities
Total non-current deferred revenue	$ 45,478	

Receivables relate primarily to payments due for royalties, franchise fees, advertising fees, franchise product sales and sales of salon services and product paid by credit card. The receivables balance is presented net of an allowance for expected losses (i.e., doubtful accounts), related to receivables from franchisees. As of June 30, 2020, the balance in the allowance for doubtful accounts was $6.9 million. The increase is due to an increased risk in collecting franchise receivables due to decreased franchisee cash flows as a result of the government-mandated salon closures due to the COVID-19 pandemic. The following table is a rollforward of the allowance for doubtful accounts for the periods indicated (in thousands):

Balance as of June 30, 2019	$	2,025
Provision for doubtful accounts		5,958
Write-offs		(1,084)
Balance as of June 30, 2020	$	6,899

Broker fees are the costs associated with using external brokers to identify new franchisees. These fees are paid upon the signing of the franchise agreement and recognized as General and Administrative expense over the term of the agreement.

The following table is a rollforward of the broker fee balance for the periods indicated (in thousands):

Balance as of June 30, 2019	$	17,819
Additions		5,606
Amortization		(2,852)
Write-offs		(57)
Balance as of June 30, 2020	$	20,516

Deferred revenue includes the gift card liability and deferred franchise fees for unopened salons and open salons. Gift card revenue for the year ended June 30, 2020 was $2.4 million. Deferred franchise fees related to open salons are generally recognized on a straight-line basis over the term of the franchise agreement. Franchise fee revenue for the year ended June 30, 2020 was $5.2 million. Estimated revenue expected to the recognized in the future related to deferred franchise fees for open salons as of June 30, 2020 is as follows (in thousands):

2021	$	5,471
2022		5,351
2023		5,174
2024		4,939
2025		4,577
Thereafter		13,648
Total	$	39,160

3. DISCONTINUED OPERATIONS AND RESTRUCTURING - Opensalon Pro (OSP)

Opensalon Pro (OSP):

On June 30, 2022, the Company sold its Opensalon(R) Pro solution to Soham Inc. for a purchase price of $20.0 million in cash plus up to an additional $19.0 million in cash contingent upon the number of salons that migrate to Soham's Zenoti product as their salon technology platform. As a result of the sale, the Company classified the OSP business as discontinued operations in the financial statements. Discontinued operations is included in the Corporate segment in the Consolidated Statement of Operations.

The following summarizes the results of OSP discontinued operations for the period presented:

		Fiscal Year
		2020
		(Dollars in thousands)
OSP discontinued operations:		
General and administrative	$	2,972
Rent		223
Depreciation and amortization		304
Interest expense		715
Loss from discontinued operations, net of tax	$	4,214

Current assets related to discontinued operations relates to the hardware used to run the OSP system. Non-current assets related to discontinued operations is comprised of goodwill associated with OSP of $40.9 million, internal use OSP software of $3.1 million, a right of use asset of $1.2 million and $0.4 million of office property and equipment. Current liabilities related to discontinued operations consists of the current portion of the lease liability of $0.1 million and accrued fees of $0.2 million. Non-current liabilities related to discontinued operations relates to the long-term portion of the lease liability.

4. DISCONTINUED OPERATIONS AND RESTRUCTURING - The Beautiful Group (TBG)

The Beautiful Group (TBG):

In October 2017, the Company sold substantially all of its mall-based salon business in North America, representing 858 salons, to The Beautiful Group (TBG), an affiliate of Regent, a private equity firm based in Los Angeles, California, who operated these locations as franchise locations until June 2019. In addition, the Company entered into a share purchase agreement for substantially all of its International segment, representing approximately 250 salons in the UK, with TBG operating these locations as franchise locations until they were transferred to another franchisee in fiscal year 2020. The Company classified the results of its mall-based business and its International segment as a discontinued operation for all periods presented in the Consolidated Statement of Operations.

In the second quarter of fiscal year 2020, TBG transferred 207 of its North American mall-based salons to the Company. The 207 North American mall-based salons transferred were the salons that the Company was the guarantor of the lease obligation. The transfer of the 207 mall-based salons occurred on December 31, 2019, so the operational results of these mall-based salons are included in the Consolidated Statement of Operations beginning in the third quarter. The assets acquired and liabilities assumed were not material to the Consolidated Balance Sheet.

As of June 30, 2020, prior to any mitigation efforts which may be available, the Company remains liable for up to approximately $23 million related to its mall-based salon lease commitments on the 166 salons that remain open. The commitments are included in our lease liabilities.

The following summarizes the results of TBG related charges and TBG discontinued operations for the periods presented:

	Fiscal Year 2020
	(Dollars in thousands)
Revenue	$ —
Total TBG mall restructuring (1)	$ 2,333
TBG Discontinued Operations:	
Other charges (2)	(1,063)
Income from TBG discontinued operations, before taxes	(1,063)
Income tax expense on TBG discontinued operations (3)	231
Income from TBG discontinued operations, net of tax	$ (832)

(1) In fiscal year 2020, the Company recorded professional fees associated with the transfer of the mall salons back to the Company as TBG mall restructuring charges.

(2) Insurance adjustments associated with the discontinued operations.

(3) Income taxes have been allocated to continuing and discontinued operations based on the methodology required by accounting for income taxes guidance.

5. OTHER FINANCIAL STATEMENT DATA

The following provides additional information concerning selected balance sheet accounts:

		June 30, 2020
		(Dollars in thousands)
Other current assets:		
Prepaids	$	5,165
Restricted cash		9,213
Other		4,760
	$	19,138
Property and equipment:		
Buildings and improvements		36,379
Equipment, furniture and leasehold improvements		198,664
Internal use software		67,827
		302,870
Less accumulated depreciation and amortization		(249,092)
	$	53,778
Accrued expenses:		
Payroll and payroll related costs	$	18,204
Insurance		10,278
Rent and related real estate costs		4,179
Other		16,014
	$	48,675
Other non-current liabilities:		
Deferred income taxes	$	13,916
Insurance		20,301
Deferred benefits		11,106
Deferred franchise fees		45,478
Other		3,341
	$	94,142

The following provides additional information concerning other intangibles, net:

	June 30, 2020			
	Weighted Average Amortization Periods (1)	Cost (2)	Accumulated Amortization (2)	Net
	(In years)	(Dollars in thousands)		
Brand assets and trade names	33	$ 6,494	$ (3,609)	$ 2,885
Franchise agreements	19	9,558	(8,194)	1,364
Lease intangibles (3)	0	—	—	—
Other	20	874	(544)	330
Total	24	$ 16,926	$ (12,347)	$ 4,579

____

(1) All intangible assets have been assigned an estimated finite useful life and are amortized on a straight-line basis over the number of years that approximate their expected period of benefit (ranging from three to 40 years).

(2) The change in the gross carrying value and accumulated amortization of other intangible assets is impacted by foreign currency.

(3) A $2.5 million lease intangible impairment was recorded in the fourth fiscal quarter as a result of the COVID-19 triggering event.

Total amortization expense related to intangible assets during fiscal year 2020 was approximately $1.3 million. As of June 30, 2020, future estimated amortization expense related to intangible assets is estimated as follows (in thousands):

2021	$ 467
2022	438
2023	425
2024	363
2025	366
Thereafter	2,520
Total	$ 4,579

The following provides supplemental disclosures of cash flow activity:

	Fiscal Year 2020
	(Dollars in thousands)
Cash paid for:	
Interest	$ 7,390
Taxes and penalties, net	2,150
Non-cash investing activities:	
Unpaid capital expenditures	2,569

6. GOODWILL

The table below contains details related to the Company's goodwill:

	June 30, 2020					
	Gross Carrying Value (1)		Accumulated Impairment (3)		Net	
	(Dollars in thousands)					
Goodwill	$	300,779	$	(114,264)	$	186,515

____

(1) The change in the gross carrying value of goodwill relates to goodwill derecognized for salons sold to franchisees and foreign currency translation adjustments.

(2) In fiscal year 2011, the Company realized a $74.1 million goodwill impairment loss associated with the Company-owned reporting unit (the previous North American Value reporting unit).

(3) In fiscal year 2020, the Company realized a $40.2 million goodwill impairment associated with the Company-owned reporting unit. Prior to the COVID-19 pandemic, the Company had been derecognizing Company-owned goodwill as part of the calculation of gain or loss on the sale of salons to franchisees. Following the goodwill impairment in fiscal year 2020, the Company-owned reporting unit has no remaining goodwill, so there will be no further derecognition of Company-owned goodwill.

The table below contains details related to the Company's goodwill:

	Franchise		Company-owned		Consolidated	
	(Dollars in thousands)					
Goodwill, net at June 30, 2019	$	227,928	$	117,790	$	345,718
Allocation to OSP discontinued operations		(40,942)		—		(40,942)
Translation rate adjustments		(471)		(660)		(1,131)
Derecognition related to sale of salon assets to franchisees		—		(76,966)		(76,966)
Goodwill impairment		—		(40,164)		(40,164)
Goodwill, net at June 30, 2020 (1)	$	186,515	$	—	$	186,515

____

(1) Prior to the impairment charge, goodwill was derecognized for salons sold to franchisees with positive cash flows. The amount of goodwill derecognized was determined by a fraction (the numerator of which is the trailing-twelve months EBITDA of the salon being sold and the denominator of which is the estimated annualized EBITDA of the Company-owned reporting unit) that is applied to the goodwill balance of the Company-owned reporting unit at the time of sale. This methodology utilizing the trailing-twelve months of EBITDA as the unit of account is most representative of fair value for the derecognition calculation due to vendition strategies that may cause proceeds to not be representative of a market participant value.

7. LEASES

At contract inception, the Company determines whether a contract is, or contains, a lease by determining whether it conveys the right to control the use of the identified asset for a period of time. If the contract provides the Company the right to substantially all of the economic benefits from the use of the identified asset and the right to direct the use of the identified asset, the Company considers it to be, or contain, a lease. The Company leases its company-owned salons and some of its corporate facilities under operating leases. The original terms of the salon leases range from 1 to 20 years with many leases renewable for additional 5 to 10 year terms at the option of the Company. In addition to the obligation to make fixed rental payments for use of the salons, the Company also has variable lease payments that are based on sales levels. For most leases, the Company is required to pay real estate taxes and other occupancy expenses. Total rent expense includes the following:

	Fiscal Year 2020 (Dollars in thousands)
Minimum rent	$ 60,703
Percentage rent based on sales	2,043
Real estate taxes and other expenses	13,413
Total	$ 76,159

The Company also leases the premises in which the majority of its franchisees operate, where the Company retains the head lease primary obligation, and has entered into corresponding sublease arrangements with franchisees. These leases, generally with terms of approximately 5 years, are expected to be renewed on expiration. All lease related costs are passed through to the franchisees. The Company retains the primary obligation for the head lease and upon adopting Topic 842, the Company records the rental payments due from franchisees as franchise rental income and the corresponding amounts owed to landlords as franchise rent expense on the Consolidated Statement of Operations. In fiscal year 2020, franchise rental income and franchise rent expense were $127.2 million.

In April 2020, the FASB issued a question and answer document focused on the application of lease accounting guidance to lease concessions provided as a result of COVID-19 (the "Lease Modification Q&A"). The Lease Modification Q&A provides entities with the option to elect to account for lease concessions as though the enforceable rights and obligations existed in the original lease when the total cash flows resulting from the modified lease are substantially similar to the cash flows in the original lease. The Company elected this FASB relief for COVID-19-related rent concessions for the Walmart rent abatement received in April and May 2020 and has elected not to remeasure the related lease liability and right of use asset for Walmart leases. The Walmart rent abatement was recognized as a reduction of variable rent expense of $2.7 million in the fourth fiscal quarter of 2020. Additionally, included in accounts payable as of June 30, 2020 is approximately $20 million of rental payments that were due but the Company had not paid. The Company has elected to account for these rent deferrals as if no changes to the lease contract were made and, as noted above, has increased its accounts payable as the lease payments accrue.

For franchise and company-owned salon operating leases, the lease liability is initially measured at the present value of the unpaid lease payments at the lease commencement date. The Right of Use (ROU) asset is initially measured throughout the lease term at the carrying amount of the lease liability, plus initial direct costs, less any accrued lease payments and unamortized lease incentives received, if any. The Company’s consolidated Right of Use Asset (ROUA) balance was $785.0 million as of June 30, 2020. For leases classified as operating leases, expense for lease payments is recognized on a straight-line basis over the lease term. Generally, the non-lease components such as real estate taxes and other occupancy expenses are separate from rent expense within the lease and are not included in the measurement of the lease liability because these charges are variable.

The discount rate used to determine the present value of the lease payments is the Company's estimated collateralized incremental borrowing rate, based on the yield curve for the respective lease terms, as the interest rate implicit in the lease cannot generally be determined. The Company uses the portfolio approach in applying the discount rate based on original lease term. The weighted average remaining lease term was 6.87 years and the weighted-average discount rate was 3.95% for all salon operating leases as of June 30, 2020.
A lessee’s right of use asset is subject to the same asset impairment guidance in ASC 360, Property, Plant, and Equipment, applied to other elements of property, plant, and equipment. The Company has identified its asset groups at the individual salon level as this represents the lowest level for which identifiable cash flows are largely independent of the cash flows of other groups of assets and liabilities. As a result of COVID-19 and the related store closures that occurred during the fourth fiscal quarter of 2020, the Company determined that a triggering event had occurred pursuant to ASC 360-10-35-21 given that there had been a significant adverse change in the business climate that could affect the value of its salon long-lived asset groups combined with a significant adverse change in the extent or manner in which the salon long-lived groups were being used. As a result, management assessed all of its salon asset groups, which included the related ROU assets, for impairment in accordance with ASC 360.

The first step in the impairment test under ASC 360 is to determine whether the long-lived assets are recoverable, which is determined by comparing the net carrying value of the salon asset group to the undiscounted net cash flows to be generated from the use and eventual disposition of that asset group. Estimating cash flows for purposes of the recoverability test is subjective and requires significant judgment. Estimated future cash flows used for the purposes of the recoverability test were based upon historical cash flows for the salons, adjusted for expected changes in future market conditions related to COVID-19 and other factors. The period of time used to determine the estimates of the future cash flows for the recoverability test was based on the remaining useful life of the primary asset of the group, which was the ROU asset in all cases.

Step two of the long-lived asset impairment test requires that the fair value of the asset group be determined when calculating the amount of any impairment loss. For the salon asset groups that failed the recoverability test, an impairment loss was measured as the amount by which the carrying amount of the asset group exceeds its fair value. The Company applied the fair value guidance within ASC 820-10 to determine the fair value of the asset group from the perspective of a market-participant considering, among other things, appropriate discount rates, multiple valuation techniques, the most advantageous market, and assumptions about the highest and best use of the asset group. To determine the fair value of the salon asset groups, the Company utilized market-participant assumptions, rather than the Company's own assumptions about how it intends to use the asset group.

The fair value of the salon long-lived asset group is estimated using market participant methods based on the best information available. The significant judgments and assumptions utilized to determine the fair value of the salon asset groups include; the market rent of comparable properties based on recently negotiated leases as applicable, the asset group's projected sales for fiscal years 2021 through 2023 for properties with no recently negotiated leases, and a discount rate. The Company engaged a third-party valuation specialist to assist with the research related to inputs used in their determination of the fair value of the ROU asset which included providing information related to significant inputs and assumptions utilized in the measurement of the impairment loss.

Of the total $22.6 million long-lived asset impairment charge in the Consolidated Statement of Operations, $17.4 million related to the right of use asset included in the salon asset groups. The impairment loss for each salon asset group that was recognized was allocated among the long-lived assets of the group on a pro rata basis using their relative carrying amounts. Additionally, the impairment losses did not reduce the carrying amount of an individual asset below its fair value, including for the ROU assets included in the salon asset groups. Assessing the long-lived assets for impairment requires management to make assumptions and to apply judgment which can be affected by economic conditions and other factors that can be difficult to predict. The Company does not believe there is a reasonable likelihood that there will be a material change in the estimates or assumptions it uses to calculate impairment losses for its long-lived asset, including its ROU assets. However, the ultimate severity and longevity of the COVID-19 pandemic is unknown therefore, if actual results are not consistent with the estimates and assumptions used in the calculations, the Company may be exposed to future impairment losses that could be material.

As of June 30, 2020, future operating lease commitments to be paid and received by the Company were as follows:

Fiscal Year	Leases For Franchise Salons	Leases For Company-Owned Salons	Corporate Leases	Total Operating Lease Payments	Sublease Income To Be Received From Franchisees	Net Rent Commitments
2021	$ 121,149	$ 43,705	$ 1,614	$ 166,468	$ (121,149)	$ 45,319
2022	110,951	36,628	1,238	148,817	(110,951)	37,866
2023	100,640	31,943	1,269	133,852	(100,640)	33,212
2024	90,649	28,057	1,301	120,007	(90,649)	29,358
2025	79,398	23,746	1,334	104,478	(79,398)	25,080
Thereafter	190,793	59,994	7,187	257,974	(190,793)	67,181
Total future obligations	$ 693,580	$ 224,073	$ 13,943	$ 931,596	$ (693,580)	$ 238,016
Less amounts representing interest	85,432	27,193	2,536	115,161		
Present value of lease liabilities	$ 608,148	$ 196,880	$ 11,407	$ 816,435		
Less current lease liabilities	99,217	36,767	1,169	137,153		
Long-term lease liabilities	$ 508,931	$ 160,113	$ 10,238	$ 679,282		

8. FAIR VALUE MEASUREMENTS

Fair value measurements are categorized into one of three levels based on the lowest level of significant input used: Level 1 (unadjusted quoted prices in active markets); Level 2 (observable market inputs available at the measurement date, other than quoted prices included in Level 1); and Level 3 (unobservable inputs that cannot be corroborated by observable market data).

Assets and Liabilities Measured at Fair Value on a Recurring Basis

As of June 30, 2020, the estimated fair value of the Company's cash, cash equivalents, restricted cash, receivables and accounts payable approximated their carrying values. As of June 30, 2020, the estimated fair value of the Company's debt was $177.5 million, which approximated its carrying value. As of June 30, 2020, the estimated fair value of the long-term financial liability was $28.0 million, which approximated its carrying value. The estimated fair value of the Company's debt and long-term financial liability are based on Level 2 inputs.

Assets and Liabilities Measured at Fair Value on a Nonrecurring Basis

We measure certain assets, including the Company's equity method investments, tangible fixed and other assets and goodwill, at fair value on a nonrecurring basis when they are deemed to be other than temporarily impaired. The fair values of these assets are determined, when applicable, based on valuation techniques using the best information available, and may include quoted market prices, market comparables and discounted cash flow projections.

The following impairment charges were based on fair values using Level 3 inputs:

	Fiscal Year 2020
	(Dollars in thousands)
Goodwill	$ 40,164
Salon asset impairments (1)	3,851
Long-lived assets impairment (1)	22,560

(1) See Note 1 to the Consolidated Financial Statements.

9. FINANCING ARRANGEMENTS

The Company's long-term debt consists of the following:

Revolving Credit Facility

	Maturity Date	June 30, 2020	June 30, 2020
	(Fiscal year)	(Interest rate %)	(Dollars in thousands)
Revolving credit facility	2023	5.50%	$ 177,500

At June 30, 2020, cash, cash equivalents and marketable securities totaled $113.7 million. As of June 30, 2020, the Company had $177.5 million of outstanding borrowings under a $295.0 million revolving credit facility. At June 30, 2020, the Company had outstanding standby letters of credit under the revolving credit facility of $21.0 million, primarily related to the Company's self-insurance program. The unused available credit under the facility was $96.5 million at June 30, 2020. The Company increased its outstanding borrowings from June 30, 2019 to June 30, 2020 by making a draw on the credit facility of $183.0 million in March of 2020. The $183.0 million draw was done to increase the Company's cash position and preserve financial flexibility as the Company experienced significant business interruption due to the COVID-19 pandemic. In the fourth quarter of fiscal year 2020, the Company repaid $125.5 million. As of June 30, 2020, the Company had cash, cash equivalents and restricted cash of $122.9 million and current liabilities of $237.0 million.

In May of 2020, the Company amended its $295.0 million revolving credit facility that expires in March 2023. The amendment to the revolving credit facility provides relief for the maximum consolidated net leverage ratio covenant and the minimum fixed charge coverage ratio covenant. Without such amendment, the Company would have been in violation of the covenants as of March 31, 2020, which could have resulted in default. Under the new terms of the amendment, the Company is required to maintain a minimum liquidity of not less than $75.0 million, and provides the Company's lenders security in the Company's assets, adds additional guarantors and grants a first priority lien and security interest to the lenders in substantially all of the Company's and the guarantors' existing and future property. The amendment also increases the applicable interest rate margins and facility fees applicable to the loans and inserts a 1.25% LIBOR floor. The applicable margin for loans bearing interest at LIBOR ranges from 3.75%-4.25%, the applicable margin for loans bearing interest at the base rate ranges from 2.75%-3.25% and the facility fee ranges from 0.5%-0.75%, each depending on average utilization of the revolving line of credit. This amendment gives the Company flexibility throughout the uncertainty generated by the business disruption caused by the COVID-19 pandemic, as well as the Company's navigation through its strategic transformation. The Company was in compliance with all covenants and other requirements of the financing arrangements as of June 30, 2020 and believes it will continue to be in compliance for at least one year from our filing date.

Sale and Leaseback Transactions

The Company's long-term lease liability consists of the following:

	Maturity Date	Interest Rate	June 30, 2020
	(Fiscal year)		(Dollars in thousands)
Financial liability - Salt Lake City Distribution Center	2034	3.30%	$ 16,773
Financial liability - Chattanooga Distribution Center	2034	3.70%	11,208
Long-term financing liabilities			$ 27,981

In fiscal year 2019, the Company sold its Salt Lake City and Chattanooga Distribution Centers to an unrelated party. The Company is leasing the properties back for 15 years with the option to renew. As the Company plans to lease the property for more than 75% of its economic life, the sales proceeds received from the buyer-lessor are recognized as a financial liability. This financial liability is reduced based on the rental payments made under the lease that are allocated between principal and interest. As of June 30, 2020, the current portion of the Company's lease liabilities was $0.9 million, which was recorded in accrued expenses on the Consolidated Balance Sheet. The weighted average remaining lease term was 13.6 years and the weighted-average discount rate was 3.46% for financing leases as of June 30, 2020.

As of June 30, 2020, future lease payments due are as follows:

Fiscal year	Salt Lake City Distribution Center	Chattanooga Distribution Center
	(Dollars in thousands)	
2021	$ 1,157	$ 817
2022	1,171	829
2023	1,186	842
2024	1,200	854
2025	1,215	867
Thereafter	10,683	8,414
Total	$ 16,612	$ 12,623

These lease payments were not impacted by the adoption of ASC 842. The financing lease liability does not include interest. Future lease payments above are due per the lease agreement and include embedded interest. Therefore, the total payments do not equal the liability. Total interest expense for the financing leases was $0.7 million for the year ended June 30, 2020, including a one-time $0.4 million credit to interest related to 75% of the April and May rent being waived due to the COVID-19 pandemic.

10. COMMITMENTS AND CONTINGENCIES

Contingencies:

The Company is self-insured for most workers' compensation, employment practice liability and general liability. Workers' compensation and general liability losses are subject to per occurrence and aggregate annual liability limitations. The Company is insured for losses in excess of these limitations. The Company is also self-insured for health care claims for eligible participating employees subject to certain deductibles and limitations. The Company determines its liability for claims incurred but not reported on an actuarial basis.

Litigation and Settlements:

The Company is a defendant in various lawsuits and claims arising out of the normal course of business. Like certain other large retail employers, the Company has been faced with allegations of purported class-wide consumer and wage and hour violations. Litigation is inherently unpredictable and the outcome of these matters cannot presently be determined. Although the actions are being vigorously defended, the Company could in the future incur judgments or enter into settlements of claims that could have a material adverse effect on its results of operations in any particular period. The Company is a defendant in two wage and hour lawsuits in California. The first, a class action in U.S. District Court, alleges various violations of the California Labor Code, including but not limited to failure to pay wages, failure to permit rest breaks, failure to pay all wages due on termination of employment, waiting time penalties, failure to provide accurate wage statements and violation of the business and professions code. This case has preliminarily settled, pending approval of the court and class, for $2.1 million. The second, a class action filed in California Superior Court, alleges various violations of the California Labor Code as well as PAGA penalties. Barring successful objection from plaintiffs' attorneys to the first class action, the second case will be subsumed into the first case's settlement. As of June 30, 2020, $2.1 million was included within accrued expenses on the Condensed Consolidated Balance Sheet related to these class action lawsuits.

11. INCOME TAXES

The components of loss from continuing operations before income taxes are as follows:

	Fiscal Year 2020
	(Dollars in thousands)
Loss before income taxes	
U.S.	$ (161,046)
International	(11,553)
	$ (172,599)

The benefit for income taxes consists of:

	Fiscal Year 2020
	(Dollars in thousands)
Current:	
U.S.	$ (925)
International	238
Deferred:	
U.S.	(3,353)
International	(579)
	$ (4,619)

The benefit for income taxes differs from the amount of income tax determined by applying the applicable U.S. statutory rate to loss before income taxes, as a result of the following:

	Fiscal Year 2020
U.S. statutory rate	21.0 %
State income taxes, net of federal income tax benefit	4.0
Valuation allowance (1)	(29.4)
Foreign income taxes at other than U.S. rates	(0.6)
Work opportunity tax credits	0.4
Uncertain tax positions	(6.2)
Stock-based compensation	0.1
Capital loss	15.0
Other, net (2)	(1.7)
	2.6 %

---

(1) See Note 1 to the Consolidated Financial Statements.

(2) The (1.7)% of Other, net in fiscal year 2020 includes the rate impact of goodwill derecognition and impairment and miscellaneous items of (1.2)% and (0.6)%, respectively. Miscellaneous items do not include the rate impact of any items in excess of 5% of computed tax.

The components of the net deferred tax assets and liabilities are as follows:

		June 30, 2020
		(Dollars in thousands)
Deferred tax assets:		
Payroll and payroll related costs		9,903
Net operating loss carryforwards		64,402
Tax credit carryforwards		37,072
Capital loss carryforwards		14,978
Deferred franchise fees		9,342
Operating lease liabilities		202,940
Financing lease liabilities		7,157
Other		8,214
Subtotal	$	354,008
Valuation allowance		(122,447)
Total deferred tax assets	$	231,561
Deferred tax liabilities:		
Goodwill and intangibles	$	(40,904)
Operating lease assets		(197,304)
Other		(7,269)
Total deferred tax liabilities	$	(245,477)
Net deferred tax liability	$	(13,916)

Significant components of the valuation allowance which occurred during fiscal year 2020 are as follows:

- On March 27, 2020, the U.S. government enacted the Coronavirus Aid, Relief and Economic Security Act (CARES Act) in response to the COVID-19 pandemic. The CARES Act included several significant business tax provisions that, among other items, eliminated the taxable income limit and granted business a five-year carryback for certain net operating losses (NOLs), accelerated refunds of previously generated corporate alternative minimum tax (AMT) credits, temporarily loosened the business interest limitation under section 163(j) and corrected certain provisions under the Tax Cuts and Jobs Act (TCJA).
- The Company determined that it no longer had sufficient U.S. indefinite-lived taxable temporary differences to support realization of its U.S. indefinite-lived NOLs and its existing U.S. deferred tax assets that upon reversal are expected to generate indefinite-lived NOLs. As a result, the Company recorded an additional $17.0 million valuation allowance on its U.S. federal indefinite-lived deferred tax assets.
- The Company further recognized a capital loss and established a corresponding valuation allowance of $14.9 million on investment outside basis previously impaired for financial accounting purposes.

The Company also expects to receive a refund of approximately $1.4 million due to accelerated refunds of AMT credits as a result of the CARES Act.

At June 30, 2020, the Company has tax effected federal, state, Canada, and U.K. net operating loss carryforwards of approximately $43.6, $16.7, $3.8 and $0.3 million, respectively. The Company's federal loss carryforward consists of $27.3 million that will expire from fiscal years 2034 to 2038 and $16.3 million that has no expiration. The state loss carryforwards consist of $15.7 million that will expire from fiscal years 2021 to 2040 and $1.0 million that has no expiration. The Canada loss carryforward will expire from fiscal years 2036 to 2040. The U.K. loss carryforward has no expiration.

The Company's tax credit carryforward of $37.1 million primarily consist of Work Opportunity Tax Credits that will expire from fiscal years 2031 to 2040.

The Company's capital loss carryforward of $14.9 million will expire in fiscal year 2025.

We consider the earnings of certain non-U.S. subsidiaries to be indefinitely invested outside the United States. Accordingly, we have not recorded deferred taxes related to the U.S. federal and state income taxes and foreign withholding taxes on approximately $30.3 million of undistributed earnings of foreign subsidiaries which have been reinvested outside the United States. As a result of the Tax Cuts and Jobs Act of 2017, taxes payable on the remittance of such earnings is expected to be minimal.

The Company files tax returns and pays tax primarily in the U.S., Canada, the U.K. and Luxembourg as well as states, cities, and provinces within these jurisdictions. The Company is no longer subject to IRS examinations for years before 2014. With limited exceptions, the Company is no longer subject to state and international income tax examination by tax authorities for years before 2012.

A rollforward of the unrecognized tax benefits is as follows:

	Fiscal Year	
	2020	
	(Dollars in thousands)	
Balance at beginning of period	$	2,763
Additions based on tax positions related to the current year, primarily salon vendition activity and tax positions related to a capital loss		11,985
(Reductions)/additions based on tax positions of prior years		(223)
Reductions on tax positions related to the expiration of the statute of limitations		(480)
Balance at end of period	$	14,045

If the Company were to prevail on all unrecognized tax benefits recorded, a net benefit of approximately $1.3 million would be recorded in the effective tax rate. Interest and penalties associated with unrecognized tax benefits are recorded within income tax expense. During fiscal year 2020, the Company recorded interest and penalties of approximately $0.1 million as additions to the accrual, net of the respective reversal of previously accrued interest and penalties. As of June 30, 2020, the Company had accrued interest and penalties related to unrecognized tax benefits of $1.1 million. This amount is not included in the gross unrecognized tax benefits noted above.

It is reasonably possible the amount of the unrecognized tax benefit with respect to certain of our unrecognized tax positions will increase or decrease during the next fiscal year. However, an estimate of the amount or range of the change cannot be made at this time.

12. BENEFIT PLANS

Regis Retirement Savings Plan:

The Company maintains a defined contribution 401(k) plan, the Regis Retirement Savings Plan (RRSP). The RRSP is a defined contribution profit sharing plan with a 401(k) feature that is intended to qualify under Section 401(a) of the Internal Revenue Code (the Code) and is subject to the Employee Retirement Income Security Act of 1974 (ERISA).

The 401(k) portion of the RRSP is a cash or deferred arrangement intended to qualify under section 401(k) of the Code and under which eligible employees may elect to contribute a percentage of their eligible compensation. Employees who are 18 years of age or older and who were not highly compensated employees as defined by the Code during the preceding RRSP year are eligible to participate in the RRSP commencing with the first day of the month following their completion of one month of service.

The discretionary employer contribution profit sharing portion of the RRSP is a noncontributory defined contribution component covering full-time and part-time employees of the Company who have at least one year of eligible service, defined as 1,000 hours of service during the RRSP year, are employed by the Company on the last day of the RRSP year and are employed at Salon Support, distribution centers, as field leaders, artistic directors or consultants, and that are not highly compensated employees as defined by the Code. Participants' interest in the noncontributory defined contribution component become 20.0% vested after completing two years of service with vesting increasing 20.0% for each additional year of service, and with participants becoming fully vested after six full years of service.

Nonqualified Deferred Salary Plan:

The Company maintains a Nonqualified Deferred Salary Plan (Executive Plan), which covers Company officers and all other employees who are highly compensated as defined by the Code. The discretionary employer contribution portion of the Executive Plan is a profit sharing component in which a participant's interest becomes 20.0% vested after completing two years of service with vesting increasing 20.0% for each additional year of service, and with participants becoming fully vested after six full years of service. Certain participants within the Executive Plan also receive a matching contribution from the Company.

Regis Individual Secured Retirement Plan (RiSRP):

The Company maintains a Regis Individual Secured Retirement Plan (RiSRP), pursuant to which eligible employees may use post-tax dollars to purchase life insurance benefits. Salon Support employees at the director level and above, as well as regional vice presidents, are eligible to participate. The Company may make discretionary contributions on behalf of participants within the RiSRP, which may be calculated as a matching contribution. The participant is the owner of the life insurance policy under the RiSRP.

Stock Purchase Plan:

The Company has an employee stock purchase plan (ESPP) available to qualifying employees. Under the terms of the ESPP, eligible employees may purchase the Company's common stock through payroll deductions. The Company contributes an amount equal to 15.0% of the purchase price of the stock to be purchased on the open market and pays all expenses of the ESPP and its administration, not to exceed an aggregate contribution of $11.8 million. As of June 30, 2020, the Company's cumulative contributions to the ESPP totaled $11.1 million.

Deferred Compensation Contracts:

The Company has unfunded deferred compensation contracts covering certain current and former key executives. Effective June 30, 2012, these contracts were amended and the benefits were frozen.

Expense associated with the deferred compensation contracts included in general and administrative expenses on the Consolidated Statement of Operations totaled zero for fiscal year 2020.

The table below presents the projected benefit obligation of these deferred compensation contracts in the Consolidated Balance Sheet:

	June 30, 2020
	(Dollars in thousands)
Current portion (included in accrued liabilities)	$ 302
Long-term portion (included in other non-current liabilities)	4,637
	$ 4,939

The accumulated other comprehensive loss for the deferred compensation contracts, consisting of primarily unrecognized actuarial income, was $0.1 million at June 30, 2020.

The Company had previously agreed to pay the former Vice Chairman and his spouse an annual benefit for life. Costs associated with this benefit included in general and administrative expenses on the Consolidated Statement of Operations totaled $0.4 million for fiscal year 2020. Related obligations totaled $2.4 million at June 30, 2020, with $0.5 million within accrued expenses at June 30, 2020, and the remainder included in other non-current liabilities in the Consolidated Balance Sheet.

The Company did not receive life insurance proceeds in fiscal year 2020.

13. EARNINGS PER SHARE

The Company's basic earnings per share is calculated as net loss divided by weighted average common shares outstanding, excluding unvested outstanding restricted stock awards (RSAs), restricted stock units (RSUs) and stock-settled performance units (PSUs). The Company's diluted earnings per share is calculated as net loss divided by weighted average common shares and common share equivalents outstanding, which includes shares issued under the Company's stock-based compensation plans. Stock-based awards with exercise prices greater than the average market price of the Company's common stock are excluded from the computation of diluted earnings per share.

For fiscal year 2020, 963,456 of common stock equivalents of dilutive common stock were excluded from the diluted earnings per share calculation due to net loss from continuing operations. The computation of weighted average shares outstanding, assuming dilution, excluded the following stock-based awards as they were not dilutive under the treasury stock method:

	Fiscal Year 2020
Equity-based compensation awards	315,312

14. STOCK-BASED COMPENSATION

The Company grants long-term equity-based awards under the 2018 Long Term Incentive Plan (the 2018 Plan). The 2018 Plan, which was approved by the Company's shareholders at its 2018 Annual Meeting, provides for the granting of nonqualified stock options, equity-based stock appreciation rights (SARs), RSAs, RSUs and PSUs, as well as cash-based performance grants, to employees and non-employee directors of the Company. Under the 2018 Plan, a maximum of 3,818,895 shares are approved for issuance. The 2018 Plan incorporates a fungible share design, under which full value awards (such as RSUs and PSUs) count against the shares reserved for issuance at a rate 2.0 times higher than appreciation awards (such as SARs and stock options). As of June 30, 2020, a maximum of 3,774,266 shares were available for grant under the 2018 Plan. All unvested awards are subject to forfeiture in event of termination of employment, unless accelerated. SAR and RSU awards granted under the 2018 Plan generally include various acceleration terms, including upon retirement for participants aged sixty-two years or older or who are aged fifty-five or older and have 15 years of continuous service.

The Company also has outstanding awards under the 2016 Long Term Incentive Plan (the 2016 Plan), although the 2016 Plan terminated in October 2018 and no additional awards have since been or will be made under the 2016 Plan. The 2016 Plan provided for the granting of SARs, RSAs, RSUs and PSUs, as well as cash-based performance grants, to employees and non-employee directors of the Company.

The Company also has outstanding awards under the Amended and Restated 2004 Long Term Incentive Plan (the 2004 Plan), although the 2004 Plan terminated in October 2016 and no additional awards have since been or will be made under the 2004 Plan. The 2004 Plan provided for the granting of nonqualified stock options, SARs, RSAs, RSUs and PSUs, as well as cash-based performance grants, to employees and non-employee directors of the Company.

Under the 2018 Plan, 2016 Plan and the 2004 Plan, stock-based awards are granted at an exercise price or initial value equal to the fair market value on the date of grant. There were no SARs granted in fiscal year 2020.

Using the fair value of each grant on the date of grant, the weighted average fair values per stock-based compensation award granted during fiscal year 2020 was as follows:

	Fiscal Year
	2020
RSUs (1)	$ 16.48
PSUs (1)	12.09

---

(1) The fair value of market-based RSUs and PSUs granted are estimated on the date of grant using a Monte Carlo valuation model. The significant assumptions used in determining the estimated fair value of the market-based awards granted during fiscal year 2020 is as follows:

	Fiscal Year
	2020
Risk-free interest rate	1.43 %
Expected volatility	33.9 %
Expected dividend yield	— %

The risk free interest rate is determined based on the U.S. Treasury rates approximating the expected life of the market-based RSUs and PSUs granted. Expected volatility is established based on historical volatility of the Company's stock price. The Company uses historical data to estimate pre-vesting forfeiture rates.

Stock-based compensation expense was as follows:

		Fiscal Year
		2020
		(Dollars in thousands)
SARs	$	—
RSAs, RSUs, & PSUs		3,275
Total stock-based compensation expense (recorded in G&A)		3,275
Less: Income tax benefit (1)		(688)
Total stock-based compensation expense, net of tax	$	2,587

____

(1) Federal statutory income tax rate of 21% utilized in fiscal year 2020.

The Company recorded a stock compensation benefit of $1.6 million in fiscal year 2020 related to performance awards that did not meet the vesting requirements.

Stock Appreciation Rights & Stock Options:

SARs and stock options granted under the 2018 Plan, 2016 Plan and the 2004 Plan generally vest ratably over a three to five year period on each of the annual grant date anniversaries and expire ten years from the grant date. SARs granted subsequent to fiscal year 2012 vest ratably over a three year period with the exception of the April 2017 grant to the Chief Executive Officer, which vested in full after two years.

Activity for all the Company's outstanding SARs and stock options is as follows:

	Shares (in thousands)		Weighted Average Exercise Price	Weighted-Average Remaining Contractual	Aggregate Intrinsic Value (in thousands)
	SARs	Stock Options			
Outstanding balance at June 30, 2019	1,321	10	$ 11.97		
Granted	—	—	—		
Forfeited/Expired	(36)	(9)	16.69		
Exercised	—	(1)	18.61		
Outstanding balance at June 30, 2020	1,285	—	$ 11.79	6.08	$ (4,639)
Exercisable at June 30, 2020	1,285	—	$ 11.79	6.08	$ (4,639)
Unvested awards, net of estimated forfeitures	—	—	$ —	—	$ —

Restricted Stock Units:

RSUs granted to employees under the 2018 Plan, 2016 Plan and 2004 Plan generally vest ratably over a three to five year period on each of the annual grant date anniversaries or vest entirely after a three or five year period. RSUs granted to non-employee directors under the 2018 Plan, 2016 Plan and 2004 Plan generally vest in equal monthly amounts over a one year period from the Company's previous annual shareholder meeting date and distributions are deferred until the director's board service ends.

Activity for all the Company's RSUs is as follows:

	Shares/Units (in thousands)	Weighted Average Grant Date	Aggregate Intrinsic Value (in thousands)
	RSUs		
Outstanding balance at June 30, 2019	850	$ 16.42	
Granted	257	16.48	
Forfeited	(166)	17.29	
Vested	(235)	11.88	
Outstanding balance at June 30, 2020	706	$ 17.72	$ 5,775
Vested at June 30, 2020	263	$ 15.94	$ 2,151
Unvested awards, net of estimated forfeitures	381	$ 18.68	$ 3,117

As of June 30, 2020, there was $3.8 million of unrecognized expense related to RSUs that is expected to be recognized over a weighted-average period of 1.75 years.

Performance Share Units:

PSUs are grants of restricted stock units which are earned based on the achievement of performance goals established by the Compensation Committee over a performance period.

Activity for all of the Company's PSUs is as follows:

	Shares/Units (in thousands) PSUs	Weighted Average Grant Date	Aggregate Intrinsic Value (in thousands) (1)
Outstanding balance at June 30, 2019	980	$ 14.10	
Granted	74	12.09	
Forfeited	(165)	14.57	
Vested	(179)	12.93	
Outstanding balance at June 30, 2020	710	$ 13.90	$ 5,808
Vested at June 30, 2020	—	$ —	$ —
Unvested awards, net of estimated forfeitures	396	$ 13.34	$ 3,239

(1) Includes actual or expected payout rates as set forth in the performance criteria.

In connection with the termination of former executive officers, the Company settled certain PSUs for cash of $0.8 million during fiscal year 2018.

PSUs granted in fiscal year 2020 have a performance period of three years, after which they will vest to the extent earned. There was $0.3 million of total unrecognized compensation expense related to the unvested awards to be recognized over 2.2 years.

15. SHAREHOLDERS' EQUITY

Authorized Shares and Designation of Preferred Class:

The Company has 100.0 million shares of capital stock authorized, par value $0.05, of which all outstanding shares, and shares available under the Stock Option Plans, have been designated as common.

Shareholders' Rights Plan:

The Company previously had a shareholders' rights plan, which expired by its terms in December 2016.

Share Repurchase Program:

In May 2000, the Company's Board approved a stock repurchase program with no stated expiration date. Originally, the program authorized up to $50.0 million to be expended for the repurchase of the Company's stock. The Board elected to increase this maximum to $100.0 million in August 2003, to $200.0 million in May 2005, to $300.0 million in April 2007, to $350.0 million in April 2015, to $400.0 million in September 2015, to $450.0 million in January 2016, and to $650.0 million in August 2018. All repurchased shares become authorized but unissued shares of the Company. The timing and amounts of any repurchases depends on many factors, including the market price of the common stock and overall market conditions. As of June 30, 2020, 30.0 million shares have been cumulatively repurchased for $595.4 million, and $54.6 million remained outstanding under the approved stock repurchase program.

Accumulated Other Comprehensive Income:

The components of accumulated other comprehensive income are as follows:

	June 30, 2020
	(Dollars in thousands)
Foreign currency translation	$ 7,391
Unrealized gain on deferred compensation contracts	58
Accumulated other comprehensive income	$ 7,449

16. SEGMENT INFORMATION

Segment information is prepared on the same basis the chief operating decision maker reviews financial information for operational decision-making purposes. During the first quarter of fiscal year 2018, the Company redefined its operating segments to reflect how the chief operating decision maker evaluates the business as a result of the sale of the mall-based business and International segment sale. See Note 1 to the Consolidated Financial Statements. The Company now reports its operations in two operating segments: Franchise salons and Company-owned salons. The Company's operating segments are its reportable operating segments. Prior to this change, the Company had four operating segments: North American Value, North American Premium, North American Franchise, and International.

The Franchise salons reportable operating segment is comprised of 5,209 franchised salons located mainly in strip center locations and Walmart Supercenters. Franchise salons offer high quality, convenient and value priced hair care and beauty services and retail products. This segment operates primarily in the United States and Canada and primarily includes the Supercuts, SmartStyle, Cost Cutters, First Choice Haircutters, Roosters and Magicuts concepts.

The Company-owned salons reportable operating segment is comprised of 1,632 company-owned salons located mainly in strip center locations and Walmart Supercenters. Company-owned salons offer high quality, convenient and value priced hair care and beauty services and retail products. SmartStyle, Supercuts, Cost Cutters and other regional trade names operating in the United States, Canada and Puerto Rico are generally within the Company-owned salons segment.

Financial information concerning the Company's reportable operating segments is shown in the following table:

	For the Year Ended June 30, 2020			
	Franchise	Company - owned	Corporate[1]	Consolidated
	(Dollars in thousands)			
Revenues:				
Service	$ —	$ 331,538	$ —	$ 331,538
Product	52,421	85,165	—	137,586
Royalties and fees	73,402	—	—	73,402
Franchise rental income	127,203	—	—	127,203
	253,026	416,703	—	669,729
Operating expenses:				
Cost of service	—	222,279	—	222,279
Cost of product	40,032	44,666	—	84,698
Site operating expenses	13,341	58,202	—	71,543
General and administrative	33,725	24,638	69,618	127,981
Rent	872	72,921	2,366	76,159
Franchise rent expense	127,203	—	—	127,203
Depreciation and amortization	922	29,113	6,613	36,648
Long-lived asset impairment	1,712	20,848	—	22,560
TBG restructuring	2,333	—	—	2,333
Goodwill impairment	—	40,164	—	40,164
Total operating expenses	220,140	512,831	78,597	811,568
Operating income (loss)	32,886	(96,128)	(78,597)	(141,839)
Other (expense) income:				
Interest expense	—	—	(6,807)	(6,807)
Gain from sale of salon assets to franchisees, net	—	—	(27,306)	(27,306)
Interest income and other, net	—	—	3,353	3,353
Income (loss) from continuing operations before income taxes	$ 32,886	$ (96,128)	$ (109,357)	$ (172,599)

(1) Corporate consists primarily of unallocated general and administrative expenses, including expenses associated with salon support, depreciation and amortization related to our corporate headquarters and unallocated insurance, benefit and compensation programs, including stock-based compensation.

The Company's chief operating decision maker does not evaluate reportable segments using assets and capital expenditure information.

Total revenues and property and equipment, net associated with business operations in the U.S. and all other countries in aggregate were as follows:

	Fiscal Year 2020	
	Total Revenues	Property and Equipment, Net
	(Dollars in thousands)	
U.S.	$ 613,652	$ 53,134
Other countries	56,077	644
Total	$ 669,729	$ 53,778

UNAUDITED FINANCIAL STATEMENTS

THESE FINANCIAL STATEMENTS HAVE BEEN PREPARED WITHOUT AN AUDIT. PROSPECTIVE FRANCHISEES OR SELLERS OF FRANCHISES SHOULD BE ADVISED THAT NO CERTIFIED PUBLIC ACCOUNTANT HAS AUDITED THESE FIGURES OR EXPRESSED AN OPINION WITH REGARD TO THEIR CONTENT OR FORM.

PART I - FINANCIAL INFORMATION

Item 1. Financial Statements

REGIS CORPORATION
CONDENSED CONSOLIDATED BALANCE SHEET (Unaudited)
(Dollars in thousands, except share data)

	September 30, 2022	June 30, 2022
ASSETS		
Current assets:		
Cash and cash equivalents (Note 7)	$ 9,505	$ 17,041
Receivables, net	12,999	14,531
Inventories, net	5,127	3,109
Other current assets	15,730	13,984
Total current assets	43,361	48,665
Property and equipment, net	12,070	12,835
Goodwill (Note 1)	173,057	174,360
Other intangibles, net	2,975	3,226
Right of use asset (Note 8)	461,579	493,749
Other assets	28,976	36,465
Total assets	$ 722,018	$ 769,300
LIABILITIES AND SHAREHOLDERS' DEFICIT		
Current liabilities:		
Accounts payable	$ 16,080	$ 15,860
Accrued expenses	28,980	33,784
Short-term lease liability (Note 8)	98,270	103,196
Total current liabilities	143,330	152,840
Long-term debt, net (Note 9)	171,879	179,994
Long-term lease liability (Note 8)	379,915	408,445
Other non-current liabilities	56,754	58,974
Total liabilities	751,878	800,253
Commitments and contingencies (Note 6)		
Shareholders' deficit:		
Common stock, $0.05 par value; issued and outstanding, 45,536,525 and 45,510,245 common shares at September 30, 2022 and June 30, 2022, respectively	2,277	2,276
Additional paid-in capital	63,044	62,562
Accumulated other comprehensive income	8,597	9,455
Accumulated deficit	(103,778)	(105,246)
Total shareholders' deficit	(29,860)	(30,953)
Total liabilities and shareholders' deficit	$ 722,018	$ 769,300

The accompanying notes are an integral part of the unaudited Condensed Consolidated Financial Statements.

REGIS CORPORATION
CONDENSED CONSOLIDATED STATEMENT OF OPERATIONS (Unaudited)
For The Three Months Ended September 30, 2022 And 2021
(Dollars and shares in thousands, except per share amounts)

	Three Months Ended September 30, 2022	Three Months Ended September 30, 2021
Revenues:		
Royalties	$ 17,180	$ 16,602
Fees	2,553	2,327
Product sales to franchisees	443	8,008
Advertising fund contributions	8,251	8,114
Franchise rental income (Note 8)	30,330	33,762
Company-owned salon revenue	3,114	8,005
Total revenue	61,871	76,818
Operating expenses:		
Cost of product sales to franchisees	470	7,648
General and administrative	14,361	20,784
Rent (Note 8)	1,753	1,747
Advertising fund expense	8,251	8,114
Franchise rent expense	30,330	33,762
Company-owned salon expense (1)	2,985	7,945
Depreciation and amortization	1,251	1,539
Long-lived asset impairment	—	163
Total operating expenses	59,401	81,702
Operating income (loss)	2,470	(4,884)
Other expense:		
Interest expense	(3,817)	(3,127)
Loss from sale of salon assets to franchisees, net	—	(1,080)
Other, net	(463)	(239)
Loss from operations before income taxes	(1,810)	(9,330)
Income tax (expense) benefit	(28)	48
Loss from continuing operations	(1,838)	(9,282)
Income (loss) from discontinued operations (Note 3)	3,306	(1,096)
Net income (loss)	$ 1,468	$ (10,378)
Net income (loss) per share:		
Basic and diluted:		
Loss from continuing operations	$ (0.04)	$ (0.25)
Income (loss) from discontinued operations	0.07	(0.03)
Net income (loss) per share, basic and diluted (2)	$ 0.03	$ (0.28)
Weighted average common and common equivalent shares outstanding:		
Basic and diluted	46,054	36,850

(1) Includes cost of service and product sold to guests in our Company-owned salons. Excludes general and administrative expense, rent and depreciation and amortization related to Company-owned salons.

(2) Total is a recalculation; line items calculated individually may not sum to total due to rounding.

The accompanying notes are an integral part of the unaudited Condensed Consolidated Financial Statements.

REGIS CORPORATION
CONDENSED CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME (LOSS) (Unaudited)
For The Three Months Ended September 30, 2022 And 2021
(Dollars in thousands)

	Three Months Ended September 30,	
	2022	2021
Net income (loss)	$ 1,468	$ (10,378)
Foreign currency translation adjustments	(858)	(474)
Comprehensive income (loss)	$ 610	$ (10,852)

The accompanying notes are an integral part of the unaudited Condensed Consolidated Financial Statements.

REGIS CORPORATION
CONDENSED CONSOLIDATED STATEMENT OF SHAREHOLDERS' DEFICIT (Unaudited)
For The Three Months Ended September 30, 2022 And 2021
(Dollars in thousands)

	Three Months Ended September 30, 2022					
	Common Stock					
	Shares	Amount	Additional Paid-In Capital	Accumulated Other Comprehensive Income	Accumulated Deficit	Total
Balance, June 30, 2022	45,510,245	$ 2,276	$ 62,562	$ 9,455	$ (105,246)	$ (30,953)
Net income	—	—	—	—	1,468	1,468
Foreign currency translation	—	—	—	(858)	—	(858)
Stock-based compensation	—	—	496	—	—	496
Net restricted stock activity	26,280	1	(14)	—	—	(13)
Balance, September 30, 2022	45,536,525	$ 2,277	$ 63,044	$ 8,597	$ (103,778)	$ (29,860)

	Three Months Ended September 30, 2021					
	Common Stock					
	Shares	Amount	Additional Paid-In Capital	Accumulated Other Comprehensive Income	Accumulated Deficit	Total
Balance, June 30, 2021	35,795,844	$ 1,790	$ 25,102	$ 9,543	$ (19,389)	$ 17,046
Net loss	—	—	—	—	(10,378)	(10,378)
Foreign currency translation	—	—	—	(474)	—	(474)
Issuance of common stock, net of offering costs	8,072,304	404	31,789	—	—	32,193
Stock-based compensation	—	—	1,678	—	—	1,678
Net restricted stock activity	96,341	4	(259)	—	—	(255)
Balance, September 30, 2021	43,964,489	$ 2,198	$ 58,310	$ 9,069	$ (29,767)	$ 39,810

The accompanying notes are an integral part of the unaudited Condensed Consolidated Financial Statements.

REGIS CORPORATION
CONDENSED CONSOLIDATED STATEMENT OF CASH FLOWS (Unaudited)
For The Three Months Ended September 30, 2022 And 2021
(Dollars in thousands)

	Three Months Ended September 30, 2022	Three Months Ended September 30, 2021
Cash flows from operating activities:		
Net income (loss)	$ 1,468	$ (10,378)
Adjustments to reconcile net income (loss) to cash used in operating activities:		
Gain from sale of OSP (Note 3)	(3,927)	—
Depreciation and amortization	1,035	1,574
Long-lived asset impairment	—	163
Deferred income taxes	28	(258)
Loss from sale of salon assets to franchisees, net	—	1,080
Stock-based compensation	531	1,678
Amortization of debt discount and financing costs	648	460
Other non-cash items affecting earnings	481	232
Changes in operating assets and liabilities, excluding the effects of asset sales (1)	(5,321)	(6,805)
Net cash used in operating activities	(5,057)	(12,254)
Cash flows from investing activities:		
Capital expenditures	(184)	(1,524)
Net proceeds from sale of OSP	3,500	—
Net cash provided by (used in) investing activities	3,316	(1,524)
Cash flows from financing activities:		
Borrowings on credit facility	6,357	10,000
Repayments of long-term debt	(5,801)	(1,106)
Debt refinancing fees	(4,341)	—
Proceeds from issuance of common stock, net of offering costs	—	32,193
Taxes paid for shares withheld	(13)	(255)
Net cash (used in) provided by financing activities	(3,798)	40,832
Effect of exchange rate changes on cash and cash equivalents	(166)	(148)
(Decrease) increase in cash, cash equivalents, and restricted cash	(5,705)	26,906
Cash, cash equivalents and restricted cash:		
Beginning of period	27,464	29,152
End of period	$ 21,759	$ 56,058

(1) Changes in operating assets and liabilities exclude assets and liabilities sold.

The accompanying notes are an integral part of the unaudited Condensed Consolidated Financial Statements.

REGIS CORPORATION
NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS
(Unaudited)

1. BASIS OF PRESENTATION OF UNAUDITED INTERIM CONDENSED CONSOLIDATED FINANCIAL STATEMENTS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

The unaudited interim Condensed Consolidated Financial Statements of Regis Corporation (the Company) as of September 30, 2022 and for the three months ended September 30, 2022 and 2021, reflect, in the opinion of management, all adjustments necessary to fairly state the consolidated financial position of the Company as of September 30, 2022 and its consolidated results of operations, comprehensive income (loss), shareholders' deficit and cash flows for the interim periods. Adjustments consist only of normal recurring items, except for any discussed in the notes below. The results of operations and cash flows for any interim period are not necessarily indicative of results of operations and cash flows for the full year.

The accompanying interim unaudited Condensed Consolidated Financial Statements have been prepared by the Company pursuant to the rules and regulations of the Securities and Exchange Commission (SEC). Accordingly, they do not include all disclosures required by accounting principles generally accepted in the United States of America (GAAP). The unaudited interim Condensed Consolidated Financial Statements should be read in conjunction with the Company's Annual Report on Form 10-K for the year ended June 30, 2022 and other documents filed or furnished with the SEC during the current fiscal year.

Inventories:

The Company has inventory valuation reserves for excess and obsolete inventories or other factors that may render inventories unmarketable at their historical costs. The Company exited its distribution centers in fiscal year 2022 and now stores inventory at a third-party facility. To facilitate the exit of the distribution centers, the Company sold and continues to sell inventory at discounts. The inventory valuation reserve as of September 30, 2022 and June 30, 2022 was $0.9 and $1.9 million, respectively.

Goodwill:

As of September 30, 2022 and June 30, 2022, the Franchise reporting unit had $173.1 and $174.4 million, respectively, of goodwill. The change in goodwill for the three months ended September 30, 2022 is due to foreign currency translation. The Company assesses goodwill impairment on an annual basis, during the Company's fourth fiscal quarter, and between annual assessments if an event occurs or circumstances change that would more likely than not reduce the fair value of a reporting unit below its carrying value. An interim impairment analysis was not required in the three months ended September 30, 2022.

Depreciation:

Depreciation expense in the three months ended September 30, 2022 and 2021 include $0.2 and $0.3 million, respectively, of asset retirement obligations, which are cash expenses.

2. REVENUE RECOGNITION:

Revenue Recognition and Deferred Revenue:

Revenue recognized over time

Royalty and advertising fund revenues represent sales-based royalties that are recognized in the period in which the sales occur. Generally, royalty and advertising fund revenues are billed and collected monthly in arrears. Advertising fund revenues and expenditures, which must be spent on marketing and related activities per the franchise agreements, are recorded on a gross basis within the unaudited Condensed Consolidated Statement of Operations. The treatment increases both the gross amount of reported revenue and expense and generally has no impact on operating income and net income. Franchise fees are billed and received upon the signing of the franchise agreement. Recognition of these fees is deferred until the salon opens and is then recognized over the term of the franchise agreement, which is typically 10 years. Franchise rental income is a result of the Company signing leases on behalf of franchisees and entering into sublease arrangements with the franchisees. The Company recognizes franchise rental income and expense when it is due to the landlord.

Revenue recognized at point of sale

Company-owned salon revenues are recognized at the time when the services are provided or the guest receives and pays for the merchandise. Revenues from purchases made with gift cards are also recorded when the guest takes possession of the merchandise or services are provided. Gift cards issued by the Company are recorded as a liability (deferred revenue) upon sale and recognized as revenue upon redemption by the guest. Gift card breakage, the amount of gift cards which will not be redeemed, is recognized proportional to redemptions using estimates based on historical redemption patterns. Product sales to franchisees and other partners are recorded at the time product is delivered to the franchisee.

Information about receivables, broker fees and deferred revenue subject to the current revenue recognition guidance is as follows:

	September 30, 2022	June 30, 2022	Balance Sheet Classification
	(Dollars in thousands)		
Receivables from contracts with customers, net	$ 8,675	$ 10,263	Receivables, net
Broker fees	14,765	15,592	Other assets
Deferred revenue:			
Current			
Gift card liability	$ 1,951	$ 2,037	Accrued expenses
Deferred franchise fees open salons	5,674	5,770	Accrued expenses
Total current deferred revenue	$ 7,625	$ 7,807	
Non-current			
Deferred franchise fees unopened salons	$ 3,107	$ 3,211	Other non-current liabilities
Deferred franchise fees open salons	25,391	26,827	Other non-current liabilities
Total non-current deferred revenue	$ 28,498	$ 30,038	

Receivables relate primarily to payments due for royalties, franchise fees, advertising fees, rent, product sales and sales of salon services and product paid by credit card. The receivables balance is presented net of an allowance for expected losses (i.e., doubtful accounts), primarily related to receivables from franchisees. The following table is a rollforward of the allowance for doubtful accounts for the period:

	Three Months Ended September 30,	
	2022	2021
	(Dollars in thousands)	
Balance at beginning of period	$ 6,559	$ 7,774
Provision for doubtful accounts	461	237
Provision for franchisee rent (1)	19	364
Reclass of accrued rent (2)	60	396
Write-offs	(725)	(102)
Balance at end of period	$ 6,374	$ 8,669

(1) The provision for franchisee rent is recognized as rent in the unaudited Condensed Consolidated Statement of Operations.
(2) The reclass of accrued rent represents franchisee rent obligations guaranteed by the Company that were unbilled and deemed unrecoverable as of June 30, 2021. The amounts billed in fiscal year 2023 and 2022 and the related accrual were reclassified to allowance for doubtful accounts.

Broker fees are the costs associated with using external brokers to identify new franchisees. These fees are paid upon the signing of the franchise agreement and recognized as general and administrative expense over the term of the franchise agreement. The following table is a rollforward of the broker fee balance for the periods indicated:

	Three Months Ended September 30,	
	2022	2021
	(Dollars in thousands)	
Balance at beginning of period	$ 15,592	$ 19,254
Additions	—	25
Amortization	(827)	(862)
Write-offs	—	(145)
Balance at end of period	$ 14,765	$ 18,272

Deferred franchise fees related to open salons are generally recognized on a straight-line basis over the term of the franchise agreement. Franchise fee revenue for the three months ended September 30, 2022 and 2021 was $1.5 and $1.6 million, respectively. Estimated revenue expected to be recognized in the future related to deferred franchise fees for open salons as of September 30, 2022 is as follows (in thousands):

Remainder of 2023	$ 4,255
2024	5,447
2025	5,064
2026	4,594
2027	4,132
Thereafter	7,573
Total	$ 31,065

3. DISCONTINUED OPERATIONS:

On June 30, 2022, the Company sold its Opensalon® Pro (OSP) solution to Soham Inc. for a purchase price of $20.0 million in cash plus up to an additional $19.0 million in cash contingent upon the number of salons that migrate to Soham's Zenoti product as their salon technology platform. The Company received $13.0 million in proceeds in June 2022 and an additional $4.0 million in the first quarter of fiscal year 2023. The remaining $3.0 million of the purchase price is subject to holdbacks including $1.0 million which is payable once the Company ends its arrangement with ProPoint in December 2022 and $2.0 million of proceeds held back until general indemnity provisions are satisfied within 18 months from closing. As a result of the sale, the Company classified the OSP business as discontinued operations in the financial statements for all periods presented. Discontinued operations is included in the Franchise segment in the Consolidated Statement of Operations for all periods presented. No income taxes have been allocated to discontinued operations based on the methodology required by accounting for income taxes guidance.

The following summarizes the results of discontinued operations for the periods presented:

	Three Months Ended September 30,	
	2022	2021
	(Dollars in thousands)	
Discontinued operations:		
Fees	$ (226)	$ 938
Cost of product sales to franchisees	—	(464)
General and administrative	(27)	(1,005)
Rent	(368)	(56)
Depreciation and amortization	—	(330)
Interest expense	—	(179)
Gain from sale of OSP	3,927	—
Gain (loss) from OSP discontinued operations	$ 3,306	$ (1,096)

4. SHAREHOLDERS' EQUITY:

Stock-Based Employee Compensation:

During the three months ended September 30, 2022, the Company granted various equity awards including stock options and stock appreciation rights as follows:

	Three Months Ended September 30, 2022
Stock options (SOs)	985,000
Stock appreciation rights (SARs)	600,000

The SOs and SARs granted during the three months ended September 30, 2022 vest in equal amounts over a three-year period subsequent to the grant date.

Total compensation cost for stock-based payment arrangements totaling $0.5 and $1.7 million for the three months ended September 30, 2022 and 2021, respectively, were recorded within general and administrative expense on the unaudited Condensed Consolidated Statement of Operations.

Share Issuance Program:

In fiscal year 2021, the Company filed a $150.0 million shelf registration statement and $50.0 million prospectus supplement with the Securities and Exchange Commission (SEC) under which it may offer and sell, from time to time, up to $50.0 million worth of its Class A common stock in "at-the-market" offerings. During the three months ended September 30, 2022, the Company did not issue any shares. During the three months ended September 30, 2021, the Company issued 8.1 million shares and received net proceeds of $32.2 million. On September 29, 2021, the Company sold 1.2 million shares for net proceeds of $5.0 million, which settled on October 1, 2021. As of September 30, 2022, $11.6 million remains under the prospectus supplement, which equates to 11.5 million shares based on the share price as of September 30, 2022.

5. INCOME TAXES:

A summary of income tax (expense) benefit and corresponding effective tax rates is as follows:

	Three Months Ended September 30,	
	2022	2021
	(Dollars in thousands)	
Income tax (expense) benefit	$ (28)	$ 48
Effective tax rate	(1.5 %)	0.5 %

The recorded tax provision and effective tax rates for the three months ended September 30, 2022 and 2021 were different than what would normally be expected, primarily due to the impact of the deferred tax valuation allowance.

On August 16, 2022, the Inflation Reduction Act (the "IRA") was signed into law. The IRA contains a number of tax related provisions, including a 15% minimum corporate income tax on certain large corporations, as well as an excise tax on stock repurchases. The Company has evaluated the IRA and does not expect it to have a material impact on the Company's consolidated financial statements.

With limited exceptions, due to net operating loss carryforwards, our federal, state and foreign tax returns are open to examination for all years since 2014, 2012 and 2016, respectively.

6. COMMITMENTS AND CONTINGENCIES:

The Company is a plaintiff or defendant in various lawsuits and claims arising out of the normal course of business. Like certain other franchisors, the Company has faced allegations of franchise regulation and agreement violations. Additionally, because the Company may be the tenant under a master lease for a location subleased to a franchisee, the Company has faced allegations of nonpayment of rent and associated charges. Further, similar to other large retail employers, the Company has been faced with and may continue to face allegations of purported class-wide consumer and wage and hour violations.

During the three months ended September 30, 2022, the Company recorded $0.5 million of expense related to litigation, and $0.5 million was paid during the period.

The Company's previous point-of-sale system supplier had challenged the development of certain parts of the Company's technology systems in litigation brought in the Northern District of California. The Company and the supplier entered into an agreement, effective June 25, 2021, that provided for the dismissal of the lawsuit and set forth a Transition Services Agreement pursuant to which the supplier will assist in the transfer of franchise salons from its point-of-sale system to the Company's salon management system, OSP. The Company and the supplier entered into an amendment to the Settlement Agreement, effective June 15, 2022, in which the Company agreed to pay $2.0 million to the supplier in installments commencing on June 15, 2022, and ending on December 10, 2022, in consideration of a release of claims arising out of or related to the Transition Services Agreement and for the supplier to continue to provide the services set forth in that agreement through December 31, 2022. As of September 30, 2022, the Company had $0.5 million remaining to pay.

Litigation is inherently unpredictable, and the outcome of these matters cannot presently be determined. Although the actions are being vigorously defended, the Company could incur judgments in the future or enter into settlements of claims that could have a material adverse effect on its results of operations in any particular period.

7. CASH, CASH EQUIVALENTS AND RESTRICTED CASH:

The table below reconciles the cash and cash equivalents balances and restricted cash balances, recorded within other current assets on the unaudited Condensed Consolidated Balance Sheet to the amount of cash, cash equivalents and restricted cash reported on the unaudited Condensed Consolidated Statement of Cash Flows:

	September 30, 2022	June 30, 2022
	(Dollars in thousands)	
Cash and cash equivalents	$ 9,505	$ 17,041
Restricted cash, included in other current assets (1)	12,254	10,423
Total cash, cash equivalents and restricted cash	$ 21,759	$ 27,464

(1) Restricted cash within other current assets primarily relates to consolidated advertising cooperatives funds, which can only be used to settle obligations of the respective cooperatives and contractual obligations to collateralize the Company's self-insurance programs.

8. LEASES:

At contract inception, the Company determines whether a contract is, or contains, a lease by determining whether it conveys the right to control the use of the identified asset for a period of time. If the contract provides the Company the right to substantially all of the economic benefits from the use of the identified asset and the right to direct the use of the identified asset, the Company considers it to be, or contain, a lease. The Company leases its company-owned salons and some of its corporate facilities under operating leases. The original terms of the salon leases range from one to 20 years with many leases renewable for an additional five to 10-year term at the option of the Company. In addition to the obligation to make fixed rental payments for the use of the salons, the Company also has variable lease payments that are based on sales levels. For most leases, the Company is required to pay real estate taxes and other occupancy expenses. Total rent includes the following:

	Three Months Ended September 30,	
	2022	2021
	(Dollars in thousands)	
Office and warehouse rent	$ 872	$ 1,613
Lease termination expense (1)	458	1,340
Lease liability benefit (2)	(602)	(2,431)
Franchise salon rent (3)	(53)	329
Company-owned salon rent	1,078	896
Total	$ 1,753	$ 1,747

(1) During the three months ended September 30, 2022, the Company incurred costs of $0.5 million to exit salons before the lease end date in order to relieve the Company of future lease obligations. For the three months ended September 30, 2021, the Company paid $0.9 million to exit its distribution centers before the lease end dates and incurred costs of $0.4 million to exit salons before the lease end dates in order to relieve the Company of future lease obligations.

(2) Upon termination of previously impaired leases, the Company derecognizes the corresponding ROU assets and lease liabilities which results in a net gain. In addition, the Company recognizes a benefit from lease liabilities decreasing in excess of previously impaired ROU assets for ongoing leases that were previously impaired.

(3) Franchise salon rent in fiscal year 2023 includes the benefit of incurring less cost to terminate a lease than estimated.

The Company leases salon premises in which the majority of its franchisees operate and has entered into corresponding sublease arrangements with franchisees. All lease-related costs are passed through to the franchisees. The Company records the rental payments due from franchisees as franchise rental income and the corresponding amounts owed to landlords as franchise rent expense on the unaudited Condensed Consolidated Statement of Operations. For the three months ended September 30, 2022 and 2021, franchise rental income and franchise rent expense were $30.3 and $33.8 million, respectively. These leases generally have lease terms of approximately five years. The Company expects to renew SmartStyle and some franchise leases upon expiration. Other leases are expected to be renewed by the franchisee upon expiration.

All the Company's leases are operating leases. The lease liability is initially and subsequently measured at the present value of the unpaid lease payments at the lease commencement date, including one lease term option when the lease is expected to be renewed. The ROU asset is initially and subsequently measured throughout the lease term at the carrying amount of the lease liability, plus initial direct costs, less any accrued lease payments and unamortized lease incentives received, if any. Expense for lease payments is recognized on a straight-line basis over the lease term, including the lease renewal option when the lease is expected to be renewed. Generally, the non-lease components, such as real estate taxes and other occupancy expenses, are separate from rent expense within the lease and are not included in the measurement of the lease liability because these charges are variable.

The discount rate used to determine the present value of the lease payments is the Company's estimated collateralized incremental borrowing rate, based on the yield curve for the respective lease terms, as the interest rate implicit in the lease cannot generally be determined. The Company uses the portfolio approach in applying the discount rate based on the original lease term. The weighted average remaining lease term was 5.89 and 6.02 years and the weighted average discount rate was 4.29% and 4.25% for all salon operating leases as of September 30, 2022 and June 30, 2022, respectively.

A lessee's ROU asset is subject to the same asset impairment guidance in ASC 360, Property, Plant, and Equipment, applied to other elements of property, plant, and equipment. The Company has identified its asset groups at the individual salon level as this represents the lowest level that identifiable cash flows are largely independent of the cash flows of other groups of assets and liabilities. Poor salon performance in fiscal years 2023 and 2022 resulted in ASC 360-10-35-21 triggering events. As a result, management assessed underperforming salon asset groups, which included the related ROU assets, for impairment in accordance with ASC 360.

The first step in the impairment test under ASC 360 is to determine whether the long-lived assets are recoverable, which is determined by comparing the net carrying value of the salon asset group to the undiscounted net cash flows to be generated from the use and eventual disposition of that asset group. Estimating cash flows for purposes of the recoverability test is subjective and requires significant judgment. Estimated future cash flows used for the purposes of the recoverability test were based upon historical cash flows for the salons, adjusted for expected changes in future market conditions related to the COVID-19 pandemic, and other factors. The period of time used to determine the estimates of the future cash flows for the recoverability test was based on the remaining useful life of the primary asset of the group, which was the ROU asset in all cases.

The second step of the long-lived asset impairment test requires that the fair value of the asset group be estimated when determining the amount of any impairment loss. For the salon asset groups that failed the recoverability test, an impairment loss was measured as the amount by which the carrying amount of the asset group exceeds its fair value. The Company applied the fair value guidance within ASC 820-10 to determine the fair value of the asset group from the perspective of a market-participant considering, among other things, appropriate discount rates, multiple valuation techniques, the most advantageous market, and assumptions about the highest and best use of the asset group. To determine the fair value of the salon asset groups, the Company utilized market-participant assumptions rather than the Company's own assumptions about how it intends to use the asset group. The significant judgments and assumptions utilized to determine the fair value of the salon asset groups include the market rent of comparable properties and a discount rate.

In the three months ended September 30, 2022, the Company did not recognize a long-lived asset impairment charge related to ROU assets in the unaudited Condensed Consolidated Statement of Operations. In the three months ended September 30, 2021, the Company recognized a long-lived asset impairment charge of $0.2 million, which included $0.1 million related to ROU assets in the unaudited Condensed Consolidated Statement of Operations. The impairment loss for each salon asset group that was recognized was allocated among the long-lived assets of the group on a pro-rata basis using their relative carrying amounts. Additionally, the impairment losses did not reduce the carrying amount of an individual asset below its fair value, including the ROU assets included in the salon asset groups. Assessing the long-lived assets for impairment requires management to make assumptions and to apply judgment, which can be affected by economic conditions and other factors that can be difficult to predict. The Company does not believe there is a reasonable likelihood that there will be a material change in the estimates or assumptions it uses to calculate impairment losses for its long-lived asset, including its ROU assets. If actual results are not consistent with the estimates and assumptions used in the calculations, the Company may be exposed to future impairment losses that could be material.

As of September 30, 2022, future operating lease commitments, including one renewal option for leases expected to be renewed, to be paid and received by the Company were as follows (in thousands):

Fiscal Year	Leases for Franchise Salons	Leases for Company-owned Salons	Corporate Leases	Total Operating Lease Payments	Sublease Income to be Received from Franchisees	Net Rent Commitments
Remainder of 2023	$ 84,843	$ 2,245	$ 1,641	$ 88,729	$ (84,843)	$ 3,886
2024	100,949	1,809	1,301	104,059	(100,949)	3,110
2025	84,593	636	1,334	86,563	(84,593)	1,970
2026	71,111	314	1,367	72,792	(71,111)	1,681
2027	60,718	79	1,401	62,198	(60,718)	1,480
Thereafter	122,790	106	4,417	127,313	(122,790)	4,523
Total future obligations	$ 525,004	$ 5,189	$ 11,461	$ 541,654	$ (525,004)	$ 16,650
Less amounts representing interest	61,640	230	1,599	63,469		
Present value of lease liabilities	$ 463,364	$ 4,959	$ 9,862	$ 478,185		
Less current lease liabilities	93,915	2,760	1,595	98,270		
Long-term lease liabilities	$ 369,449	$ 2,199	$ 8,267	$ 379,915		

9. FINANCING ARRANGEMENTS:

The Company's debt consists of the following:

	Maturity Date	September 30, 2022	September 30, 2022	June 30, 2022
	(Fiscal Year)	(Interest rate %)	(Dollars in thousands)	
Term loan	2026	6.74%	$ 175,550	$ —
Deferred financing fees			(8,671)	—
Term loan, net			$ 166,879	$ —
Revolving credit facility	2026	6.61%	5,000	179,994
Total long-term debt, net			$ 171,879	$ 179,994

In August of 2022, the Company amended its credit agreement. The amendment, among other things, converted $180.0 million of the previous $295.0 million revolving credit facility to a new term loan, reduced commitments under the revolving credit facility to $55.0 million, and extended the term of the credit facility from March 26, 2023 to August 31, 2025, with no scheduled amortization prior to maturity. The amendment is accounted for as a modification of debt and any unamortized financing fees that existed at the date of the amendment and new financing fees incurred are amortized through the extended term of the credit facility. At September 30, 2022, the Company had outstanding standby letters of credit under the revolving credit facility of $11.8 million, primarily related to the Company's self-insurance program. As of September 30, 2022, total liquidity and available credit under the revolving credit facility, as defined by the agreement, are $47.8 and $38.3 million, respectively. As of September 30, 2022, the Company had cash and cash equivalents of $9.5 million and current liabilities of $143.3 million. The agreement utilizes an interest rate margin that is subject to annual increases. The margin applicable to term SOFR loans is currently 3.875%. Effective March 27, 2023, the margin will increase to 6.25%, of which 4.25% will be paid currently in cash and 2.00% will be PIK interest (added to the principal balance and thereafter accruing interest). Effective March 27, 2024, the margin will increase to 7.25%, of which 4.25% will be paid currently in cash and 3.00% will be PIK interest. The margin applicable to base rate loans will be 100 basis points (1.00%) less than the margin applicable to term SOFR loans. The agreement contains typical provisions and financial covenants regarding minimum EBITDA, maximum leverage and minimum fixed-charge coverage and a minimum liquidity threshold of $10.0 million. The Company was in compliance with all covenants and other requirements of the financing arrangements as of September 30, 2022.

10. FAIR VALUE MEASUREMENTS:

Fair value measurements are categorized into one of three levels based on the lowest level of significant input used: Level 1 (unadjusted quoted prices in active markets); Level 2 (observable market inputs available at the measurement date, other than quoted prices included in Level 1); and Level 3 (unobservable inputs that cannot be corroborated by observable market data).

Assets and Liabilities Measured at Fair Value on a Recurring Basis

As of September 30, 2022 and June 30, 2022, the estimated fair value of the Company's cash, cash equivalents, restricted cash, receivables, inventory, deferred compensation assets, accounts payable and debt approximated their carrying values.

Assets and Liabilities Measured at Fair Value on a Nonrecurring Basis

We measure certain assets, including the Company's equity method investments, tangible fixed and other assets and goodwill, at fair value on a nonrecurring basis when they are deemed to be other than temporarily impaired. The fair values of these assets are determined, when applicable, based on valuation techniques using the best information available, and may include quoted market prices, market comparables and discounted cash flow projections.

11. EARNINGS PER SHARE:

The Company's basic earnings per share is calculated as net income (loss) divided by weighted average common shares outstanding, excluding unvested outstanding stock options (SOs), stock appreciation rights (SARs), restricted stock units (RSUs) and stock-settled performance units (PSUs). The Company's diluted earnings per share is calculated as net income (loss) divided by weighted average common shares and common share equivalents outstanding, which includes shares issued under the Company's stock-based compensation plans. Stock-based awards with exercise prices greater than the average market price of the Company's common stock are excluded from the computation of diluted earnings per share. The computation of weighted average shares outstanding, assuming dilution, excluded 3,211,485 and 2,769,743 of stock-based awards during the three months ended September 30, 2022 and 2021, respectively, as they were not dilutive under the treasury stock method.

12. SEGMENT INFORMATION:

Segment information is prepared on the same basis that the chief operating decision maker (CODM) reviews financial information for operational decision-making purposes. The Company's reportable operating segments consisted of the following salons:

	September 30, 2022	June 30, 2022
FRANCHISE SALONS:		
Supercuts	2,233	2,264
SmartStyle/Cost Cutters in Walmart Stores	1,625	1,646
Portfolio Brands	1,325	1,344
Total North American salons	5,183	5,254
Total International salons (1)	140	141
Total Franchise salons	5,323	5,395
as a percent of total Franchise and Company-owned salons	98.2 %	98.1 %
COMPANY-OWNED SALONS:		
Supercuts	15	18
SmartStyle/Cost Cutters in Walmart Stores	49	49
Portfolio Brands	31	38
Total Company-owned salons	95	105
as a percent of total Franchise and Company-owned salons	1.8 %	1.9 %
OWNERSHIP INTEREST LOCATIONS:		
Equity ownership interest locations	76	76
Grand Total, System-wide	5,494	5,576

(1) Canadian and Puerto Rican salons are included in the North American salon totals.

As of September 30, 2022, the Franchise operating segment is comprised primarily of Supercuts®, SmartStyle®, Cost Cutters®, First Choice Haircutters®, Magicuts®, and Roosters® concepts and the Company-owned operating segment is comprised primarily of Supercuts®, SmartStyle®, and other regional trade names.

Financial information concerning the Company's reportable operating segments is shown in the following tables:

	Three Months Ended September 30, 2022		
	Franchise	Company-owned	Consolidated
	(Dollars in thousands)		
Revenues:			
Royalties	$ 17,180	$ —	$ 17,180
Fees	2,553	—	2,553
Product sales to franchisees	443	—	443
Advertising fund contributions	8,251	—	8,251
Franchise rental income	30,330	—	30,330
Company-owned salon revenue	—	3,114	3,114
Total revenue	58,757	3,114	61,871
Operating expenses:			
Cost of product sales to franchisees	470	—	470
General and administrative	14,182	179	14,361
Rent	509	1,244	1,753
Advertising fund expense	8,251	—	8,251
Franchise rent expense	30,330	—	30,330
Company-owned salon expense	—	2,985	2,985
Depreciation and amortization	950	301	1,251
Total operating expenses	54,692	4,709	59,401
Operating income (loss)	$ 4,065	$ (1,595)	$ 2,470

	Three Months Ended September 30, 2021		
	Franchise	Company-owned	Consolidated
	(Dollars in thousands)		
Revenues:			
Royalties	$ 16,602	$ —	$ 16,602
Fees	2,327	—	2,327
Product sales to franchisees	8,008	—	8,008
Advertising fund contributions	8,114	—	8,114
Franchise rental income	33,762	—	33,762
Company-owned salon revenue	—	8,005	8,005
Total revenue	68,813	8,005	76,818
Operating expenses:			
Cost of product sales to franchisees	7,648	—	7,648
General and administrative	20,238	546	20,784
Rent	1,621	126	1,747
Advertising fund expense	8,114	—	8,114
Franchise rent expense	33,762	—	33,762
Company-owned salon expense	—	7,945	7,945
Depreciation and amortization	1,293	246	1,539
Long-lived asset impairment	—	163	163
Total operating expenses	72,676	9,026	81,702
Operating loss	$ (3,863)	$ (1,021)	$ (4,884)

EXHIBIT B

FRANCHISE AGREEMENT
(AND LOCATION IDENTIFICATION AMENDMENT AND AMENDMENT APPLICABLE TO PURCHASE OF COMPANY-OWNED STORES)

SUPERCUTS, INC.

FRANCHISE AGREEMENT

S U P E R C U T S, I N C.

FRANCHISE AGREEMENT

Table of Contents

FRANCHISE AGREEMENT

THIS FRANCHISE AGREEMENT (this "Agreement") made, entered into and effective this ______ day of ______________, 20__, by and between SUPERCUTS, INC., a Delaware Corporation, hereinafter sometimes referred to as "Franchisor" and ____ hereinafter referred to as "Franchisee," in consideration of the premises, covenants, and promises herein, agree as follows:

ARTICLE 1 - RECITALS

Section 1.01 **Status and Location of Franchisor**.

Franchisor is a corporation duly organized, validly existing, and in good standing under the laws of the State of Delaware. Franchisor's principal office is located at 3701 Wayzata Boulevard, Suite 500, Minneapolis, MN 55416.

Section 1.02 **Residence of Franchisee**.

Franchisee's principal address is: ____
____
____.

Section 1.03 **Franchisor's Exclusive Right to Trademarks**.

Franchisor possesses rights under various registered and unregistered trademarks, service marks, trade names and styles including distinctive logos, and also certain copyrighted material embodying the use of such marks and Franchisee specifically acknowledges Franchisor's exclusive right to said trademarks, service marks, trade names, and copyrighted material.

Section 1.04 **Franchisor's Unique Proprietary System**.

As the result of the expenditure of time, effort and money in research and development, Franchisor has developed a system and acquired experience and knowledge with respect to a system for the operation of establishments offering haircutting and related services in a specially designed and decorated building with distinctive fixtures, accessories and color scheme, all known as "Supercuts". Through its advertising programs and the quality of its service, Franchisor has established a reputation, demand and goodwill for haircutting and related services under the name of "Supercuts".

Section 1.05 **Franchisor Granting Limited Licenses**.

Franchisor is also engaged in the business of granting to others, by means of non-exclusive franchise agreements, special limited licenses to utilize the name "Supercuts", the related proprietary marks and the associated concepts in connection with the operation by such persons of hair care establishments and the sale, distribution, and marketing of hair care systems.

Section 1.06 **Grant and Acceptance of Franchise**.

All of the foregoing have a valuable significance to the public, and the Franchisee, being cognizant thereof, desires to obtain from Franchisor, and Franchisor desires to grant to Franchisee, pursuant to the terms of this Agreement, a franchise to operate one "Supercuts" hair care establishment at the location hereinafter specified (the "Franchise").

<u>Section 1.07</u> **No Express or Implied Warranties**.

The Franchisor expressly disclaims the making of, and Franchisee acknowledges that he has not received or relied upon, any warranty or guaranty, express or implied, as to the revenues, profits or success of the business venture contemplated by this Agreement or the likely success or suitability of any store site reviewed by Franchisor in connection with this Agreement. Franchisee acknowledges that he has not received or relied on any representations about the Franchise by the Franchisor, or its officers, directors, employees or agents, that are contrary to the statements made in the Franchisor's Franchise Disclosure Document or to the terms herein, and further represents to the Franchisor, as an inducement to its entry into this Agreement, that Franchisee has made no misrepresentations in obtaining the Franchise.

Franchisee has applied for a franchise to own and operate a Supercuts Store at the premises identified in Section 2 hereof, and such application has been approved by the Franchisor in reliance upon all of the representations made therein.

<u>Section 1.08</u> **Definition of Franchisor as Representative**.

Franchisee acknowledges that:

A. Franchisor's officers, directors and employees act only as representatives, and not in their individual capacity; and

B. Any information received from other Franchisees, including information regarding profits and revenue, shall not be deemed to be supplied by Franchisor and Franchisor shall not be responsible for the truthfulness of its content; and

C. Confidential and proprietary information in connection with Franchisee's store, including materials submitted to Franchisor by Franchisee, may be shared with members of the Supercuts Executive Council as necessary for Council activities.

<u>Section 1.09</u> **Acknowledgment of Risk**.

Franchisee acknowledges it has conducted an independent investigation of the business contemplated by this Agreement and recognizes that it involves business risks making the success of the venture largely dependent upon the business abilities and participation of Franchisee.

<u>Section 1.10</u> **Mutual Agreements of Parties**.

The parties hereto, in consideration of the mutual agreements herein contained and promises herein expressed, and for other good consideration, acknowledged by each of them to be satisfactory and adequate, do hereby agree as follows:

ARTICLE 2 - TERMS AND CONDITIONS

<u>Section 2.01</u> **Location of Franchisee's Establishment**.

Franchisor hereby grants to Franchisee and Franchisee hereby accepts subject to the terms and conditions of this Agreement the limited right and license to operate one "Supercuts" hair care establishment located at ____ (hereinafter sometimes referred to as "the subject location" or the "Store"), together with the limited right and license to utilize the related proprietary marks and Franchisor's system for the operation of one "Supercuts" hair care establishment. Termination or expiration of this Agreement shall constitute a termination or expiration of the Franchise.

Section 2.02 **Franchisor's Exclusive Right to "Supercuts"**.

Franchisee acknowledges Franchisor's exclusive right to the name "Supercuts," and the programs, including all bulletins, procedures, supplements, forms, advertising matter, devices, marks, service marks, trademarks, trade names, logos and slogans, and goodwill associated therewith, whether currently being used or hereafter applied for or put to use, in connection with, or applicable to, the "Supercuts" program. Franchisee agrees that he will not use or attempt to use any of said names, marks, or logos, in his own name or that of any other partnership, person, corporation or other business entity and that he will use said names, marks, or logos exclusively for, and in connection with, the promotion and conduct of the business herein described. Franchisor shall have the right to take such action as it deems appropriate to protect Franchisee's right to use the Names and Marks, including the exclusive control of any litigation or any trademark office or other administrative proceeding arising out of any such infringement, challenge or claim relating to any of the Names and Marks, and the cost of all litigation incurred by Franchisor specifically relating to the Marks will be paid by Franchisor.

Section 2.03 **Franchisee's Use of Marks, Logos**.

Subject to the terms and conditions hereof, and further provided that Franchisee has not breached any of the terms and conditions of this Agreement, Franchisor grants to Franchisee during the term of this Agreement, the right to use in connection with Franchisee's "Supercuts" franchise the Franchisor's marks, service marks, trademarks, trade names, logos and slogans, whether currently being used or hereafter applied for or put into use. To the extent Franchisee uses any of the Franchisor's marks, service marks, trademarks, trade names, logos and slogans in employment-related materials, Franchisee must include a clear disclaimer that Franchisee (and only Franchisee) is the employer of employees at the Store and that the Franchisor is not their employer and does not engage in any employer-type activities for which only franchisees are responsible, such as employee selection, promotion, termination, hours worked, rates of pay, other benefits, work assigned, discipline, adjustment of grievances and complaints, and working conditions.

Section 2.04 **Franchisee's Rights Restricted to Subject Location**.

The rights herein granted to Franchisee by Franchisor are specifically restricted to and shall only be effective for the operation by Franchisee of the Store. No branches or second locations shall be permitted under this Agreement, and Franchisee hereby acknowledges that no representations or warranties have been made by Franchisor with respect to the grant of any other franchises or permission to operate the Franchise from an additional or any other location.

Section 2.05 **Franchisee's Rights and License Non-Transferable**.

The nature of the right and license herein granted to Franchisee is non-transferable. Franchisee may not directly or indirectly sublicense or subfranchise any other person, firm or corporation to own or operate a "Supercuts" hair care establishment, to utilize in any way the proprietary marks of Franchisor, or to utilize in any way all or any part of Franchisor's program. Further, without the prior written consent of Franchisor, Franchisee shall not sell, assign, or transfer said license or right, or any interest therein, except through an assignment of this Agreement in its entirety, and then subject to the provisions of and only to the extent permitted by Article 10 hereof.

<u>Section 2.06</u> License Granted is Non-Exclusive.

Subject to the current Expansion Policy, which may be amended from time to time under the Policies and Agreements as referred to in Section 2.12, (although such Expansion Policy shall not apply with respect to, or in connection with Franchisee's rights in, the Store if Franchisee signed this Agreement pursuant to rights granted under a Development Agreement), Franchisor reserves all rights to acquire, merge with, develop, establish or operate other franchise systems for the same, similar, or different services or products and to grant and sell similar franchises and licenses to others to operate, and to establish, own or operate for its own account or with others, other hair care establishments under Supercuts or any other trade name at any location whatsoever even if these establishments compete with Franchisee's store. Furthermore, Franchisor's current or future parent company and affiliates including but not limited to Regis Corporation, The Barbers, Hairstyling for Men & Women, Inc., Cutco Acquisition Corp., RPC Acquisition Corp. and TGF Haircutters, LLC, who currently operate primarily under the trade names Regis Hairstylists, MasterCuts, SmartStyle (operated in Wal-Mart stores), Style America, Cost Cutters, The Barbers, Hairmasters, BoRics, Holiday Hair, First Choice Haircutters, Magicuts, Pro-Cuts Hair Care and TGF Haircutters, are free to acquire, merge with, develop, establish or operate other franchise systems or company-owned salons for the same, similar or different services or products and to establish and operate or license others to establish and operate similar or different businesses under any trade name and at any location whatsoever which may compete with Franchisee's store.

<u>Section 2.07</u> In Term Non-Compete Covenant.

Franchisee acknowledges and agrees that the Franchisor would be unable to protect its trade secrets against unauthorized use or disclosure and would be unable to encourage a free exchange of ideas and information among SUPERCUTS Stores if franchised owners of SUPERCUTS Stores were permitted to hold interests in any other business which is in direct or indirect competition with Franchisee's SUPERCUTS business located or operating within a radius of ten (10) miles of the Store or a radius of ten (10) miles of any other SUPERCUTS Store in operation. Therefore, during the term of the Franchise, neither Franchisee, any shareholder, member or partner (in the event Franchisee is a corporation limited liability company or partnership), nor any member of his or their immediate families shall have any interest as an owner, investor, partner, director, officer, member, employee, consultant, representative or agent, franchisee, or in any other capacity in any other business which is in direct or indirect competition with Franchisee's SUPERCUTS business located or operating within a radius of ten (10) miles of the Store or a radius of ten (10) miles of any other SUPERCUTS Store in operation, except for other SUPERCUTS Stores or other salons franchised to Franchisee by Franchisor or its subsidiaries or affiliates operated under franchise agreements granted by the Franchisor or any of its subsidiaries or affiliates and the ownership of securities listed on a stock exchange or traded on the over-the-counter market that represent one percent (1%) or less of that class of securities.

<u>Section 2.08</u> Post-Term Non-Compete Covenant.

If this Agreement expires as provided in Section 3.01 herein, or is terminated by the Franchisor, or is terminated by the Franchisee without cause, or is transferred by Franchisee in accordance with the provisions of this Agreement, then Franchisee agrees that for a period of two (2) years, commencing on the effective date of such expiration, termination, or transfer, or the date on which Franchisee and all other persons restricted by this Section first began to comply with this Section, whichever is later, neither

Franchisee nor any shareholder, member or partner (in the event Franchisee is a corporation, limited liability company or partnership), nor any member of his or their immediately families shall have any interest as an owner, partner, director, officer, member, employee, consultant, franchisee, representative or agent, in any haircutting store located or operating within a radius of ten (10) miles of the Store or a radius of ten (10) miles of any other SUPERCUTS Store in operation on the effective date of expiration, termination or transfer (as applicable), or the date on which Franchisee and all other persons restricted by this Section first begin to comply with this Section, whichever is later, except for other SUPERCUTS Stores or other brand salons franchised by Franchisor or its subsidiaries or affiliates operated under franchise agreements granted by the Franchisor or any of its subsidiaries or affiliates and the ownership of securities listed on a stock exchange or traded on the over-the-counter market that represent one percent (1%) or less of that class of securities. Notwithstanding the foregoing, in the event Franchisor changes the terms of the Franchise Agreement pursuant to Section D. of the Revision and Creation of Requirements for Rewrite and requires Franchisee to execute a new Franchise Agreement which includes the changed terms, Franchisee may either execute the new Franchise Agreement or terminate this Agreement in accordance with the provisions of Section 13.01.B. herein. In the event Franchisee elects to terminate this Agreement in accordance with Section 13.01.B. herein in response to the changed terms and requirement to execute a new Franchise Agreement, Franchisor agrees that Franchisee shall be exempt from the requirements of this Section 2.08.

Section 2.09 **Franchisee's Agreement Not to Disclose Proprietary Information**.

Franchisee shall not at any time directly or indirectly furnish any information to any person as to Franchisor's methods of operation, haircutting techniques or methods, advertising, publicity, promotions or any other information relating to Franchisee's or Franchisor's business, excluding employee- and employment-related information. If Franchisee is also a franchisee of any other brand of Franchisor or its subsidiaries or affiliates, Franchisee shall not use or disclose information of one brand in connection with the operation of any other brand.

Section 2.10 **Inspection by Personnel**.

To protect the quality of its brand, Franchisor may from time to time visit the subject location to inspect the quality of the services being rendered by Franchisee and advise the Franchisee with respect to the standards, specifications, and operating procedures and methods that Supercuts stores use.

Section 2.11 **Franchisor's Right to Modify Store Concept**.

Franchisor may modify the store concept from time to time in response to changes in consumer expectations and buying trends, to implement refinements made possible by technological advances or as a result of Franchisor's research and development activities, and to meet competition. Franchisor therefore reserves the right and discretion to:

A. Add new and different products and service menu items to the list of authorized merchandise and services;

B. Withdraw certain products and service menu items from the list of authorized store merchandise and services;

C. Redesign the trade dress, equipment and fixtures standards for product dispensaries and merchandising displays;

D. Design new dispensaries and merchandising displays for new or different products and service menu items; and

E. Abandon the use of equipment, fixtures and merchandising displays for any product or service menu item that Franchisor withdraws from the list of authorized store merchandise and services.

Such modifications shall be in accordance with the "Working Together Relationship and Agreement" referenced in Section 2.12.

Section 2.12 **Incorporation of Exhibits by Reference into Agreement**.

The terms and conditions of the "Working Together Relationship and Agreement", "Revision and Creation of Requirements for Rewrite", "Expansion Policy" and "Regis-Supercuts Merger", and any amendments to any of the foregoing, are hereby incorporated by reference into this Agreement, provided, however, that the Expansion Policy shall not apply with respect to, or in connection with Franchisee's rights in, the Store if Franchisee signed this Agreement pursuant to rights granted under a Development Agreement. If Franchisor and Franchisee signed a Development Agreement pursuant to which this Agreement was signed, they intended the rights and opportunities conferred by that Development Agreement to be only development and expansion rights and opportunities available to Franchisee and that Franchisee would not be entitled to any rights available to a franchisee under the Expansion Policy.

ARTICLE 3 - TERM

Section 3.01 **Term Provisions**.

The initial term of the Franchise and license granted herein shall commence on the date Franchisee's Store opens as a "Supercuts" ("Commencement Date") and provided the Franchise is not sooner terminated in accordance with the terms and conditions of this Agreement shall only expire upon the expiration or termination of Franchisee's lease or sublease (including renewal terms and options) or his right to possession of the subject location (for whatever reason, including the expiration or termination of Franchisor's lease) provided neither Franchisee nor Franchisor have any additional right to renew such lease or sublease as the case may be or Franchisee fails or refuses to exercise any right to renew said lease or sublease; provided, however, in the event Franchisee desires to relocate said franchise location to a location acceptable to Franchisor, and provided further that said location is open for business within one year after the store closing and within a radius of two miles of the closed store, Franchisee shall be allowed to continue the franchise at said new location.

ARTICLE 4 - FEES

Section 4.01 **Initial Fee**.

Franchisee shall pay Franchisor an initial, non-recurring, non-refundable (except as provided in Sections 4.02 and 14.01 hereof) franchise fee of ____________________ plus any applicable taxes. Said franchise fee shall be payable upon the execution and delivery of this Agreement. Except as provided in Sections 4.02 and 14.01 hereof, the initial franchise fee shall be deemed fully earned by Franchisor upon the execution and delivery of this Agreement and full payment of said initial franchise fee shall be in addition to the monthly royalty fees payable to Franchisor by Franchisee pursuant to Section 4.05 hereof and shall be in addition to any and all other sums required to be paid to Franchisor by Franchisee pursuant to any other term or provision of this Agreement whether for advertising contributions, training fees, or for any other reason or purpose. Except as provided in Sections 4.02 and 14.01 hereof, said initial franchise fee is not refundable under any circumstances, in full or in part including any termination of this Agreement nor at any other time nor under any other circumstances whatsoever.

Section 4.02 **Failure of Franchisee to Successfully Complete Training Course**.

Franchisee agrees that if Franchisor determines, pursuant to the terms of Section 6.03 hereof that Franchisee has not successfully completed Franchisor's initial training course relating to the operation of a "Supercuts" franchise, Franchisor has the right to terminate this Agreement immediately and shall return to Franchisee the initial franchise fee paid to Franchisor by Franchisee pursuant to Section 4.01 hereof.

Section 4.03 **Escrow**.

Upon the request of Franchisee, any sums paid to Franchisor pursuant to Section 4.01 hereof shall be deposited with an escrow agent, mutually acceptable to both parties, who shall hold said sums until such time as said escrow agent is notified in writing by Franchisor that (1) Franchisee has successfully completed the initial training course as specified in Section 6.03 hereof in which event said deposited sum shall be paid to Franchisor; or (2) Franchisee has not successfully completed said course in which event said deposit shall be paid to Franchisee. Any costs associated with said escrow shall be paid by Franchisee and all interest, if any, earned on said deposit while held by said escrow agent shall belong to the party to whom said deposit is ultimately paid.

Section 4.04 **Monthly Royalty Fee**.

In addition to the initial payment set forth in Section 4.01 hereof, Franchisee agrees to pay to Franchisor a monthly royalty fee based on Franchisee's net monthly revenues derived from the operation of the Franchise for each month or any portion thereof during the term of this Agreement. The percentage used and the revenues which said percentage is applied against varies depending on the date of the Store opening as follows:

> The monthly royalty fee is 4% of combined net service revenues and net merchandise revenues from the Store open date until the first anniversary of the Store open date. From the first anniversary of the Store open date until the Franchise Agreement expires or is terminated, the monthly royalty fee is 6% of combined net service revenues and net merchandise revenues.

Said royalty fee shall be paid on or before the tenth (10th) day of each month and shall be based upon net revenues for the preceding calendar month. Along with said payment Franchisee shall furnish Franchisor with electronic or written reports in the format and on forms provided by Franchisor for this purpose signed by Franchisee stating gross revenues, sales data, customer counts and such other similar information as Franchisor may request from time to time, excluding individual customer data, for the preceding calendar month as designated and classified in the format and on forms provided by Franchisor. Franchisee shall at all times maintain, and provide Franchisor with electronic access to, data and information on Franchisee's computerized point of sale and back office systems regarding: (1) gross revenues, net revenues, sales data, collective sales transaction data, customer counts, and such other similar information ("General Data"); and (2) individual sales transaction data and individual customer data ("Individual Data"), including such General Data and Individual Data for the preceding day, calendar month, or other period, but excluding employee- and employment-related information, as Franchisor may require from time to time, in the form and format required by Franchisor. General Data and Individual Data are collectively referred to as "Franchisee Data." Franchisor shall have the right to collect Franchisee Data at any time, including on a daily and other basis. Franchisor shall not use or allow any third party to use Franchisee Data to compete with Franchisee. Franchisor shall not use Franchisee Data for any purpose other than supporting, maintaining, developing, advertising, marketing, and promoting the Supercuts brand, system, and stores. Franchisor may not use Franchisee Data for any other purpose without the Supercuts Executive Council's prior written consent. To the extent Franchisor desires to use Franchisee Data to advertise and promote specific discounted pricing of the Franchisee's goods or services offered at Franchisee's Store, Franchisor will first give Franchisee reasonable advance written notice of such discounted pricing offer, and give the Franchisee a reasonable opportunity to elect out of that discounted pricing offer before it is published and/or distributed.

Without limiting any other rights or remedies available to Franchisee for other breaches, violations, or misconduct, in the event Franchisee believes Franchisor has used any General Data in breach of this paragraph, Franchisee shall provide Franchisor with prompt written notice detailing the alleged breach. If Franchisor fails to promptly stop any such breach, Franchisee will have the right to take legal action, provided that Franchisee agrees that it shall not be entitled to recover damages for Franchisor's breach of this Section by using General Data in breach of the preceding paragraph, and Franchisee's sole remedy, and Franchisor's sole liability, for a breach of this Section related to General Data shall be injunctive relief to stop the breach.

Once per calendar year, the franchisee members of the Supercuts Executive Council may collectively request information from Franchisor sufficient to verify Franchisor's compliance with this Section. Franchisor agrees that it shall, once per calendar year, upon such yearly written request, provide a written response to the franchisee members of the Supercuts Executive Council sufficient to verify how Franchisor is using the Franchisee Data. Franchisor shall not be required to respond to such requests more than once per calendar year.

Section 4.05 Advertising and Sales Promotion Fee.

In addition to any other payment herein required Franchisee shall pay to Franchisor an advertising and sales promotion fee. Said fee shall be equal to:

> FIVE PERCENT (5%) of Franchisee's net monthly revenues, as said term is hereinafter defined, for each month (or any portion thereof) during the term of this Agreement. Notwithstanding the above, Franchisee's net monthly revenues for purposes of this calculation shall exclude revenues directly derived from sales of retail merchandise.
>
> An advertising fund rebate program was implemented effective July 1, 1997. Under the terms of the rebate program, a percentage of the Local portion of the 5% advertising fund may be rebated back to the individual Storeowners, whether Franchisor or Franchisee owned. All stores within a DMA vote (1 Store, 1 vote) on the Local portion of the 5% advertising fund to be rebated to the DMA or to forego the rebate. A 75% vote will govern, which vote is subject to majority approval by the Supercuts Executive Council, which approval will not be unreasonably withheld. The advertising fund rebate program will operate on a calendar year rebate period, again with a DMA vote within thirty (30) days after each calendar year end.

Said fee shall be paid in the same manner as the monthly royalty fee specified in Section 4.04 hereof. Franchisor shall retain said sums in a properly segregated fund. Franchisor shall supply Franchisee with a semi-annual statement for said fund indicating the gross amount of advertising and sales promotion fees collected from all franchisees, the total amount expended for advertising and sales promotion, and the balance of said fund. Franchisor shall have responsibility for disbursement of said funds. The manner, media and cost of such advertising or promotion shall be decided by the Franchisor and representatives of the franchisees collectively called the Supercuts Council pursuant to an agreement dated September 28, 1987.

<u>Section 4.06</u> Advertising, Grand Opening

(1) Provided Franchisee was not a Supercuts Franchisee as of twelve (12) months prior to the date of this Agreement, Franchisee shall pay to Franchisor at least ninety (90) days prior to the Store opening the sum of Ten Thousand dollars ($10,000) per Store opening, to be held by Franchisor in a Grand Opening Account for the purpose of paying expenses associated with marketing the Grand Opening of Franchisee's Supercuts Store, and within ninety (90) days after Store opening (or other timing approved by Franchisor), Franchisee shall conduct Grand Opening advertising and marketing according to the plan approved by Franchisor. Irrespective of the foregoing, in the event the Store covered by this Agreement is the first store in a DMA (no Supercuts stores, company owned or franchised in the DMA), the Ten Thousand Dollar ($10,000) Grand Opening fee shall be applicable. Once the Grand Opening has occurred, up to Ten Thousand Dollars ($10,000) of all expenses incurred by the Franchisee for marketing the new Store may be submitted to Franchisor for payment from the Grand Opening Account, pursuant to Section 4.06 (2) below. All Grand Opening marketing materials must be used for the purposes of establishing base level consumer awareness in the surrounding market area. Grand Opening materials may include, but are not limited to the following: Supercuts Grand Opening Kit; direct mail drops to homes within the trade area of the new Store location; print advertising; cable, television and/or radio advertising. Premium items, defined as any advertising specialty product that is sold or given away to consumers in an effort to generate Supercuts traffic or sales, may also be paid or reimbursed from the Grand Opening Account. Premium expenses may not exceed Eight Hundred Dollars ($800) per Store opening.

All Grand Opening marketing materials must be approved by Franchisor prior to publication and/or distribution within the first ninety (90) days of the date of the Store opening.

(2) Payment for Grand Opening expenses, up to a maximum of Ten Thousand Dollars ($10,000), will be made by Franchisor from Grand Opening Account only when all invoices for approved Grand Opening materials, with required back-up, are submitted to Franchisor. Invoices and back-up must be submitted to Franchisor within 120 days of Store opening date. Payment will be made directly to vendor(s) or back to Franchisee (if Franchisee has paid for expenses personally) on condition that request for payment is accompanied by vendor invoice and required back-up. Required back-up is a copy of all authorized marketing materials used in the Grand Opening, and in the case where the Franchisee has already paid for the expense, a copy of the front and back of Franchisee's check. Any amounts remaining in the Grand Opening Account after the 120 day period will be applied to Franchisee's local store market (LSM) account of the local market portion of the 5% Advertising Fund and removed from the Grand Opening Account.

<u>Section 4.07</u> Definition of "Monthly Revenues".

The term "net monthly revenues" is defined as the total gross revenue, net of customer discounts, derived by Franchisee in accordance with such accounting practices and procedures as shall be determined and required by Franchisor with respect to the operations of the Franchise, whether from sales for cash or credit, and without regard to the source of payment thereof or the collection thereof, or the cost of collection, including therein the sales of all merchandise and services, but exclusive of all sales taxes, use taxes, gross receipt taxes and other similar taxes added to the sales price and collected from the customer by Franchisee, and less any bona fide refunds. The terms "net merchandise sales" and "net service sales" shall be determined and construed in their most comprehensive sense, and when combined shall equal "net monthly revenues."

Section 4.08 **Anniversary**.

Commencing on the tenth (10th) anniversary of your Store opening date, and every ten (10) years thereafter during the term of this Agreement ("Anniversary Date"), Franchisor will, by written notice to Franchisee, assess an additional fee ("Anniversary Fee"). Such Anniversary Fee shall initially be equal to one percent (1%) of Franchisee's cumulative net monthly revenues for the trailing twelve (12) months prior to the anniversary month. (For example, if Franchisee's Anniversary Date is in the month of June, the Anniversary Fee will be based on the cumulative net monthly revenues for the twelve (12) month period ending May 31st prior to the Anniversary Date.) The Anniversary Fee is payable in equal annual installments over a five (5) year period. The first Anniversary Fee payment will be assessed on the first day of the month following your Anniversary Date. The annual Anniversary Fee installment payments will be due and payable by the tenth (10th) day of the month following your Anniversary Date. (In the example stated above, the first annual Anniversary Fee payment will be due on July 10th.) The Anniversary Fee will be increased to two percent (2%) of such cumulative net monthly revenues for each subsequent ten (10) year period. The Anniversary Fee assessed pursuant to this provision shall never exceed two percent (2%) of the applicable twelve months cumulative net monthly revenue during the term of this Agreement. If the Store is closed on or after the Anniversary Date, no future installment payments will be due after the closing date. No failure by SUPERCUTS to notify you of the Anniversary Fee shall operate as a waiver of SUPERCUT'S right to do so.

Section 4.9 **Interest After Due Date**.

All royalty and service fees, advertising contributions, amounts due for purchases by Franchisee from the Franchisor or its affiliates and other amounts which Franchisee owes to the Franchisor or its affiliates shall bear interest after the due date at eighteen percent (18%) per annum. Notwithstanding the foregoing, such interest rate shall not exceed the highest applicable commercial contract rate under applicable State and/or Federal law.

Franchisee acknowledges that this Section 4.9 shall not constitute the Franchisor's agreement to accept such payments after same are due or a commitment by the Franchisor to extend credit to, or otherwise finance, Franchisee's operation of the Store. Further, Franchisee acknowledges that his failure to pay all amounts when due may constitute grounds for termination of this Agreement, as provided in Article 13, notwithstanding the provisions of this Section 4.9.

Section 4.10 **Funds Transfer**.

Franchisee will execute an authorization for direct payment in the form attached hereto as Exhibit "A" and such other documents as Franchisor may request from time to time to provide Franchisee's unconditional and irrevocable authority and direction to its bank or financial institution authorizing and directing the Franchisee's bank or financial institution to pay and deposit such fees due and payable in accordance with Article 4 of this Agreement by the 10th day of each calendar month directly to the account of Franchisor.

If Franchisee fails at any time to provide reports of Gross Revenues as required under Article 4 and Article 9.03 of this Agreement, then Franchisor will have the right to estimate the amount of the Continuing Fees, Advertising Fees and other sums due and payable to Franchisor. Franchisor may designate such estimated amount as the amount to be debited or drafted from the Franchisee's account. The Franchisee will, at all times during the term of this Agreement, maintain a balance in its account at its bank or financial institution sufficient to allow the appropriate amount to be debited from the Franchisee's account for payment of the Continuing Fees, Advertising Fees and other sums payable by the Franchisee for deposit in the account of the Franchisor.

Provided, however, that if Franchisee was an existing Supercuts franchisee prior to October 29, 2015, Franchisor shall not have the right to require Franchisee to participate in direct funds transfer as set forth in this Section unless Franchisee fails three (3) times in any twelve (12) consecutive months to deliver by the 20th day of each calendar month any payment of Continuing Fees, Advertising Fees or other sums due and payable to Franchisor in accordance with Article 4 of this Agreement.

Section 4.11 **Application of Payments**.

Franchisee's payments shall be applied by Franchisor to Franchisee's outstanding accounts in any manner Franchisor reasonably deems appropriate, regardless of any instructions provided by Franchisee.

ARTICLE 5 - LEASEHOLD RIGHTS AND OBLIGATIONS

Section 5.01 **Sublease.**

Franchisee shall sublease the Store under the terms and conditions of Franchisor's then current sublease agreement ("Sublease").

Section 5.02 **Leasehold Improvements**.

Franchisee, at Franchisee's sole expense, shall add such leasehold improvements to the subject location as may be required by Franchisor. Said leasehold improvements shall be constructed in strict conformity with designs, plans and specifications approved in writing by Franchisor prior to the commencement of any construction. Franchisee, at Franchisee's sole expense, shall equip and furnish the subject location with such equipment, furniture, fixtures and signs as Franchisor may reasonably require in order to ensure a uniform appearance of all "Supercuts" locations. All such improvements and furnishings shall be completed within one hundred and twenty (120) days after the execution of this Agreement and/or turnover of the subject location by master landlord.

Franchisee shall periodically modernize, remodel and/or redecorate its store and replace equipment in its store in order to reflect Franchisor's then current approved designs and requirements for Supercuts' image. Franchisee shall invest at least Thirty-Five Thousand Dollars ($35,000) in improvements to its Store adjusted for inflation during every ten-year period that the Store is open for business. (The $35,000 represents some of the costs of updating the décor and partial remodeling in your salon. It does not represent the entire costs of a complete remodeling of your Store.) All modernizing, remodeling, redecorating and equipment replacement must conform to Franchisor's then current Supercuts' quality standards and specifications and must be approved by Franchisor in writing. Franchisor may require Franchisee to submit proof (e.g. photographs) that such remodeling and/or redecorating has been timely completed to Supercuts' quality standards and specifications. The inflation adjustment shall be based on changes in the Consumer Price Index referred to as the Consumer Price Index, U.S. City Average, All Urban Consumers, All Items, All Cities, published by the U.S. Department of Labor - Bureau of Labor Statistics. The base index shall be set at January 1, 2005. The maximum adjustment shall be no more than 2% per year in any 10-year period. Such money must be spent in accordance with the then current system standards in effect for Supercuts. Franchisor may require twenty-five percent (25%) of such money to be invested by the end of the seventh (7^{th}) year of such 10-year period.

Section 5.03 **Franchisee to Comply With Lease**.

Franchisee agrees to comply with all terms and conditions of the lease and Sublease referred to in Section 5.01 hereof. Upon receipt of any notice of default or breach of the terms of said lease and Sublease, Franchisee agrees to promptly take all reasonable steps necessary to cure said default or breach. In the event Franchisee does not promptly act to cure said default or breach, Franchisor, or its agents or employees, may, in addition to any other remedy available to Franchisor under the terms and conditions of this Agreement, at its discretion, take all reasonable steps necessary to cure said default or breach. Franchisee shall immediately reimburse Franchisor for any costs incurred by Franchisor incidental to Franchisor's cure of said default or breach, including, but not limited to, entering the subject location for the purpose of operating the Franchise.

Section 5.04 **Maintenance of Furniture and Fixtures**.

Franchisee agrees at Franchisee's expense to maintain all improvements, furniture, fixtures and equipment located in the subject location in good and safe working order and to replace all worn, damaged or unsafe improvements, furniture, fixtures and equipment with new replacement items of equal or better quality which shall conform in appearance and design to the then current approved designs and plans and specifications of Franchisor. Subject to Section 5.02 above, in addition, Franchisor may from time to time require Franchisee to modify the appearance of the subject location to conform to the current approved design and appearance standards adopted by Franchisor. Franchisee shall, within a reasonable time after notice from Franchisor of such standards, take all steps, including remodeling or other substantial changes, necessary to comply with said standards at Franchisee's cost. In all events, Franchisee shall install and use only such furnishings, fixtures and equipment as shall conform to specifications of design, color, quality, performance and utility designated or approved in writing by Franchisor.

Section 5.05 **Maintenance of Interior and Exterior**.

Franchisee shall, at Franchisee's expense, maintain the interior and exterior of the subject location in a clean, orderly, safe, and sanitary condition satisfactory to Franchisor and shall make such repairs or modifications as are necessary to maintain an aesthetically pleasing appearance. All repairs, modifications, and remodeling of the subject location shall be made only after Franchisee has received the prior written consent of Franchisor.

Section 5.06 **Franchisee's Indemnification of Franchisor re: Improvements**.

Franchisee agrees to indemnify, defend, and hold Franchisor, its parent, subsidiaries and affiliates and their respective officers, directors, employees and agents harmless from any claim, action, proceeding or demand arising from or pertaining to Franchisee's improvements to, or modifications of, the subject location.

Section 5.07 **Approval of Signs**.

Franchisee shall not install or use any sign, whether on the exterior or in the interior of the subject location, which has not received the prior written approval of Franchisor. As used herein the term "sign" shall be interpreted in its broadest sense and shall include all displays, cards, window advertising and promotional material.

Section 5.08 **Franchisor's Right to Place Inquiry Signs**.

Franchisor shall have the right to place in a conspicuous location in the subject location a sign of reasonable proportions which shall advise the public that Franchisee's business is a franchise and request prospective franchisees to contact Franchisor.

Section 5.09 **Franchisor's Remedy of Franchisee's Failure Under Article 5**.

If Franchisee should fail to comply with any of the terms and conditions of this Article 5, in addition to any other relief available to Franchisor, Franchisor or any persons authorized by Franchisor, without liability to Franchisee, shall have the right, in addition to any rights Franchisor may have under the lease or Sublease, to enter at any time upon the subject location and perform any act deemed necessary by Franchisor to remedy such failure and Franchisee shall immediately reimburse Franchisor for any costs incurred by Franchisor incidental thereto.

Section 5.10 **Franchisor Does Not Serve as Franchisee's Legal Counsel**.

At Franchisee's request, Franchisor shall offer assistance to Franchisee in selecting a site for the store and advising Franchisee in negotiating an acceptable lease agreement for the site. Franchisor shall not represent Franchisee in a legal capacity and advises Franchisee to seek independent legal counsel in the review and negotiation of its lease agreement. **FRANCHISEE EXPRESSLY ACKNOWLEDGES AND AGREES THAT FRANCHISOR'S APPROVAL OF A SITE FOR FRANCHISEE'S STORE IS NOT AND SHALL NOT BE CONSTRUED AS A GUARANTEE OR ASSURANCE THAT THE STORE'S BUSINESS WILL BE PROFITABLE.**

ARTICLE 6 - TRAINING

Section 6.01 **Customary Training Course**.

Franchisor shall make available to Franchisee Franchisor's customary initial training course concerning the operation of a "Supercuts" location. As a condition precedent to Franchisee's rights hereunder, Franchisee shall attend and complete said course to the satisfaction of Franchisor.

Section 6.02 **Attendance of Additional Persons**.

Franchisee shall be entitled to have additional persons, who are employed in a managerial capacity (e.g., general or assistant managers), attend Franchisor's customary initial orientation training course, provided however, said additional person(s) shall attend said training course at the same time as Franchisee. There shall be no additional training fee for said person(s) concurrent attendance at said training course. Should this person(s) be Franchisee's full time manager, this person shall be required to attend and complete said course to the satisfaction of Franchisor.

Section 6.03 **Determination of Successful Completion**.

Franchisee acknowledges that in the event Franchisee does not complete Franchisor's initial training course to the satisfaction of Franchisor, no portion of the initial training fee shall be returned to Franchisee. NOTWITHSTANDING ANY CONTRARY PROVISION IN THIS AGREEMENT, FRANCHISOR HAS THE ABSOLUTE RIGHT TO DETERMINE WHETHER OR NOT FRANCHISEE OR ANY ADDITIONAL ATTENDEE(S) HAS SUCCESSFULLY COMPLETED SAID INITIAL TRAINING COURSE.

Section 6.04 **Effect of Determination**.

In the event Franchisor determines that Franchisee has not successfully completed Franchisor's initial training course pursuant to Section 6.03 hereof, such decision shall render this Agreement null and void and without further effect, and Franchisee's initial franchise fee, as set forth in Section 4.01, will be refunded.

Section 6.05 **Franchisee's Employees**.

To protect the quality of the Supercuts brand, all new haircutting employees of Franchisee shall attend an initial 5-day training course conducted by Franchisor or Franchisee's Certificated Technical Trainer ("CTT") at a location designated by Franchisor or CTT and no haircutting employee shall be employed in the subject location who has not completed said training course to the satisfaction of Franchisor. Franchisee shall be responsible for all salaries and wages, if any, due said employees during said training course. Unless Franchisee has a CTT who provides training to such new employees, Franchisee shall pay Franchisor a basic training fee, which as of January 1, 2016 is $45 per day ($225 for 5 days) for each employee who participates in said training course. This basic training fee shall increase every five (5) years from the base year of January 1, 2007 (i.e., 2007, 2012, 2017, 2022, etc.) by the Consumer Price Index ("CPI") increase for such five (5) year period plus one percent (1%).

Section 6.06 **Certificate of Competency**.

Upon the successful completion of the initial training course each said new employee shall receive a "Certificate of Competency" which shall expire one year from the date said employee completes the initial training course. Franchisee agrees that no person shall be allowed to work in the Store as a haircutting employee who does not have a valid "Certificate of Competency" issued by Franchisor. The one year may be extended at the sole discretion of the Franchisor.

Section 6.07 **Recertification Course**.

Prior to the expiration of any employee's "Certificate of Competency," to protect the quality of the Supercuts brand, said employee shall attend a recertification course which shall be offered by Franchisor at a location designated by Franchisor. Said course shall be offered to Franchisee's employees at no cost to Franchisee, provided, however, Franchisee shall be responsible for all wages and salaries, if any, due said employees for time spent in said recertification course. Upon completion of the recertification course to the satisfaction of Franchisor each employee's "Certificate of Competency" shall be renewed for an additional one-year period. The one year may be extended at the sole discretion of the Franchisor.

Section 6.08 **Management Employee Training**.

In addition to the training requirements provided in Section 6.05 hereof, Franchisor shall have the right to require any management employee of Franchisee to attend one or more management training courses related to said employee's employment duties. Franchisee shall be responsible for all wages due said employees during said training and all additional costs incurred by said employee. Franchisee shall pay Franchisor a proportionate share of the cost of the training facilities, training materials and audio visual equipment needed for said training course.

Section 6.09 **Miscellaneous Costs to Franchisee**.

All expenses of travel, lodging, meals, and other living expenses, incurred by Franchisee, and/or any employees of Franchisee, in attending any initial or subsequent training program or programs shall be borne and paid by Franchisee.

ARTICLE 7 - OPERATIONS MANUAL

Section 7.01 **Summary of Operations Manual**.

Provided Franchisee was not a Supercuts Franchisee prior to July 1, 1996, Franchisor shall loan to Franchisee for its sole use during the term of this Agreement one (1) copy of an operations manual, or make the Operations Manual available to Franchisee by posting the Operations Manual on the Internet or other means, which may consist of one or more handbooks or manuals as may be added, replaced or supplemented by Franchisor from time to time in its sole discretion (collectively the "Operations Manual"). The Operations Manual shall contain specifications, standards, policies and procedures prescribed from time to time by Franchisor for stores and information relative to other obligations of Franchisee hereunder and the operation of a Supercuts store. The Operations Manual may be modified from time to time to reflect changes in the system or specifications, standards, policies and procedures of stores, to specify brands, types and/or models of equipment which must be used by Franchisee in the operation of the store, to specify changes in inventory specifications, and to specify changes in the decor, format, image, products, services and operations of a store. Franchisee shall keep its copy of the Operations Manual current by immediately inserting all modified pages furnished by Franchisor. In the event of a dispute about the contents of the Operations Manual, the master copies maintained by Franchisor at its principal office shall be controlling. Franchisee acknowledges that the Operations Manual is proprietary and confidential and, therefore, agrees that it will not, at any time, copy or distribute any part of the Operations Manual. Disclosure or use of the contents of the Operations Manual by Franchisee for purposes other than the operation of a Supercuts Store shall constitute a violation of this Agreement.

ARTICLE 8 - OBLIGATIONS OF FRANCHISEE

Section 8.01 **Continuous Operation**.

Franchisee shall, beginning on the Commencement Date of this Agreement and continuing during the remaining term of this Agreement, continuously operate a hair care business at the subject location (except if prevented by an act of God or other causes beyond the control of Franchisee), using Franchisee's best efforts, skills and diligence in the conduct thereof, and regulating and controlling Franchisee's employees so that said employees maintain a high standard of professional competency and quality of service. Franchisee shall notify Franchisor within seven (7) days after Franchisee's Store opening.

Section 8.02 **No Other Business Within Subject Premises**.

Franchisee shall not operate, directly or indirectly, nor allow the operation of, any other business within or in connection with the subject location, including the rental of the salon chairs or booths to anyone.

Section 8.03 **Standards of Operation**.

Franchisee shall operate the subject location in strict conformity with such reasonable standards, specifications, requirements and instructions as Franchisor may hereafter adopt. Such reasonable standards, specifications, requirements and instructions shall exclude standards, specifications, requirements and instructions relating to labor relations and employment practices, as Franchisee controls exclusively its labor relations and employment practices, but shall include but not be limited to the required computerized point of sale cash register and back office system and telephone modem that is designated by Franchisor and is purchased or leased from Franchisor's designated supplier. Franchisor will use reasonable efforts to agree with its designated supplier on (a) reasonable pricing for the required point of sale and back office computer system, maintenance and support services, and costs for Franchisees to convert from other systems to the currently designated system; and (b) yearly caps on price increases of the lesser of five percent (5%) and the increase in the consumer price index (CPI) for maintenance and support services for such system.

Franchisee will comply with Franchisor's then current standards, specifications, requirements and instructions regarding the computerized point of sale cash register system and franchise back office system designated by Franchisor. Franchisee agrees to provide Franchisor at all times with electronic access to any and all information stored on its computerized point of sale cash register system and franchise back office system, including, without limitation, individual customer data (e.g., names, addresses, emails, phone numbers), individual and collective sales transaction data, and all other financial, revenue, and operational data (excluding employee and employment related information) associated with the Store, which Franchisor shall have the right to collect at any time, including on a daily and other basis. Franchisor shall have the right from time to time to make reasonable changes, modifications, or additions to any standards, specifications and/or requirements for the computerized point of sale cash register and/or the franchise back office system whenever Franchisor deems that such changes, modifications or additions are reasonably necessary to improve the standards of quality, service, repair and maintenance of the subject location or to protect any mark, trademark, service mark or trade name of Franchisor. Any such changes, modifications or additions shall automatically be binding upon Franchisee upon the giving of notice of same to Franchisee by Franchisor.

Franchisee shall maintain its computerized point of sale and back office systems in secure, environmentally stable conditions and use reasonable, industry standard security measures to protect the data and information contained on its Systems. Franchisee shall maintain compliance with all applicable data privacy and protection laws and regulations and industry standards, including the PCI data security standard. Franchisee will notify Franchisor immediately of any data breaches associated with

Franchisee's Systems and reasonably cooperate with Franchisor to address any such data breaches on Franchisee's Systems.

<u>Section 8.04</u> **Employee Criteria & Employee Certificates of Competency**.

Franchisee shall maintain a competent, conscientious and trained staff, and shall take such steps as are necessary to ensure that its employees preserve good guest relations; render competent, prompt, courteous and knowledgeable service; and meet such minimum standards as Franchisor may establish in writing from time to time to maintain the quality of the Supercuts brand. Franchisee shall be solely responsible for all employment decisions of the store, including, without limitation, those related to hiring, firing, promotion, training, wages and hours, other benefits, work assigned, adjustment of grievances and complaints, record keeping, working conditions, supervision and discipline of employees. Franchisee agrees to relieve from his or her duties related to the Store any employee of Franchisee whose professional competency or quality of service does not meet the minimum standards described in this paragraph or who does not hold a valid "Certificate of Competency" issued by Franchisor.

<u>Section 8.05</u> **Products Offered**.

Franchisee shall display and sell in the subject premises a limited line of hair care products. All such products must be those classified as "professional" products sold or provided only in professional hair salons. Such products may include shampoos, hair conditioners, and related hair care products. Franchisee acknowledges that sufficient product inventory is essential to the successful operation of the store and hereby agrees that inventory level shall never be reduced below eighty percent (80%) of the opening inventory level for a period of time exceeding seven (7) consecutive days. Said eighty percent (80%) standard shall mean eighty percent (80%) of the number of inventory items specified in the opening inventory order. Franchisee shall not display or sell items such as wigs, hairpieces, permanent or semi-permanent hair dyes or coloring products, permanent wave products or products not directly related to hair care. Prior to the sale of any line of hair care products Franchisee shall obtain Franchisor's prior written consent to the sale of said product line and specific product. Such consent shall not be unreasonably withheld. Franchisee may purchase said approved products from any reputable supplier, distributor or wholesaler of said products. Franchisee may not sell any hair care product other than directly to end user customer from Franchised location. Franchisee may not sell any hair care products through any other distribution channels (including the Internet) or to any reseller.

<u>Section 8.06</u> **Services Offered**.

Franchisee shall offer all services which the Franchisor may uniformly require of all Supercuts franchises. Franchisee shall perform all such services in strict conformity with Franchisor's standards and specifications and, in addition, Franchisee shall comply with all applicable laws and regulations relating to such services. Franchisee shall not offer any service to which Franchisor has not given its prior written consent or which is prohibited by law or applicable regulation.

<u>Section 8.07</u> **Uniforms**.

To protect the quality of the Supercuts brand, the Franchisor maintains the authority to require Franchisee, at Franchisee's expense, to provide all of Franchisee's employees with approved "Supercuts" uniforms.

Section 8.08 **Approval of Advertising Required**.

All advertising or promotional materials to be used by Franchisee, including signs or displays on or in the subject location, must be approved in writing by Franchisor prior to any use thereof by Franchisee. Said prior approval requirement shall not apply to any advertising or promotional material supplied to Franchisee by Franchisor. Franchisee shall not create or use any web site bearing or displaying the Supercuts names or marks without Franchisor's prior written consent, which shall not be unreasonably withheld, and shall not register or use any web site domain name or email address containing any Supercuts names or marks.

Section 8.09 **Conform to Federal and State Laws**.

Franchisee shall conform to all Federal, State and local health and building regulations and shall make prompt and timely payments of all taxes related to or arising from Franchisee's operation of the franchise. Franchisee shall keep in force and effect all local, State and national licenses which may be required for the lawful operation of the franchise. The Franchisee has had an opportunity to obtain legal advice regarding, and currently complies with, all applicable legal requirements that prohibit unfair, fraudulent or corrupt business practices, including U.S. and other legal requirements that are designed to combat terrorism and terrorist activities. In addition, neither the Franchisee nor any holder of an ownership interest in the Franchisee is named as a 'specially designated national" or "blocked person" as designated by the United States Department of the Treasury's Office of Foreign Assets control under the U.S. PATRIOT Act.

Section 8.10 **"Working Together Relationship and Agreement" Reference**.

Notwithstanding the foregoing, all Franchisee obligations provided herein are subject to the "Working Together Relationship and Agreement" referenced in Section 2.12.

Section 8.11 **Franchisee's Participation in Certain Programs and Promotions**

Franchisee must honor all terms and conditions of any customer relations, warranty, promotional, gift certificate, gift card, or similar programs (the "Programs") agreed to by the Supercuts Council for the Supercuts franchise system and pay any costs associated with its participation in such program. In addition, Franchisee must participate in any system-wide Programs agreed to by the Supercuts Council to build brand awareness and promote customer loyalty for the Supercuts franchise system and pay any costs associated with its participation in such program.

Section 8.12 **Annual Franchise Convention**

Franchisee shall attend Franchisor's annual franchise convention. There is no charge for attendance of Franchisee or, if an entity or partnership, one controlling owner of Franchisee. Franchisor may charge the then-current fee for additional attendees. If Franchisee does not attend the franchise convention at least three times in any rolling five-year period, Franchisor will have the right to charge Franchisee the then-current attendance fee until Franchisee has attended three times in a rolling five-year period.

ARTICLE 9 - ACCOUNTING PROCEDURES

<u>Section 9.01</u> **Accounting Methods**.

Franchisee shall maintain a bookkeeping system in conformity with the current accounting methods prescribed by Franchisor, and shall use such books of accounts and methods which meet the current requirements of Franchisor, and any future reasonable changes required by Franchisor.

<u>Section 9.02</u> **Sales Tax Returns**.

Franchisee agrees to furnish to Franchisor a copy of Franchisee's sales tax returns (State and local), payroll tax returns (Federal, State and local), and Federal and State income tax returns within thirty (30) days after said returns are filed or required to be filed with the appropriate governmental agency.

<u>Section 9.03</u> **Report of Gross Revenues**.

Franchisee shall furnish to Franchisor by the tenth (10th) day of each month for the preceding month, an electronic and/or written copy of Franchisee's report of gross revenues, gross sales, or other data specified by Franchisor (excluding employee- and employment-related information) in the form and format required by Franchisor, and Franchisee agrees to provide Franchisor at all times with electronic access to any and all information stored on its computerized point of sale cash register system and franchise back office system, including, without limitation, individual customer data (e.g., names, addresses, emails, phone numbers), individual and collective sales transaction data, and all other financial, revenues, sales, and

operational data (excluding employee and employment related information), and including reports of gross revenues and gross sales associated with the Store, which Franchisor shall have the right to collect at any time, including on a daily and other basis.

<u>Section 9.04</u> **Audit**.

Franchisor shall at all times be entitled to audit Franchisee's gross monthly revenues by Franchisor, its employees, agents or representatives. Such audit shall be limited to the determination of gross monthly revenues and shall be conducted during normal business hours and either at the subject location or the principal place of business of Franchisee. Franchisee agrees to supply Franchisor or its designated agent with all information, data and records reasonably necessary to complete said audit other than information, data, and records over which Franchisor has no authority to control and/or remedy such as Franchisee's employee records, as Franchisee exclusively controls its labor relations and employment practices. If it is determined as a result of such audit that there has been a deficiency in the payments made to Franchisor, then such deficiency shall become immediately due and payable with interest at the highest commercial contract rate allowable under applicable State and/or Federal law not to exceed eighteen percent (18%) per annum from the date when said payments should have been made. In addition, if any of Franchisee's reports shall be found to have understated gross monthly revenues by more than two percent (2%), in addition to any royalties due Franchisor, Franchisee shall pay all of Franchisor's reasonable costs and expenses connected with said audit. If such audit discloses that any of Franchisee's reports have understated gross monthly revenues by more than three percent (3%), Franchisor may, in addition to any other remedies, terminate this Franchise Agreement by written notice to Franchisee, subject to Section 13.02 herein. Any information gained from such audit shall be confidential and shall not be disclosed except to carry out the purposes hereof.

Section 9.05 **Definition of "Records"**.

The term "records" as used in Section 9.04 shall include, but shall not be limited to, point of sale cash register recordings, purchase records, bank statements, sales journals, payroll tax returns, sales receipts, financial statements and other records normally maintained by such a business. It shall not include those records over which Franchisor has no authority to control and/or remedy such as Franchisee's employee records, as Franchisee exclusively controls its labor relations and employment practices.

ARTICLE 10 - ASSIGNMENT

Section 10.01 **Assignment By Franchisor**.

This Agreement and the franchise granted hereunder are fully assignable by the Franchisor and shall inure to the benefit of any assignee(s) or other legal successor(s) to the interest of the Franchisor herein, subject only to the condition that the assignee of the Franchisor shall, subsequent to any such assignment, remain liable, primarily and/or secondarily, for the performance of all obligations of the Franchisor under this Agreement.

Section 10.02 **Need for Franchisor's Consent**.

Franchisee understands and acknowledges that the rights and duties created by this Agreement are personal to Franchisee or its owners and that the Franchisor has granted the franchise in reliance upon the individual or collective character, skill, aptitude, business ability and financial capacity of Franchisee or its owners. Therefore, except as hereinafter provided with respect to an assignment to a corporation, neither the franchise nor the franchised business or any interest therein or any assets thereof nor any part or all of the ownership of Franchisee may be voluntarily, involuntarily, directly or indirectly, assigned, sold, subdivided, subfranchised or otherwise transferred by Franchisee, or its owners, including without limitation by merger or consolidation, or issuance of additional securities representing ownership in Franchisee nor in the event of the death of Franchisee or an owner of Franchisee, by will, declaration of or transfer in trust or the laws of intestate succession without the prior written approval of the Franchisor, and any such assignment or transfer without such approval shall constitute a breach hereof and conveys no rights to or interests in the franchise, franchised business or Franchisee.

Section 10.03 **Conditions For Consent**.

If Franchisee or its owners are in full compliance with this Agreement, the Franchisor shall not unreasonably withhold its approval of an assignment, provided that the proposed assignee(s) is, in the opinion of Franchisor, of good moral character and has sufficient business experience, aptitude and financial resources to own and operate the franchised business and otherwise meets the Franchisor's then applicable standards for franchisees, and further provided that the following conditions are met prior to, or concurrent with, the effective date of the assignment:

(1) Franchisee shall have paid such franchise fees, rents, advertising contributions, amounts owed for purchases by Franchisee from the Franchisor or its affiliates and any other amounts owed to the Franchisor or its affiliates which are then due and unpaid and shall have submitted all reports required to be submitted;

(2) the assignee(s), if a new Franchisee, agrees to complete the training program required of new Franchisees to Franchisor's satisfaction;

(3) if required, the lessor of the premises of the franchised business has consented to Franchisee's assignment or sublease of said premises to the proposed assignee(s);

(4) the assignee(s) shall, and if a corporation or partnership, its owners shall, at the Franchisor's option, have executed and agreed to be bound by:

(i) a Guaranty and Assumption of Obligations agreement as attached hereto, whereby the assignee assumes the obligation of Franchisee under this Agreement; or

(ii) the then current form of franchise agreement and such ancillary agreements as are then customarily used by the Franchisor in the grant of SUPERCUTS franchises, but which shall provide for the same royalties and other franchise fees and advertising contributions required hereunder and be a term equal to the remaining term of this Franchise Agreement;

(5) Franchisee or assignee(s) shall have paid to the Franchisor the Franchisor's standard assignment fee as follows:

1 store	$2,500
2 stores	$4,500
3 stores	$6,000
4 stores	$7,000
5 stores	$7,500

Each store thereafter is $500

The fees are used to defray expenses incurred by Franchisor in connection with the assignment, including, without limitation, legal and accounting fees, credit and other investigation charges and evaluation of the assignee(s) and the terms of the assignment;

(6) except to the extent limited or prohibited by applicable law, Franchisee and each of its owners, if Franchisee is a corporation or partnership, shall have executed a general release, in form satisfactory to Franchisor, of any and all claims against the Franchisor and its affiliates, officers, directors, employees and agents;

(7) the Franchisor shall have approved the material terms and conditions of such assignment and shall have determined that the price and terms of payment are not so burdensome as to adversely affect the future operations of the franchised business by the assignee(s); and

(8) Franchisee and each of its owners shall have entered into an agreement with the Franchisor to subordinate its interest in installment or other payments from the assignee(s) to assignee(s) obligations to Franchisor.

The Franchisor's consent to an assignment of any interest subject to the restrictions of Sections 10.02 and 10.03 of this Agreement shall not constitute a waiver of any claims it may have against the Franchisee, nor shall it be deemed a waiver of the Franchisor's right to demand exact compliance with any of the terms or conditions of the Franchise Agreement by the assignee.

<u>Section 10.04</u>   Assignment to Corporation.

Within sixty (60) days from the date of this Agreement, the franchise and the assets and liabilities of the franchised business may be assigned to a newly organized corporation that conducts no business other than the franchised business, which is actively managed by Franchisee and in which Franchisee owns and controls all of the equity and voting power of all issued and outstanding capital stock. Such an assignment shall not relieve Franchisee of his obligations hereunder, and Franchisee shall remain jointly and severally liable for all obligations hereunder. The articles of incorporation, by-laws and other organizational documents of such corporation shall recite that the issuance and assignment of any interest therein is restricted by the terms of Sections 10.02 and 10.03 of this Agreement and all issued and outstanding stock certificates of such corporation shall bear a legend reflecting or referring to the restrictions of said Sections 10.02 and 10.03.

<u>Section 10.05</u>   Franchisee's Obligations After Assignment.

The assignment of the rights, duties and obligations of Franchisee pursuant to Section 10.03 hereof shall not relieve Franchisee of the duties and obligations herein imposed on Franchisee. Provided, however, if at the expiration of six (6) months after the effective date of any transfer, the transferee has not defaulted or breached any of the terms or conditions of the then current franchise agreement, Franchisor shall release Franchisee from all obligations or liabilities imposed on Franchisee pursuant to this Agreement. During said six (6) month period, Franchisor shall give Franchisee written notice of any default or breach by said transferee.

<u>Section 10.06</u>   Franchisor's Right of First Refusal.

At any time within fifteen (15) days after receipt by Franchisor of a request to approve a transfer, Franchisor may serve written notice on Franchisee requiring it to produce a signed copy of the proposed offer to Franchisee to purchase or assign. Franchisor shall have no obligation to consider any request for consent to any transferee if Franchisor does not receive such offer within ten (10) days after notice of demand therefor shall have been duly given. Upon receipt of such offer from Franchisee, Franchisor shall have the option of purchasing or otherwise acquiring such of Franchisee's rights under this Agreement and all such other property and rights of the Franchisee as may be embraced within said offer, that relate directly to the operation of the Franchisee's Supercuts store, upon the same terms and conditions as those set forth therein. Franchisor may exercise its option at any time within thirty (30) days after receipt of said offer from Franchisee by giving written notice of its acceptance to Franchisee and shall have the greater of an additional thirty (30) days or the time period provided in the offer to close the transaction. This Section shall not be applicable to any transfer made pursuant to Section 10.04 or to any transfer by Franchisee (if an individual) or its owners (if an entity, including the owners of an entity with an ownership interest in the Franchisee entity) of their ownership interest in the Franchisee, the Franchise, this Agreement, and/or the Store to his or her spouse or child(ren), including pursuant to Section 10.09, provided that such spouse or child(ren) satisfy all of the qualifications provided herein for a purchaser of a franchise.

<u>Section 10.07</u>   Public or Private Offerings.

In the event Franchisee (or any of its owners) shall, subject to the restrictions and conditions of transfer contained in this Section 10.07, attempt to raise or secure funds by the sale of securities (including, without limitation, common or preferred stock, bonds, debentures or general or limited partnership interests) in Franchisee or any affiliate of Franchisee, Franchisee recognizing that the written information used with respect thereto may reflect upon the Franchisor, agrees to submit any such written information to the

Franchisor prior to its inclusion in any registration statement, prospectus or similar offering circular or memorandum and to obtain the written consent of the Franchisor to the method of financing prior to any offering or sale of such securities. The written consent of the Franchisor pursuant to this Section 10.07 shall not imply or constitute the approval of the Franchisor with respect to the method of financing, the offering literature submitted to the Franchisor or any other aspect of the offering. No information respecting the Franchisor or any of its affiliates shall be included in any securities disclosure document, unless such information has been furnished by the Franchisor, in writing, pursuant to the written request of the Franchisee, in which the Franchisee states the specific purposes for which the information is to be used. Should the Franchisor, in its sole discretion, object to any reference to the Franchisor or any of its affiliates or to any of their businesses in such offering literature or prospectus, such literature or prospectus shall not be used unless and until the objections of the Franchisor are withdrawn. The Franchisor assumes no responsibility for the offering whatsoever.

The prospectus or other literature utilized in any such offering shall contain the following language in bold-face type on the first textual page thereof:

> "NEITHER SUPERCUTS, INC. NOR ANY OF ITS AFFILIATES IS DIRECTLY OR INDIRECTLY THE ISSUER OF THE SECURITIES OFFERED HEREBY. NEITHER SUPERCUTS, INC. NOR ANY OF ITS AFFILIATES ASSUMES ANY RESPONSIBILITY WITH RESPECT TO THIS OFFERING AND/OR THE ADEQUACY OR ACCURACY OF THE INFORMATION SET FORTH HEREIN, INCLUDING ANY STATEMENTS MADE WITH RESPECT TO ANY OF THEM. NEITHER SUPERCUTS, INC. NOR ANY OF ITS AFFILIATES ENDORSES OR MAKES ANY RECOMMENDATION WITH RESPECT TO THE INVESTMENT CONTEMPLATED BY THIS OFFERING."

Franchisee and each of its owners agrees to indemnify, defend and hold harmless the Franchisor and its affiliates, and their respective officers, directors, employees and agents, from any and all claims, demands, liabilities, and all costs and expenses (including, without limitation, reasonable attorneys' fees) incurred in the defense of such claims, demands or liabilities, arising from the offer or sale of such securities whether asserted by a purchaser of any such security or by a governmental agency. The Franchisor shall have the right (but not the obligation) at Franchisee's expense to defend any claims, demands or liabilities and/or to participate in the defense of any action to which the Franchisor or any of its affiliates or any of their respective officers, directors, employees or agents is named as a party.

Section 10.08 Need for Franchisor's Written Consent To Transfer Rights.

Any attempt by the Franchisee to consummate the transfer of any rights or interests under this Agreement without having received the prior written consent of Franchisor shall constitute a material breach of this Agreement and Franchisor shall have the right to terminate this Agreement upon written notice to Franchisee subject to Section 13.02.

Section 10.09 Participation In Franchise By Deceased Franchisee's Survivors

(a) Notwithstanding anything in this Article 10 to the contrary, Franchisor shall not deny the surviving spouse, heirs or estate the opportunity to participate in the ownership of the Franchise for a reasonable time following the death of the Franchisee or its majority shareholder. During that time the surviving spouse, heirs, or estate shall either satisfy all of the qualifications provided herein for a purchaser of a franchise or sell, transfer, or assign the franchise to a person who satisfies such qualifications. The rights granted pursuant to this Section shall be granted subject to the surviving spouse, heirs or estate of the deceased maintaining all standards and obligations of the Franchise.

(b) Nothing in subdivision Section 10.09(a) shall prohibit the Franchisor from exercising the right of first refusal to purchase a franchise after receipt of a bona fide offer to purchase the Franchise by a proposed purchaser of the Franchise.

ARTICLE 11 - INSURANCE/INDEMNIFICATION

Section 11.01 **Insurance**.

In addition to any insurance required of Franchisee pursuant to any lease relating to the subject location, Franchisee shall purchase and maintain in effect at all times during the term of this Agreement from companies with an A.M. Best Rating of at least "A" who are authorized to do business in the state of the subject location policies of insurance, naming Franchisor, its parent, subsidiaries and affiliates and their respective officers, directors, employees and agents as additional insureds, at Franchisee's sole cost and expense.

No policy shall contain a deductible in excess of $25,000 without Franchisor's prior approval. Satisfaction of any and all deductibles shall be the sole responsibility of the Franchisee.

Initially, said insurance will conform to the following specifications:

A. Combined single limit, liability insurance and property insurance including, but not limited to, "all risk" buildings and contents insurance (including replacement cost and plate glass provisions) for all leased or owned property, and general liability insurance (including premise operations, products, professional malpractice, and personal injury). The policies cannot contain any provision that would preclude coverage for suits or claims brought by an additional insured against a named insured. The general liability coverage must provide for a total combined single limit for bodily injury and property damage of $1,000,000 per occurrence and $2,000,000 in the aggregate. This limit may be obtained through combining primary commercial general liability and excess/umbrella policies.

B. Automobile insurance (including owned, hired or leased, non-ownership, medical payments and uninsured motorist) with a combined single limit for bodily injury and property damage of at least $1,000,000 per accident. The limit may be provided through a combination of primary and umbrella/excess liability policies.

C. An all inclusive standard umbrella policy of at least $2,000,000 Umbrella and/or excess liability policies used to comply with general liability and/or automobile liability limits shown above shall be warranted to be excess of limits provided by primary general liability, automobile and employers liability. Umbrella and/or excess liability policies used to comply with general liability and/or automobile liability limits shown above shall include additional insureds as stated in the first paragraph of this Section 11.01.

D. Worker's compensation or its equivalent as required by State law and Employers Liability insurance.

In addition, Franchisor recommends that Franchisee obtain Cyber Liability insurance with limits of not less than $1,000,000 for each occurrence and an annual aggregate of $1,000,000 covering claims involving privacy violations, information theft, damage to or destruction of electronic information, intentional and/or unintentional release of private information, alteration of electronic information, extortion and network security.

Franchisor shall have the right, upon thirty (30) days written notice, to require either an increase in said policy limits or additional coverage if Franchisor, in its sole discretion, deems such increase or additional coverage advisable. Franchisee shall annually supply Franchisor with current Certificates of Insurance evidencing the above required coverages and indicating full payment of insurance policies in conformity with Franchisor's then current requirements and copies of all applicable policies. Said policies shall contain endorsements requiring the insurer to give Franchisor thirty (30) days advance written notice in the event of any cancellation or change in the coverage, scope, or amount of such policy.

Section 11.02 Indemnification of Franchisor.

Franchisee agrees, during and after the term of this Agreement, to indemnify, defend, and hold Franchisor, its parent, subsidiaries and affiliates, directors, officers, employees, and agents harmless from and against any and all loss, damage, claims, whether or not properly founded, liability and attorneys' fees and other costs and expenses incurred by Franchisor as the result of any violation of this Agreement by, or any act of omission or commission on the part of Franchisee, or any of it agents, servants or employees, and from all claims, damages, causes of action, suits or rights of any persons, firm or corporations arising from Franchisee's operation of the franchise herein discussed. Franchisor and the other indemnified parties shall have the right (but not the obligation) at Franchisee's expense to defend any such claims, demands, or liabilities and/or to participate in the defense of any action to which the Franchisor or any of its parent, subsidiaries, affiliates or any of their respective officers, directors, employees and agents is named as a party. Franchisor, its parent, subsidiaries and affiliates, directors, officers, employees and agents may recover fully under this indemnification provision. Indemnified parties shall not be required to mitigate damages or seek recovery through an insurer.

Notwithstanding the foregoing, Franchisor agrees, during and after the term of this Agreement, to indemnify and hold Franchisee, its parent, subsidiaries and affiliates, directors, officers, employees, and agents harmless from any and all claims, causes of action, suits, rights, losses, damages, and attorneys' fees and other costs incurred by Franchisee (the "Franchisee Losses") arising out of claims of third parties to the extent directly caused by the negligence, willful or intentional misconduct, or breach of this Agreement by Franchisor, its agents, servants or employees. Franchisee shall not be required to indemnify or hold Franchisor (or its parent, subsidiaries and affiliates, directors, officers, employees, and agents) harmless from any Franchisee Losses for which Franchisor is obligated to indemnify and hold harmless pursuant to the preceding sentence.

In addition, except as provided in the following sentence, Franchisor will (1) defend Franchisee, its parent, subsidiaries and affiliates, directors, officers, employees, and agents harmless against any and all claims of wrongful termination, harassment, or discrimination caused directly and principally or alleged by Franchisee's employees to have been caused directly and principally by the negligence, willful or intentional misconduct, and/or breach of this Agreement by Franchisor (the "Employee Claims"), and (2) indemnify and hold harmless Franchisee from all Franchisee Losses to the extent resulting from such Employee Claims. Franchisee shall not be required to indemnify, defend, or hold Franchisor (or its parent, subsidiaries and affiliates, directors, officers, employees, and agents) harmless from such Employee Claims, unless such Employee Claims are directly and principally caused by Franchisee, in which case Franchisee shall defend, indemnify, and hold harmless Franchisor, its parent, subsidiaries, affiliates, directors, officers, employees, and agents from such Employee Claims consistent with the first paragraph above in this Section 11.02.

ARTICLE 12 - RELATIONSHIPS OF PARTIES/REPRESENTATIONS

Section 12.01 **No Representation by Franchisor**.

It is specifically recognized and acknowledged by Franchisee that the success of the business venture to be undertaken by Franchisee by virtue of this Agreement depends to a great extent upon the ability of Franchisee as an independent party and entrepreneur as well as on market conditions beyond the control of either Franchisor or Franchisee. Franchisee acknowledges that Franchisee has entered into this Agreement after making an independent investigation of Franchisor's operations and programs and not upon any representation as to the profits, success, or other benefits which Franchisee will realize. Franchisee acknowledges that there have been no representations or warranties not expressly stated in this Agreement made by Franchisor or any representative thereof or any other person on its behalf with respect to the potential success of Franchisee's business or otherwise.

Section 12.02 **Franchisee Shall Not Bind or Obligate Franchisor**.

This Agreement does not cause Franchisee to be an agent, legal representative, joint venturer, partner, employee, or servant of Franchisor for any purpose whatsoever. Nor is Franchisor the employer or joint employer of Franchisee's employees. Franchisee is an independent contractor and in no way authorized to make any contract, agreement, warranty, or representation on behalf of the Franchisor or to create any obligation, express or implied, on behalf of Franchisor. Franchisee agrees that nothing in this Agreement creates a fiduciary or similar relationship with Franchisor. Under no circumstances shall Franchisor be liable for any act, omission, debt, or any other obligation of Franchisee. In all public records and in its relationship with other persons, on letterheads, and business forms, Franchisee shall indicate its independent ownership of said business, and that it is only a franchisee of Franchisor. Franchisee agrees to exhibit at the Store in a place designated by Franchisor a notification that it is a franchisee of Franchisor. Franchisor will not exercise direct or indirect control over the working conditions of Store personnel, except to the extent that such indirect control is related to Franchisor's legitimate interest in protecting the quality of the Supercuts brand. Franchisor does not share or codetermine the terms and conditions of employment of Franchisee's employees nor does Franchisor affect matters relating to the employment relationship between Franchisee and Franchisee's employees, such as employee selection, promotion, termination, hours worked, rates of pay, other benefits, work assigned, discipline, adjustment of grievances and complaints, and working conditions. To that end, Franchisee agrees to identify itself conspicuously in all dealings with Store personnel as the employer of such personnel and that Franchisor is not their employer and does not engage in any employer-type activities for which only franchisees are responsible, such as employee selection, promotion, termination, hours worked, rates of pay, other benefits, work assigned, discipline, adjustment of grievances and complaints, and working conditions.

ARTICLE 13 - TERMINATION

Section 13.01 **Right of Franchisee to Terminate When Not in Default**

A. In the event Franchisor materially fails to comply with this Agreement and does not correct the failure or provide reasonable evidence of its effort to correct the failure within sixty (60) days and further, provided Franchisee is not in default of any of the terms and conditions of this Agreement, or any other Agreement between Franchisee and Franchisor, Franchisee shall have the right to terminate this Agreement by giving Franchisor notice at least One Hundred Twenty (120) days prior to any intended termination date. During said period Franchisee shall continue to maintain complete operations as if said notice had not been given. Franchisee shall fully cooperate with Franchisor to expedite the transfer of said business to Franchisor. Such notice of termination shall not entitle Franchisee to the return of any fees paid to Franchisor nor shall Franchisee be relieved of any debt, duty or obligation owing to Franchisor.

B. Provided Franchisee is not in default of any of the terms and conditions of this Agreement, or any other agreement between Franchisee and Franchisor and further provided the Franchisee guarantees to the satisfaction of Franchisor to pay Franchisor for any and all present and future lease obligations, Franchisee shall have the right to terminate this Agreement without cause by giving Franchisor notice at least one hundred twenty (120) days prior to any intended termination date. During said period, Franchisee shall continue to maintain operations as if said notice had not been given including the payment of all obligations owed to Franchisor.

Franchisor agrees that, if at the end of the aforementioned one hundred twenty (120) day period it elects to operate the Franchise, it shall be responsible for any and all future lease obligations. Franchisor further agrees to offset amounts owed by Franchisee to Franchisor for lease obligations by any proceeds received from a sub tenant or other operator provided the landlord for said location has consented to such sub tenant or operator.

Section 13.02 Grounds for Termination

A. The third written notice within any period of twenty-four (24) months to Franchisee by Franchisor of any breach or default, whether subsequently cured or not, of any of the terms and conditions of this Agreement and/or the Sublease, including a notice of failure to cure a breach or default, shall give Franchisor the immediate right and option to terminate this Agreement.

B. Franchisee shall have the following periods of time to cure any breach or default of the terms and conditions of the Agreement:

1. Within five (5) days after Franchisor gives Franchisee written notice that royalty payments, advertising fund payments, rents, or other payments or revenue reports were not received in a timely manner;

2. Within five (5) days after Franchisor gives Franchisee written notice that an uncertified stylist is cutting hair in franchised store;

3. Within thirty (30) days after Franchisor gives Franchisee written notice of violation of store appearance standards in the event the correction of such violation requires the expenditure of $4,000 or less and within sixty (60) days of such notice in the event the correction of such violation requires an expenditure of more than $4,000; or

4. Within twenty (20) days after Franchisor gives Franchisee written notice of default in connection with any curable default not otherwise addressed in this Section 13.02, in the event cure of such default requires an expenditure of $500 or less and within thirty (30) days of such notice in the event cure of such default requires an expenditure greater than $500. If correcting the violations presents obstacles other than expenditure, the time period shall be reasonable but under no circumstances will it be longer than ninety (90) days.

Failure to cure within the aforementioned cure periods will be considered to be an additional violation if notice of this additional violation is given as described and also includes a notation stating that this is the second notice and any further notices in the next twenty-four (24) months may result in termination of the Franchise. Also, failure to cure within the time specified by Franchisor in the notice to Franchisee that the violation was not cured prior to expiration of the cure period will be an additional violation provided notice is given as described. This additional violation, provided there were no previous violations in the prior twenty-four (24) months, will be the third violation entitling Franchisor to the remedy specified in 13.02.A. herein. A material breach of any of the terms or conditions of the Sublease not caused by Franchisor's acts or omissions shall be a breach of the Franchise Agreement provided however, a good faith dispute of an alleged payment due shall not constitute a material breach.

C. The notice referred to in B will be sent by overnight courier service or certified mail, return receipt requested, and will describe specifically what the Franchisee must do to return to compliance and by what date.

D. Upon the occurrence of any of the following events, Franchisee shall be in default hereunder, and Franchisor may, at its option, terminate this Agreement and all rights granted hereunder, without affording Franchisee any opportunity to cure the default, effective immediately upon receipt of notice by Franchisee:

1. The Franchisee becomes insolvent or commits an act of bankruptcy, or makes a general assignment for the benefit of creditors, or to an agent authorized to liquidate his property or assets, or becomes or is adjudicated a bankrupt, or voluntarily files a petition in bankruptcy or reorganization, or to effect a plan or other arrangement with creditors, or files an answer to the creditor's petition or other petitions filed against him (admitting the material allegations thereof) for an adjudication, or for reorganization, or to effect a plan or other arrangement with creditors or applies for or suffers the appointment of a receiver or trustee of any of his assets and property, or such receiver or trustee is appointed for any of his property or assets, and such trustee or receiver so appointed is not discharged within fifteen (15) days after the date of his appointment, or all or substantially all of the property of the Franchisee is attached by the United States or any officer or instrumentality thereof, and so remains and continues for a period of fifteen (15) days, or a writ or warrant of attachment, or any similar process is issued by any court against all or any substantial portion of the property or assets of the Franchisee and such writ, warrant of attachment, or any similar process is not released or bonded within fifteen (15) days after entry or levy.

2. The closing of the Franchisee business for a period of five (5) or more consecutive days without prior approval in writing of the Franchisor except for acts of God and other circumstances clearly beyond Franchisee's control.

3. An audit by Franchisor discloses that any of Franchisee's reports in connection with the Franchise have understated gross monthly revenues by more than three percent (3%).

4. Franchisee or any owners thereof:

a. Makes a material misrepresentation or omission to Franchisor in connection with the Franchise;

b. Fails to open the Franchise within 120 days of date franchisee takes possession of the leased premises unless such failure is not within the reasonable control of Franchisee;

c. Is convicted of a felony;

d. Fails to maintain required insurance in connection with the Franchise;

e. Unreasonably interferes with inspection rights of Franchisor in connection with the Franchise;

f. Participates in dishonest or unethical conduct which adversely and materially affects Franchisor's marks, goodwill and reputation;

g. Uses or discloses, without authorization, the Operations Manual or other confidential information;

h. Knowingly fails to pay Federal, State or local taxes in connection with the Franchise;

i. Fails to perform its obligations under a guarantee or similar debt obligation of Franchisor or an affiliate thereof, in connection with the Franchise, so that the creditor threatens to enforce or has enforced its remedies against the Franchisor, and such default is not cured within thirty (30) days after written notice thereof;

j. Defaults in the performance of the terms and conditions of any note, mortgage, deed of trust, security interest or other securities instruments, in connection with the Franchise, and such default is not cured within the applicable period provided by such instrument after written notice thereof to Franchisee;

k. Diverts, at any time, any business or any of the products from the Franchise, including the sale of any hair care product to a non end user customer from the Franchised location or the sale of hair care products through other distribution channels (including the Internet);

5. If Franchisee's license to operate shall expire, be revoked, suspended, or terminated, or Franchisee's right to operate the operation is terminated or suspended, then Franchisor shall have the right to terminate this Agreement upon ten (10) days written notice to Franchisee.

The defaults provided in Subsections D.1. through D.5 are serious and may warrant cure requirements up to and including the sale of the Franchise, and/or placing the Franchise under independent management. In the event the Franchisor requires the Franchisee to sell the Franchise, the Franchisee shall have a reasonable period of time not to exceed one hundred twenty (120) days from the date of notice to that effect to sell the Franchise. Such sale shall be subject to all of the provisions of this Agreement. In the event the Franchisor requires the Franchisee to sell the Franchise and/or requires the Franchisee to place the Franchise under independent management, a party selected and agreed upon by the majority of the Supercuts Executive Council shall operate the Franchise on the Franchisee's behalf. In the event an agreement is not reached by the Supercuts Executive Council, the Franchisor or a designee of the Franchisor shall operate the Franchise. In this event, all items of income and expense shall be accounted for by the Franchisor, subject to review by the Franchisee. Any profits attributable to this period shall be payable to the Franchisee, subject to offset for obligations owed to the Franchisor, and any losses shall be the responsibility of the Franchisee and shall be paid to the Franchisor prior to or concurrent with the sale of the Franchise or, if there is no sale, the losses shall be immediately paid to the Franchisor. In the event that the Franchisor, a designee of the Franchisor, or a third party selected and agreed upon by the majority of the Supercuts Executive Council assumes the Store's management, the manager shall not exercise direct or indirect control over the working conditions of the Franchisee's employees, except to the extent that such indirect control is related to the Franchisor's legitimate interest in protecting the quality of the Supercuts brand.

If the Franchisor requires the Franchisee to sell its business, and the Franchisee is unable to sell the Franchise prior to the expiration of one hundred twenty (120) days from the date of notice, the termination shall immediately be administered pursuant to Section 13.03.

Section 13.03 Franchisor's Rights.

If this Agreement is terminated for any reason whatsoever, the Franchisor shall have the right without obligation to remove from Franchisee's premises all identification to an extent and in a manner sufficient to remove therefrom all similarities to the appearance of a franchised licensee; and, in addition:

A. All Franchisee's rights as a franchisee shall terminate and Franchisee will immediately thereafter cease to use by advertising or otherwise, the "Supercuts" programs or any part thereof, or any forms, systems, slogans, signs, marks, symbols, or devices used in connection with the "Supercuts" program, including the name "Supercuts" in any manner whatsoever, and similar names as referred to in this Agreement.

B. Franchisee will assist Franchisor in every way possible to bring about a complete and effective transfer of the business, its customers, facilities, and services to Franchisor or its designee. In the event Franchisee's fixtures, equipment and other hard assets are transferred to Franchisor at Franchisee's request, the fair market value of such assets at the time of transfer shall be credited toward Franchisee's account.

C. Franchisee will pay all debts owing to Franchisor, including but not limited to fees, immediately upon termination.

D. Franchisee will pay all creditors with respect to franchise operations immediately upon termination.

E. Franchisee will return immediately to Franchisor in good condition all manuals furnished by Franchisor, all advertising material, stationery, printed forms, and all other materials relating to the operation of the Franchise in his possession at the time of such termination.

F. Franchisee shall relinquish and take all steps necessary to transfer all telephone numbers, listings and directory advertising relating to the subject location (or Franchisee's business) into Franchisor's name.

G. Franchisee will comply with all the provisions of this contract relative to termination.

Section 13.04 Franchisor's Repurchase of Merchandise.

In the event of the termination of this Agreement for any reason, Franchisor shall repurchase from Franchisee, and Franchisee shall sell to Franchisor, all merchandise bearing Franchisor's name or the name "Supercuts." Said merchandise shall be purchased at the then current wholesale price at which Franchisor sells said merchandise, or if Franchisor no longer sells said merchandise, at its original cost to Franchisee.

Section 13.05 Franchisor's Additional Options - Franchisee in Default.

Prior to the termination of this Agreement, if the Franchisee fails to pay any amounts owed to the Franchisor or its affiliates or fails to comply with any term of this Agreement, then in addition to any right the Franchisor may have to terminate this Agreement or to bring a claim for damages, the Franchisor shall have the option:

A. To remove the listing of the store from all advertising published or approved by the Franchisor;

B. To prohibit the Franchisee from attending any meetings or seminars held or sponsored by the Franchisor or taking place on the premises of the Franchisor;

C. To terminate access to any computer or inventory control or related system provided to franchisees by the Franchisor;

D. To suspend all services provided to the Franchisee under this Agreement or otherwise, including, but not limited to inspections, training, marketing assistance, and sale of products and supplies; and/or

E. To take possession and assume management of the store.

The Franchisor's actions, as outlined in this paragraph, may continue until the Franchisee has brought its account current, cured any default, and complied with the Franchisor's requirements, and the Franchisor has acknowledged the same in writing. The taking of any of the actions permitted in this Section 13.05 shall not suspend or release the Franchisee from any obligation that would otherwise be owed to the Franchisor or its affiliate under the terms of this Agreement or otherwise. In the event that the Franchisor takes possession and assumes management of the Store, the manager shall not exercise direct or indirect control over the working conditions of the Franchisee's employees, except to the extent that such indirect control is related to the Franchisor's legitimate interest in protecting the quality of the Supercuts brand.

Section 13.06 **Arbitration of Disputes**.

Except as provided in Section 13.08, all controversies, disputes or claims arising between Franchisor, its affiliates, officers, directors, employees and servants, and Franchisee, its affiliates, officers, directors, employees and servants, in connection with, arising from, or with respect to: (1) any provision of this Agreement or any other related agreement; (2) the relationship of the parties hereto; (3) the validity of this Agreement or any other related agreement, or any provision thereof; or (4) any specification, standard or operating procedure relating to the establishment or operation of the franchised business which shall not be resolved within fifteen (15) days after either party shall notify the other in writing of such controversy, dispute or claim, shall be submitted for arbitration on demand of either party. Such arbitration proceedings shall be conducted in Minneapolis, Minnesota and, except as otherwise provided in this Agreement, shall be conducted in accordance with the Federal Arbitration Act and then current Commercial Arbitration Rules of the American Arbitration Association. The arbitrator shall have the right to award or include in the award any relief which the arbitrator deems proper in the circumstances, including without limitation, money damages (with interest on unpaid amounts from date due), specific performance and injunctive relief. Notwithstanding the foregoing, the arbitrator shall not have the right to award punitive damages or to arbitrate class-wide disputes. The award and decision of the arbitrator shall be conclusive and binding upon all parties hereto and certain non-signatories and judgment upon the award may be entered in any court of competent jurisdiction. The parties acknowledge and agree that any arbitration award may be enforced against either or both of them in a court of competent jurisdiction and each waives any right to contest the validity or enforceability of such award. The parties further agree to be bound by the provision of any statute of limitations which would be otherwise applicable to the controversy, dispute or claim which is the subject of any arbitration proceeding initiated hereunder. Without limiting the foregoing, the parties shall be entitled in any such arbitration proceeding to the entry of an order by a court of competent jurisdiction pursuant to an opinion of the arbitrator for specific performance of any of the requirements of this Agreement. This provision shall continue in full force and effect subsequent to and notwithstanding expiration or termination of this Agreement.

Section 13.07 **Cumulative Rights**.

The rights of Franchisor and Franchisee hereunder are cumulative and no exercise or enforcement by Franchisor or Franchisee of any right or remedy hereunder shall preclude the exercise or enforcement by Franchisor or Franchisee of any other right or remedy hereunder or to which Franchisor or Franchisee is entitled by law to enforce.

Section 13.08 **Rights to Premises**.

Notwithstanding the provisions of Sections 13.06 and 13.07, Franchisor shall have the right to enforce by judicial process any rights it may have to possession of the premises under any lease or sublease with Franchisee or any matters relating to improper use of Franchisor's trademark. Further, Franchisee agrees that Franchisor shall have the right to seek preliminary injunctive relief to restrain conduct by Franchisee in the development or operation of the Store that could materially damage the goodwill associated with the trademarks and "SUPERCUTS" stores, provided that Franchisor agrees to arbitrate any such dispute concurrently with and subsequent to the grant or denial of such preliminary injunctive relief, and the sole remedy of Franchisee, in the event of entry of a preliminary injunction, shall be the dissolution of such injunction, if warranted upon hearing duly had (all claims for damages by reason of the wrongful issuance of any such injunction being expressly waived hereby).

Section 13.09 **Prevailing Party**.

If Franchisor or Franchisee is required to enforce this Agreement in a judicial or arbitration proceeding, the party prevailing in such proceeding shall be entitled to reimbursement of its costs and expenses, including, but not limited to, reasonable accounting fees, attorneys' fees, expert witness fees, cost of investigation and proof of facts, court costs, travel expenses and arbitrator's fees. Attorneys' fees shall include, without limitation, reasonable legal fees, whether incurred prior to, or in preparation for or contemplation of the filing of any written demand or any claim, action, hearing or proceeding to enforce the obligations of Franchisor or Franchisee under this Agreement or any other related agreement between the parties.

Section 13.10 **Franchisee and Franchisor Waiver of Punitive and Related Damages**.

FRANCHISOR AND FRANCHISEE WAIVE, TO THE FULLEST EXTENT PERMITTED BY LAW, ANY RIGHT TO OR CLAIM FOR ANY PUNITIVE OR EXEMPLARY DAMAGES AGAINST THE OTHER AND AGREE THAT, IN THE EVENT OF A DISPUTE BETWEEN THE PARTIES, THE PARTY MAKING A CLAIM WILL BE LIMITED TO EQUITABLE RELIEF AND TO RECOVERY OF ANY ACTUAL DAMAGES IT SUSTAINS.

FRANCHISOR AND FRANCHISEE IRREVOCABLY WAIVE TRIAL BY JURY IN ANY ACTION, PROCEEDING OR COUNTERCLAIM, WHETHER AT LAW OR IN EQUITY, BROUGHT BY EITHER PARTY.

ARTICLE 14 - LICENSES

Section 14.01 **Franchisee's Duty to Obtain; Consequences If Denied**.

In the event that any license is required by the appropriate authorities of the State in which Franchisee shall have an office or location pursuant to the laws thereof, then this Agreement is contingent upon the Franchisee securing such license. Franchisee agrees to make due and diligent application for such license and shall cooperate with the authorities in connection with such license application. In the event after such due and diligent application the Franchisee shall be unable at least thirty (30) days after the effective date hereof to secure such license, Franchisee shall give written notice to the Franchisor by certified mail of his inability to secure such a license. Upon expiration of ten (10) days from date of receipt of such notice, this Agreement shall be deemed null and void and have no further effect. Except for such training fees paid pursuant to Section 4.04, all monies paid hereunder by the Franchisee to the Franchisor shall be refunded. All sums due to the Franchisee after deducting appropriate charges shall be returned within ten (10) days after receipt of such termination notice. Franchisee agrees that he will make immediate application to the proper authorities of the State in which his office or location is located to obtain such license and shall diligently and in good faith do all such things as may be necessary for that purpose. The

Franchisee represents that he has no knowledge or reason to believe that a license would not be granted to him on proper application.

ARTICLE 15 - MISCELLANEOUS

Section 15.01 **Waiver**.

The failure, delay, omission or forbearance on the part of Franchisor to exercise any right, option, or power arising out of any breach or default by Franchisee shall not constitute a waiver by Franchisor of that right, option, or power or any other or subsequent right option or power.

Section 15.02 **Governing Laws**.

This Agreement shall be construed and enforced in accordance with the laws of the state in which the Franchise is located; provided, however, that any provision in this Agreement that in any way contravenes the laws of any state or jurisdiction shall be deemed not to be a part of this Agreement.

Section 15.03 **Definition of Franchise Agreement Terms**.

All terms and words used in this Agreement, regardless of the number and gender in which they are used, shall be deemed and construed to include any other number, singular or plural, and any other gender, masculine, feminine or neuter, as the context or sense of this Agreement or any paragraph or clause herein may require, the same as if such words had been fully and properly written in the number and gender.

Section 15.04 **Instrument Contains Entire Agreement**.

This instrument and the lease and Sublease referred to in Section 5.01 hereof, contain the entire agreement of the parties and supersedes all prior negotiations, representations, inducements, promises, or agreements, oral or otherwise. Franchisee acknowledges that Franchisor has not made any representations, promises, or inducements, not embodied herein. Nothing in the Agreement waives the Franchisee's reliance on the representations made in the Franchise Disclosure Document.

Section 15.05 **Affect of Invalidity - Part of Agreement**.

Should any part of this Agreement for any reason be declared invalid, such decision shall not affect the validity of any remaining portion, which remaining portion shall remain in force and effect as if this Agreement had been executed with the individual portion thereof eliminated, and it is hereby declared the intention of the parties hereto that they would have entered into this Agreement notwithstanding the invalid portion hereof.

Section 15.06 **Notice Requirements**.

All notices and reports to Franchisor or Franchisee, if not personally served, shall be deemed so delivered one (1) business day after sending by facsimile with a confirming return facsimile or two (2) business days after deposit with a comparable overnight courier company such as Federal Express, DHL or UPS or three (3) business days after being placed in the U.S. mail by Registered or Certified Mail, return receipt requested. All notices shall be sent postage prepaid and addressed to the respective party as follows, or as either party may from time to time designate in writing.

“Franchisor”	“Franchisee”
SUPERCUTS, INC.	___
Attn: General Counsel	___
3701 Wayzata Boulevard, Suite 500	___
Minneapolis, MN 55416	___

Section 15.07 Email.

In addition to using customary means of communications (e.g. telephone, facsimile, U.S. mail), Franchisee shall establish, maintain and use an active email account for routine communications with Franchisor. Franchisee shall provide Franchisor with prompt notice of any changes to such email account.

Section 15.08 Written Modifications Only.

This Agreement may be modified or amended only by a written document of equal dignity and executed by both parties.

Section 15.09 Agreement Binding on Successors.

This Agreement shall be binding on the parties, their heirs, executors, personal representatives, successors or assigns.

Section 15.10 Substitution of Valid Provisions.

To the extent that either Section 2.07 or Section 2.08 is deemed unenforceable by virtue of its scope in terms of area, business activity prohibited, or length of time, but may be made enforceable by reductions of any or all thereof, Franchisee and the Franchisor agree that same shall be enforced to the fullest extent permissible under the laws and public policies applied in the jurisdiction in which enforcement is sought.

Section 15.11 Definition of “Corporation”.

As used in this Agreement, the term “Corporation” shall include limited liability companies.

Section 15.12 Duplication Originals.

This Agreement is executed in duplicate originals, any one of which may be introduced into evidence as conclusive of the content thereof.

IN WITNESS WHEREOF the parties hereto have entered into this Agreement this _____ day of _______________, 20___.

"Franchisor"	"Franchisee"
SUPERCUTS, INC.	____
By:_____________________________________	By:_____________________________________
Title:___________________________________	Title:___________________________________

EXHIBIT "A"

REGIS CORPORATION
3701 Wayzata Boulevard, Suite 500
Minneapolis, MN 55416

Phone: (952) 947-7777 FAX: (952) 995-3080

AUTHORIZATION FOR DIRECT PAYMENT

I hereby authorize Regis Corporation to initiate Electronic Funds Transfer (EFT) or Automated Clearing House (ACH) transactions against my checking/savings account and I instruct the financial institution named below to honor said transactions. This authorization shall remain in force until revocation in writing.

	Salon Number	Salon Location
______________________________	___________	______________________________
Name of Franchisee (Please print)	___________	______________________________
	___________	______________________________
________________________ ______________	___________	______________________________
Signature of Franchisee Date		

____
State Date (for internal use only)

____
Name of Financial Institution

____
Street Address of Financial Institution

____
City/State/Zip of Financial Institution

ACH for:

Royalty/AD fund	_______
Training	_______
Product	_______
Miscellaneous	_______

Account Number:______________________________ Checking_________ Savings_________

Bank Routing Number (ABA):____

STAPLE VOIDED CHECK HERE:

Note: Please submit one form per bank account. Make additional copies of this form if necessary.

GUARANTY AND ASSUMPTION OF OBLIGATIONS

FRANCHISE AGREEMENT

THIS GUARANTY AND ASSUMPTION OF OBLIGATIONS given this _____ day of _______________, 20____, by ____.
(Individual, husband and wife, partners, shareholders)

In consideration of, and as an inducement to, the execution of that certain Franchise Agreement of even date herewith (the "Agreement") by Supercuts, Inc., a Delaware corporation (the "Franchisor"), each of the undersigned hereby, jointly and severally, unconditionally (a) guarantees to the Franchisor, and its successors and assigns, for the term of the Agreement and thereafter as provided in the Agreement, that ____ ("Franchisee") shall punctually pay and perform each and every undertaking, agreement and covenant set forth in the Agreement; and (b) agrees to be personally bound by, and personally liable for the breach of, each and every provision in the Agreement, including both monetary obligations and obligations to take or refrain from taking specific actions or to engage or refrain from engaging in specific activities, including without limitation the provisions of Sections 2.07 and 2.08. Each of the undersigned waives: (1) acceptance and notice of acceptance by Franchisor of the foregoing undertakings; (2) notice of demand for payment of any indebtedness or nonperformance of any obligations hereby guaranteed; (3) protest and notice of default to any party with respect to the indebtedness or nonperformance of obligations hereby guaranteed; (4) any right he/she may have to require that an action be brought against Franchisee or any other person as a condition of liability; and (5) any and all other notices and legal or equitable defenses to which he/she may be entitled.

Each of the undersigned consents and agrees that: (1) his/her direct and immediate liability under this guaranty shall be joint and several; (2) he/she shall render any payment or performance required under the Agreement upon demand if Franchisee fails or refuses punctually to do so; (3) such liability shall not be contingent or conditioned upon pursuit by Franchisor of any remedies against Franchisee or any other person; and (4) such liability shall not be diminished, relieved or otherwise affected by any extension of time, credit or other indulgence which Franchisor may from time to time grant to Franchisee or to any other person, including without limitation the acceptance of any partial payment or performance, or the compromise or release of any claims, none of which shall in any way modify or amend this guaranty, which shall be continuing and irrevocable during the term of the Agreement.

The undersigned hereby agree that (a) the Percentage of Ownership in Franchisee set forth below equals 100% of the ownership of Franchisee and (b) notwithstanding any percentage of ownership stated below, such percentage shall in no way limit each of the undersigned's liability under the terms of this Agreement.

IN WITNESS WHEREOF, each of the undersigned has hereunto affixed his signature on the same day and year as the Agreement was executed.

GUARANTOR(S)	PERCENTAGE OF OWNERSHIP IN FRANCHISEE
Signature_______________________ (Printed Name____________________)	__________%
Signature_______________________ (Printed Name____________________)	__________%
Signature_______________________ (Printed Name____________________)	__________%
Signature_______________________ (Printed Name____________________)	__________%
Signature_______________________ (Printed Name____________________)	__________%

LOCATION IDENTIFICATION AMENDMENT

THIS LOCATION IDENTIFICATION AMENDMENT (the "Amendment") is entered into as of ____________________, 20__ (the "Effective Date," regardless of the dates of the parties' signatures) by and between SUPERCUTS, INC. ("Franchisor") and ________________________ ("Franchisee") and is made a part of that franchise agreement dated ________________________, 20__ ("Franchise Agreement").

When Franchisor and Franchisee first signed the Franchise Agreement, Franchisee had not yet located and/or secured the site for its SUPERCUTS Store. Now that Franchisee has done so, Franchisor and Franchisee desire to identify the Store's location within the Franchise Agreement's text and, for that reason, agree as follows:

1. Section 2.01 of the Franchise Agreement is hereby amended to insert the following Store address into the blank that now appears: ___________________ ____.

2. Except as above amended, all the terms, provisions, and covenants contained in the Franchise Agreement are in all respects hereby ratified and confirmed in their entirety.

IN WITNESS WHEREOF, Franchisor and Franchisee have caused this Amendment to be duly executed as of the dates set forth by their names, but to be effective as of the Effective Date.

FRANCHISOR:	FRANCHISEE:
SUPERCUTS, INC.	
By:____________________________	By:_________________________________
Title:___________________________	Title:______________________________
Date: __________________________	Date: ____________________________

AMENDMENT TO FRANCHISE AGREEMENT APPLICABLE TO PURCHASE OF COMPANY-OWNED STORES

THIS AMENDMENT TO FRANCHISE AGREEMENT (the "Amendment") is entered into as of ________________________________, 20__ (the "Effective Date", regardless of the dates of the parties' signatures) by and between SUPERCUTS, INC. ("Franchisor") and ___________________________________ ("Franchisee") and is made part of that franchise agreement dated _____________________, 20__ ("Franchise Agreement").

Franchisee agreed to purchase the Store (the "Acquired Store") that is the subject of the Franchise Agreement from Franchisor's affiliate pursuant to the Agreement for Purchase and Sale of Assets dated _________________, 20__ (the "Purchase Agreement") or the Store is a new store (the "New Store") developed under the Development Agreement Franchisee entered into pursuant to such Purchase Agreement. Pursuant to the Purchase Agreement, Franchisee and Franchisor agreed to amend the Franchise Agreement as follows:

1. If the Store is an Acquired Store, the second paragraph of Section 4.04 of the Franchise Agreement is hereby amended and restated as follows:

> "The monthly royalty fee is 6% of combined net service revenues and net merchandise revenues from the Store open date until the Franchise Agreement expires or is terminated."

2. If the Store is an Acquired Store or a New Store, Section 8.05 is hereby amended to delete the following sentence:

> "Franchisee may purchase said approved products from any reputable supplier, distributor or wholesaler of said products."

and replace it with:

> "Franchisee shall purchase all hair care products, supplies, and merchandise, including, without limitation, all retail inventory, backbar and shop supplies for use and resale at the Store exclusively from Franchisor or Franchisor's affiliate or Franchisor's designated or approved supplier."

3. If the Store is an Acquired Store to be converted to the Supercuts brand from a different brand, Section 5.02 is hereby amended by adding the following to the end of the first paragraph:

> "Franchisee shall convert such Store to the then-current design for Supercuts stores, by engaging Franchisor's affiliate to provide construction management services and furniture, fixture, and equipment coordination services pursuant to Franchisor's affiliate's then-current standard agreement and fee. Franchisee shall be solely responsible for all costs and expenses associated with such conversion."

4. Except as above amended, all the terms, provisions, and covenants contained in the Franchise Agreement are in all respects hereby ratified and confirmed in their entirety.

IN WITNESS WHEREOF, Franchisor and Franchisee have caused this Amendment to be duly executed as of the dates set forth by their names, but to be effective as of the Effective Date.

FRANCHISOR:	FRANCHISEE:
SUPERCUTS, INC.	
By: ___________________________	By: ___________________________
Name: ________________________	Name: ________________________

EXHIBIT C

SUBLEASE

S U B L E A S E

This Sublease is made on this ____ day of _____________, 20____, between **SUPERCUTS, INC., a Delaware corporation** ("Sublandlord"), whose address is 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416, and ____ ("Subtenant"), whose address is ____ _______, who agrees as follows:

1. RECITALS

This Sublease is made with reference to the following facts and objectives:

A. ____ whose address is ____ ("Master Landlord") and Sublandlord, as tenant, entered into a written lease dated ______________________ ("Master Lease"), covering premises containing approximately _______ square feet located at _____________ ____ ("Premises"), which Premises are more particularly described in the Master Lease. The Master Lease is incorporated into and made a part hereof, and Subtenant acknowledges having carefully read the Master Lease prior to execution of this Sublease.

B. Subtenant desires to sublet the Premises from Sublandlord on the provisions contained in this Sublease.

C. Sublandlord, as Franchisor, and Subtenant, as Franchisee, have entered into a written Franchise Agreement ("Franchise Agreement") pursuant to the terms of which Subtenant has acquired the limited right and license to operate one (1) "Supercuts" hair cutting establishment at the Premises which are the subject of this Sublease.

2. PREMISES

Sublandlord hereby leases to Subtenant and Subtenant hereby leases from Sublandlord the Premises for the operation of a haircutting and hairstyling salon to be operated by Subtenant under the trade name "Supercuts".

3. TERM

The term of this Sublease shall commence at the same time as the term of the Master Lease, and shall end one (1) minute before the expiration of the term of the Master Lease or any applicable extension thereof.

4. RENT

Subtenant shall pay to Sublandlord, as rent and other tenant charges, without deduction, setoff, prior notice, or demand, the same rent that Sublandlord is required to pay to Master Landlord pursuant to the provisions of the Master Lease. Said rent shall be due and payable ten (10) days prior to the date Sublandlord is required to pay same to Master Landlord pursuant to said Master Lease. Subtenant shall deliver to Sublandlord a check in the amount of $_________ representing the first month's rent under this Sublease contemporaneous with the execution and delivery of this Sublease to Sublandlord. At

Sublandlord's sole option, Sublandlord may require Subtenant to pay all rent and other tenant charges directly to the Master Landlord pursuant to the terms of the Lease.

5. INCORPORATION BY REFERENCE

All terms and conditions of the Master Lease are incorporated into this Sublease as if fully set forth herein.

A. In the event of any conflict between provisions of the Master Lease and the terms and conditions of this Sublease, the provisions of this Sublease shall govern and control.

6. ASSUMPTION OF TENANT OBLIGATIONS

Subtenant shall assume, perform and be responsible for Sublandlord's obligations as Tenant under the Master Lease provisions incorporated herein by Paragraph 5 hereof to the extent that said provisions are applicable to the Premises subleased hereunder. Subtenant agrees to indemnify and hold Sublandlord harmless on account of any and all claims of any kind made by Master Landlord under the Master Lease or by any other person or party on account of any obligation of the Subtenant pursuant to the Master Lease arising after the commencement of this Sublease. In the event Subtenant fails to keep and perform each and every obligation of the Sublandlord under the Master Lease, then Sublandlord shall have the right, at its sole option, to (i) perform such obligations, including the payment of rents and other tenant charges, and all sums so expended shall be due and payable to Sublandlord on demand, or (ii) terminate this Sublease. Any termination of this Sublease as provided for herein shall (a) not relieve the Subtenant of any obligations incurred or arising under this Sublease prior to the date of such termination, and (b) shall relieve Sublandlord of any future obligations to Subtenant under this Sublease.

7. SUBLANDLORD OBLIGATIONS

Sublandlord does not assume the obligations of the Master Landlord under the provisions of the Master Lease, but shall exercise reasonable diligence in attempting to cause Master Landlord to perform its obligations under the Master Lease for the benefit of Subtenant. Provided, however, that:

A. Sublandlord shall have, with respect to Subtenant, all the rights of Master Landlord under the Master Lease provisions;

B. Wherever notice is required to be given by Master Landlord to Tenant, Sublandlord shall be required to give such notice to Subtenant; and

C. Any option to extend the term of the Master Lease contained in the Master Lease is hereby granted by Sublandlord to Subtenant provided Subtenant is not in default of the Franchise Agreement or this Sublease, and Subtenant gives Sublandlord written notice on a timely basis.

8. ALTERATIONS

Except as permitted or required by the Franchise Agreement, Subtenant shall not make any alterations to the Premises without Sublandlord's prior written consent. Any alterations made with the consent of Sublandlord shall remain on and be surrendered with the Premises on expiration or termination of the term of the Master Lease, except that Sublandlord can elect within thirty (30) days before expiration of the term, or within five (5) days after termination of the term, to require Subtenant to remove any alterations that Subtenant has made to the Premises. If Sublandlord so elects, Subtenant at its cost shall restore the

Premises to the condition designated by Sublandlord in its election, before the last day of the term, or within ten (10) days after notice of election is given, whichever is later.

If Subtenant makes any alterations to the Premises as provided in this paragraph, the alterations shall not be commenced until two (2) days after Subtenant has provided notice to Sublandlord stating the date the installation of the alterations is to commence.

9. ASSIGNMENT; SUBLETTING

Subtenant shall not voluntarily assign or encumber its interest in this Sublease or in the Premises, or further sublease all or any part of the Premises, or allow any other person or entity (except Subtenant's authorized representatives) to occupy or use all or any part of the Premises, without first obtaining Sublandlord's consent. Any assignment, encumbrance, or further sublease without Sublandlord's consent shall be voidable and, at Sublandlord's election, shall constitute a default. No consent to any assignment, encumbrance, or further sublease shall constitute a further waiver of the provisions of this paragraph.

10. SUBLANDLORD'S ENTRY ON PREMISES

Sublandlord and its authorized representatives shall have the right to enter the Premises at all reasonable times to determine whether Subtenant is complying with its obligations under this Sublease and under the Franchise Agreement and to perform any act which Sublandlord has the right or duty to perform under the terms of the Master Lease, this Sublease or the Franchise Agreement.

11. EFFECT OF FRANCHISE AGREEMENT

A. Any breach by Subtenant of any obligation imposed on Subtenant as Franchisee under the terms of the Franchise Agreement related to the Premises shall constitute a breach of this Sublease, and an event of default hereunder.

B. The Franchise Agreement is not incorporated by reference; however, the terms and conditions of the Franchise Agreement shall, to the extent possible, be read in a manner consistent with the terms and provisions of this Sublease. If there is inconsistency between the provisions of this Sublease and the Franchise Agreement, the terms and provisions of the Franchise Agreement shall govern and control.

C. The termination, for whatever reason, of:

(i) The Franchise Agreement; or

(ii) The continuation of the limited right and license of Subtenant (as Franchisee) to operate a "Supercuts" hair care establishment on the Premises

shall, at the election of Sublandlord, terminate this Sublease. Notwithstanding an event of termination, the defaulting party shall be liable to the non-defaulting party for all damage suffered by the non-defaulting party as a result of termination of this Sublease.

12. TENANT'S PERFORMANCE UNDER MASTER LEASE

At any time, with prior notice to Subtenant, Sublandlord can elect to require Subtenant to perform its obligations under this Sublease directly to Master Landlord, and Subtenant shall do so on

Sublandlord's election, in which event Subtenant shall send to Sublandlord from time to time copies of all notices and other communications it shall send to and receive from Master Landlord.

13. COVENANT OF QUIET ENJOYMENT

Sublandlord represents that the Master Lease is in full force and effect and that there are no defaults on Sublandlord's part under it as of the commencement of the term of this Sublease.

Subject to the Sublease terminating as provided in Paragraph 14, Sublandlord represents that if Subtenant performs all the provisions in this Sublease to be performed by Subtenant, Subtenant shall have and enjoy throughout the term of this Sublease the quiet and undisturbed possession of the Premises.

14. MASTER LEASE

This Sublease is subject to all the provisions of the Master Lease, and Subtenant shall not suffer any act or omission that will violate any of the provisions of the Master Lease. This Sublease shall be construed in accordance with, and its validity and effect shall be governed by, the laws of the state in which the Premises is located.

If the Master Lease terminates, this Sublease shall terminate and the parties shall be relieved from all liabilities and obligations under this Sublease; except that if this Sublease terminates as a result of a default of one of the parties under this Sublease or the Master Lease, or both, the defaulting party shall be liable to the non-defaulting party for all damage suffered by the non-defaulting party as a result of termination.

If Sublandlord is given the right under the Master Lease to terminate the Master Lease (e.g., in case of destruction) Subtenant shall have the right, in its sole discretion, to determine whether it wishes to have the Master Lease terminated. If Subtenant elects to have the Master Lease terminated, Subtenant shall terminate this Sublease and Sublandlord shall terminate the Master Lease.

IN WITNESS WHEREOF, the parties have executed this Sublease as of the date first above written.

SUBLANDLORD:	**SUBTENANT:**
SUPERCUTS, INC. **A Delaware Corporation**	____________________ ____________________
By: ____________________	By: ____________________
Name: ____________________	Name: ____________________
Its:____________________	Its:____________________

GUARANTY AND ASSUMPTION OF OBLIGATIONS

SUBLEASE

THIS GUARANTY AND ASSUMPTION OF OBLIGATIONS given this __________ day of ____ ____________________, 20____, by ____.

(Individual, husband and wife, partners, shareholders)

In consideration of, and as an inducement to, the execution of that certain Sublease of even date herewith (the "Agreement") by Supercuts, Inc., a Delaware corporation (the "Franchisor"), each of the undersigned hereby, jointly and severally, and unconditionally (a) guarantees to the Franchisor, and its successors and assigns, for the term of the Agreement and thereafter as provided in the Agreement, that ____ ("Franchisee") shall punctually pay and perform each and every undertaking, agreement and covenant set forth in the Agreement; and (b) agrees to be personally bound by, and personally liable for the breach of, each and every provision in the Agreement, including both monetary obligations and obligations to take or refrain from taking specific actions or to engage or refrain from engaging in specific activities. Each of the undersigned waives: (1) acceptance and notice of acceptance by Franchisor of the foregoing undertakings; (2) notice of demand for payment of any indebtedness or nonperformance of any obligations hereby guaranteed; (3) protest and notice of default to any party with respect to the indebtedness or nonperformance of obligations hereby guaranteed; (4) any right he/she may have to require that an action be brought against Franchisee or any other person as a condition of liability; and (5) any and all other notices and legal or equitable defenses to which he/she may be entitled.

Each of the undersigned consents and agrees that: (1) his/her direct and immediate liability under this guaranty shall be joint and several; (2) he/she shall render any payment or performance required under the Agreement upon demand if Franchisee fails or refuses punctually to do so; (3) such liability shall not be contingent or conditioned upon pursuit by Franchisor of any remedies against Franchisee or any other person; and (4) such liability shall not be diminished, relieved or otherwise affected by any extension of time, credit or other indulgence which Franchisor may from time to time grant to Franchisee or to any other person, including without limitation the acceptance of any partial payment or performance, or the compromise or release of any claims, none of which shall in any way modify or amend this guaranty, which shall be continuing and irrevocable during the term of the Agreement.

The undersigned hereby agree that (a) the Percentage of Ownership in Franchisee set forth below equals 100% of the ownership of Franchisee and (b) notwithstanding any percentage of ownership stated below, such percentage shall in no way limit each of the undersigned's liability under the terms of this Agreement.

IN WITNESS WHEREOF, each of the undersigned has hereunto affixed his signature on the same day and year as the Agreement was executed.

GUARANTOR(S)	PERCENTAGE OF OWNERSHIP IN FRANCHISEE
Signature ______________________________ (Printed Name ______________________________)	______________%
Signature ______________________________ (Printed Name ______________________________)	______________%
Signature ______________________________ (Printed Name ______________________________)	______________%
Signature ______________________________ (Printed Name ______________________________)	______________%
Signature ______________________________ (Printed Name ______________________________)	______________%

EXHIBIT D

DEVELOPMENT AGREEMENT

DEVELOPMENT AGREEMENT

____

DEVELOPER

TABLE OF CONTENTS

TABLE OF CONTENTS

Section Page

EXHIBITS

DEVELOPMENT AGREEMENT

THIS AGREEMENT is made and entered into by and between SUPERCUTS, INC., a Delaware corporation with its principal office at 3701 Wayzata Boulevard, Suite 500, Minneapolis, MN 55416 (the "Franchisor"), and ______________________________________, whose principal address is __________ ____ ("Developer"), as of the date signed by the Franchisor and set forth opposite the Franchisor's signature on this Agreement.

1. PREAMBLES

The Franchisor franchises certain specialty retail stores, known as SUPERCUTS Stores ("SUPERCUTS Stores"), devoted primarily to haircutting and related hair care services. Such Stores are operated under certain trademarks, service marks, logos and other commercial symbols, including, without limitation, "SUPERCUTS" (collectively the "Marks"), and pursuant to certain confidential information and trade secrets. Such SUPERCUTS Stores are operated with uniform formats, designs, systems, methods, specifications, standards and procedures, all of which may be improved, further developed or otherwise modified from time to time by Franchisor.

The Franchisor grants to persons who meet the Franchisor's qualifications, and who are willing to undertake the investment and effort, the right to establish and develop one (1) or more SUPERCUTS Stores within a defined geographical area.

Developer acknowledges that he has read this Agreement and the Franchisor's Franchise Disclosure Document and that he understands and accepts the terms, conditions and covenants contained in this Agreement as being reasonably necessary to maintain the Franchisor's high standards of quality and service and the uniformity of those standards at all SUPERCUTS Stores in order to protect and preserve the goodwill of the Marks.

Developer acknowledges that he has conducted an independent investigation of the business contemplated by this Agreement and recognizes that, like any other business, the nature of the business conducted by SUPERCUTS Stores may evolve and change over time, that an investment in a SUPERCUTS Store involves business risks and that the success of the venture is largely dependent upon the business abilities and efforts of Developer.

The Franchisor expressly disclaims the making of, and Developer acknowledges that he has not received or relied upon, any warranty or guaranty, express or implied, as to the revenues, profits or success of the business venture contemplated by this Agreement. Developer acknowledges that he has not received or relied on any representations, written or oral, about the business venture by the Franchisor, or its officers, directors, employees or agents, that are contrary to the statements made in the Franchisor's Franchise Disclosure Document or to the terms herein, and further represents to the Franchisor, as an inducement to its entry into this Agreement, that Developer has made no misrepresentations, written or oral, to the Franchisor in his application for the single or multiple SUPERCUTS Store development rights granted hereunder.

2. DEFINITIONS

A. DEVELOPMENT AREA

Consistent with the information that the Franchisor previously communicated to Developer, the Development Area shall be: ____
____
____. Developer's right to develop one (1) or more SUPERCUTS Stores within the Development Area (as specified in Section 6 below) will be non-exclusive during the term of this Agreement. Franchisor reserves in the Development Area all rights described in this Agreement, including, but not limited to, those described in Section 3.B. below.

B. DEVELOPMENT PERIOD

"Development Period" shall mean each period of time defined as a Development Period in Section 6 herein.

C. FRANCHISE AGREEMENT

"Franchise Agreement" shall mean the then current form of agreements (including, without limitation, franchise agreement and any exhibits, riders, subleases or collateral assignments of leases, owner guarantees and preliminary agreements used in connection therewith) customarily used by the Franchisor in granting a franchise for the ownership and operation of a SUPERCUTS Store. DEVELOPER ACKNOWLEDGES THAT THE FRANCHISE AGREEMENT ATTACHED TO THE FRANCHISOR'S FRANCHISE DISCLOSURE DOCUMENT IS THE CURRENT FORM OF FRANCHISE AGREEMENT AND THAT THE FRANCHISOR, AT ITS SOLE DISCRETION BUT SUBJECT TO THE EXPRESS PROVISIONS CONTAINED IN THIS AGREEMENT AND IN THE REVISION AND CREATION OF REQUIREMENTS FOR REWRITE SECTION OF THE WORKING TOGETHER DOCUMENTATION, MAY FROM TIME TO TIME MODIFY OR AMEND IN ANY RESPECT THE STANDARD FORM OF FRANCHISE AGREEMENT CUSTOMARILY USED IN GRANTING A "SUPERCUTS" FRANCHISE. DEVELOPER AND THE FRANCHISOR ACKNOWLEDGE AND AGREE THAT, CONCURRENTLY WITH SIGNING THIS AGREEMENT, THEY ALSO ARE SIGNING A FRANCHISE AGREEMENT FOR THE FIRST (AND, IF THIS AGREEMENT GRANTS RIGHTS FOR JUST ONE (1) SUPERCUTS STORE, ONLY) SUPERCUTS STORE TO BE DEVELOPED UNDER THIS AGREEMENT.

DEVELOPER ACKNOWLEDGES AND AGREES THAT, EXCEPT FOR ANY EXPANSION RIGHTS THAT DEVELOPER ALREADY HAS WITH RESPECT TO ANY SUPERCUTS STORES OWNED AND OPERATED BY DEVELOPER WITHIN THE DEVELOPMENT AREA BEFORE THE DATE OF THIS AGREEMENT, THE DEVELOPMENT RIGHTS WHICH DEVELOPER IS RECEIVING UNDER THIS AGREEMENT, WHETHER FOR ONE (1) OR MORE THAN ONE (1) SUPERCUTS STORES, ARE THE ONLY SUPERCUTS STORE DEVELOPMENT RIGHTS TO WHICH HE IS ENTITLED IN THE DEVELOPMENT AREA. BECAUSE OF SUCH DEVELOPMENT RIGHTS, DEVELOPER SHALL NOT BE ENTITLED, EXCEPT AS OTHERWISE EXPRESSLY PROVIDED IN THIS AGREEMENT, TO ANY EXPANSION OR SIMILAR DEVELOPMENT RIGHTS OR OPPORTUNITIES CONFERRED UPON A SUPERCUTS STORE FRANCHISEE UNDER FRANCHISOR'S EXPANSION POLICY ("EXPANSION POLICY DEVELOPMENT RIGHTS"), AS IT IS AMENDED FROM TIME TO TIME, WHICH EXPANSION POLICY DEVELOPMENT RIGHTS THEREFORE SHALL NOT APPLY, EXCEPT AS OTHERWISE EXPRESSLY PROVIDED IN THIS AGREEMENT, WITH RESPECT TO ANY FRANCHISE AGREEMENT SIGNED AND ANY SUPERCUTS STORE DEVELOPED BY DEVELOPER PURSUANT TO THIS AGREEMENT, INCLUDING THE FRANCHISE AGREEMENT BEING

SIGNED CONCURRENTLY WITH THIS AGREEMENT FOR THE FIRST (AND, IF APPLICABLE, ONLY) SUPERCUTS STORE TO BE DEVELOPED PURSUANT TO THIS AGREEMENT. DEVELOPER ACKNOWLEDGES THAT EACH FRANCHISE AGREEMENT THAT HE SIGNS PURSUANT TO THIS AGREEMENT FOR A SUPERCUTS STORE TO BE LOCATED WITHIN THE DEVELOPMENT AREA, INCLUDING THE FRANCHISE AGREEMENT THAT DEVELOPER IS SIGNING CONCURRENTLY WITH THIS AGREEMENT FOR HIS FIRST (AND, IF APPLICABLE, ONLY) SUPERCUTS STORE, WILL EXPRESSLY DISCLAIM THE APPLICABILITY OF THE FRANCHISOR'S EXPANSION POLICY WITH RESPECT TO THE SUPERCUTS STORE DEVELOPED UNDER THAT FRANCHISE AGREEMENT.

3. DEVELOPMENT RIGHTS AND OBLIGATIONS

A. TERM OF AGREEMENT

Subject to the provisions contained herein, this Agreement shall be for a term commencing on the date hereof and expiring on the last day of the last Development Period (if there is more than one Development Period) or on the date the last Store on the development schedule in Section 6 herein (if this Agreement requires the development of more than one (1) Store) is open and operating, whichever occurs first. If this Agreement requires the development of only one (1) Store, this Agreement will expire on the last day of the lone Development Period or on the date the lone Store to be developed under this Agreement is open and operating, whichever occurs first.

B. RIGHTS DURING DEVELOPMENT PERIODS/FRANCHISOR'S RESERVATION OF RIGHTS

Provided Developer: (i) is in full compliance with the terms and conditions contained in this Agreement, including, without limitation, the development obligations contained in Paragraph C of this Section 3; and (ii) is in full compliance with all obligations under all Franchise Agreements heretofore or hereafter entered into with the Franchisor (whether or not pursuant to this Agreement); then during the Development Period(s), the Franchisor will grant to Developer, in accordance with the provisions of Section 5 hereof, one (1) or more franchises for the ownership and operation of one (1) or more SUPERCUTS Stores to be located within the Development Area. Developer and the Franchisor acknowledge that, concurrently with signing this Agreement, they are signing the Franchise Agreement for the first (and, if applicable, only) SUPERCUTS Store to be developed pursuant to this Agreement.

Developer acknowledges and agrees that the Development Area described in Section 2.A. above is non-exclusive, regardless of the number of SUPERCUTS Stores to be developed in that Area pursuant to this Agreement, and that Franchisor and its affiliates reserve all rights, at any location inside or outside the Development Area and under either the trade name "Supercuts" or any other trade name, (1) to acquire, merge with, develop, establish or operate other franchise systems for the same, similar, or different services or products; and (2) to grant and sell similar franchises and licenses to others to operate, and to establish, own, or operate for its own account or with others, other hair care establishments; and (3) to sell the services and products authorized for SUPERCUTS Stores through any other channels of distribution and pursuant to such terms and conditions as the Franchisor and its affiliates deem appropriate, provided, however, that such other channels of distribution shall not sell any "Supercuts" branded services within the Development Area during this Agreement's term; and (4) to engage in all other activities not expressly prohibited under this Agreement.

C. DEVELOPMENT OBLIGATIONS

(1) Developer agrees during the term of this Agreement that he will at all times faithfully, honestly, and diligently perform his obligations hereunder and that he will

continuously exert his best efforts to promote and enhance the development of SUPERCUTS Stores within the Development Area. Without limiting the foregoing obligation, Developer agrees to have open and operating within the Development Area the minimum agreed upon number of Stores at the end of each Development Period set forth in Section 6 hereof ("Minimum Development Quota"). If Developer fails at any time to meet any Minimum Development Quota, the Franchisor shall have the right to terminate this Agreement by delivering a notice to Developer stating that the Franchisor elects to terminate this Agreement as a result of such failure. Such termination shall be effective upon delivery of such notice of termination. The Franchisor's right to terminate this Agreement shall be (except as provided in subparagraph (2) below) the sole and exclusive remedy of the Franchisor for Developer's failure to meet a Minimum Development Quota (although no Development Fee paid under this Agreement is refundable).

(2) (a) If this Agreement requires the development of more than one (1) SUPERCUTS Store within the Development Area, as set forth in Section 6, then the Franchisor's decision to terminate this Agreement upon delivery of notice to Developer upon Developer's failure to meet the Minimum Development Quota for his first Store also will, without separate notice, concurrently and automatically terminate the Franchise Agreement for that first Store that Developer and the Franchisor are signing concurrently with the signing of this Agreement.

(a) If this Agreement requires the development of only one (1) Store within the Development Area, Developer's failure to meet the Minimum Development Quota by the last day of the lone Development Period results in the expiration of this Agreement, as provided in Section 3.A. above, and, without separate notice, the concurrent and automatic expiration of the Franchise Agreement for that first Store that Developer and the Franchisor are signing concurrently with the signing of this Agreement.

(b) Developer and the Franchisor acknowledge that the deadline for opening the first (and, if applicable, only) Store to be developed pursuant to this Agreement is also intended to be the deadline for the Store's opening under the Franchise Agreement being signed concurrently with the signing of this Agreement, so that Developer's failure to comply with the opening deadline will (i) allow the Franchisor to terminate the Franchise Agreement concurrently and automatically with the termination of this Agreement (if clause (a) above applies), or (ii) result in the concurrent and automatic expiration of the Franchise Agreement with the expiration of this Agreement (if clause (b) above applies).

D. GRANT OF ADDITIONAL DEVELOPMENT RIGHTS/RIGHT OF FIRST REFUSAL

(1) Upon the expiration of this Agreement, the Developer's development rights with respect to the Development Area will automatically end, and the Developer will not have the right to renew or extend the term of this Agreement. If the Developer wishes to acquire additional development rights with respect to the Development Area following the expiration of this Agreement (if Developer complied with its development obligations), then the Developer must so notify the Franchisor at least sixty (60) days prior to the expiration of this Agreement. Upon being given such notice from the Developer, Franchisor will have the right to evaluate the prospects for the establishment of additional SUPERCUTS Stores in the Development Area, and Franchisor may determine that the Development Area may, at this time, be further developed by opening additional SUPERCUTS Stores in the Development Area. In the event Franchisor determines that the Development Area may not or should not, at this time, be further developed, or that Developer does not comply with the then-current requirements of Franchisor for developers (including, but not limited to, that Developer did not fully comply with its original

development obligations under this Agreement), then Franchisor will so notify the Developer, and, except as otherwise provided in subparagraph (3) below, Developer shall have no right to acquire additional development rights for SUPERCUTS Stores in the Development Area.

(2) In the event Franchisor determines that the Development Area may or should, at this time, be further developed, and if the Developer meets all of the then-current requirements of Franchisor for developers, then Franchisor will give Developer written notice of its proposal to develop additional SUPERCUTS Stores in the Development Area, and Developer will have thirty (30) days to: (a) accept in writing Franchisor's proposal to own and operate further SUPERCUTS Stores in the Development area, and (b) sign the then-current form of Franchisor's Development Agreement incorporating the terms of such proposal (and sign concurrently a Franchise Agreement for the first Store to be developed). If so accepted, the Developer will have the right to own and operate SUPERCUTS Stores in the Development Area according to the terms and conditions set forth in the then-current Development Agreement, which may vary in form and substance from the terms, conditions, and economics set forth in this Agreement. If the Developer fails to accept in writing Franchisor's written proposal and to sign such Development Agreement (and the first Franchise Agreement) within thirty (30) days from the date upon which written notice of Franchisor's proposal is delivered to the Developer, then all rights of the Developer under Sections 3.D.(1) and (2) shall automatically terminate, and Franchisor will have the absolute right, except as otherwise provided in subparagraphs (3) or (4) below, to open and develop SUPERCUTS Stores in the Development Area at any time after the term of this Agreement has expired.

(3) If the Developer has not acquired additional development rights for SUPERCUTS Stores in the Development Area as of the expiration date of this Agreement as provided above in this Section, did not receive a notice of termination of this Agreement as provided in Section 3.C. above before the expiration date, fully complied with its original development obligations under this Agreement, and is at that time a "Franchisee in Good Standing" with respect to all SUPERCUTS Stores that Developer then operates (as defined in the Revision and Creation of Requirements for Rewrite portion of the Working Together documentation), whether or not developed pursuant to this Agreement, then Developer nonetheless shall have the following right of first refusal ("ROFR") with respect to the development of additional SUPERCUTS Stores within the Development Area:

(a) Developer shall have a ROFR to sign a new Development Agreement for the development of additional SUPERCUTS Stores within the Development Area on the same terms as those which the Franchisor has offered to a proposed new developer ("New Offer") provided that (i) the New Offer's development requirements are less than those that were offered to Developer before the expiration of the final Development Period set forth in this Agreement (if Developer was offered the opportunity for further development as provided in subparagraph (2) above), and (ii) the Franchisor makes the New Offer before Developer's ROFR expires (as provided below in subparagraph (b)). Development requirements in the New Offer will be deemed to be less than those previously offered to Developer if there is (x) a reduction in the required annual rate of new SUPERCUTS Store openings – defined as the cumulative Minimum Development Quotas specified in the previous offer to Developer divided by the cumulative number of years of all Development Periods in the previous offer to Developer – or (y) any decrease in the cumulative Minimum Development Quotas specified in the previous offer to Developer, regardless of the length of the cumulative Development Periods in the previous offer to Developer, or (z) any increase in the size of the Development Area. Franchisor will give the Developer written notice of the New Offer, and Developer will have thirty (30) days to accept that New Offer in writing and sign the then-current form of

Franchisor's Development Agreement (together with the first Franchise Agreement) incorporating the terms of the New Offer. If so accepted, the Developer will have the right to own and operate SUPERCUTS Stores in the Development Area according to the terms and conditions set forth in the then-current form of Development Agreement, which will reflect the terms of the New Offer but otherwise may vary in form and substance from the terms, conditions, and economics set forth in this Agreement. However, if Developer fails to accept the New Offer within thirty (30) days in the manner provided above, then Franchisor will have the absolute right to grant the New Offer to the proposed new developer.

(b) The term of Developer's ROFR under this subparagraph (3) commences upon the expiration of this Agreement and continues until the later of (i) two (2) years from that date or (ii) the number of years following that date calculated by multiplying the cumulative number of years of all Development Periods during this Agreement's term by seventy-five percent (75%) and rounding up to the next full year.

(c) If the Franchisor does not offer Developer a new development agreement (as provided in subparagraph (1) above) before this Agreement expires, Developer shall have a ROFR for any New Offer as long as the Franchisor makes the New Offer before the expiration of the term of Developer's ROFR, as provided in subparagraph (b) above.

(d) If Developer chooses not to exercise its ROFR for any reason, or if the ROFR's term expires without Developer's having exercised its right, and the Franchisor then signs a development agreement with a new developer, Developer nonetheless shall have the right to develop or block the development of any new SUPERCUTS Store proposed to be established by the new developer within the Development Area if such new Store impacts any of Developer's existing SUPERCUTS Stores in the Development Area by at least twenty percent (20%) ("impact," as used in this Agreement, shall be determined according to the Franchisor's then current Expansion Policy). However, if the impact is between fifteen percent (15%) and twenty percent (20%), the Supercuts Executive Council of the SUPERCUTS system, by a majority vote, has full discretion and authority to make decisions regarding development of the proposed site. If the Supercuts Executive Council, by such majority vote, decides that the site should be developed, Developer shall have the first right to do so. If Developer fails to do so, the new developer may do so. If a majority of the Supercuts Executive Council cannot agree on development of the site, the site shall not be developed as a SUPERCUTS Store. Developer shall have no independent right to develop or block the development of any new SUPERCUTS Store if its impact on any of Developer's existing SUPERCUTS Stores in the Development Area is less than twenty percent (20%).

(e) Absent waiver of this restriction by Developer, Franchisor may not develop for its own account any SUPERCUTS Stores in the Development Area during the term of Developer's ROFR, as determined in subparagraph (b) above, provided, however, that such restrictions on Franchisor's development rights shall in no event exceed six (6) years from the date of expiration of this Agreement.

(f) Developer's ROFR under this subparagraph (3) shall apply to the development of additional SUPERCUTS Stores anywhere within the Development Area so that, if a New Offer applies only to a portion of the Development Area, Developer shall continue to have a ROFR, subject to the terms and conditions of this subparagraph (3), with respect to any New Offer or New Offers applicable to the remaining portions of the Development Area, whether or not Developer has exercised the ROFR for any previous New Offers.

(4) If Developer did receive a notice of termination of this Agreement as provided in Section 3.C. above before the expiration of this Agreement's term, did not fully comply with his original development obligations under this Agreement, or is not a "Franchisee in Good Standing" with respect to all SUPERCUTS Stores that Developer then operates (whether or not developed pursuant to this Agreement) at the expiration of this Agreement's term, the only right that Developer shall have with respect to new SUPERCUTS Stores to be developed within the Development Area is to block future development of any such SUPERCUTS Stores that impact Developer's existing SUPERCUTS Stores in the Development Area by at least twenty percent (20%). The Supercuts Executive Council, by a majority vote, has full discretion and authority to decide whether to authorize the development of, and whom to authorize to develop, new SUPERCUTS Stores in the Development Area that impact any of Developer's existing SUPERCUTS Stores in the Development Area by a range of fifteen percent (15%) to twenty percent (20%). If a majority of the Supercuts Executive Council cannot agree on development of one or more sites, such sites shall not be developed as SUPERCUTS Stores. Developer shall have no independent right to block the development of any new SUPERCUTS Store if its impact on any of Developer's existing SUPERCUTS Stores in the Development Area is less than twenty percent (20%).

(5) All SUPERCUTS Stores to be developed in the Development Area after this Agreement's term has expired shall, subject to this Section 3.D., be developed only by (a) a developer pursuant to a Development Agreement or (b) Franchisor, provided, however, that any SUPERCUTS Store franchisee who owned and operated one or more SUPERCUTS Stores located in the Development Area as of the date of this Agreement may develop one or more SUPERCUTS Stores in the Development Area other than pursuant to (and without having to sign) a Development Agreement. Franchisor otherwise shall not grant a franchise for a SUPERCUTS Store the physical premises of which shall be located within the Development Area unless such franchise is granted pursuant to (including concurrently with the signing of) a Development Agreement.

4. STORE CLOSINGS

A SUPERCUTS Store which is permanently closed with the approval of the Franchisor after having been open shall be deemed open and in operation for purposes of the Minimum Development Quotas if a substitute SUPERCUTS Store is open and in operation within twelve (12) months from the date of such closing. Such replacement SUPERCUTS Store shall not otherwise count toward such Quotas.

5. GRANT OF FRANCHISES TO DEVELOPER

Subject to the provisions of Section 3 hereof, the Franchisor agrees to grant franchises to Developer for the operation of SUPERCUTS Stores located within the Development Area, subject to the following:

(a) Developer shall submit to the Franchisor a complete site report (containing such demographic, commercial, and other information and photographs as Franchisor may reasonably require) for each site at which Developer proposes to establish and operate a SUPERCUTS Store pursuant to this Agreement and which Developer reasonably believes to conform to site selection criteria established by the Franchisor from time to time. Such proposed site shall be subject to the Franchisor's prior written approval, which will not be unreasonably withheld. Franchisor may, but has no obligation to, physically visit one or more of Developer's proposed sites. The Franchisor may condition its site visits on Developer's first sending to Franchisor the complete site reports and other materials the Franchisor requests, as provided above. In approving or disapproving any proposed site, the Franchisor will consider such matters as it deems material, including, without limitation, demographic characteristics of the proposed site, traffic patterns, parking, the predominant character of the neighborhood, competition from other haircutting establishments, the proximity to other businesses (including other SUPERCUTS Stores), the nature of other businesses in proximity to the site, other commercial characteristics (including the purchase price or rental obligations and other lease terms for the proposed site), and the size of premises, appearance, and other physical characteristics. The Franchisor has the absolute right not to accept any site not meeting its criteria.

By delivery of written notice to Developer, the Franchisor will approve or disapprove sites proposed by Developer for the operation of a SUPERCUTS Store. The Franchisor agrees to exert its best efforts to deliver such notification to Developer within thirty (30) days after receipt by the Franchisor of the complete site reports and the financial statements and other materials requested by the Franchisor, containing all information reasonably required by the Franchisor. If Developer shall have failed to obtain lawful possession of an approved site (through acquisition, lease, or sublease) within one hundred eighty (180) days after delivery of the Franchisor's approval thereof, the Franchisor may, at its sole discretion, withdraw approval of such site. (This one hundred eighty (180) day period does not modify or extend a Development Period or the deadline by which Developer must satisfy a Minimum Development Quota.)

The Franchisor's approval of a site is not a representation or warranty of any kind, express or implied, of the site's suitability for a SUPERCUTS Store or for any other purpose. The Franchisor's approval indicates only that it believes the site meets the Franchisor's then acceptable criteria. Applying criteria appearing effective with other sites might not accurately reflect the potential for all sites, and demographic and/or other factors included in or excluded from the Franchisor's criteria could change, altering a site's potential. The uncertainty and instability of these criteria are beyond the Franchisor's control, and the Franchisor is not responsible if the site it approves fails to meet Developer's expectations. Developer acknowledges that its acceptance of a franchise was and will be based on its own independent investigation of a site's suitability for the Store.

The Franchisor currently intends both to refer Developer to the Franchisor's real estate broker(s) in the Development Area to help Developer locate one (1) or more acceptable sites as well as to give Developer any demographic information to which the Franchisor may have access regarding proposed sites (whether the Franchisor obtains such demographic information from software programs or by other means). However, despite any assistance that the Franchisor may choose to give Developer in the site selection process, the Franchisor is not obligated to conduct site selection activities for Developer in the Development Area. Developer acknowledges that it is Developer's fundamental and primary responsibility under this Agreement to locate and secure one (1) or more sites in order to comply with his development obligations under this Agreement. Developer, and Developer alone, is responsible if this Agreement is terminated by the Franchisor because the failure to locate and secure sites results in Developer's breach of his Minimum Development Quota; and

(b) Developer acknowledges that, in order to preserve and enhance the reputation and goodwill of all SUPERCUTS Stores and the goodwill of the Marks, all SUPERCUTS Stores must be properly developed and operated. Accordingly, Developer agrees that the Franchisor may refuse to grant to Developer a franchise for a proposed SUPERCUTS Store unless Developer meets the standard financial capability criteria as may be developed from time to time by the

Franchisor. To this end, Developer shall furnish to the Franchisor such financial statements and financial and other information regarding Developer and the development and operation of the proposed SUPERCUTS Store (including, without limitation, investment and financing plans for the proposed SUPERCUTS Store) as the Franchisor may reasonably require.

Franchisor's offer to Developer of a franchise to operate a SUPERCUTS Store at an approved site is effected by delivering to Developer a Franchise Agreement and a Sublease in form for execution by Developer. Such Franchise Agreement and Sublease shall be executed by Developer (and its partners or owners, as required by the terms thereof) and returned to the Franchisor within fifteen (15) days after the Franchisor's delivery thereof. If Developer fails to execute and return such Franchise Agreement and Sublease as above provided, the Franchisor may, at its sole discretion, terminate its offer to grant to Developer a franchise to operate a SUPERCUTS Store at such approved site and withdraw its approval of such site.

Notwithstanding the above, Developer and the Franchisor acknowledge that, concurrently with signing this Agreement, they are signing the Franchise Agreement for the first (and, if applicable, only) SUPERCUTS Store to be developed pursuant to this Agreement. Therefore, while the site selection procedures specified above nonetheless apply to Developer's first SUPERCUTS Store, only the Sublease execution procedure applies for that first Store. Developer and the Franchisor acknowledge and agree that Developer's failure as required to locate and obtain lawful possession of an approved site for the first Store, as a result of which that Store cannot open by the end of the applicable Development Period, (i) results (if this Agreement requires the development of only one (1) SUPERCUTS Store) in the expiration of this Agreement without any Store development, as provided in Section 3.A. above, and, without separate notice, the concurrent and automatic expiration of the Franchise Agreement for that first Store, or (ii) allows the Franchisor (if this Agreement requires the development of more than one (1) SUPERCUTS Store) to terminate this Agreement, as provided in Section 3.C., which also will, without separate notice, result in the concurrent and automatic termination of the Franchise Agreement for the first Store.

(c) The Franchisor has the right to negotiate the terms of all leases for SUPERCUTS Stores or, if it chooses not to negotiate a particular lease, to accept or refuse to accept the terms of any lease Developer negotiates for the particular site. Unless the Franchisor specifies otherwise, the Franchisor will lease all Store sites (after the lease terms have been negotiated) and sublease them to Developer under the Franchisor's then current form of Sublease. Developer acknowledges that the Franchisor's negotiation of the lease, or review and acceptance of a lease negotiated by Developer, is not a guaranty, express or implied, of the successful operation or profitability of a SUPERCUTS Store at the site. It indicates only that the Franchisor believes the lease's terms meet the Franchisor's then current criteria for proposed SUPERCUTS Store sites. Developer acknowledges and agrees that (regardless of the extent of its involvement in lease negotiations) it will review, confirm, and accept all lease terms before the Franchisor and Developer sign the lease and Sublease, as applicable. Developer agrees that it will not move forward, or authorize the Franchisor to move forward, with lease signing if Developer has any concerns about the lease's terms.

6. DEVELOPMENT AND OTHER FEES; DEVELOPMENT OBLIGATIONS

[Clause (a) below applies if Developer was NOT a SUPERCUTS franchisee as of September 30, 2011.]

(a) Concurrently with the execution of this Development Agreement, Developer shall pay to the Franchisor a Development Fee in the amount of ______________________________ Dollars ($______________). This Development Fee is deemed fully earned by the Franchisor upon the execution of this Agreement and is not refundable under any circumstances. Franchisor does not charge any initial franchise fees for SUPERCUTS Stores to be developed pursuant to this Agreement.

[Clause (b) below applies if Developer WAS a SUPERCUTS franchisee as of September 30, 2011.]

(b) Concurrently with the execution of this Development Agreement, Developer shall pay to the Franchisor a Development Fee in the amount of ______________________________ Dollars ($______________). This Development Fee is deemed fully earned by the Franchisor upon the execution of this Agreement and is not refundable under any circumstances. With respect to each Franchise Agreement executed by Developer pursuant to this Agreement, including the Franchise Agreement being signed concurrently with the signing of this Agreement, Developer shall also pay the Franchisor an initial franchise fee equal to _____________________ Dollars ($______). However, that initial franchise fee is not due until the particular location for the Store covered by that Franchise Agreement has been identified and secured (as described in Section 5). That will be deemed to have occurred (and the initial franchise fee will be immediately payable) once the location is identified in the Franchise Agreement (*i.e.*, either when the Franchise Agreement is signed or when the Location Identification Amendment to Franchise Agreement is signed, as applicable under the circumstances).

[Clause (c) below applies in all cases.]

(c) Developer agrees to develop pursuant to this Agreement, and to have open and operating in the Development Area, the following number of new SUPERCUTS Stores at the end of each Development Period:

Number of New Stores	Cumulative No. of New Stores	Last Day of Development Period	
1	1	_________________, 20__	(First Development Period)
1	2	_________________, 20__	(Second Development Period)
1	3	_________________, 20__	(Third Development Period)
1	4	_________________, 20__	(Fourth Development Period)
1	5	_________________, 20__	(Fifth Development Period)
1	6	_________________, 20__	(Sixth Development Period)

The First Development Period commences on the date of this Agreement and expires on the date shown; each subsequent Development Period commences on the date succeeding the last day of the preceding Development Period and expires on the date shown or when the last Store opens, whichever occurs first.

If the first (or, if applicable, only) SUPERCUTS Store to be developed by Developer pursuant to this Agreement is Developer's first SUPERCUTS Store in any market, Developer also shall pay to the Franchisor a Two Thousand Five Hundred Dollar ($2,500) Grand Opening Plan Assistance Fee for the Franchisor's assistance in developing that Store's Grand Opening Plan. This fee, which is due upon demand by the Franchisor before the Store opens, is not refundable under any circumstances. (The Grand Opening Plan Assistance Fee is different from and in addition to the grand opening advertising fee due under the Franchise Agreement.)

7. CONFIDENTIAL INFORMATION

The Franchisor possesses certain confidential information, consisting of a unique proprietary system of haircutting techniques, formats, specifications, procedures, and acquired experience and knowledge with respect to a system for the operation of establishments offering haircutting and relating services (the "Confidential Information"). The Franchisor will disclose the Confidential Information to Developer in providing guidance and assistance to Developer under Franchise Agreements.

Developer acknowledges and agrees that he will not acquire any interest in the Confidential Information, other than the right to utilize it in the development and operation of SUPERCUTS Stores pursuant to this Agreement, and that the use or duplication of the Confidential Information in any other business would constitute an unfair method of competition. Developer acknowledges and agrees that the Confidential Information is proprietary and a trade secret of the Franchisor and is disclosed to Developer solely on the condition that Developer agrees, and Developer does hereby agree, that he: (1) will not use the Confidential Information in any other business or capacity; (2) will maintain the absolute confidentiality of the Confidential Information during and after the term of this Agreement; (3) will not make unauthorized copies of any portion of the Confidential Information disclosed in written or other tangible form; and (4) will adopt and implement all reasonable procedures prescribed from time to time by the Franchisor to prevent unauthorized use or disclosure of the Confidential Information, including, without limitation, restrictions on disclosure thereof to employees of SUPERCUTS Stores and the use of nondisclosure and non-competition clauses in employment agreements with such persons. Notwithstanding anything to the contrary contained in this Agreement and provided Developer shall have obtained the Franchisor's prior written consent, which consent shall not be unreasonably withheld, the restrictions on Developer's disclosure and use of the Confidential Information shall not apply to (a) information, processes or techniques which are or become generally known in the haircutting industry, other than through disclosure (whether deliberate or inadvertent) by Developer; or (b) disclosure of Confidential Information in judicial or administrative proceedings to the extent Developer is legally compelled to disclose such Confidential Information, provided Developer shall have used its best efforts, and shall have afforded the Franchisor the opportunity, to obtain an appropriate protective order or other assurance satisfactory to the Franchisor of confidential treatment for the Confidential Information required to be so disclosed.

Developer acknowledges and agrees that the Franchisor would be unable to protect its trade secrets against unauthorized use or disclosure and would be unable to encourage a free exchange of ideas and information among SUPERCUTS Stores if owners of SUPERCUTS Stores were permitted to hold interests in any other haircutting business. Developer acknowledges that the Franchisor has granted the development rights to Developer herein set forth in part in consideration of, and in reliance upon, Developer's agreement to deal exclusively with Franchisor. Therefore, during the term of this Agreement, neither Developer, any owner or partner (in the event Developer is a legal entity or partnership), nor any member of his or their immediate families shall have any interest as an owner, investor, partner, director, officer, member, employee, consultant, representative or agent, or in any other capacity, in any business engaged in the haircutting industry except for SUPERCUTS Stores operated under Franchise Agreements granted by the Franchisor, other salons franchised to Developer by Franchisor or its subsidiaries or affiliates operated under Franchise Agreements granted by the Franchisor or any of its subsidiaries or affiliates, and the ownership of securities listed on a stock exchange or traded on the over-the-counter market that represent one percent (1%) or less of that class of securities.

Developer shall fully and promptly disclose to Franchisor all ideas, concepts, methods and techniques relating to the development and/or operation of a haircutting store conceived or developed by Developer and/or his employees during the term of this Agreement. Developer agrees that the Franchisor shall have the perpetual right to use and authorize other SUPERCUTS Stores to use such ideas, concepts, methods and techniques, and, if incorporated into the Franchisor's system for the development and/or operation of SUPERCUTS Stores, such ideas, concepts, methods and techniques will become the sole and exclusive property of the Franchisor without further consideration to Developer.

8. MARKS

Developer acknowledges that Developer has no interest whatsoever in or to the Marks and that Developer's right to use the marks is derived solely from Franchise Agreements entered into between Developer and Franchisor for the purpose of operating SUPERCUTS Stores as contemplated thereunder. Developer agrees that all usage of the Marks by Developer and any goodwill established thereby shall inure to the exclusive benefit of the Franchisor and its licensor. Developer further agrees that, after the termination or expiration of this Agreement, he will not, except with respect to SUPERCUTS Stores operated by Developer pursuant to Franchise Agreements granted by the Franchisor, directly or indirectly, at any time or in any manner identify himself or any business as a franchisee or former franchisee of, or otherwise associated with, the Franchisor or use in any manner or for any purpose any Mark or other indicia of a SUPERCUTS Store or any colorable imitation thereof.

Developer shall not use any Mark as part of any corporate or trade name or with any prefix, suffix, or other modifying words, terms, designs, or symbols, or in any modified form, nor may Developer use any Mark in connection with any business or activity, other than the business conducted by Developer pursuant to Franchise Agreements entered into between Developer and Franchisor, or in any other manner not explicitly authorized in writing by Franchisor.

Developer shall immediately notify the Franchisor in writing of any apparent infringement of or challenge to Developer's use of any Mark, or claim by any person of any rights in any Mark or similar trade name, trademark, or service mark, of which Developer becomes aware. Developer shall not communicate with any person other than the Franchisor and its counsel in connection with any such infringement challenge or claim. The Franchisor shall have the right to take such action as it deems appropriate and the right to exclusively control any litigation, U.S. Patent and Trademark Office proceeding or other administrative proceeding arising out of any such infringement, challenge, or claim or otherwise relating to any Mark.

9. MANAGEMENT OF BUSINESS

Developer (or a managing partner or owner approved by the Franchisor) shall exert his best efforts to his obligations hereunder. Developer (or such managing partner or owner) shall supervise the development and operation of SUPERCUTS Stores franchised pursuant hereto, but need not be engaged in the day-to-day operations of any such SUPERCUTS Store.

10. TERMINATION BY FRANCHISOR

In addition to Franchisor's right to terminate under Paragraph C of Section 3 hereof, the Franchisor shall have the right to terminate this Agreement by delivering a notice to Developer stating that the Franchisor elects to terminate this Agreement as a result of any of the breaches set forth below. Such termination shall be effective upon delivery of such notice of termination or, if applicable, upon failure to cure (to the Franchisor's satisfaction) any such breach by the expiration of any period of time within which such breach may be cured in accordance with the provisions set forth below. It shall be a material breach of this Agreement if:

(a) Developer (or any owner or partner, if Developer is a legal entity or partnership) makes an unauthorized assignment or transfer of this Agreement or an ownership interest in Developer;

(b) a general partnership interest in Developer (if Developer is a limited partnership) is terminated for whatever reason;

(c) Developer (or any owner or partner, if Developer is a legal entity or partnership) (i) has made any material misrepresentation or omission in its application for the development rights conferred by this Agreement or (ii) is convicted of or pleads no contest to a felony or other crime or offense that may adversely affect the goodwill associated with the Marks;

(d) Developer (or any owner or partner, if Developer is a legal entity or partnership) makes any unauthorized use of the Marks or unauthorized use or disclosure of the Confidential Information;

(e) Developer fails to comply with any other provision of this Agreement;

(f) Developer fails on three (3) or more separate occasions within any twelve (12) consecutive month period to comply with this Agreement, whether or not such failures to comply are corrected after notice thereof is delivered to Developer; or

(g) the Franchisor has delivered a notice of termination of a Franchise Agreement (to which Developer, any owner or partner of Developer, or an affiliate of Developer is a party) in accordance with its terms and conditions, or Developer (or any owner, partner, or affiliate of Developer) has terminated a Franchise Agreement without cause, as defined in such Agreement.

Developer shall have the right to cure a breach under Paragraph (e) within thirty (30) days after delivery of the Franchisor's notice of termination.

11. EFFECT OF TERMINATION AND EXPIRATION

A. CONTINUING OBLIGATIONS

All obligations of the Franchisor and Developer under this Agreement which expressly or by their nature survive the expiration or termination of this Agreement shall continue in full force and effect subsequent to and notwithstanding the expiration or termination of this Agreement and until they are satisfied in full or by their nature expire.

B. COVENANT NOT TO COMPETE

Upon termination or expiration of this Agreement, Developer agrees that, for a period of two (2) years commencing on the effective date of expiration or termination of this Agreement, Developer (and its owners or partners) will not have any interest as an owner, partner, director, officer, employee, consultant, representative or agent, or in any other capacity, in any haircutting or beauty shop located or operating within the Development Area, except for other SUPERCUTS Stores, other salons franchised to Developer by Franchisor or its subsidiaries or affiliates operated under Franchise Agreements granted by the Franchisor or any of its subsidiaries or affiliates, and the ownership of securities listed on a stock exchange or traded on the over-the-counter market that represent one percent (1%) or less of that class of securities. However, if Developer (or its owners and partners) do not begin to comply with these competitive restrictions immediately, the two (2) year restrictive period for the non-compliant party will not start to run until the date on which that party begins to comply with the competitive restrictions (whether or not due to the entry of a court order enforcing this provision). The running of the two (2) year restrictive period for a restricted person will be suspended whenever that restricted person breaches this Section and will resume when that person resumes compliance.

12. ASSIGNMENT

A. BY FRANCHISOR

This Agreement is fully assignable by the Franchisor and shall inure to the benefit of any assignee or other legal successor to the interests of the Franchisor herein.

B. DEVELOPER AND ITS OWNERS MAY NOT ASSIGN WITHOUT APPROVAL OF FRANCHISOR

Developer understands and acknowledges that the rights and duties created by this Agreement are personal to Developer and that the Franchisor has granted this Agreement in reliance upon the individual or collective character, skill, aptitude, attitude, business ability, and financial capacity of Developer (or its owners or partners, if Developer is a legal entity or partnership). Therefore, neither this Agreement (or any interest herein) nor any part or all of the ownership of Developer may be voluntarily, involuntarily, directly or indirectly, assigned, sold, subdivided, subfranchised, or otherwise transferred by Developer or its owners (including, without limitation, by consolidation or merger, by issuance of securities representing an ownership interest in Developer, by conversion of a general partnership to a limited partnership, by transfer or creation of an interest as a general partner of a limited partnership, by transfer of an interest in Developer or in this Agreement in a divorce proceeding, or, in the event of the death of Developer or an owner of Developer, by will, declaration of or transfer in trust or under the laws of intestate succession) without the prior written approval of the Franchisor, which Franchisor has the right to withhold. Any such assignment or transfer without such approval shall constitute a breach hereof and shall convey no rights to or interest in this Agreement or Developer to such assignee.

C. FRANCHISOR'S RIGHT OF FIRST REFUSAL

At any time within fifteen (15) days after receipt by Franchisor of a request to approve a transfer, Franchisor may serve written notice on Developer requiring it to produce a signed copy of the proposed offer to Developer to purchase or assign. Franchisor shall have no obligation to consider any request for consent to any transferee if Franchisor does not receive such offer within ten (10) days after notice of demand therefor shall have been duly given. Upon receipt of such offer from Developer, Franchisor shall have the option of purchasing or otherwise acquiring such of Developer's rights under this Agreement, and all such other property and rights of the Developer as may be embraced within said offer, upon the same terms and conditions as those set forth therein. Franchisor may exercise its option at any time within thirty (30) days after receipt of said offer from Developer by giving written notice of its acceptance to Developer and shall have the greater of an additional thirty (30) days or the time period provided in the offer to close the transaction.

D. PUBLIC OR PRIVATE OFFERINGS

In the event Developer (or any of its owners) shall, subject to the restrictions and conditions of transfer contained in Paragraph B of Section 12 of this Agreement, attempt to raise or secure funds by the sale of securities (including, without limitation, common or preferred stock, bonds, debentures or general or limited partnership interests) in Developer or any affiliate of Developer, Developer, recognizing that the written information used with respect thereto may reflect upon the Franchisor, agrees to submit any such written information to the Franchisor prior to its inclusion in any registration statement, prospectus or similar offering circular or memorandum and must obtain the written consent of the Franchisor to the method of financing prior to any offering or sale of such securities. The written consent of the Franchisor shall not imply or constitute the approval of the Franchisor with respect to the method of financing, the offering literature submitted to the Franchisor or any other aspect of the offering. No information respecting the Franchisor or any of its affiliates shall be included in any securities disclosure document unless such information has been furnished by the Franchisor in writing pursuant to the written request of the Developer, in which the Developer states the specific purposes for which the information is to be used. Should the Franchisor, in its sole discretion, object to any reference to the Franchisor or any of its affiliates or to any of their licensees in such offering literature or prospectus, such literature or prospectus shall not be used unless and until the objections of the Franchisor are withdrawn. The Franchisor assumes no responsibility for the offering whatsoever.

The prospectus or other literature utilized in any such offering shall contain the following language in boldface type on the first textual page thereof:

> "NEITHER SUPERCUTS, INC. NOR ANY OF ITS AFFILIATES IS DIRECTLY OR INDIRECTLY THE ISSUER OF THE SECURITIES OFFERED HEREBY. NEITHER SUPERCUTS, INC. NOR ANY OF ITS AFFILIATES ASSUMES ANY RESPONSIBILITY WITH RESPECT TO THIS OFFERING AND/OR THE ADEQUACY OR ACCURACY OF THE INFORMATION SET FORTH HEREIN, INCLUDING ANY STATEMENTS MADE WITH RESPECT TO ANY OF THEM. NEITHER SUPERCUTS, INC. NOR ANY OF ITS AFFILIATES ENDORSES OR MAKES ANY RECOMMENDATION WITH RESPECT TO THE INVESTMENT CONTEMPLATED BY THIS OFFERING."

Developer and each of its owners must indemnify, defend and hold harmless the Franchisor and its parent, subsidiaries and affiliates, and their respective shareholders, officers, directors, employees and agents, from any and all claims, demands, and liabilities, and all costs and expenses (including, without limitation, reasonable attorneys' fees) incurred in the defense of such claims, demands or liabilities, arising from the offer or sale of such securities, whether asserted by a purchaser of any such security or by a governmental agency. The Franchisor shall have the right (but not the obligation) to defend and settle any such claims, demands or liabilities and/or to participate in the defense of any action in which the Franchisor or any of its affiliates or any of their respective shareholders, officers, directors, employees or agents is named as a party.

13. ENFORCEMENT

A. SEVERABILITY AND SUBSTITUTION OF VALID PROVISIONS

To the extent that either the third paragraph of Section 7 or Paragraph B of Section 11 is deemed unenforceable by virtue of its scope in terms of area, business activity prohibited, or length of time, but could be made enforceable by reductions of any or all thereof, Developer and the Franchisor agree that same shall be enforced to the fullest extent permissible under the laws and public policies applied in the jurisdiction in which enforcement is sought.

If any applicable and binding law or rule of any jurisdiction requires a greater prior notice of the termination of or non-renewal of this Agreement than is required hereunder, or the taking of some other action not required hereunder, or if, under any applicable and binding law or rule of any jurisdiction, any provision of this Agreement or any specification, standard or operating procedure prescribed by the Franchisor is invalid or unenforceable, the prior notice and/or other action required by such law or rule shall be substituted for the comparable provisions hereof, and the Franchisor shall have the right, in its sole discretion, to modify such invalid or unenforceable provision, specification, standard or operating procedure to the extent required to be valid and enforceable. Developer agrees to be bound by any promise or covenant imposing the maximum duty permitted by law which is subsumed within the terms of any provision hereof, as though it were separately articulated in and made a part of this Agreement, that may result from striking from any of the provisions hereof, or any specification, standard or operating procedure prescribed by the Franchisor, any portion or portions which a court may hold to be unenforceable in a final decision to which the Franchisor is a party, or from reducing the scope of any promise or covenant to the extent required to comply with such court order. Such modifications to this Agreement shall be effective only in such jurisdiction unless the Franchisor elects to give them greater applicability, and this Agreement shall be enforced as originally made and entered into in all other jurisdictions.

B. WAIVER OF OBLIGATIONS

The Franchisor and Developer may by written instrument unilaterally waive or reduce any obligation of or restriction upon the other under this Agreement, effective upon delivery of written notice thereof to the other or such other effective date stated in the notice of waiver. Whenever this Agreement requires the Franchisor's prior approval or consent, Developer shall make a timely written request therefor, and such approval shall be obtained in writing.

The Franchisor makes no warranties or guarantees upon which Developer may rely, and assumes no liability or obligation to Developer, by granting any waiver, approval, or consent to Developer or by reason of any neglect, delay, or denial of any request therefor. Any waiver granted by the Franchisor shall be without prejudice to any other rights the Franchisor may have, will be subject to continuing review by the Franchisor, and may be revoked, in the Franchisor's sole discretion, at any time and for any reason, effective upon delivery to Developer of ten (10) days' prior written notice, provided, however, that any waived breach may not later be used as a ground for terminating this Agreement.

The Franchisor and Developer shall not be deemed to have waived or impaired any right, power or option reserved by this Agreement (including, without limitation, the right to demand exact compliance with every term, condition and covenant herein or to declare any breach thereof to be a default and to terminate this Agreement prior to the expiration of its term), by virtue of any custom or practice of the parties at variance with the terms hereof; any failure, refusal, or neglect of the Franchisor or Developer to exercise any right under this Agreement or to insist upon exact compliance by the other with its obligations hereunder; any waiver, forbearance, delay, failure, or omission by the Franchisor to exercise any right, power, or option, whether of the same, similar or different nature, with respect to any SUPERCUTS Store or any development or franchise agreements therefor; any grant of a Franchise Agreement to Developer; or the acceptance by the Franchisor of any payment from Developer after any breach of this Agreement.

Neither the Franchisor nor Developer shall be liable for loss or damage or deemed to be in breach of this Agreement if its failure to perform its obligations results from: (1) compliance with any law, ruling, order, regulation, requirement, or instruction of any federal, state, or municipal government or any department or agency thereof; (2) acts of God; (3) acts or omissions of the other party; (4) fires, strikes, embargoes, war, or riot; or (5) any other similar event or cause. Any delay resulting from any of said causes shall extend performance accordingly or excuse performance, in whole or in part, as may be reasonable. However, these "force majeure" events do not under any circumstances include, and will not under any circumstances be deemed to encompass, Developer's financing delays or difficulties or Developer's inability or failure to locate acceptable sites for its SUPERCUTS Stores.

C. SPECIFIC PERFORMANCE/INJUNCTIVE RELIEF

Nothing herein contained shall bar the Franchisor's right to obtain specific performance of the provisions of this Agreement and injunctive relief against threatened conduct that will cause it loss or damages, under customary equity rules, including applicable rules for obtaining restraining orders and preliminary injunctions. Developer agrees that the Franchisor may have such injunctive relief, without bond, but upon due notice, in addition to such further and other relief as may be available at equity or law.

D. RIGHTS OF PARTIES ARE CUMULATIVE

The rights of the Franchisor and Developer hereunder are cumulative, and no exercise or enforcement by the Franchisor or Developer of any right or remedy hereunder shall preclude the exercise or enforcement by the Franchisor or Developer of any other right or remedy hereunder which the Franchisor or Developer is entitled by law or equity to enforce.

E. GOVERNING LAW

This Agreement, the offer or sale of this Agreement, and the relationship created by this Agreement shall be governed by the substantive laws (and expressly excluding the choice of law) of the State of Minnesota, except that any Minnesota law regulating the sale of franchises or governing the relationship of a franchisor and its franchisee will not apply unless its jurisdictional requirements are met independently without reference to this Section.

F. ARBITRATION OF DISPUTES

Except as provided in Section 13.I., all controversies, disputes or claims arising between Franchisor, its affiliates, officers, directors, employees and servants, and Developer, its affiliates, officers, directors, employees and servants, in connection with, arising from, or with respect to: (1) any provision of this Agreement or any other related agreement; (2) the relationship of the parties hereto; (3) the validity of this Agreement or any other related agreement or any provision thereof; or (4) any specification, standard or operating procedure relating to the establishment or operation of a franchised business, which shall not be resolved within fifteen (15) days after either party shall notify the other in writing of such controversy, dispute or claim, shall be submitted for arbitration on demand of either party. Such arbitration proceedings shall be conducted in Minneapolis, Minnesota and, except as otherwise provided in this Agreement, shall be conducted in accordance with the Federal Arbitration Act and then current Commercial Arbitration Rules of the American Arbitration Association. The arbitrator shall have the right to award or include in the award any relief which the arbitrator deems proper in the circumstances, including, without limitation, money damages (with interest on unpaid amounts from date due), specific performance and injunctive relief. Notwithstanding the foregoing, the arbitrator shall not have the right to award punitive damages, unless provided as a potential remedy in a statute at issue in the arbitration, or to arbitrate class-wide disputes. The award and decision of the arbitrator shall be conclusive and binding upon all parties hereto and certain non-signatories, and judgment upon the award may be entered in any court of competent jurisdiction. The parties acknowledge and agree that any arbitration award may be enforced against either or both of them in a court of competent jurisdiction, and each waives any right to contest the validity or enforceability of such award. The parties further agree to be bound by the provision of any statute of limitations which would be otherwise applicable to the controversy, dispute or claim which is the subject of any arbitration proceeding initiated hereunder. Without limiting the foregoing, the parties shall be entitled in any such arbitration proceeding to the entry of an order by a court of competent jurisdiction pursuant to an opinion of the arbitrator for specific performance of any of the requirements of this Agreement. This provision shall continue in full force and effect subsequent to and notwithstanding expiration or termination of this Agreement.

G. BINDING EFFECT

This Agreement is binding upon the parties hereto and shall not be modified except by written agreement signed by both Developer and the Franchisor.

H. CONSTRUCTION

The preambles and exhibit(s) are a part of this Agreement, which constitutes the entire agreement of the parties, and there are no other oral or written understandings, agreements, or representations between the Franchisor and Developer relating to the subject matter of this Agreement. Nothing in this Agreement waives the Developer's reliance on the representations made in the Franchise Disclosure Document.

Except as provided in Section 13.F., nothing in this Agreement is intended or shall be deemed to confer any rights or remedies upon any person or legal entity not a party hereto.

The headings of the several sections and paragraphs hereof are for convenience only and do not define, limit or construe the contents of such sections or paragraphs.

The term "Developer" as used herein is applicable to one or more persons, a legal entity or a partnership, as the case may be, and the singular usage includes the plural and the masculine and neuter usages include the other and the feminine. If two or more persons are at any time Developer hereunder, their obligations and liabilities to the Franchisor shall be joint and several. References to "Developer" and "assignee" which are applicable to an individual or individuals shall mean the owner(s) of the equity or operating control of Developer or the assignee, if Developer or the assignee is a legal entity or partnership.

This Agreement shall be executed in multiple copies, each of which shall be deemed an original.

Time is of the essence of this Agreement.

I. SPECIAL CIRCUMSTANCES

Notwithstanding the provisions of Section 13.F., Franchisor shall have the right to enforce by judicial process any rights it may have to possession of the premises under any lease or sublease with Developer or any matters relating to improper use of Franchisor's Marks. Further, Developer agrees that Franchisor shall have the right to seek preliminary injunctive relief to restrain conduct by Developer in the development or operation of any SUPERCUTS Store that could materially damage the goodwill associated with the Marks and "SUPERCUTS" stores, provided that Franchisor agrees to arbitrate any such dispute concurrently with and subsequent to the grant or denial of such preliminary injunctive relief, and the sole remedy of Developer, in the event of entry of a preliminary injunction, shall be the dissolution of such injunction, if warranted, upon hearing duly had (all claims for damages by reason of the wrongful issuance of any such injunction being expressly waived hereby).

J. COSTS AND ATTORNEYS' FEES

If Franchisor incurs costs and expenses to enforce its rights or Developer's obligations under this Agreement because Developer has failed to pay when due amounts owed to Franchisor, to submit when due any reports, information, or supporting records, or otherwise to comply with this Agreement, Developer agrees to reimburse Franchisor for all costs and expenses Franchisor incurs, including, without limitation, reasonable accounting, attorneys', arbitrators', and related fees. Developer's obligation to reimburse Franchisor arises whether or not Franchisor begins a formal legal proceeding against Developer to enforce this Agreement. If Franchisor does begin such a formal legal proceeding against Developer, the reimbursement obligation applies to all costs and expenses Franchisor incurs preparing for, commencing, and prosecuting the legal proceeding and until the proceeding has come to a complete end (including appeals and settlements).

K. WAIVER OF PUNITIVE AND RELATED DAMAGES

FRANCHISOR AND DEVELOPER WAIVE, TO THE FULLEST EXTENT PERMITTED BY LAW, ANY RIGHT TO OR CLAIM FOR ANY PUNITIVE OR EXEMPLARY DAMAGES AGAINST THE OTHER AND AGREE THAT, IN THE EVENT OF A DISPUTE BETWEEN THE PARTIES, THE PARTY MAKING A CLAIM WILL BE LIMITED TO EQUITABLE RELIEF AND TO RECOVERY OF ANY ACTUAL DAMAGES IT SUSTAINS.

FRANCHISOR AND DEVELOPER IRREVOCABLY WAIVE TRIAL BY JURY IN ANY ACTION, PROCEEDING OR COUNTERCLAIM, WHETHER AT LAW OR IN EQUITY, BROUGHT BY EITHER PARTY.

14. INDEPENDENT CONTRACTORS/INDEMNIFICATION

The Franchisor and Developer are independent contractors. Neither the Franchisor nor Developer shall be obligated by or have any liability under any agreements, representations, or warranties made by the other that are not expressly authorized hereunder, nor shall the Franchisor be obligated for any damages to any person or property directly or indirectly arising out of the operation of the Developer's business conducted pursuant to this Agreement, whether or not caused by Developer's negligent or willful action or failure to act. The Franchisor shall have no liability for any sales, use, excise, income, gross receipts, property, or other taxes levied upon Developer or its assets or upon the Franchisor in connection with the business conducted by Developer or any payments made by Developer to the Franchisor pursuant to this Agreement or any Franchise Agreement. Developer agrees to indemnify the Franchisor and its parent, subsidiaries, affiliates, stockholders, directors, officers, employees, agents and assignees against and to reimburse them for all such obligations, damages, and taxes for which they are held liable and for all costs reasonably incurred by them in the defense of any such claim brought against them or in any action in which they are named as a party, including, without limitation, reasonable attorneys' and expert witness fees, cost of investigation and proof of facts, court costs, other litigation expenses, and travel and living expenses. The Franchisor shall have the right to defend and settle any such claim against it. The indemnities and assumptions of liabilities and obligations herein shall continue in full force and effect subsequent to and notwithstanding the expiration or termination of this Agreement.

15. NOTICES AND PAYMENTS

All notices and reports to Franchisor or Developer, if not personally served, shall be deemed so delivered one (1) business day after sending by facsimile with a confirming return facsimile, or two (2) business days after deposit with a comparable overnight courier company such as Federal Express, DHL or UPS, or three (3) business days after being placed in the U.S. mail by Registered or Certified Mail, return receipt requested. All notices shall be sent postage prepaid and addressed to the respective party as follows, or as either party may from time to time designate in writing.

"Franchisor"	"Developer"
SUPERCUTS, INC.	______________________________
3701 Wayzata Boulevard, Suite 500	______________________________
Minneapolis, Minnesota 55416	______________________________
Attention: General Counsel	______________________________

16. <u>EMAIL</u>

In addition to using customary means of communications (e.g. telephone, facsimile, U.S. mail), Developer shall establish, maintain and use an active email account for routine communications with Franchisor. Developer shall provide Franchisor with prompt notice of any changes to such email account.

IN WITNESS WHEREOF the parties hereto have executed, sealed and delivered this Agreement in two (2) counterparts on the date of Supercuts, Inc.'s signature below.

"Franchisor"	"Developer"
SUPERCUTS, INC.	______________________________
By: ______________________________	By: ______________________________
Title: ______________________________	Title: ______________________________
**Date: ______________________________	Date: ______________________________

(**Date of Supercuts, Inc.'s signature is effective date of Development Agreement)

EXHIBIT A
TO THE SUPERCUTS DEVELOPMENT AGREEMENT

GUARANTY AND ASSUMPTION OF OBLIGATIONS

THIS GUARANTY AND ASSUMPTION OF OBLIGATIONS is given this ____ day of _______________, 20____, by ____.

In consideration of, and as an inducement to, the execution of that certain SUPERCUTS Development Agreement of even date herewith (the "Agreement") by Supercuts, Inc. (the "Franchisor"), each of the undersigned hereby personally and unconditionally (a) guarantees to the Franchisor, and its successors and assigns, for the term of the Agreement and thereafter as provided in the Agreement, that __ ____ ("Developer") shall punctually pay and perform each and every undertaking, agreement and covenant set forth in the Agreement; and (b) agrees to be personally bound by, and personally liable for the breach of, each and every provision in the Agreement, both monetary obligations and obligations to take or refrain from taking specific actions or to engage or refrain from engaging in specific activities, including, without limitation, the provisions of Section 7 and Paragraph B of Section 11.

Each of the undersigned waives: (1) acceptance and notice of acceptance by Franchisor of the foregoing undertakings; (2) notice of demand for payment of any indebtedness or nonperformance of any obligations hereby guaranteed; (3) protest and notice of default to any party with respect to the indebtedness or nonperformance of obligations hereby guaranteed; (4) any right he may have to require that an action be brought against Developer or any other person as a condition of liability; and (5) any and all other notices and legal or equitable defenses to which he may be entitled.

Each of the undersigned consents and agrees that: (1) his direct and immediate liability under this guaranty shall be joint and several; (2) he shall render any payment or performance required under the Agreement upon demand if Developer fails or refuses punctually to do so; (3) such liability shall not be contingent or conditioned upon pursuit by Franchisor of any remedies against Developer or any other person; and (4) such liability shall not be diminished, relieved or otherwise affected by any extension of time, credit or other indulgence which Franchisor may from time to time grant to Developer or to any other person, including without limitation the acceptance of any partial payment or performance, or the compromise or release of any claims, none of which shall in any way modify or amend his guaranty, which shall be continuing and irrevocable during the term of the Agreement.

IN WITNESS WHEREOF, each of the undersigned has hereunto affixed his signature on the same day and year as the Agreement was executed.

GUARANTOR(S)	PERCENTAGE OF OWNERSHIP OF DEVELOPER
Signature____ (Printed Name ____)	___________________________%
Signature____ (Printed Name ____)	___________________________%
Signature____ (Printed Name ____)	___________________________%

EXHIBIT E

FRANCHISEE LISTING / DEPARTING FRANCHISEES

SUPERCUTS FRANCHISED SALONS

Salon	Address 1	Address 2	Address 3	City	ST	Zip	Country	Phone	Owner/VP
80539	SUPERCUTS	COLONIAL PROMENADE STE 200	300 COLONIAL PROMENADE PKWY	ALABASTER	AL	35007	US	205-685-0097	SUE SAIJUNG-KRAFT
80773	SUPERCUTS	COLONIAL PROMENADE @ TANNEHILL	4977 PROMENADE PKWY STE 115	BESSEMER	AL	35022	US	205-426-8824	SUE SAIJUNG-KRAFT
80339	SUPERCUTS		5925 TRUSSVILLE CROSSING # 101	BIRMINGHAM	AL	35235	US	205-661-2887	SUE SAIJUNG-KRAFT
80357	SUPERCUTS	VILLAGE AT LEE BRANCH	200 DOUG BAKER BLVD STE 500	BIRMINGHAM	AL	35242	US	205-408-9777	SUE SAIJUNG-KRAFT
80778	SUPERCUTS	CAHABA HEIGHTS	3137 CAHABA HEIGHTS RD STE 121	BIRMINGHAM	AL	35243	US	205-972-8992	SUE SAIJUNG-KRAFT
82203	SUPERCUTS		1103 7TH ST S	CLANTON	AL	35045	US	205-258-5403	AUGUSTUS AND HOLLY MITHOFF
80287	SUPERCUTS	JUBILEE SQUARE SHOPPING CENTER	6880 HIGHWAY 90 UNIT 7	DAPHNE	AL	36526	US	251-621-8055	GERD EWERT AND LISA TAYLOR
81275	SUPERCUTS	48 & GREENO ROAD	410 EASTERN SHORE SHOPPING CTR	FAIRHOPE	AL	36532	US	251-517-7500	RHETT & JANELLE ROSS
80764	SUPERCUTS	FOLEY PLACE	2155 S MCKENZIE ST STE G	FOLEY	AL	36535	US	251-943-3185	GERD EWERT AND LISA TAYLOR
81620	SUPERCUTS	RIVER TRACE	510 E MEIGHAN BLVD STE A-5	GADSDEN	AL	35903	US	256-459-5616	BROWNING THORNTON
80619	SUPERCUTS	THE VILLAGE IN GARDENDALE	439 FIELDSTOWN RD	GARDENDALE	AL	35071	US	205-631-8088	SUE SAIJUNG-KRAFT
80256	SUPERCUTS	MERCHANTS WALK SHOPPING CENTER	1919 28TH AVE S STE 102	HOMEWOOD	AL	35209	US	205-879-6804	SUE SAIJUNG-KRAFT
81481	SUPERCUTS	THE CROSSINGS OF HOOVER	5250 MEDFORD DR STE 110	HOOVER	AL	35244	US	205-518-0920	AUGUSTUS AND HOLLY MITHOFF
82827	SUPERCUTS	VALLEY BEND AT JONES FARM	2750 CARL T JONES STE 205	HUNTSVILLE	AL	35802	US	256-970-7112	JEFFREY STILL
81711	SUPERCUTS	PEACH ORCHARD PAVILION	1705 HIGHWAY 78 E STE 400	JASPER	AL	35501	US	205-295-5464	AUGUSTUS AND HOLLY MITHOFF
82826	SUPERCUTS	FLINT CROSSING MARKET CENTER	12290 HIGHWAY 231 431 STE B	MERIDIANVILLE	AL	35759	US	256-828-2483	JEFFREY STILL
8328	SUPERCUTS	UNIVERSITY VILLAGE	5632 OLD SHELL RD	MOBILE	AL	36608	US	251-342-0575	GERD EWERT AND LISA TAYLOR
8940	SUPERCUTS	COTTAGE CREST SHOPPING CENTER	6345 COTTAGE HILL RD	MOBILE	AL	36609	US	251-660-9814	GERD EWERT AND LISA TAYLOR
81259	SUPERCUTS	ZELDA PLACE	3064 ZELDA RD	MONTGOMERY	AL	36106	US	334-239-7878	BROWNING THORNTON
81226	SUPERCUTS	NORTHWOOD CROSSING	2300 MCFARLAND BLVD	NORTHPORT	AL	35476	US	205-764-1573	ADAM TERRELL
80601	SUPERCUTS	SHELTON BEACH SHOPPING CENTER	1204 SHELTON BEACH RD STE 5	SARALAND	AL	36571	US	251-679-0898	GERD EWERT AND LISA TAYLOR
80714	SUPERCUTS	RETAIL CENTER	7885 MOFFETT RD STE 2B	SEMMES	AL	36575	US	251-645-0429	GERD EWERT AND LISA TAYLOR

80252	SUPERCUTS	THE SHOPPES AT DEERFOOT	7268 GADSDEN HWY STE 100	TRUSSVILLE	AL	35173	US	205-661-2888	SUE SAIJUNG-KRAFT
81648	SUPERCUTS	15TH STREET SHOPPING CENTER	720 15TH ST E	TUSCALOOSA	AL	35401	US	205-331-4262	ADAM TERRELL
81496	SUPERCUTS	VESTAVIA COMMONS	1031 MONTGOMERY HWY UNIT 119	VESTAVIA	AL	35216	US	205-978-7766	SUE SAIJUNG-KRAFT
81611	SUPERCUTS	HURRICANE CREEK VILLAGE	20770 I-30 NORTH STE 125	BENTON	AR	72019	US	501-794-6770	JEFFREY WHITHAM
80506	SUPERCUTS	CROSSROADS PLAZA	1401 S WALTON BLVD STE 7	BENTONVILLE	AR	72712	US	479-271-9500	CHRIS & NATHAN SERRANO
81863	SUPERCUTS		1001 SW REGIONAL AIRPORT BLVD	BENTONVILLE	AR	72713	US	479-367-7811	CHRIS & NATHAN SERRANO
80320	SUPERCUTS	SPRING CREEK CENTRE	3806 N MALL AVE	FAYETTEVILLE	AR	72703	US	479-251-7300	CHRIS & NATHAN SERRANO
80351	SUPERCUTS	WESTPHAL CENTER	2700 S ZERO ST STE 3B	FORT SMITH	AR	72901	US	479-646-4400	CHRIS & NATHAN SERRANO
8515	SUPERCUTS	THE VILLAGE AT PLEASANT VALLEY	10700 N RODNEY PARHAM RD	LITTLE ROCK	AR	72212	US	501-225-0571	JEFFREY WHITHAM
83409	SUPERCUTS	2995 HIGHWAY 62 EAST		MOUNTAIN HOME	AR	72653	US	870-232-1848	JOHN DOBBINS
80160	SUPERCUTS	NORTH HILLS PLAZA	4814 N HILLS BLVD	NORTH LITTLE ROCK	AR	72116	US	501-758-9400	JEFFREY WHITHAM
81360	SUPERCUTS	CRYSTAL CENTER	13517 CRYSTAL HILL RD STE C	NORTH LITTLE ROCK	AR	72113	US	501-851-1550	JEFFREY WHITHAM
81584	SUPERCUTS	PLEASANT CROSSING	2600 W PLEASANT CROSSING DR#30	ROGERS	AR	72758	US	479-372-4686	CHRIS & NATHAN SERRANO
80744	SUPERCUTS	SIGNATURE PLAZA	200 PROGRESS AVE STE 20	SILOAM SPRINGS	AR	72761	US	479-373-6620	CHRIS & NATHAN SERRANO
80874	SUPERCUTS	LEGACY CENTER	4093 W SUNSET AVE STE 103	SPRINGDALE	AR	72762	US	479-750-2555	CHRIS & NATHAN SERRANO
80201	SUPERCUTS	TOWN NORTH PLAZA	2308 FAYETTEVILLE RD STE 800	VAN BUREN	AR	72956	US	479-474-2889	CHRIS & NATHAN SERRANO
80742	SUPERCUTS	ECKERD DRUG CENTER	1664 E FLORENCE BLVD STE 10	CASA GRANDE	AZ	85122	US	520-423-8494	MICHAEL HANSON
82430	SUPERCUTS	WALMART SHOPPING CENTER	34317 N CAVE CREEK RD STE 102	CAVE CREEK	AZ	85331	US	480-595-9255	JUAN MARTINEZ & BRUNO AGUILAR
80449	SUPERCUTS	THE SHOPPES AT CLEMENTE RANCH	2040 S ALMA SCHOOL RD	CHANDLER	AZ	85286	US	480-899-4467	CHERYL & JOSEPH ROBINSON
81522	SUPERCUTS	OCOTILLO FIESTA	2975 E OCOTILLO RD STE 1	CHANDLER	AZ	85249	US	480-802-4040	NIRAJ PARIKH
80592	SUPERCUTS	DESERT LANE CROSSING	1295 N ARIZONA AVE STE 104	GILBERT	AZ	85233	US	480-892-1245	CHERYL & JOSEPH ROBINSON
81660	SUPERCUTS	CITY GATE MARKETPLACE	1495 N HIGLEY RD STE 101	GILBERT	AZ	85234	US	480-590-5966	JARED AND WENDY HEPWORTH
82716	SUPERCUTS	FRY'S SHOPPING CENTER	3317 S HIGLEY RD STE 115	GILBERT	AZ	85297	US	480-279-1805	CHERYL & JOSEPH ROBINSON
82717	SUPERCUTS	CROSSROADS TOWN CENTER	3841 S GILBERT RD	GILBERT	AZ	85297	US	480-963-7044	CHERYL & JOSEPH ROBINSON

80111	SUPERCUTS	PEORIA CROSSING	9230 W NORTHERN AVE STE 108	GLENDALE	AZ	85305	US	623-772-1377	JARED AND WENDY HEPWORTH
80215	SUPERCUTS	BELL PARK SHOPPING CENTER	4232 W BELL RD STE 3	GLENDALE	AZ	85308	US	602-424-0852	JARED AND WENDY HEPWORTH
81911	SUPERCUTS		5803 W NORTHERN AVE STE 140	GLENDALE	AZ	85301	US	623-266-7349	ROBERT HAGEMANN
80509	SUPERCUTS	MADERA MARKETPLACE	720 W CALLE ARROYO SUR STE 190	GREEN VALLE	AZ	85614	US	520-648-6700	MICHAEL HANSON
81807	SUPERCUTS	FRY'S MARKETPLACE	13760 W CAMELBACK RD STE 10	LITCHFIELD PARK	AZ	85340	US	623-935-3112	JUAN MARTINEZ & BRUNO AGUILAR
82848	SUPERCUTS	SONORAN CREEK SHOPPING CENTER	20350 N JOHN WAYNE PKWY STE130	MARICOPA	AZ	85139	US	520-233-7888	JUAN MARTINEZ & BRUNO AGUILAR
8627	SUPERCUTS	FALCON VIEW PLAZA	5901 E MCKELLIPS RD STE 107	MESA	AZ	85215	US	480-985-7872	JARED AND WENDY HEPWORTH
8984	SUPERCUTS	AUGUSTA RANCH	9221 E BASELINE RD STE 110	MESA	AZ	85209	US	480-354-0150	JARED AND WENDY HEPWORTH
82209	SUPERCUTS	GILBERT GATEWAY TOWN CENTER	4980 S POWER RD STE 105	MESA	AZ	85212	US	480-279-0133	JARED AND WENDY HEPWORTH
82210	SUPERCUTS	SUPERSTITION GATEWAY WEST	1752 S SIGNAL BUTTE RD STE 106	MESA	AZ	85209	US	480-380-1112	JARED AND WENDY HEPWORTH
82718	SUPERCUTS	FRY'S MARKETPLACE	1229 E MCKELLIPS RD STE 101	MESA	AZ	85203	US	480-844-0180	CHERYL & JOSEPH ROBINSON
80693	SUPERCUTS	LAKE PLEASANT PAVILION	9947 W HAPPY VALLEY PKWY # 106	PEORIA	AZ	85383	US	623-572-7040	ROBERT HAGEMANN
81326	SUPERCUTS	FRY'S SHOPPING CENTER	8385 W DEER VALLEY RD STE 107	PEORIA	AZ	85382	US	623-566-3993	OMAR HAJEE AND ANKUR KAMDAR
82957	SUPERCUTS	SAFEWAY SHOPPING CENTER	8390 W CACTUS RD STE 103	PEORIA	AZ	85381	US	623-486-3945	LEE & HEATHER KROLL
82958	SUPERCUTS	NORTH VALLEY POWER CENTER	8085 W BELL RD	PEORIA	AZ	85382	US	623-486-2176	LEE & HEATHER KROLL
80452	SUPERCUTS	HAPPY VALLEY TOWNE CENTER	2501 W HAPPY VALLEY # 52-1320	PHOENIX	AZ	85085	US	623-582-2269	JARED AND WENDY HEPWORTH
81191	SUPERCUTS	GREENWAY SHOPS	15620 N TATUM BLVD STE 120	PHOENIX	AZ	85032	US	602-569-2887	OMAR HAJEE AND ANKUR KAMDAR
81658	SUPERCUTS	DEER VALLEY TOWNE CENTER	2805 W AGUA FRIA FWY STE 2B	PHOENIX	AZ	85027	US	623-434-8400	LEE & HEATHER KROLL
81786	SUPERCUTS	SAFEWAY SHOPPING CENTER	1304 E CHANDLER BLVD	PHOENIX	AZ	85048	US	480-460-3845	NIRAJ PARIKH
81862	SUPERCUTS	MARKETPLACE AT SOUTH MOUNTAIN	2415 E BASELINE RD STE 105	PHOENIX	AZ	85042	US	602-268-0558	LEE & HEATHER KROLL
82213	SUPERCUTS	DESERT RIDGE MARKETPLACE	21001 N TATUM BLVD STE 80-1670	PHOENIX	AZ	85050	US	480-563-8005	OMAR HAJEE AND ANKUR KAMDAR
82332	SUPERCUTS	ANTHEM RETAIL SHOPS	3636 W ANTHEM WAY	PHOENIX	AZ	85086	US	623-551-5614	JUAN MARTINEZ & BRUNO AGUILAR
82784	SUPERCUTS	METRO TOWNE CENTER	2815 W PEORIA AVE STE A-103	PHOENIX	AZ	85029	US	602-371-0316	JARED AND WENDY HEPWORTH
82785	SUPERCUTS	CHRISTOWN SPECTRUM	1615A W BETHANY HOME RD	PHOENIX	AZ	85015	US	602-246-0826	JARED AND WENDY HEPWORTH

82953	SUPERCUTS	TOWN & COUNTRY CENTER	2037 E CAMELBACK RD	PHOENIX	AZ	85016	US	602-955-1760	LEE & HEATHER KROLL
82954	SUPERCUTS	AHWATUKEE FOOTHILLS TOWNE CTR	4722 E RAY RD STE 16	PHOENIX	AZ	85044	US	480-893-3738	LEE & HEATHER KROLL
82956	SUPERCUTS	BELL TOWNE CENTRE	401 E BELL RD STE 20	PHOENIX	AZ	85022	US	602-866-3196	LEE & HEATHER KROLL
81371	SUPERCUTS	SAFEWAY SHOPPING CENTER	18471 E QUEEN CREEK RD STE 100	QUEEN CREEK	AZ	85142	US	480-988-7000	JEFFREY AND MARJORIE CRENSHAW
81657	SUPERCUTS	QC DISTRICT	20715 E RITTENHOUSE RD STE 104	QUEEN CREEK	AZ	85142	US	480-750-3632	JEFFREY AND MARJORIE CRENSHAW
81959	SUPERCUTS	FRY'S MARKETPLACE	8912 E VIA LINDA STE 110	SCOTTSDALE	AZ	85258	US	480-657-8499	CHERYL & JOSEPH ROBINSON
82212	SUPERCUTS	GATEWAY 101 SHOPPING CTR #110	15801 N FRANK LLOYD WRIGHT BLV	SCOTTSDALE	AZ	85260	US	480-314-4342	OMAR HAJEE AND ANKUR KAMDAR
82331	SUPERCUTS	THE SUMMIT AT SCOTTSDALE	32619 N SCOTTSDALE RD STE 101	SCOTTSDALE	AZ	85262	US	480-575-3268	JUAN MARTINEZ & BRUNO AGUILAR
82335	SUPERCUTS	FOUNTAIN PLAZA SHOPS	7790 E MCDOWELL RD STE 104	SCOTTSDALE	AZ	85257	US	480-990-1081	JUAN MARTINEZ & BRUNO AGUILAR
81333	SUPERCUTS	SHOW LOW HOME DEPOT	5551 S WHITE MOUNTAIN RD #1	SHOW LOW	AZ	85901	US	928-537-9694	MICHAEL HANSON
82333	SUPERCUTS	FRY'S SHOPPING CENTER	13954 W WADDELL RD STE 100	SURPRISE	AZ	85379	US	623-537-5183	JUAN MARTINEZ & BRUNO AGUILAR
82334	SUPERCUTS	ALBERTSON'S SHOPPING CENTER	16772 W BELL RD STE 108	SURPRISE	AZ	85374	US	623-544-4052	JUAN MARTINEZ & BRUNO AGUILAR
81758	SUPERCUTS	FRY'S MARKETPLACE SHOPS	5100 S MCCLINTOCK DR STE 106	TEMPE	AZ	85282	US	480-699-5925	ROBERT HAGEMANN
8056	SUPERCUTS	THORNYDALE PLAZA	3605 W CORTARO FARMS RD # 165	TUCSON	AZ	85742	US	520-744-4141	MICHAEL HANSON
8091	SUPERCUTS	NORTH ON CAMPBELL	3675 N CAMPBELL AVE	TUCSON	AZ	85719	US	520-326-2433	MICHAEL HANSON
8176	SUPERCUTS	MARKETPLACE ON BROADWAY	1830 E BROADWAY BLVD STE 170	TUCSON	AZ	85719	US	520-884-5353	MICHAEL HANSON
8190	SUPERCUTS	CARONDELET SHOPPING CENTER	434 N WILMOT RD	TUCSON	AZ	85711	US	520-296-3967	MICHAEL HANSON
8623	SUPERCUTS	BROODSON SHOPPING CENTER	9505 E BROADWAY BLVD STE 101	TUCSON	AZ	85748	US	520-751-2002	MICHAEL HANSON
8631	SUPERCUTS	PRICE CLUB PLAZA	3821 W COSTCO DR STE 101	TUCSON	AZ	85741	US	520-297-3588	MICHAEL HANSON
8633	SUPERCUTS	MIDVALE PARK PLAZA	1655 W VALENCIA RD STE 131	TUCSON	AZ	85746	US	520-807-1211	MICHAEL HANSON
8820	SUPERCUTS	CROSSROADS FESTIVAL	4811 E GRANT RD STE 103	TUCSON	AZ	85712	US	520-881-6556	MICHAEL HANSON
8821	SUPERCUTS	ENTRADE DE ORO PLAZA	7929 N ORACLE RD	TUCSON	AZ	85704	US	520-297-4744	MICHAEL HANSON
80088	SUPERCUTS	ROONEY RANCH	10785 N ORACLE RD STE 119	TUCSON	AZ	85737	US	520-219-0149	MICHAEL HANSON
80110	SUPERCUTS	EASTPOINT MARKETPLACE	6970 E 22ND ST STE 104	TUCSON	AZ	85710	US	520-584-1113	MICHAEL HANSON

80141	SUPERCUTS	COLONIA VERDE PLAZA	7245 E TANQUE VERDE RD STE 125	TUCSON	AZ	85715	US	520-751-1890	MICHAEL HANSON
80283	SUPERCUTS	ARIZONA PAVILLIONS SHOP CENTER	5960 W ARIZONA PAVILLIONS #100	TUCSON	AZ	85743	US	520-572-0933	MICHAEL HANSON
80292	SUPERCUTS	WESTPOINT CROSSING	1217 W IRVINGTON RD STE 181	TUCSON	AZ	85714	US	520-889-4812	MICHAEL HANSON
80295	SUPERCUTS	SUNRISE VILLAGE	4720 E SUNRISE DR	TUCSON	AZ	85718	US	520-232-0188	MICHAEL HANSON
80576	SUPERCUTS	ORACLE WETMORE	4386 N ORACLE RD STE 176	TUCSON	AZ	85705	US	520-887-0226	MICHAEL HANSON
81257	SUPERCUTS	HOUGHTON TOWN CENTER	9160 S HOUGHTON RD	TUCSON	AZ	85747	US	520-574-7250	MICHAEL HANSON
81671	SUPERCUTS		254 E CONGRESS ST	TUCSON	AZ	85701	US	520-623-3828	MICHAEL HANSON
8985	SUPERCUTS	BIG CURVE SHOPPING CENTER	3107 S 4TH AVE STE B	YUMA	AZ	85364	US	928-726-2585	MICHAEL HANSON
8059	SUPERCUTS	PARK STREET	1329 PARK ST	ALAMEDA	CA	94501	US	510-522-1508	SUZETTE CHEN AND KELSEY CHEN
80995	SUPERCUTS	MARINA VILLAGE	951 MARINA VILLAGE STE B	ALAMEDA	CA	94501	US	510-522-8118	SUE CHONG AND LING CHONG
82986	SUPERCUTS	OAK TREE PLAZA	3000 DANVILLE BLVD STE C	ALAMO	CA	94507	US	925-855-8714	YASEEN ULLA
8501	SUPERCUTS	ALBANY	1395 SOLANO AVE	ALBANY	CA	94706	US	510-524-9050	KAMRAN & QURATULAIN CHAUDHARY,
80007	SUPERCUTS	THE MARKETPLACE CENTER	904 E VALLEY BLVD	ALHAMBRA	CA	91801	US	626-281-0324	JIM MILLER
8815	SUPERCUTS	ALISO TOWN CENTER	26921 ALISO CREEK RD STE H	ALISO VIEJO	CA	92656	US	949-360-9912	CHERYL & JOSEPH ROBINSON
81637	SUPERCUTS	ALPINE VILLAGE	2963 ALPINE BLVD STE 107	ALPINE	CA	91901	US	619-722-1639	SOHEIR SHAKER AND FOUAD MANSOUR
8340	SUPERCUTS	ANAHEIM PLAZA	578 N EUCLID RD	ANAHEIM	CA	92801	US	714-533-6650	PRASHANT AND RUCHIKA NAGRATH
8743	SUPERCUTS	CROSSROADS SHOPPING CENTER	5556 E SANTA ANA CANYON RD # B	ANAHEIM	CA	92807	US	714-974-6096	PRASHANT AND RUCHIKA NAGRATH
81120	SUPERCUTS	SYCAMORE CANYON	731 S WEIR CANYON RD STE 141	ANAHEIM	CA	92808	US	714-685-0752	PRASHANT AND RUCHIKA NAGRATH
80660	SUPERCUTS	APPLE VALLEY VILLAGE	12218 APPLE VALLEY RD STE 303	APPLE VALLEY	CA	92308	US	760-240-8454	FAISAL CHARANIA
8768	SUPERCUTS	ARCADIA LANDMARK	411 E HUNTINGTON DR STE 105	ARCADIA	CA	91006	US	626-821-0820	FAISAL CHARANIA
8413	SUPERCUTS	FIVE CITIES CENTER	1136 W BRANCH ST	ARROYO GRANDE	CA	93420	US	805-473-8954	TROY AND JENNIFER OTS
80779	SUPERCUTS	ATWATER MARKETPLACE	1308 COMMERCE AVE	ATWATER	CA	95301	US	209-357-7453	MICHAEL JAMES
8817	SUPERCUTS	ROCK CREEK PLAZA	2995 BELL RD	AUBURN	CA	95603	US	530-887-1099	MICHAEL JAMES
8029	SUPERCUTS	RIVERLAKES RANCH	4550 COFFEE RD STE B	BAKERSFIELD	CA	93308	US	661-587-9156	MICHAEL STAJER
8159	SUPERCUTS	OSWELL	2660 OSWELL STE 119	BAKERSFIELD	CA	93306	US	661-872-3212	MICHAEL STAJER

80184	SUPERCUTS	RIVER RANCH PLAZA	9530 HAGEMAN RD STE E	BAKERSFIELD	CA	93312	US	661-588-9373	MICHAEL STAJER
81097	SUPERCUTS	SILVERCREEK SHOPPING CENTER	6603 PANAMA LN STE B-2	BAKERSFIELD	CA	93313	US	661-735-7459	MICHAEL STAJER
80642	SUPERCUTS	MARKETPLACE BEAUMONT	1668 E 2ND ST UNIT D	BEAUMONT	CA	92223	US	951-769-4662	FAISAL CHARANIA
8723	SUPERCUTS	SAFEWAY SHOPPING CENTER	1250 EL CAMINO REAL STE B	BELMONT	CA	94002	US	650-592-2887	MICHAEL STAJER
83006	SUPERCUTS	SOUTHAMPTON SHOPPING CENTER	868 SOUTHAMPTON RD	BENICIA	CA	94510	US	707-747-0659	KAMRAN & QURATULAIN CHAUDHARY,
80882	SUPERCUTS	BEVERLY PALM PLAZA	9150 W OLYMPIC BLVD	BEVERLY HILLS	CA	90212	US	310-860-1458	MARC PORT
81159	SUPERCUTS	BONITA CENTRE	4368 BONITA RD	BONITA	CA	91902	US	619-434-7700	BOB JEROME
80270	SUPERCUTS	SAND CREEK CROSSING	2420 SAND CREEK RD STE C-2	BRENTWOOD	CA	94513	US	925-240-8560	RON AND LINDA GROVES
8741	SUPERCUTS	HETITAGE SQUARE SHOPPING	7941 BEACH BLVD STE H	BUENA PARK	CA	90620	US	714-522-8660	PRASHANT AND RUCHIKA NAGRATH
8232	SUPERCUTS	BURBANK TOWNE CENTER	531 N HOLLYWOOD WAY STE C	BURBANK	CA	91505	US	818-842-3483	MARC PORT
82452	SUPERCUTS	BURBANK	1121 N SAN FERNANDO BLVD STE A	BURBANK	CA	91504	US	818-841-8142	ROBERT RINKER AND ROBERT RINKER II
8183	SUPERCUTS	BURLINGAME	1222 BROADWAY	BURLINGAME	CA	94010	US	650-348-4881	MICHAEL STAJER
81929	SUPERCUTS	PLAZA AT MISSION OAKS	5021 VERDUGO WAY STE 103	CAMARILLO	CA	93012	US	805-383-3378	MARK & CARRIE RIVERA
82445	SUPERCUTS	CAMARILLO TOWN CENTER	243 W VENTURA BLVD STE C	CAMARILLO	CA	93010	US	805-987-5691	ROBERT RINKER AND ROBERT RINKER II
82446	SUPERCUTS	CAMARILLO VILLAGE SQUARE	2500 LAS POSAS RD STE C2	CAMARILLO	CA	93010	US	805-389-6860	ROBERT RINKER AND ROBERT RINKER II
83267	SUPERCUTS	HAMILTON PLAZA	1640 S BASCOM AVE STE B	CAMPBELL	CA	95008	US	408-371-3864	MICHAEL STAJER
81517	SUPERCUTS	VONS SAND CANYON SHOPPING CTR	16628 SOLEDAD CANYON RD # 203	CANYON COUNTRY	CA	91387	US	661-673-5770	PRASHANT AND RUCHIKA NAGRATH
82560	SUPERCUTS	CANYON COUNTRY	19395 SOLEDAD CANYON RD STE C	CANYON COUNTRY	CA	91351	US	661-252-9928	MICHAEL STAJER
83270	SUPERCUTS	CAPITOLA CONVENIENCE CENTER	1955 41ST AVE STE B4	CAPITOLA	CA	95010	US	831-476-1105	MICHAEL STAJER
80038	SUPERCUTS	LA COSTA PLAZA	7670 EL CAMINO REAL STE 101	CARLSBAD	CA	92009	US	760-944-0177	BOB JEROME
80978	SUPERCUTS	BRESSI VILLAGE CENTER	2669 GATEWAY RD STE 103	CARLSBAD	CA	92009	US	760-431-1777	BOB JEROME
81094	SUPERCUTS	SEASIDE VILLAGE CORNER	880 CARLSBAD VILLAGE DR # 103	CARLSBAD	CA	92008	US	760-729-0067	BOB JEROME
81153	SUPERCUTS	PALOMAR PLACE	965 PALOMAR AIRPORT RD	CARLSBAD	CA	92011	US	760-602-8301	BOB JEROME
81385	SUPERCUTS	LA COSTA TOWN SQUARE	3451 VIA MONTEBELLO STE 188	CARLSBAD	CA	92009	US	760-652-5154	BOB JEROME

8025	SUPERCUTS	MANZANITA PLAZA	4132 MANZANITA AVE STE 800	CARMICHAEL	CA	95608	US	916-482-0182	MICHAEL JAMES
81467	SUPERCUTS	CARSON DEPOT CENTER	230 E SEPULVEDA BLVD	CARSON	CA	90745	US	424-364-0484	PARMOD KUMAR & NIDHI JAIN
83253	SUPERCUTS	HASLEY CANYON	29619 THE OLD RD	CASTAIC	CA	91384	US	661-775-9596	MICHAEL STAJER
8756	SUPERCUTS	STATER BROTHERS MALL	69265 RAMON RD	CATHEDRAL CITY	CA	92234	US	760-770-9500	WILLIAM AND KATHY WEAVER
8160	SUPERCUTS	CERRITOS CENTER	17226 NORWALK BLVD	CERRITOS	CA	90703	US	562-402-1444	PRASHANT AND RUCHIKA NAGRATH
8866	SUPERCUTS	SOUTH STREET CERRITOS	11465 SOUTH ST	CERRITOS	CA	90703	US	562-809-4442	PRASHANT AND RUCHIKA NAGRATH
82064	SUPERCUTS	COLLEGE SQUARE SHOPPING CENTER	10810 ALONDRA BLVD	CERRITOS	CA	90703	US	562-210-8351	PRASHANT AND RUCHIKA NAGRATH
82448	SUPERCUTS	TOPANGA LASSEN PLAZA	9925 TOPANGA CANYON BLVD	CHATSWORTH	CA	91311	US	818-709-1038	ROBERT RINKER AND ROBERT RINKER II
8494	SUPERCUTS	PARK PLAZA ON MANGROVE AVE	680 MANGROVE AVE	CHICO	CA	95926	US	530-893-0808	BRUCE AND KATHRYN BAKER
80246	SUPERCUTS	PHEASANT RUN PLZ ON FOREST AVE	2009 FOREST AVE STE B	CHICO	CA	95928	US	530-893-2727	BRUCE AND KATHRYN BAKER
8182	SUPERCUTS	CHINO TOWN CENTER	12203 CENTRAL AVE	CHINO	CA	91710	US	909-591-0881	FAISAL CHARANIA
81073	SUPERCUTS	CHINO HILLS MARKETPLACE	4200 CHINO HILLS PKWY STE 845	CHINO HILLS	CA	91709	US	909-597-5013	FAISAL CHARANIA
81071	SUPERCUTS	EASTLAKE TERRACES	2127 OLYMPIC PKWY STE 108	CHULA VISTA	CA	91915	US	619-482-2339	BOB JEROME
8012	SUPERCUTS	GRAND OAKS SHOPPING CENTER	8119 AUBURN BLVD	CITRUS HEIGHTS	CA	95610	US	916-722-1850	MICHAEL JAMES
80100	SUPERCUTS	SUNRISE TARGET PAD	5863 SUNRISE BLVD	CITRUS HEIGHTS	CA	95610	US	916-965-5229	MICHAEL JAMES
8179	SUPERCUTS	FOOTHILL SQUARE	926 W FOOTHILL BLVD	CLAREMONT	CA	91711	US	909-625-6571	FAISAL CHARANIA
81982	SUPERCUTS	WILLOW STATION	1177 N WILLOW AVE STE 105	CLOVIS	CA	93611	US	559-322-5500	GORDON & LEESA LUNDRIGAN
82601	SUPERCUTS	SHAW AVE	195 W SHAW AVE	CLOVIS	CA	93612	US	559-297-7763	MICHAEL STAJER
82602	SUPERCUTS	CLOVIS COUNTY SHOPPING CENTER	2195 SHAW AVE STE E	CLOVIS	CA	93611	US	559-298-0978	MICHAEL STAJER
82604	SUPERCUTS	BUCHANAN CROSS ROADS SHOP CTR	1660 HERNDON AVE STE 105	CLOVIS	CA	93611	US	559-323-4182	MICHAEL STAJER
8034	SUPERCUTS	TREAT PLAZA SHOPPING CENTER	4475 TREAT BLVD STE F	CONCORD	CA	94521	US	925-671-2525	YVONNE FRENETTE RECH
80359	SUPERCUTS	CLOVERDALE MARKETPLACE	12672 LIMONITE AVE STE 3B	CORONA	CA	92880	US	951-898-0162	FAISAL CHARANIA
81053	SUPERCUTS	CROSSINGS AT CORONA	2690 TUSCANY ST STE D4-104	CORONA	CA	92881	US	951-279-1898	FAISAL CHARANIA
81893	SUPERCUTS	SHOPS AT CORONA VISTA	924 E ONTARIO AVE STE 104	CORONA	CA	92881	US	951-268-6452	FAISAL CHARANIA
83005	SUPERCUTS	CORTE MADERA TOWN CENTER	141 CORTE MADERA TOWN CTR	CORTE MADERA	CA	94925	US	415-924-1166	KAMRAN & QURATULAIN CHAUDHARY,

SUPERCUTS FRANCHISED SALONS

82552	SUPERCUTS	COSTA MESA 1ST AND 17TH	270 E 17TH ST STE 3B	COSTA MESA	CA	92627	US	949-631-7990	MICHAEL STAJER
82553	SUPERCUTS	HARBOR AND BAKER	2961 HARBOR BLVD	COSTA MESA	CA	92626	US	714-435-0622	MICHAEL STAJER
82554	SUPERCUTS	HARBOR CENTER	2300 HARBOR BLVD STE K-2	COSTA MESA	CA	92626	US	949-574-1664	MICHAEL STAJER
8030	SUPERCUTS	N AZUSA & SAN BERNARDINO RD	426 N AZUSA AVE	COVINA	CA	91722	US	626-966-7591	FAISAL CHARANIA
80009	SUPERCUTS	BERKLY SQUARE	984 E BADILLO ST STE B	COVINA	CA	91724	US	626-966-3997	FAISAL CHARANIA
8095	SUPERCUTS	WESTSIDE WALK	10780 VENICE BLVD	CULVER CITY	CA	90232	US	310-559-6174	TONY VALENTI
8740	SUPERCUTS	CUPERTINO	20735 STEVENS CREEK BLVD STE F	CUPERTINO	CA	95014	US	408-320-2515	YASEEN ULLA
83264	SUPERCUTS	WESTLAKE VILLAGE	215 WESTLAKE CTR	DALY CITY	CA	94015	US	650-992-3747	MICHAEL STAJER
81552	SUPERCUTS	DEL OBISPO	33585 DEL OBISPO ST STE B	DANA POINT	CA	92629	US	949-661-2570	GAURAV NAYYAR
82985	SUPERCUTS	IRON HORSE PLAZA	441 RAILROAD AVE	DANVILLE	CA	94526	US	925-362-4807	YASEEN ULLA
82990	SUPERCUTS	BLACKHAWK SHOPPING CENTER	11000 CROW CANYON RD STE C	DANVILLE	CA	94506	US	925-648-7750	YASEEN ULLA
8067	SUPERCUTS	OAK TREE PLAZA	1300 E COVELL	DAVIS	CA	95616	US	530-758-1682	MICHAEL JAMES
80261	SUPERCUTS	SANDY COVE SHOPPING CENTER	14870 HIGHWAY 4 STE D	DISCOVERY BAY	CA	94505	US	925-516-6335	RON AND LINDA GROVES
82434	SUPERCUTS	DIXON MARKETPLACE	115 E DORSET DR STE C	DIXON	CA	95620	US	707-693-9221	ALISTER PETERS AND SINOUN NOV
8046	SUPERCUTS	THE MARKETPLACE AT GALLATIN RD	9204 LAKEWOOD BLVD	DOWNEY	CA	90240	US	562-869-3343	JIM MILLER
80137	SUPERCUTS	PATTON SHOPPING CENTER	8562 FIRESTONE BLVD	DOWNEY	CA	90241	US	562-904-6100	JIM MILLER
81101	SUPERCUTS	DOWNEY	13541 LAKEWOOD BLVD	DOWNEY	CA	90242	US	562-529-2164	JIM MILLER
80085	SUPERCUTS	MOUNTAIN VISTA PLAZA	1010 HUNTINGTON DR	DUARTE	CA	91010	US	626-358-8112	FAISAL CHARANIA
82987	SUPERCUTS	SHAMROCK PLAZA	6851 AMADOR PLAZA RD STE 103	DUBLIN	CA	94568	US	925-803-5920	YASEEN ULLA
8931	SUPERCUTS	RANCHO SAN DIEGO TOWN CENTER	2891 JAMACHA RD STE D	EL CAJON	CA	92019	US	619-670-4700	BOB JEROME
80128	SUPERCUTS	EC PLAZA	131 BROADWAY AVE	EL CAJON	CA	92021	US	619-442-7757	DIANNE COX
81389	SUPERCUTS	SAFEWAY SHOPPING CENTER	11430 SAN PABLO AVE STE 600	EL CERRITO	CA	94530	US	510-215-2869	RUPINDER GILL & SATNAM SANGHERA
80237	SUPERCUTS	THE MARKETPLACE TOWN CENTER	4510 POST ST STE 320	EL DORADO HILLS	CA	95762	US	916-933-1361	MICHAEL JAMES
8444	SUPERCUTS	LAGUNA CROSSROADS	7711 LAGUNA BLVD STE 240	ELK GROVE	CA	95758	US	916-683-5416	MICHAEL JAMES
80958	SUPERCUTS	RALEY'S CENTER	4810 ELK GROVE BLVD STE 100	ELK GROVE	CA	95758	US	916-691-6011	MICHAEL JAMES
8531	SUPERCUTS	EL CAMINO SQUARE	191 N EL CAMINO REAL STE 102	ENCINITAS	CA	92024	US	760-942-7122	BOB JEROME
8773	SUPERCUTS	ENCINITAS RANCH TOWN CENTER	1044 N EL CAMINO REAL STE A	ENCINITAS	CA	92024	US	760-635-9300	BOB JEROME

80332	SUPERCUTS	ENCINO	16602 VENTURA BLVD	ENCINO	CA	91436	US	818-905-5992	CHERYL & JOSEPH ROBINSON
81017	SUPERCUTS	FELICITA TOWN CENTRE	501 W FELICITA AVE STE 102	ESCONDIDO	CA	92025	US	760-294-7777	BOB JEROME
82157	SUPERCUTS	VINEYARD SQUARE	1511 E VALLEY PKWY STE A6	ESCONDIDO	CA	92027	US	760-738-0716	BOB JEROME
82823	SUPERCUTS	BAYSHORE MALL	3300 BROADWAY ST STE 420	EUREKA	CA	95501	US	707-443-1515	SCOTT AND MICHELLE MERRIAM
81972	SUPERCUTS	MADISON & DEWEY MARKETPLACE	5430 DEWEY DR STE 330	FAIR OAKS	CA	95628	US	916-579-5190	ALISTER PETERS AND SINOUN NOV
82856	SUPERCUTS	RALEY'S MARKETPLACE	3336 N TEXAS ST STE E	FAIRFIELD	CA	94533	US	707-422-6951	MICHAEL STAJER
81904	SUPERCUTS	FALLBROOK TOWN CENTER	1129 S MISSION RD	FALLBROOK	CA	92028	US	760-731-4894	BOB JEROME
8448	SUPERCUTS	FOLSOM SQUARE	900 E BIDWELL ST STE 500	FOLSOM	CA	95630	US	916-983-9874	MICHAEL JAMES
8014	SUPERCUTS	THE HUB	39060 ARGONAUT WAY	FREMONT	CA	94538	US	510-796-3016	KAMRAN & QURATULAIN CHAUDHARY,
81551	SUPERCUTS	MARKETPLACE AT EL PASEO	6733 N RIVERSIDE DR STE 106	FRESNO	CA	93722	US	559-276-5668	GORDON & LEESA LUNDRIGAN
82594	SUPERCUTS	WASHINGTON SQUARE	1095 E CHAMPLAIN DR	FRESNO	CA	93720	US	559-433-0345	MICHAEL STAJER
82595	SUPERCUTS	PREMIER PLAZA	7722 N 1ST ST	FRESNO	CA	93720	US	559-436-1840	MICHAEL STAJER
82596	SUPERCUTS	BLACKSTONE SHOPPING CENTER	7675 N BLACKSTONE AVE STE 102	FRESNO	CA	93720	US	559-435-1452	MICHAEL STAJER
82597	SUPERCUTS	SHAW MAROA SHOPPING CENTER	411 W SHAW AVE	FRESNO	CA	93704	US	559-221-9100	MICHAEL STAJER
82598	SUPERCUTS	CEDAR POINTE	7094 N CEDAR AVE	FRESNO	CA	93720	US	559-299-7696	MICHAEL STAJER
82599	SUPERCUTS	HOOVER MARKETPLACE	1075 E BULLARD AVE STE 101	FRESNO	CA	93710	US	559-261-2021	MICHAEL STAJER
82605	SUPERCUTS	RED ROCK PLAZA	4425 W ASHLAN AVE STE 110	FRESNO	CA	93722	US	559-275-7921	MICHAEL STAJER
82606	SUPERCUTS	AMI'S WINE PRESS SHOPPING CTR	3140 W SHAW AVE STE 104	FRESNO	CA	93711	US	559-275-7309	MICHAEL STAJER
82607	SUPERCUTS	SUNNYSIDE SQUARE	5544 E KINGS CANYON RD	FRESNO	CA	93727	US	559-255-3371	MICHAEL STAJER
8465	SUPERCUTS	FULLERTON	268 IMPERIAL HWY	FULLERTON	CA	92835	US	714-870-6100	PRASHANT AND RUCHIKA NAGRATH
8974	SUPERCUTS	LAMANCHA SHOPPING CENTER	1023 N HARBOR BLVD	FULLERTON	CA	92832	US	714-870-8882	PRASHANT AND RUCHIKA NAGRATH
80387	SUPERCUTS	GILROY CROSSING	6965 CAMINO ARROYO STE 40	GILROY	CA	95020	US	408-847-8454	HK ENTERPRISES
81295	SUPERCUTS	HOLLISTER VILLAGE PLAZA	7060 HOLLISTER AVE STE 104	GOLETA	CA	93117	US	805-770-3925	TROY AND JENNIFER OTS
82858	SUPERCUTS	MAGNOLIA SHOPPING CENTER	5182 HOLLISTER AVE	GOLETA	CA	93111	US	805-683-5880	MICHAEL STAJER
8023	SUPERCUTS	DEVONSHIRE SQUARE	16927 DEVONSHIRE ST	GRANADA HILLS	CA	91344	US	818-368-7588	LARRY AND DARYL KLEINTOB

82609	SUPERCUTS	COMMUNITY CENTER	556 N 11TH AVE	HANFORD	CA	93230	US	559-583-6591	MICHAEL STAJER
82610	SUPERCUTS	TARGET CENTER	186 N 12TH AVE STE 105	HANFORD	CA	93230	US	559-583-1128	MICHAEL STAJER
8015	SUPERCUTS	HAYWARD	22545 2ND ST	HAYWARD	CA	94541	US	510-582-4733	RAJ & KRANTI BHANDARI
8681	SUPERCUTS	CARMALITA CENTER	301 E FLORIDA AVE STE H	HEMET	CA	92543	US	951-929-4349	KRISTINE HAIGH
8122	SUPERCUTS	HERMOSA BEACH	950 AVIATION BLVD STE C	HERMOSA BEACH	CA	90254	US	310-374-4011	JAMES OVERMAN
8780	SUPERCUTS	HESPERIA TOWN CENTER	15733 MAIN ST	HESPERIA	CA	92345	US	760-947-4247	FAISAL CHARANIA
8924	SUPERCUTS	HIGHLAND AVENUE PLAZA	4130 E HIGHLAND	HIGHLAND	CA	92346	US	909-864-5898	FAISAL CHARANIA
83273	SUPERCUTS	HOLLISTER SHOPPING CENTER	1760 AIRLINE HWY STE B	HOLLISTER	CA	95023	US	831-638-9186	MICHAEL STAJER
81061	SUPERCUTS	GOWER GULCH	6114B W SUNSET BLVD	HOLLYWOOD	CA	90028	US	323-962-3142	MARC PORT
81106	SUPERCUTS	MARINA VILLAGE	5942 E EDINGER AVE STE 105	HUNTINGTON BEACH	CA	92649	US	714-846-3464	FAISAL CHARANIA
81393	SUPERCUTS	NEWLAND CENTER	19670 BEACH BLVD	HUNTINGTON BEACH	CA	92648	US	714-964-5706	EUGENE HALLINAN
82910	SUPERCUTS	MEADOWLARK PLAZA	5263 WARNER AVE	HUNTINGTON BEACH	CA	92649	US	714-846-3929	FAISAL CHARANIA
8347	SUPERCUTS	STONECREEK PLAZA	4250 BARRANCA PKWY STE T	IRVINE	CA	92604	US	949-653-0237	CHERYL & JOSEPH ROBINSON
8744	SUPERCUTS	THE MARKETPLACE PHASE 3	13242 JAMBOREE RD	IRVINE	CA	92602	US	714-730-9141	26470 RUETHER AVE, STE 109
81072	SUPERCUTS	NORTHPARK PLAZA	3993 IRVINE BLVD	IRVINE	CA	92602	US	714-505-9461	26470 RUETHER AVE, STE 109
81077	SUPERCUTS	CYPRESS VILLAGE	14281 JEFFREY RD	IRVINE	CA	92620	US	949-651-1586	CHERYL & JOSEPH ROBINSON
8426	SUPERCUTS	LA CANADA	2196 N FOOTHILL BLVD	LA CANADA	CA	91011	US	818-249-9857	CHERYL & JOSEPH ROBINSON
82475	SUPERCUTS	WESTRIDGE PLAZA	1370 S BEACH BLVD STE F	LA HABRA	CA	90631	US	562-690-6072	CHERYL & JOSEPH ROBINSON
8787	SUPERCUTS	PLAZA LA MESA	7970 UNIVERSITY AVE STE 300	LA MESA	CA	91942	US	619-469-9646	BOB JEROME
81383	SUPERCUTS	CROSSROADS LA MIRADA	14871 TELEGRAPH RD	LA MIRADA	CA	90638	US	562-946-4700	CHERYL & JOSEPH ROBINSON
80298	SUPERCUTS	WASHINGTON PARK	78995 HIGHWAY 111 STE 4	LA QUINTA	CA	92253	US	760-777-4183	WILLIAM AND KATHY WEAVER
80590	SUPERCUTS	LA VERNE COMMONS SHOPPING CTR	1612 FOOTHILL BLVD	LA VERNE	CA	91750	US	909-593-5438	FAISAL CHARANIA
82457	SUPERCUTS	MERCANTILE WEST SHOPPING CTR	25632 CROWN VALLEY PKWY	LADERA RANCH	CA	92694	US	949-347-8293	EUGENE HALLINAN
81108	SUPERCUTS	ALICIA TOWN CENTER	25604 ALICIA PKWY	LAGUNA HILLS	CA	92653	US	949-855-8600	CHERYL & JOSEPH ROBINSON
80077	SUPERCUTS	THE CENTER AT RANCHO NIGUEL	28251 CROWN VALLEY PKWY STE G	LAGUNA NIGUEL	CA	92677	US	949-448-8890	CHERYL & JOSEPH ROBINSON

81656	SUPERCUTS	OAK GROVE CROSSING	18285 COLLIER AVE	LAKE ELSINORE	CA	92530	US	951-471-2233	RICHARD BERGER
81948	SUPERCUTS	LAKE FOREST	22347 EL TORO RD	LAKE FOREST	CA	92630	US	949-457-1764	CHERYL & JOSEPH ROBINSON
8428	SUPERCUTS	LAKEWOOD CENTER MALL	70 LAKEWOOD CENTER MALL	LAKEWOOD	CA	90712	US	562-529-7699	PRASHANT AND RUCHIKA NAGRATH
80144	SUPERCUTS	CARWOOD SHOPS	4208 WOODRUFF AVE	LAKEWOOD	CA	90713	US	562-425-8806	PRASHANT AND RUCHIKA NAGRATH
80260	SUPERCUTS	ANTELOPE VALLEY PLAZA	2054 W AVENUE J	LANCASTER	CA	93536	US	661-945-0711	DONALD GRUPE
80300	SUPERCUTS	CHALLENGER CENTER	805 E AVE K STE 105	LANCASTER	CA	93535	US	661-949-8679	DONALD GRUPE
82611	SUPERCUTS	CINNAMON SQUARE SHOPPING CTR	855 N LEMOORE AVE STE 110	LEMOORE	CA	93245	US	559-925-9222	MICHAEL STAJER
82470	SUPERCUTS	LINCOLN CROSSINGS	129 FERRARI RANCH RD STE 130	LINCOLN	CA	95648	US	916-409-0368	KIM UNIDAD & MARICAR LAVILLA
82983	SUPERCUTS	PORTOLA VILLAGE CENTER	2002 PORTOLA AVE STE G	LIVERMORE	CA	94551	US	925-455-5980	YASEEN ULLA
8398	SUPERCUTS	LODI TOWN CENTER	2309 W KETTLEMAN LN STE B	LODI	CA	95242	US	209-333-1474	MICHAEL JAMES
80955	SUPERCUTS	REYNOLDS RANCH	2640 REYNOLDS RANCH PKWY # 130	LODI	CA	95240	US	209-334-2510	MICHAEL JAMES
82854	SUPERCUTS	MISSION PLAZA	1436 NORTH H ST	LOMPOC	CA	93436	US	805-735-7182	MICHAEL STAJER
82482	SUPERCUTS	SPRING STREET CENTER	6526 E SPRING ST	LONG BEACH	CA	90815	US	562-421-8281	PARMOD KUMAR & NIDHI JAIN
82483	SUPERCUTS	LOS ALTOS CENTER	2824 BELLFLOWER BLVD	LONG BEACH	CA	90815	US	562-420-3808	PARMOD KUMAR & NIDHI JAIN
82484	SUPERCUTS	LOS ALTOS CENTER	5541 E STEARNS ST	LONG BEACH	CA	90815	US	562-596-4247	PARMOD KUMAR & NIDHI JAIN
82493	SUPERCUTS	BELMONT SHORE	4610 E 2ND ST	LONG BEACH	CA	90803	US	562-598-3536	PARMOD KUMAR & NIDHI JAIN
82494	SUPERCUTS	MARINA SHOPPING CENTER	4750 E PACIFIC COAST HWY STE B	LONG BEACH	CA	90804	US	562-498-2985	PARMOD KUMAR & NIDHI JAIN
82495	SUPERCUTS	7TH STREET	3370 E 7TH ST	LONG BEACH	CA	90804	US	562-438-1454	PARMOD KUMAR & NIDHI JAIN
82570	SUPERCUTS	BIXBY CENTER	4251 ATLANTIC AVE	LONG BEACH	CA	90807	US	562-427-9333	MICHAEL STAJER
82571	SUPERCUTS	BIXBY KNOLLS	4556 ATLANTIC AVE	LONG BEACH	CA	90807	US	562-984-1073	MICHAEL STAJER
8079	SUPERCUTS	OGDEN PLAZA SHOPPING CENTER	8101 W BEVERLY BLVD	LOS ANGELES	CA	90048	US	323-653-0192	MARC PORT
8254	SUPERCUTS	CAMPUS PLAZA	3621 S VERMONT AVE	LOS ANGELES	CA	90007	US	323-732-5145	JIM MILLER
8547	SUPERCUTS	WEST HOLLYWOOD GATEWAY	7100 SANTA MONICA BLVD STE 120	LOS ANGELES	CA	90046	US	323-463-8023	MARC PORT
8876	SUPERCUTS	HOLLYWOOD BLVD & SUNSET	4470 W SUNSET BLVD STE 108	LOS ANGELES	CA	90027	US	323-662-8135	MARC PORT
80291	SUPERCUTS	SHOPS AT EAGLE ROCK	7315 N FIGUEROA ST STE 101	LOS ANGELES	CA	90041	US	323-255-5101	LESLIE BROOKS
80348	SUPERCUTS	PICO/SEPULVEDA SHOPPING CENTER	11075 W PICO BLVD	LOS ANGELES	CA	90064	US	310-231-0204	MARC PORT

80925	SUPERCUTS	MARKET LOFTS	645 W 9TH ST STE 111	LOS ANGELES	CA	90015	US	213-488-1154	GIOVANNI CALIX
82593	SUPERCUTS	K-MART PLAZA	1458 MERCEY SPRINGS RD	LOS BANOS	CA	93635	US	209-827-8619	MICHAEL STAJER
82592	SUPERCUTS	HALLMARK TOWN CENTER	2346 W CLEVELAND AVE STE B5	MADERA	CA	93637	US	559-674-9710	MICHAEL STAJER
8967	SUPERCUTS	MANHATTAN VILLAGE	2920 N SEPULVEDA	MANHATTAN BEACH	CA	90266	US	310-546-1233	PHILLIP AND FLORENCE CHEN
82573	SUPERCUTS	MAIN STREET	528 N MAIN ST	MANTECA	CA	95336	US	209-825-2625	MICHAEL STAJER
8495	SUPERCUTS	VILLA MARINA CENTER	4371 GLENCOE AVE	MARINA DEL REY	CA	90292	US	310-827-0138	FAISAL CHARANIA
82436	SUPERCUTS	COUNTRYSIDE MARKETPLACE	30120 HAUN RD STE 410	MENIFEE	CA	92584	US	951-301-9321	MICHAEL CULWELL
82952	SUPERCUTS	VICTORIA LANE CENTER	803 EL CAMINO REAL	MENLO PARK	CA	94025	US	650-326-8075	KAMRAN & QURATULAIN CHAUDHARY,
8296	SUPERCUTS	G STREET IN MERCED	3250 G ST STE C	MERCED	CA	95340	US	209-384-3834	MICHAEL JAMES
82071	SUPERCUTS	BERESFORD SQUARE NORTH	105 N MILPITAS BLVD	MILPITAS	CA	95035	US	408-945-6644	BABAK KAHROBAIE
8435	SUPERCUTS	MISSION VIEJO	25523 MARGUERITE PKWY	MISSION VIEJO	CA	92692	US	949-462-0081	CHERYL & JOSEPH ROBINSON
82580	SUPERCUTS	NORTHPOINTE CENTER	3801 PELANDALE AVE STE A-9	MODESTO	CA	95356	US	209-545-7986	MICHAEL STAJER
82582	SUPERCUTS	MODESTO SHOPPING CENTER	3501 MCHENRY AVE STE B4	MODESTO	CA	95356	US	209-523-0744	MICHAEL STAJER
8896	SUPERCUTS	MONTCLAIR PROMENADE	9051 CENTRAL AVE	MONTCLAIR	CA	91763	US	909-621-6936	FAISAL CHARANIA
8074	SUPERCUTS	MONTEREY	488 ALVARADO ST	MONTEREY	CA	93940	US	831-375-2887	HK ENTERPRISES
80441	SUPERCUTS	ATLANTIC SQUARE	2082 S ATLANTIC BLVD	MONTEREY PARK	CA	91754	US	323-887-0888	PHILLIP AND FLORENCE CHEN
81121	SUPERCUTS	LA SPRING SHOPPING CENTER	549 NEW LOS ANGELES AVE STE A1	MOORPARK	CA	93021	US	805-552-9406	MARK & CARRIE RIVERA
80644	SUPERCUTS	STONERIDGE TOWNE CENTER	27120 EUCALYPTUS BLVD	MORENO VALLEY	CA	92555	US	951-485-2414	FAISAL CHARANIA
81119	SUPERCUTS	TOWN GATE CROSSING	12510 DAY ST STE A1	MORENO VALLEY	CA	92553	US	951-653-5555	FAISAL CHARANIA
80703	SUPERCUTS	CHARLESTON PLAZA	2420 CHARLESTON AVE	MOUNTAIN VIEW	CA	94043	US	650-625-0846	HK ENTERPRISES
81694	SUPERCUTS	LONG'S RETAIL CENTER	1039 EL MONTE AVE STE C	MOUNTAIN VIEW	CA	94040	US	650-963-9051	HK ENTERPRISES
82437	SUPERCUTS	CAL OAKS PLAZA	41024 CALIFORNIA OAKS DR # B12	MURRIETA	CA	92562	US	951-677-8977	MICHAEL CULWELL
8039	SUPERCUTS	SOSCOL CENTER	1806B SOSCOL AVE	NAPA	CA	94559	US	707-257-3744	YVONNE FRENETTE RECH
8196	SUPERCUTS	SOUTH BAY PLAZA	1240 E PLAZA BLVD STE 605	NATIONAL CITY	CA	91950	US	619-474-8288	DON M. COX
8653	SUPERCUTS	NEWARK	5777 JARVIS AVE	NEWARK	CA	94560	US	510-793-7901	KAMRAN & QURATULAIN CHAUDHARY,

SUPERCUTS FRANCHISED SALONS

8628	SUPERCUTS	SMART AND FINAL	2130 NEWBURY RD STE B	NEWBURY PARK	CA	91320	US	805-376-2444	MARK & CARRIE RIVERA
82550	SUPERCUTS	BACK BAY SHOPPING CENTER	3601 JAMBOREE RD STE 18	NEWPORT BEACH	CA	92660	US	949-660-8784	MICHAEL STAJER
82551	SUPERCUTS	EASTBLUFF VILLAGE	2527 EASTBLUFF DR	NEWPORT BEACH	CA	92660	US	949-759-1609	MICHAEL STAJER
81118	SUPERCUTS	VILLAGE AT NIPOMO	110 MARY AVE STE 5	NIPOMO	CA	93444	US	805-929-3200	TROY AND JENNIFER OTS
82451	SUPERCUTS	NORTH HOLLYWOOD SHOPPING CTR	5622 LAUREL CANYON BLVD	NORTH HOLLYWOOD	CA	91607	US	818-763-8866	ROBERT RINKER AND ROBERT RINKER II
8507	SUPERCUTS	NORTHRIDGE PLAZA	19424 NORDHOFF ST	NORTHRIDGE	CA	91324	US	818-993-4404	CHERYL & JOSEPH ROBINSON
80047	SUPERCUTS	PORTER RANCH TOWN CENTER	19725 RINALDI ST	NORTHRIDGE	CA	91326	US	818-363-4942	CHERYL & JOSEPH ROBINSON
80106	SUPERCUTS	DEVONSHIRE RESEDA SHOPPING CTR	18703 DEVONSHIRE ST	NORTHRIDGE	CA	91324	US	818-832-5071	LARRY AND DARYL KLEINTOB
83257	SUPERCUTS	NOVATO FAIR SHOPPING CENTER	922 DIABLO AVE	NOVATO	CA	94947	US	415-898-2136	MICHAEL STAJER
82576	SUPERCUTS	OAKDALE SHOPPING CENTER	1342 EAST F ST STE A	OAKDALE	CA	95361	US	209-848-2868	MICHAEL STAJER
8050	SUPERCUTS	ROCKRIDGE DISTRICT	6046 COLLEGE AVE	OAKLAND	CA	94618	US	510-653-4702	ANYA BYRNE
81556	SUPERCUTS	MONTCLAIR VILLAGE	2068 ANTIOCH COURT	OAKLAND	CA	94611	US	510-479-1110	YASEEN ULLA
8759	SUPERCUTS	RANCHO DEL ORO TOWN CENTER	825 COLLEGE BLVD STE 101	OCEANSIDE	CA	92057	US	760-941-8898	BOB JEROME
8806	SUPERCUTS	RANCHO DEL ORO GATEWAY CENTER	4225 OCEANSIDE BLVD STE A	OCEANSIDE	CA	92056	US	760-758-7400	BOB JEROME
80963	SUPERCUTS	QUARRY CREEK	3460 MARRON RD STE 105	OCEANSIDE	CA	92056	US	760-730-0777	BOB JEROME
82132	SUPERCUTS	OCEANSIDE TOWN & COUNTRY	1759 OCEANSIDE BLVD UNIT F	OCEANSIDE	CA	92054	US	760-757-2099	BOB JEROME
8113	SUPERCUTS	CLOCKTOWER CENTER	1806 N TUSTIN ST	ORANGE	CA	92865	US	714-637-7770	26470 RUETHER AVE, STE 109
8686	SUPERCUTS	GALLERIA	146 S MAIN ST	ORANGE	CA	92868	US	714-978-7177	26470 RUETHER AVE, STE 109
80134	SUPERCUTS	GREENBACK PROMENADE	8904 GREENBACK LN STE B	ORANGEVALE	CA	95662	US	916-987-2461	MICHAEL JAMES
8855	SUPERCUTS	BANK OF AMERICA BUILDING	1820 ORO DAM BLVD STE 150	OROVILLE	CA	95966	US	530-532-1090	MARY DIPPEL
83263	SUPERCUTS	FAIRMONT SHOPPING CENTER	729 HICKEY BLVD	PACIFICA	CA	94044	US	650-557-1427	MICHAEL STAJER
8503	SUPERCUTS	PALM DESERT CROSSING	72 393 HIGHWAY 111 STE C	PALM DESERT	CA	92260	US	760-340-1868	WILLIAM AND KATHY WEAVER
8646	SUPERCUTS	DESERT GATEWAY SHOPPING CENTER	34580 MONTEREY AVE STE 101	PALM DESERT	CA	92211	US	760-202-1100	WILLIAM AND KATHY WEAVER
80951	SUPERCUTS	THE MARKETPLACE	78152 VARNER RD STE F	PALM DESERT	CA	92211	US	760-345-3470	WILLIAM AND KATHY WEAVER
82126	SUPERCUTS	SUN CENTER	633 S PALM CANYON STE 26	PALM SPRINGS	CA	92264	US	760-318-4711	WILLIAM AND KATHY WEAVER

8800	SUPERCUTS	RANCHO VISTA	3115 RANCHO VISTA BLVD STE F	PALMDALE	CA	93551	US	661-272-0008	CHERYL & JOSEPH ROBINSON
80696	SUPERCUTS	AMARGOSA COMMONS	39445 10TH ST W STE B	PALMDALE	CA	93551	US	661-266-3900	CHERYL & JOSEPH ROBINSON
80771	SUPERCUTS	47TH STREET PAVILLION	38045 47TH ST E UNIT B	PALMDALE	CA	93552	US	661-273-8155	CHERYL & JOSEPH ROBINSON
80039	SUPERCUTS	ALLEN & WASHINGTON	1842 E WASHINGTON BLVD	PASADENA	CA	91104	US	626-398-0588	FAISAL CHARANIA
82091	SUPERCUTS	ARROYO PARKWAY SHOPPING CENTER	319 S ARROYO PKWY STE 8	PASADENA	CA	91105	US	626-844-5014	LESLIE BROOKS
8040	SUPERCUTS	WOODLAND PLAZA II	152 NIBLICK RD	PASO ROBLES	CA	93446	US	805-227-0101	TROY AND JENNIFER OTS
80235	SUPERCUTS	PATTERSON MARKETPLACE	1015 SPERRY AVE STE C	PATTERSON	CA	95363	US	209-892-3330	RON AND LINDA GROVES
83256	SUPERCUTS	WASHINGTON SQUARE SHOPPING CTR	367 S MCDOWELL BLVD	PETALUMA	CA	94954	US	707-765-1055	MICHAEL STAJER
80266	SUPERCUTS	PICO RIVERA TOWNE CENTER	8720 WASHINGTON BLVD	PICO RIVERA	CA	90660	US	562-801-5705	JIM MILLER
80884	SUPERCUTS	PINOLE VALLEY	2792 PINOLE VALLEY RD	PINOLE	CA	94564	US	510-758-4823	KAMRAN & QURATULAIN CHAUDHARY,
8033	SUPERCUTS	PLACENTIA SQUARE	159 E YORBA LINDA BLVD	PLACENTIA	CA	92870	US	714-528-1620	PRASHANT AND RUCHIKA NAGRATH
80598	SUPERCUTS	GOLDEN CENTER PLAZA	4370 GOLDEN CENTER DR STE D	PLACERVILLE	CA	95667	US	530-626-5404	MICHAEL JAMES
81231	SUPERCUTS	PLEASANT HILL PLAZA	1902A CONTRA COSTA BLVD	PLEASANT HILL	CA	94523	US	925-609-6477	KAMRAN & QURATULAIN CHAUDHARY,
83009	SUPERCUTS	PLEASANT HILL #1	50 GOLF CLUB RD	PLEASANT HILL	CA	94523	US	925-676-8811	KAMRAN & QURATULAIN CHAUDHARY,
82984	SUPERCUTS	AMADOR CENTER	1737 SANTA RITE RD STE 200	PLEASANTON	CA	94566	US	925-461-1438	YASEEN ULLA
8282	SUPERCUTS	MANDALAY SHOPPING CENTER	621 W CHANNEL ISLANDS BLVD	PORT HUENEME	CA	93041	US	805-382-4477	MARK & CARRIE RIVERA
82584	SUPERCUTS	PORTERVILLE MARKETPLACE	1321 W HENDERSON AVE	PORTERVILLE	CA	93257	US	559-781-0661	MICHAEL STAJER
8649	SUPERCUTS	RANCHO CORDOVA	10937 OLSON DR	RANCHO CORDOVA	CA	95670	US	916-635-2900	MICHAEL JAMES
80143	SUPERCUTS	DAYCREEK VILLAGE	12273 HIGHLAND AVE STE 134	RANCHO CUCAMONGA	CA	91739	US	909-463-2910	FAISAL CHARANIA
80961	SUPERCUTS	HAVEN VILLAGE	6331 HAVEN AVE STE 14	RANCHO CUCAMONGA	CA	91737	US	909-989-7473	GARY GRACE
80382	SUPERCUTS	SHOPS AT EL PASEO	22195 EL PASEO STE 160	RANCHO SANTA MARGARITA	CA	92688	US	949-635-6950	CHERYL & JOSEPH ROBINSON
8647	SUPERCUTS	DANA DRIVE	1150 DANA DR STE 2	REDDING	CA	96003	US	530-222-5322	MICHAEL STAJER
80316	SUPERCUTS	CYPRESS POINTE	1030 E CYPRESS	REDDING	CA	96002	US	530-222-4691	MICHAEL STAJER

80917	SUPERCUTS	ORANGE STREET PLAZA	442 ORANGE ST	REDLANDS	CA	92374	US	909-748-6400	LESLIE BROOKS
8064	SUPERCUTS	VON'S PLAZA	4051 INGLEWOOD AVE STE 102	REDONDO BEACH	CA	90278	US	310-679-9058	PHILLIP AND FLORENCE CHEN
81085	SUPERCUTS	REDONDO SHORES	409 N PACIFIC COAST HWY # 109	REDONDO BEACH	CA	90277	US	310-376-6788	PHILLIP AND FLORENCE CHEN
82566	SUPERCUTS	RIVIERA PACIFIC CENTER	1884 S PACIFIC COAST HWY	REDONDO BEACH	CA	90277	US	310-316-5507	MICHAEL STAJER
8933	SUPERCUTS	SEQUOIA STATION	1057 EL CAMINO REAL	REDWOOD CITY	CA	94063	US	650-369-8992	HK ENTERPRISES
83013	SUPERCUTS	MARKET AT REDWOOD SHORES	262 REDWOOD SHORES PKWY	REDWOOD CITY	CA	94065	US	650-592-1302	MICHAEL STAJER
82608	SUPERCUTS	RIVERWALK SHOPPING CENTER	1075 W MANNING AVE	REEDLEY	CA	93654	US	559-638-5044	MICHAEL STAJER
82074	SUPERCUTS	RENAISSANCE MARKETPLACE	1309 RENAISSANCE PKWY STE 840	RIALTO	CA	92376	US	909-355-8844	JIM MILLER
80897	SUPERCUTS	COLONY PLAZA	1222 W COLONY RD STE 160	RIPON	CA	95366	US	209-599-3300	RON AND LINDA GROVES
8042	SUPERCUTS	MAGNOLIA PLACE SHOPPING CENTER	10183 MAGNOLIA AVE	RIVERSIDE	CA	92503	US	951-687-5051	FAISAL CHARANIA
8778	SUPERCUTS	MAGNOLIA TOWN CENTER	6131 MAGNOLIA AVE	RIVERSIDE	CA	92506	US	951-781-9226	FAISAL CHARANIA
80281	SUPERCUTS	PLAZA AT STANFORD RANCH	6200 STANFORD RANCH RD STE 400	ROCKLIN	CA	95765	US	916-772-9222	MICHAEL JAMES
81351	SUPERCUTS	ROCKLIN COMMONS	5194 COMMONS DR STE 106	ROCKLIN	CA	95677	US	916-652-4100	MICHAEL STAJER
81756	SUPERCUTS	RALEY'S TOWNE CENTRE SHOP CTR	15 RALEY'S TOWNE CENTRE	ROHNERT PARK	CA	94928	US	707-664-5259	MICHAEL STAJER
81182	SUPERCUTS	SILVER SPUR TOWN & COUNTRY CTR	891 SILVER SPUR RD	ROLLING HILLS ESTATES	CA	90274	US	310-541-3652	CLIFFORD WANG
8423	SUPERCUTS	ELK HILLS PLAZA	1251 BASELINE RD STE 110	ROSEVILLE	CA	95747	US	916-784-1633	MICHAEL JAMES
8620	SUPERCUTS	ROSEVILLE CENTER	1921 DOUGLAS BLVD STE 103	ROSEVILLE	CA	95661	US	916-782-2013	MICHAEL JAMES
82443	SUPERCUTS	CAMPUS OAKS TOWN CENTER	140 ROSEVILLE PKWY STE 120	ROSEVILLE	CA	95678	US	916-771-0903	KIM UNIDAD & MARICAR LAVILLA
8083	SUPERCUTS	NATOMAS MARKETPLACE	3651 TRUXEL RD STE 4	SACRAMENTO	CA	95834	US	916-928-8460	MICHAEL JAMES
8621	SUPERCUTS	STONECREEK SHOPPING CENTER	1589 W EL CAMINO AVE	SACRAMENTO	CA	95833	US	916-646-6023	MICHAEL JAMES
80806	SUPERCUTS	ANTELOPE POINTE	5830 ANTELOPE RD STE 100	SACRAMENTO	CA	95842	US	916-334-3814	MICHAEL JAMES
82125	SUPERCUTS	65TH STREET VILLAGE	1420 65TH ST STE 102	SACRAMENTO	CA	95819	US	916-454-1584	KIM UNIDAD & MARICAR LAVILLA
82225	SUPERCUTS	CALVINE CENTER	8339 ELK GROVE FLORIN RD	SACRAMENTO	CA	95814	US	916-689-3105	KIM UNIDAD & MARICAR LAVILLA
82227	SUPERCUTS	FREEMONT BUILDING	1501 16TH ST STE 107	SACRAMENTO	CA	95814	US	916-443-2855	KIM UNIDAD & MARICAR LAVILLA
82471	SUPERCUTS	COUNTRY CLUB PLAZA	3328 EL CAMINO AVE STE 200	SACRAMENTO	CA	95821	US	916-973-1522	KIM UNIDAD & MARICAR LAVILLA

82855	SUPERCUTS	HOWE/HURLEY	1250 HOWE AVE STE 11A	SACRAMENTO	CA	95825	US	916-924-8340	MICHAEL STAJER
80247	SUPERCUTS	WESTRIDGE CENTER	1211 N DAVIS RD	SALINAS	CA	93907	US	831-754-6667	HK ENTERPRISES
83275	SUPERCUTS	CREEK BRIDGE VILLAGE	1506 CONSTITUTION BLVD	SALINAS	CA	93905	US	831-444-8137	MICHAEL STAJER
8048	SUPERCUTS	TRI CITY CENTER	525 E HOSPITALITY LN STE B	SAN BERNARDINO	CA	92408	US	909-890-2530	FAISAL CHARANIA
82065	SUPERCUTS	SAN BRUNO TOWNE CENTER	1212 EL CAMINO REAL STE H	SAN BRUNO	CA	94066	US	650-952-0400	MICHAEL STAJER
8604	SUPERCUTS	PICO PAVILLION	415 AVENIDA PICO UNIT F	SAN CLEMENTE	CA	92672	US	949-498-6626	CHERYL & JOSEPH ROBINSON
81074	SUPERCUTS	OCEANVIEW PLAZA	638 CAMINO DE LOS MARES # G135	SAN CLEMENTE	CA	92673	US	949-443-1469	CHERYL & JOSEPH ROBINSON
81927	SUPERCUTS	PLAZA PACIFICA	979 AVENIDA PICO UNIT 1	SAN CLEMENTE	CA	92673	US	949-940-0230	CHERYL & JOSEPH ROBINSON
8094	SUPERCUTS	SDSU AREA	6011 EL CAJON BLVD STE 105	SAN DIEGO	CA	92115	US	619-286-2240	SUSIE GONAVER
8145	SUPERCUTS	NORTH PARK AREA	3024 EL CAJON BLVD	SAN DIEGO	CA	92104	US	619-280-1133	SUSIE GONAVER
8578	SUPERCUTS	CLAIREMONT MESA	4310 GENESEE AVE STE 103	SAN DIEGO	CA	92117	US	858-492-9892	SUSIE GONAVER
8726	SUPERCUTS	HILLCREST AREA	126 WASHINGTON ST STE B	SAN DIEGO	CA	92103	US	619-297-7494	SUSIE GONAVER
80040	SUPERCUTS	PACIFIC BEACH MARKETPLACE	4305 MISSION BLVD STE 103	SAN DIEGO	CA	92109	US	858-270-2722	KEN AND MURIEL YOUNG
80068	SUPERCUTS	POINT LOMA	3660 ROSECRANS ST	SAN DIEGO	CA	92110	US	619-224-3735	SUSIE GONAVER
80341	SUPERCUTS	MISSION VALLEY	8440 RIO SAN DIEGO DR STE 103	SAN DIEGO	CA	92108	US	619-297-6055	SUSIE GONAVER
80401	SUPERCUTS	DEL MAR HIGHLANDS	3485 DEL MAR HEIGHTS RD STE A7	SAN DIEGO	CA	92130	US	858-794-1717	BOB JEROME
81508	SUPERCUTS	COLLEGE GROVE	3434 COLLEGE AVE	SAN DIEGO	CA	92115	US	619-287-6835	SUSIE GONAVER
81945	SUPERCUTS	M21	1021 MARKET ST	SAN DIEGO	CA	92101	US	619-326-8191	XAVIER RODRIGUEZ (GARCIA)
82124	SUPERCUTS	RANCHO PENASQUITOS TOWNE CTR	13223-5 BLACK MOUNTAIN RD	SAN DIEGO	CA	92129	US	858-538-8744	SUSIE GONAVER
82158	SUPERCUTS	NAVAJO SHOPPING CENTER	8736 LAKE MURRAY BLVD STE 111	SAN DIEGO	CA	92119	US	619-667-6657	BOB JEROME
82175	SUPERCUTS	BERNARDO CENTER	16588 BERNARDO CENTER DR # 140	SAN DIEGO	CA	92128	US	858-613-9364	SUSIE GONAVER
82177	SUPERCUTS	CARMEL MOUNTAIN RANCH TOWN CTR	11835 CARMEL MOUNTAIN RD	SAN DIEGO	CA	92128	US	858-487-5611	SUSIE GONAVER
8129	SUPERCUTS	SAN DIMAS ARROW PLAZA	1383 W ARROW HWY	SAN DIMAS	CA	91773	US	909-599-3922	FAISAL CHARANIA
82821	SUPERCUTS	GLENOAKS & HUBBARD	2040 GLENOAKS BLVD	SAN FERNANDO	CA	91340	US	818-361-8992	CHERYL & JOSEPH ROBINSON
82119	SUPERCUTS	FREMONT STREET	215 FREMONT ST STE 215	SAN FRANCISCO	CA	94105	US	415-357-1230	YASEEN ULLA

82979	SUPERCUTS	FILLMORE SHOPPING CENTER	2306 FILLMORE ST	SAN FRANCISCO	CA	94115	US	415-474-9652	YASEEN ULLA
82981	SUPERCUTS	BATTERY STREET	18 BATTERY ST	SAN FRANCISCO	CA	94111	US	415-391-5340	YASEEN ULLA
82982	SUPERCUTS	RICH SORO COMMONS	223 KING ST	SAN FRANCISCO	CA	94107	US	415-495-7404	YASEEN ULLA
83260	SUPERCUTS	NOE VALLEY SHOPPING CENTER	4031 24TH ST	SAN FRANCISCO	CA	94114	US	415-282-5929	MICHAEL STAJER
83261	SUPERCUTS	WEST PORTAL	59 W PORTAL AVE	SAN FRANCISCO	CA	94127	US	415-566-3929	MICHAEL STAJER
83262	SUPERCUTS	LAKESHORE PLAZA	1527 SLOAT BLVD	SAN FRANCISCO	CA	94132	US	415-753-2211	MICHAEL STAJER
8096	SUPERCUTS	OFF ROSEMEAD AND BROADWAY	5417 ROSEMEAD BLVD	SAN GABRIEL	CA	91776	US	626-286-9103	FAISAL CHARANIA
8081	SUPERCUTS	CAMDEN	1910 CAMDEN AVE STE 2	SAN JOSE	CA	95124	US	408-559-1101	THOMAS MEEHAN
8098	SUPERCUTS	VILLAGE OAKS SHOPPING CENTER	5638 COTTLE RD STE 20	SAN JOSE	CA	95123	US	408-229-9200	HK ENTERPRISES
80003	SUPERCUTS	STEVENS CREEK	5138 STEVENS CREEK BLVD	SAN JOSE	CA	95129	US	408-244-4102	THOMAS MEEHAN
80015	SUPERCUTS	BERNAL SHOPPING CENTER	117 BERNAL RD STE 30	SAN JOSE	CA	95119	US	408-362-9354	HK ENTERPRISES
81014	SUPERCUTS	SAN JOSE MARKET CENTER	567 COLEMAN AVE STE 20	SAN JOSE	CA	95110	US	408-271-9944	HK ENTERPRISES
81020	SUPERCUTS	@ FIRST SHOPPING CENTER	55 HOLGER WAY STE 50	SAN JOSE	CA	95134	US	408-577-1843	HK ENTERPRISES
81627	SUPERCUTS	BROKAW PLAZA II	1088 E BROKAW RD STE 30	SAN JOSE	CA	95131	US	408-436-5030	BABAK KAHROBAIE
82117	SUPERCUTS	WATERFORD PLAZA	539 W CAPITOL EXPY	SAN JOSE	CA	95136	US	408-784-3339	MICHAEL STAJER
82912	SUPERCUTS	BERRYESSA HILLS SHOPPING CTR	1186 N CAPITOL AVE	SAN JOSE	CA	95132	US	408-254-2201	BABAK KAHROBAIE
83265	SUPERCUTS	SAN CARLOS-CASH & CARRY CENTER	1735 W SAN CARLOS ST	SAN JOSE	CA	95128	US	408-885-0755	MICHAEL STAJER
83266	SUPERCUTS	WINCHESTER-WEST PARK PLAZA	1313 S WINCHESTER BLVD	SAN JOSE	CA	95128	US	408-378-5720	MICHAEL STAJER
83268	SUPERCUTS	THORNWOOD PLAZA	5440 THORNWOOD DR STE B	SAN JOSE	CA	95123	US	408-281-8583	MICHAEL STAJER
83269	SUPERCUTS	THE PLANT SHOPPING CENTER	1 CURTNER AVE STE 60	SAN JOSE	CA	95125	US	408-287-3036	MICHAEL STAJER
8178	SUPERCUTS	MADONNA PLAZA SHOPPING CENTER	253 MADONNA RD STE 130	SAN LUIS OBISPO	CA	93405	US	805-549-8588	TROY AND JENNIFER OTS
81444	SUPERCUTS	UNIVERSITY SQUARE SHOPPING CTR	844 E FOOTHILL BLVD	SAN LUIS OBISPO	CA	93405	US	805-549-9600	TROY AND JENNIFER OTS
82156	SUPERCUTS	GRAND PLAZA	137 S LAS POSAS RD STE 156	SAN MARCOS	CA	92078	US	760-736-3112	BOB JEROME
8017	SUPERCUTS	SAN MATEO	15 24TH AVE	SAN MATEO	CA	94403	US	650-572-1101	MICHAEL STAJER
81874	SUPERCUTS	WOODLAKE SHOPPING CENTER	854 N DELAWARE ST STE B4	SAN MATEO	CA	94401	US	650-389-2253	RAJ & KRANTI BHANDARI
82163	SUPERCUTS	SAN PEDRO PLAZA	519 S GAFFEY ST	SAN PEDRO	CA	90731	US	424-264-5560	PARMOD KUMAR & NIDHI JAIN

83004	SUPERCUTS	MONTECITO CENTER	323 3RD ST STE B	SAN RAFAEL	CA	94901	US	415-457-8232	KAMRAN & QURATULAIN CHAUDHARY,
82991	SUPERCUTS	CROW CANYON COMMONS	3191 CROW CANYON PL	SAN RAMON	CA	94583	US	925-866-2873	YASEEN ULLA
82992	SUPERCUTS	SHOPS AT BISHOP RANCH	150 SUNSET DR	SAN RAMON	CA	94583	US	925-355-1378	YASEEN ULLA
8031	SUPERCUTS	EDGEWATER ON MONTEREY BAY	925 PLAYA AVE STE A	SAND CITY	CA	93955	US	831-583-9054	HK ENTERPRISES
82859	SUPERCUTS	STATE STREET SHOPPING CENTER	726 STATE ST	SANTA BARBARA	CA	93101	US	805-963-6862	MICHAEL STAJER
80301	SUPERCUTS	RIVERMARK VILLAGE	3966 RIVERMARK PLZ	SANTA CLARA	CA	95054	US	408-486-9806	HK ENTERPRISES
81521	SUPERCUTS	SECO CANYON VILLAGE SHOP CTR	27923 SECO CCANYON RD	SANTA CLARITA	CA	91350	US	661-430-8745	PRASHANT AND RUCHIKA NAGRATH
82557	SUPERCUTS	PROMENADE AT TOWN CENTER	27091 MCBEAN PKWY	SANTA CLARITA	CA	91355	US	661-799-9197	MICHAEL STAJER
82561	SUPERCUTS	SANTA CLARITA MARKET PLACE	26850 SIERRA HWY STE A-12	SANTA CLARITA	CA	91321	US	661-251-2445	MICHAEL STAJER
83272	SUPERCUTS	GATEWAY PLAZA SHOPPING CENTER	550 RIVER ST STE C	SANTA CRUZ	CA	95060	US	831-429-8713	MICHAEL STAJER
82853	SUPERCUTS	SANTA MARIA CENTER	230 BETTERAVIA RD STE E	SANTA MARIA	CA	93454	US	805-922-6939	MICHAEL STAJER
8052	SUPERCUTS	NEXT TO FROMIN'S	1828 WILSHIRE BLVD	SANTA MONICA	CA	90403	US	310-829-6729	FAISAL CHARANIA
8754	SUPERCUTS	SANTEE TOWN CENTER	235 TOWN CENTER PKWY STE F	SANTEE	CA	92071	US	619-562-4777	SUSIE GONAVER
8410	SUPERCUTS	WESTGATE CORNERS SHOPPING CTR	18572 PROSPECT RD	SARATOGA	CA	95070	US	408-257-8101	DIANNE COX
82562	SUPERCUTS	BOUQUET CANYON PLAZA	27659 BOUQUET CANYON RD	SAUGUS	CA	91350	US	661-296-5256	MICHAEL STAJER
83271	SUPERCUTS	SCOTTS VALLEY SQUARE	266 MOUNT HERMON RD STE S	SCOTTS VALLEY	CA	95066	US	831-438-2786	MICHAEL STAJER
8093	SUPERCUTS	NEXT TO CHUCK E CHEESE	9872 HIBERT ST STE B3	SCRIPPS RANCH	CA	92131	US	858-695-1360	HERNANDEZ, NOELIA & RENE
81348	SUPERCUTS	THE SHOPS AT ROSSMOOR	12151 SEAL BEACH BLVD STE B2	SEAL BEACH	CA	90740	US	562-493-9400	PARMOD KUMAR & NIDHI JAIN
80553	SUPERCUTS	SHERMAN OAKS	13401 VENTURA BLVD	SHERMAN OAKS	CA	91423	US	818-788-2481	CHERYL & JOSEPH ROBINSON
82450	SUPERCUTS	VAN NUYS SHOPPING CENTER	14844 BURBANK BLVD	SHERMAN OAKS	CA	91411	US	818-901-1075	ROBERT RINKER AND ROBERT RINKER II
81109	SUPERCUTS	TOWN CENTER EAST	2172 E WILLOW ST	SIGNAL HILL	CA	90755	US	562-275-3446	PRASHANT AND RUCHIKA NAGRATH
8038	SUPERCUTS	VALLEY PLAZA	2345 ERRINGER RD STE 101	SIMI VALLEY	CA	93065	US	805-522-8701	LARRY AND DARYL KLEINTOB
8783	SUPERCUTS	SIMI VALLEY CIVIC CENTER	2691 TAPO CANYON RD STE B	SIMI VALLEY	CA	93063	US	805-955-9394	LARRY AND DARYL KLEINTOB
8823	SUPERCUTS	SOLANA BEACH TOWNE CENTRE	661 LOMAS SANTA FE DR STE B	SOLANA BEACH	CA	92075	US	858-481-7177	BOB JEROME

81984	SUPERCUTS	SONORA CROSSROADS	1031 SANGUINETTI RD STE C	SONORA	CA	95370	US	209-694-7113	GLENN & KATHY WALLACE
8027	SUPERCUTS	SOUTH SAN FRANCISCO	945 EL CAMINO REAL	SOUTH SAN FRANCISCO	CA	94080	US	650-589-6612	MICHAEL STAJER
8497	SUPERCUTS	SPRING VALLEY CENTER	529 SWEETWATER RD	SPRING VALLEY	CA	91977	US	619-462-2430	BOB JEROME
82577	SUPERCUTS	PARK WEST PLACE	10940 TRINITY PKWY STE F	STOCKTON	CA	95219	US	209-472-9665	MICHAEL STAJER
82578	SUPERCUTS	MORADA RANCH SHOPPING CENTER	4339 E MORADA LN STE 120	STOCKTON	CA	95212	US	209-951-0141	MICHAEL STAJER
82579	SUPERCUTS	ROBINHOOD PLAZA SHOPPING CTR	5756 PACIFIC AVE STE 28	STOCKTON	CA	95207	US	209-951-8827	MICHAEL STAJER
80093	SUPERCUTS	STUDIO CITY	11034 VENTURA BLVD	STUDIO CITY	CA	91604	US	818-761-8353	CHERYL & JOSEPH ROBINSON
8198	SUPERCUTS	ROSS PLAZA	19227 VENTURA BLVD	TARZANA	CA	91356	US	818-996-3364	LARRY AND DARYL KLEINTOB
82438	SUPERCUTS	TEMECULA PARKWAY	31950 TEMECULA PKWY	TEMECULA	CA	92592	US	951-302-7775	MICHAEL CULWELL
82439	SUPERCUTS	RANCHO CALIFORNIA	30590 RANCHO CALIFORNIA RD	TEMECULA	CA	92591	US	951-695-1858	MICHAEL CULWELL
81096	SUPERCUTS	OAKBROOK PLAZA	1772 AVENIDA DE LOS ARBOLES #H	THOUSAND OAKS	CA	91362	US	805-493-8499	ROBERT RINKER AND ROBERT RINKER II
82447	SUPERCUTS	PARK OAKS PLAZA	1748 N MOORPARK RD	THOUSAND OAKS	CA	91360	US	805-557-0648	ROBERT RINKER AND ROBERT RINKER II
83018	SUPERCUTS	NORTH RANCH SHOPPING CENTER	3825 THOUSAND OAKS BLVD UNIT R	THOUSAND OAKS	CA	91362	US	805-370-9393	JIM MILLER
81420	SUPERCUTS	TORRANCE PROMENADE	19800 HAWTHORNE BLVD STE 204	TORRANCE	CA	90503	US	310-371-4037	CLIFFORD WANG
82564	SUPERCUTS	TOWN & COUNTRY-PACIFIC COAST	2805 PACIFIC COAST HWY	TORRANCE	CA	90505	US	310-534-3533	MICHAEL STAJER
82567	SUPERCUTS	TORRANCE CTR-CARSON & WESTERN	1790 W CARSON ST STE C	TORRANCE	CA	90501	US	310-781-3074	MICHAEL STAJER
82569	SUPERCUTS	CRENSHAW & SEPULVEDA	22501 CRENSHAW BLVD STE 300	TORRANCE	CA	90505	US	310-517-0299	MICHAEL STAJER
8903	SUPERCUTS	TRACY GATEWAY PLAZA	1980 W 11TH ST	TRACY	CA	95376	US	209-832-3884	RON AND LINDA GROVES
80896	SUPERCUTS	RED MAPLE VILLAGE	2600 S TRACY BLVD STE 140	TRACY	CA	95376	US	209-833-0771	RON AND LINDA GROVES
81148	SUPERCUTS	GATEWAY AT DONNER PASS	11260 DONNER PASS RD STE C6	TRUCKEE	CA	96161	US	530-582-4037	LAUREL SLAUGHTER-ODELEIN
82585	SUPERCUTS	PLAZA DEL LAGO	1200 E PROSPERITY AVE	TULARE	CA	93274	US	559-687-0600	MICHAEL STAJER
82850	SUPERCUTS	BLOSSOM VALLEY SHOPPING CENTER	2850 GEER RD	TURLOCK	CA	95382	US	209-667-8401	MICHAEL STAJER
82851	SUPERCUTS	MONTE VISTA CROSSINGS	3019 COUNTRYSIDE DR STE 10	TURLOCK	CA	95380	US	209-634-6994	MICHAEL STAJER
8498	SUPERCUTS	TUSTIN	13434 NEWPORT AVE	TUSTIN	CA	92780	US	714-731-4511	26470 RUETHER AVE, STE 109
83254	SUPERCUTS	PEAR TREE CENTER	132 N ORCHARDS AVE	UKIAH	CA	95482	US	707-462-9048	MICHAEL STAJER

80459	SUPERCUTS	COLONIES AT CROSSROAD	1902 N CAMPUS AVE STE F	UPLAND	CA	91784	US	909-920-6014	FAISAL CHARANIA
82079	SUPERCUTS		2080 HARBISON DR STE D	VACAVILLE	CA	95687	US	707-452-0402	MICHAEL STAJER
82556	SUPERCUTS	GRANARY SQUARE	25854 N MCBEAN PKWY	VALENCIA	CA	91355	US	661-259-4440	MICHAEL STAJER
82995	SUPERCUTS	VALLEJO CORNERS SHOPPING CTR	962 ADMIRAL CALLAGHAN LN	VALLEJO	CA	94591	US	707-644-6618	KAMRAN & QURATULAIN CHAUDHARY,
8013	SUPERCUTS	MONTALVO SQUARE	1746 VICTORIA AVE STE C	VENTURA	CA	93003	US	805-642-7945	MARK & CARRIE RIVERA
8124	SUPERCUTS	FIREHOUSE PLAZA	4255 E MAIN ST STE 9	VENTURA	CA	93003	US	805-644-9700	MARK & CARRIE RIVERA
8348	SUPERCUTS	DUNIA PLAZA	14329 BEAR VALLEY RD STE 3	VICTORVILLE	CA	92392	US	760-949-5524	FAISAL CHARANIA
8571	SUPERCUTS	DESERT SKY PLAZA	15667 ROY ROGERS DR STE 109	VICTORVILLE	CA	92394	US	760-241-9090	FAISAL CHARANIA
82587	SUPERCUTS	MARY'S VINYARD SHOPPING CENTER	1431 E NOBLE AVE	VISALIA	CA	93292	US	559-732-1577	MICHAEL STAJER
82588	SUPERCUTS	PARK PLACE PROMENADE	2038 S MOONEY BLVD STE M8	VISALIA	CA	93277	US	559-636-0610	MICHAEL STAJER
82589	SUPERCUTS	PACKWOOD CREEK	4231 S MOONEY BLVD STE P5	VISALIA	CA	93277	US	559-735-9315	MICHAEL STAJER
82590	SUPERCUTS	ORCHARD WALK EAST	3318 DINUBA BLVD STE D	VISALIA	CA	93291	US	559-732-4078	MICHAEL STAJER
82591	SUPERCUTS	RANCHO VIEJO SHOPPING CENTER	5137 W WALNUT AVE	VISALIA	CA	93277	US	559-627-9220	MICHAEL STAJER
81855	SUPERCUTS	THE VILLAGE	515 N GRAND AVE STE G	WALNUT	CA	91789	US	909-598-5150	NAMITA MOHIDEEN
83008	SUPERCUTS	HENRY'S FARMERS MARKET	1518 GEARY RD	WALNUT CREEK	CA	94597	US	925-274-1754	KAMRAN & QURATULAIN CHAUDHARY,
83274	SUPERCUTS	OVERLOOK COMMERCIAL CENTER	1429 MAIN ST STE G-1	WATSONVILLE	CA	95076	US	831-724-8400	MICHAEL STAJER
8105	SUPERCUTS	PARKWAY PLAZA	1038 W COVINA PKWY	WEST COVINA	CA	91790	US	626-960-6302	KRISTINE HAIGH
82435	SUPERCUTS	SOUTHPORT TOWN CENTER	2155 TOWN CENTER PLAZA # E150	WEST SACRAMENTO	CA	95691	US	916-371-6387	ALISTER PETERS AND SINOUN NOV
8677	SUPERCUTS	COSTCO WESTLAKE VILLAGE	5776 N LINDERO CANYON STE B	WESTLAKE VILLAGE	CA	91362	US	818-865-9876	JIM MILLER
82911	SUPERCUTS	WESTMINSTER	13521 BEACH BLVD	WESTMINSTER	CA	92683	US	714-893-7427	FAISAL CHARANIA
80129	SUPERCUTS	VILLAGE COURT	7201 GREENLEAF AVE STE E	WHITTIER	CA	90602	US	562-698-9502	PRASHANT AND RUCHIKA NAGRATH
81663	SUPERCUTS	WILDOMAR SQUARE	36250 HIDDEN SPRINGS RD STE B	WILDOMAR	CA	92595	US	951-678-1930	ADAM BERRYMAN
82440	SUPERCUTS	FRENCH VALLEY MARKETPLACE	30724 BENTON RD STE C303	WINCHESTER	CA	92596	US	951-926-2969	MICHAEL CULWELL
81454	SUPERCUTS	SHILOH CENTER	6400 HEMBREE LN STE 300	WINDSOR	CA	95492	US	707-657-4717	BERNICE TSAI AND YU-LING CHIEN

80187	SUPERCUTS	WOODLAND HILLS	21502 VICTORY BLVD	WOODLAND HILLS	CA	91367	US	818-715-1044	CHERYL & JOSEPH ROBINSON
81037	SUPERCUTS	EL CAMINO SHOPPING CENTER	23337 MULHOLLAND DR	WOODLAND HILLS	CA	91364	US	818-222-8145	CHERYL & JOSEPH ROBINSON
81279	SUPERCUTS	YORBA LINDA CENTER	4854 VALLEY VIEW AVE STE A	YORBA LINDA	CA	92886	US	714-660-6002	DANIEL PARRISH
8104	SUPERCUTS	YUBA CITY	402 COLUSA AVE UNIT C	YUBA CITY	CA	95991	US	530-671-9114	MARY DIPPEL
82711	SUPERCUTS	CANDELAS MARKETPLACE	14947 CANDELAS PKWY STE D	ARVADA	CO	80007	US	303-431-3684	VIKIE AGRAWAL
82815	SUPERCUTS	MARKET SQUARE	8031 WADSWORTH BLVD	ARVADA	CO	80003	US	303-940-9564	VIKIE AGRAWAL
81263	SUPERCUTS	SERENITY RIDGE	25791 E SMOKEY HILL RD UNIT 4	AURORA	CO	80016	US	303-690-6056	HEATHER HEINBAUGH
82041	SUPERCUTS	SOMERSET VILLAGE SHOPPING CTR	1250 S BUCKLEY RD UNIT F	AURORA	CO	80017	US	720-747-0253	HEATHER HEINBAUGH
82026	SUPERCUTS	MEADOWS ON THE PARKWAY	4800 BASELINE RD STE D-105	BOULDER	CO	80303	US	303-494-5044	HEATHER HEINBAUGH
82548	SUPERCUTS	SAFEWAY (28TH AND IRIS)	3325 28TH ST UNIT 7	BOULDER	CO	80301	US	303-440-7262	MANISH PATIL & MANOHAR CHANDRASHEKAR
81343	SUPERCUTS	MARKETPLACE AT BRIGHTON XING	96 N 50TH AVE UNIT C	BRIGHTON	CO	80601	US	720-523-8222	LAWRENCE OLIVER
81907	SUPERCUTS	CASTLE ROCK PROMENADE	1345 NEW BEALE ST UNIT D140	CASTLE ROCK	CO	80108	US	720-549-0614	HEATHER HEINBAUGH
81049	SUPERCUTS	CLIFTON	3235 I-70 BUSINESS LOOP STE B	CLIFTON	CO	81520	US	970-523-5488	JUSTIN SEELY
81189	SUPERCUTS	FALCON LANDING	7477 N ACADEMY BLVD	COLORADO SPRINGS	CO	80920	US	719-358-9150	HEATHER HEINBAUGH
82359	SUPERCUTS	MARKET CENTER	4484 AUSTIN BLUFFS PKWY	COLORADO SPRINGS	CO	80918	US	719-528-7028	HEATHER HEINBAUGH
82360	SUPERCUTS	CONSTITUTION PLACE SOUTH	5861 CONSTITUTION AVE	COLORADO SPRINGS	CO	80915	US	719-638-7860	HEATHER HEINBAUGH
82361	SUPERCUTS	RIDGEVIEW MARKETPLACE	6046 STETSON HILLS BLVD	COLORADO SPRINGS	CO	80923	US	719-597-9392	HEATHER HEINBAUGH
82754	SUPERCUTS	MARKETPLACE AT BRIARGATE	9205 UNION BLVD STE 170	COLORADO SPRINGS	CO	80920	US	719-282-6155	SATNAM SANGHERA
82761	SUPERCUTS	RED ROCK CANYON	3161 W COLORADO AVE	COLORADO SPRINGS	CO	80904	US	719-578-1388	SATNAM SANGHERA
82762	SUPERCUTS	PIONEER PLAZA	1207 NORTH CIR	COLORADO SPRINGS	CO	80909	US	719-638-4454	SATNAM SANGHERA
82763	SUPERCUTS	GRANDVIEW MARKETPLACE	3262 CENTENNIAL BLVD STE 110	COLORADO SPRINGS	CO	80907	US	719-471-2200	SATNAM SANGHERA
82765	SUPERCUTS	BROADMOOR TOWN CENTER	2130 SOUTHGATE RD STE 105	COLORADO SPRINGS	CO	80906	US	719-447-9590	SATNAM SANGHERA
82766	SUPERCUTS	MARKET AT SAND CREEK	1451 S MURRAY BLVD	COLORADO SPRINGS	CO	80916	US	719-622-1421	SATNAM SANGHERA
81760	SUPERCUTS	EASTBRIDGE TOWN CTR STAPLETON	10355 E MARTIN LUTHER KING JR	DENVER	CO	80238	US	303-377-6631	HEATHER HEINBAUGH

SUPERCUTS FRANCHISED SALONS

82043	SUPERCUTS	SQUARE ONE	1154 S COLORADO BLVD	DENVER	CO	80246	US	303-753-6769	HEATHER HEINBAUGH
81243	SUPERCUTS	SPROUTS CENTER	4989 S BROADWAY	ENGLEWOOD	CO	80113	US	303-781-4700	HEATHER HEINBAUGH
82327	SUPERCUTS	PROSPECT PARK	1115 W PROSPECT RD STE 103	FORT COLLINS	CO	80526	US	970-407-9580	WAYNE LAMBERT
82330	SUPERCUTS	MULBERRY-LEMAY CROSSING	1281 E MAGNOLIA ST STE B	FORT COLLINS	CO	80524	US	970-484-1817	WAYNE LAMBERT
80858	SUPERCUTS	SHOPPES AT ORCHARD MESA	2740 HIGHWAY 50 STE 104	GRAND JUNCTION	CO	81503	US	970-242-7288	JUSTIN SEELY
82328	SUPERCUTS	COUNTRY CLUB PLAZA	4318 W 9TH STREET RD STE 3	GREELEY	CO	80634	US	970-378-7311	WAYNE LAMBERT
82044	SUPERCUTS	CREEKSIDE SHOPPING CENTER	7475 W COLFAX AVE STE 106	LAKEWOOD	CO	80214	US	303-274-0565	HEATHER HEINBAUGH
81368	SUPERCUTS	KING SOOPERS KEN CARYL PLAZA	11757 W KEN CARYL AVE STE D	LITTLETON	CO	80127	US	303-979-0982	HEATHER HEINBAUGH
82371	SUPERCUTS	SOUTHWEST COMMONS	8601 W CROSS DR UNIT F2	LITTLETON	CO	80123	US	303-973-0126	DAVID FOLEY & NICOLETTE PICERNO
82046	SUPERCUTS	LINCOLN COMMONS	10005 COMMON STE STE 210	LONE TREE	CO	80124	US	303-799-6046	HEATHER HEINBAUGH
81526	SUPERCUTS	VILLAGE AT THE PEAKS	1250 S HOVER ST STE 230	LONGMONT	CO	80501	US	303-776-0164	HEATHER HEINBAUGH
82329	SUPERCUTS	34 MARKETPLACE RETAIL CENTER	1435 DENVER AVE	LOVELAND	CO	80538	US	970-593-9454	WAYNE LAMBERT
82755	SUPERCUTS	MONUMENT MARKETPLACE	15932 JACKSON CREEK PKWY	MONUMENT	CO	80132	US	719-487-3314	SATNAM SANGHERA
82370	SUPERCUTS	PARKER MARKETPLACE	11031 S PARKER RD STE G	PARKER	CO	80134	US	303-840-5075	DAVID FOLEY & NICOLETTE PICERNO
82757	SUPERCUTS	PUEBLO CROSSING	5759 N ELIZABETH ST STE 120	PUEBLO	CO	81008	US	719-544-4649	SATNAM SANGHERA
82758	SUPERCUTS	PUEBLO SOUTH	1529 MOORE AVE	PUEBLO	CO	81005	US	719-561-3482	SATNAM SANGHERA
82759	SUPERCUTS	PUEBLO SHOPPING CENTER	206 W 29TH ST STE A	PUEBLO	CO	81008	US	719-543-5287	SATNAM SANGHERA
82760	SUPERCUTS	PUEBLO WEST MARKETPLACE	1021 N MARKET PLZ STE 105	PUEBLO	CO	81007	US	719-647-9199	SATNAM SANGHERA
81632	SUPERCUTS	RETAIL ON 128TH & QUEBEC	12885 QUEBEC ST	THORNTON	CO	80602	US	303-252-5800	HEATHER HEINBAUGH
82638	SUPERCUTS	LARKRIDGE SHOPPING CENTER	16649 WASHINGTON ST	THORNTON	CO	80023	US	303-457-0955	MANISH PATIL & MANOHAR CHANDRASHEKAR
81464	SUPERCUTS	BRADBURN VILLAGE	4550 MAIN ST STE 500	WESTMINSTER	CO	80031	US	303-465-2448	HEATHER HEINBAUGH
82230	SUPERCUTS	BIG Y SHOPPING CENTER	255 W MAIN ST STE 5	AVON	CT	06001	US	860-674-8713	PHILIP WALKER AND EILEEN MULRENAN
82868	SUPERCUTS	BRICKYARD PLAZA	283 BERLIN TURNPIKE	BERLIN	CT	06037	US	860-829-8867	PHILIP WALKER AND EILEEN MULRENAN
82491	SUPERCUTS	BRANFORD PLAZA	1060 W MAIN ST	BRANFORD	CT	06405	US	203-481-8336	PHILIP WALKER AND EILEEN MULRENAN
82622	SUPERCUTS	SHOP RITE PLAZA	1198 FARMINGTON AVE	BRISTOL	CT	06010	US	860-584-9655	SCOTT PRUD'HOMME

82314	SUPERCUTS	STOP & SHOP PLAZA	72 NEWTOWN RD STE 4	DANBURY	CT	06810	US	203-798-2397	CHARLIE CHO
82326	SUPERCUTS	THE SHOPS AT MARCUS DAIRY	7 SUGAR HOLLOW RD	DANBURY	CT	06810	US	203-790-2757	CHARLIE CHO
82733	SUPERCUTS	HILLTOP COMMONS	656 NEW HAVEN AVE	DERBY	CT	06418	US	203-751-9297	SCOTT PRUD'HOMME
82492	SUPERCUTS	TROLLEY SQUARE	199 MAIN ST	EAST HAVEN	CT	06512	US	203-466-4034	PHILIP WALKER AND EILEEN MULRENAN
82619	SUPERCUTS	FLANDERS PLAZA	15 CHESTERFIELD RD	EAST LYME	CT	06333	US	860-691-2628	SCOTT PRUD'HOMME
83396	SUPERCUTS		7 HAZARD AVE	ENFIELD	CT	06082	US	860-745-7060	JASON STEVENSON & RYAN ROSE
82315	SUPERCUTS	SHAW'S PLAZA	1953 BLACK ROCK TPKE	FAIRFIELD	CT	06825	US	203-366-7939	CHARLIE CHO
82625	SUPERCUTS	THE SHOPPES AT FOX RUN	39 WELLES ST	GLASTONBURY	CT	06033	US	860-657-8872	SCOTT PRUD'HOMME
81060	SUPERCUTS	GROTON SQUARE	220 ROUTE 12	GROTON	CT	06340	US	860-445-7777	TOM PAGLEY
81012	SUPERCUTS	GUILFORD CENTER	1065 BOSTON POST RD	GUILFORD	CT	06437	US	203-458-1333	PAUL & TARA VITALE
82867	SUPERCUTS	DIXWELL AVENUE	2380 DIXWELL AVE	HAMDEN	CT	06514	US	203-248-3992	PHILIP WALKER AND EILEEN MULRENAN
83395	SUPERCUTS	GATEWAY PLAZA	179 DEMING ST UNIT 5	MANCHESTER	CT	06042	US	860-648-9126	JASON STEVENSON & RYAN ROSE
82423	SUPERCUTS	MIDDLETOWN	613 WASHINGTON ST	MIDDLETOWN	CT	06457	US	860-344-3138	JOE GOLDBERG
82869	SUPERCUTS	PRICE CHOPPER PLAZA	2995 BERLIN TPKE STE A	NEWINGTON	CT	06111	US	860-667-8125	PHILIP WALKER AND EILEEN MULRENAN
82866	SUPERCUTS	HOME DEPOT PLAZA	269 UNIVERSAL DR	NORTH HAVEN	CT	06473	US	203-234-6107	PHILIP WALKER AND EILEEN MULRENAN
82316	SUPERCUTS	WALGREENS PLAZA	235 MAIN ST	NORWALK	CT	06851	US	203-846-9386	CHARLIE CHO
82603	SUPERCUTS		30 SALEM TURNPIKE UNIT 2	NORWICH	CT	06360	US	860-949-8420	PAUL & TARA VITALE
81045	SUPERCUTS	MAX'S PLACE	28C SPENCER PLAINS RD	OLD SAYBROOK	CT	06475	US	860-661-5155	PAUL & TARA VITALE
81051	SUPERCUTS	ORANGE TOWN CENTER	109 BOSTON POST RD	ORANGE	CT	06477	US	203-553-9111	SCOTT PRUD'HOMME
82618	SUPERCUTS		538 BOSTON POST RD STE 8	ORANGE	CT	06477	US	203-795-0789	SCOTT PRUD'HOMME
81866	SUPERCUTS	OXFORD TOWNE CENTER	300 OXFORD RD	OXFORD	CT	06478	US	475-675-2091	PHILIP WALKER AND EILEEN MULRENAN
82620	SUPERCUTS	PUTNAM SHOPPING PLAZA	62 PROVIDENCE PIKE STE B	PUTNAM	CT	06260	US	860-928-0286	SCOTT PRUD'HOMME
82320	SUPERCUTS	COPPS HILL PLAZA	125 DANBURY RD	RIDGEFIELD	CT	06877	US	203-438-2859	CHARLIE CHO
82624	SUPERCUTS	TOWN LINE PLAZA	80 TOWN LINE RD	ROCKY HILL	CT	06067	US	860-257-4007	SCOTT PRUD'HOMME
82623	SUPERCUTS	QUEEN PLAZA	857 QUEEN ST	SOUTHINGTON	CT	06489	US	860-276-0892	SCOTT PRUD'HOMME
82317	SUPERCUTS	KINKOS PLAZA	968 HIGH RIDGE RD	STAMFORD	CT	06905	US	203-322-5355	CHARLIE CHO
82322	SUPERCUTS	NORTH TOWN CENTER	475 HAWLEY LN STE 1	STRATFORD	CT	06614	US	203-375-7764	CHARLIE CHO
81918	SUPERCUTS		444 HARTFORD TPKE STE C	VERNON	CT	06066	US	860-375-8375	SCOTT PRUD'HOMME

SUPERCUTS FRANCHISED SALONS

81088	SUPERCUTS	IVES ROAD PLAZA	20 IVES RD	WALLINGFORD	CT	06492	US	203-269-8088	JOE GOLDBERG
82870	SUPERCUTS	NAUGATUCK VALLEY SHOPPING CTR	920 WOLCOTT ST	WATERBURY	CT	06705	US	203-574-0642	PHILIP WALKER AND EILEEN MULRENAN
82871	SUPERCUTS	MAIN STREET SHOPPING CENTER	1142 MAIN ST	WATERTOWN	CT	06795	US	860-945-6683	PHILIP WALKER AND EILEEN MULRENAN
82228	SUPERCUTS	WEST HARTFORD MALL	2540 ALBANY AVE	WEST HARTFORD	CT	06117	US	860-236-7114	PHILIP WALKER AND EILEEN MULRENAN
82321	SUPERCUTS	GARLICK & HERBS PLAZA	1799 POST RD E	WESTPORT	CT	06880	US	203-254-0557	CHARLIE CHO
82621	SUPERCUTS	WILLIMANTIC PLAZA	1601 W MAIN ST	WILLIMANTIC	CT	06226	US	860-450-8450	SCOTT PRUD'HOMME
82323	SUPERCUTS	KENT CENTER	35 DANBURY RD	WILTON	CT	06897	US	203-762-7340	CHARLIE CHO
80505	SUPERCUTS	WISCONSIN AVENUE	4561 WISCONSIN AVE	WASHINGTON	DC	20016	US	202-244-4165	DINESH SHUKLA
82223	SUPERCUTS	GOVERNOR'S SQUARE	1233 QUINTILLO DR	BEAR	DE	19701	US	302-834-1272	GARY ROBINS
81974	SUPERCUTS	CAMDEN TOWN CENTER	374 WALMART DR STE 4	CAMDEN	DE	19934	US	302-698-1988	KAMLESH BHATIA
82264	SUPERCUTS	MIDDLETOWN CROSSING	436 E MAIN ST	MIDDLETOWN	DE	19709	US	302-449-2180	GARY ROBINS
81976	SUPERCUTS	CYPRESS HALL	28257 LEXUS DR STE 4	MILFORD	DE	19963	US	302-422-8448	KAMLESH BHATIA
81937	SUPERCUTS	PENINSULA CROSSING	26670 CENTERVIEW DR UNIT 12	MILLSBORO	DE	19966	US	302-934-6534	KAMLESH BHATIA
81933	SUPERCUTS	MIDWAY GALLERIA	18707 COASTAL HWY UNIT 7	REHOBOTH BEACH	DE	19971	US	302-644-4288	KAMLESH BHATIA
81935	SUPERCUTS	SEAFORD TOWN CENTER	22846 SUSSEX HWY	SEAFORD	DE	19973	US	302-629-6225	KAMLESH BHATIA
81416	SUPERCUTS	FAIRFAX SHOPPING CENTER	2203 CONCORD PIKE	WILMINGTON	DE	19803	US	302-407-6963	GARY ROBINS
82262	SUPERCUTS	VALLEY VIEW PLAZA	2504 FOULK RD	WILMINGTON	DE	19810	US	302-475-5001	GARY ROBINS
82265	SUPERCUTS	PIKE CREEK SHOPPING CENTER	4736 LIMESTONE RD	WILMINGTON	DE	19808	US	302-998-1377	GARY ROBINS
82266	SUPERCUTS	ROCKFORD SHOPS	1406 N DUPONT ST	WILMINGTON	DE	19806	US	302-654-4477	GARY ROBINS
82267	SUPERCUTS	SHOPPES AT GRAYLYN	1732 MARSH RD	WILMINGTON	DE	19810	US	302-478-5065	GARY ROBINS
83090	SUPERCUTS	STATE ROAD SHOPPING CENTER	20437 STATE ROAD 7	BOCA RATON	FL	33498	US	561-479-0440	VIKIE AGRAWAL
83091	SUPERCUTS	YAMATO VILLAGE CENTER	9101 LAKERIDGE BLVD BAY 17	BOCA RATON	FL	33496	US	561-487-0230	VIKIE AGRAWAL
83247	SUPERCUTS	BOCA VILLAGE	690 YAMATO RD STE 2	BOCA RATON	FL	33431	US	561-994-0724	VIKIE AGRAWAL
83249	SUPERCUTS	THE BOARDWALK	2299 N FEDERAL HWY STE 7	BOCA RATON	FL	33431	US	561-338-7558	VIKIE AGRAWAL
89092	SUPERCUTS	THE CENTER OF BONITA SPRINGS	3300 BONITA BEACH RD STE 156	BONITA SPRINGS	FL	34134	US	239-992-7272	DENNIS BLOSS
83244	SUPERCUTS	SUNSHINE SQUARE	504 E WOOLBRIGHT RD	BOYNTON BEACH	FL	33435	US	561-731-4046	VIKIE AGRAWAL
83245	SUPERCUTS	OAKWOOD SQUARE	398 N CONGRESS AVE	BOYNTON BEACH	FL	33426	US	561-737-1866	VIKIE AGRAWAL
81721	SUPERCUTS	BRADEN RIVER PLAZA	4656 E STATE ROAD 64	BRADENTON	FL	34208	US	941-747-3747	SATVINDER

82339	SUPERCUTS	BEACHWAY PLAZA	7324 MANATEE AVE W	BRADENTON	FL	34209	US	941-795-0709	CHRISTOPHER KENYON
82340	SUPERCUTS	WEST GATE SHOPPING CENTER	4013 MANATEE AVE W	BRADENTON	FL	34205	US	941-744-0701	CHRISTOPHER KENYON
82383	SUPERCUTS	LAKEWOOD RANCH GATEWAY NORTH	1747 LAKEWOOD RANCH BLVD UNIT9	BRADENTON	FL	34211	US	941-746-4988	SATVINDER
83096	SUPERCUTS	TWELVE OAKS PLAZA	7278 55TH AVE E	BRADENTON	FL	34203	US	941-758-8733	LAURA BLACK
83310	SUPERCUTS	MARKETPLACE EAST	1930 W BRANDON BLVD	BRANDON	FL	33511	US	813-661-8288	JORDAN LEVY
82545	SUPERCUTS	SHOPPES OF SPRING HILL	3182 AERIAL WAY	BROOKSVILLE	FL	34604	US	352-796-5134	PHILLIP AND JOANNA PATTERSON
80564	SUPERCUTS	STARBUCKS CENTER	734 N TYNDALL PKWY	CALLAWAY	FL	32404	US	850-784-7937	BRIAN & CATHERINE DAVIS
82719	SUPERCUTS	CAMELOT ISLES SHOPPING CENTER	1616 CAPE CORAL PKWY W STE 107	CAPE CORAL	FL	33914	US	239-549-0600	DENNIS BLOSS
8326	SUPERCUTS	CASSELBERRY	927 SEMORAN BLVD	CASSELBERRY	FL	32707	US	407-834-3393	TROY ANTONIK & ADRIAN BITTNER
82538	SUPERCUTS	SHOPPES AT GULF TO BAY	2045 GULF TO BAY BLVD STE B	CLEARWATER	FL	33765	US	727-449-8844	PHILLIP AND JOANNA PATTERSON
82539	SUPERCUTS	TRI CITY PLAZA	5020 E BAY DR STE 300	CLEARWATER	FL	33764	US	727-531-6641	PHILLIP AND JOANNA PATTERSON
82541	SUPERCUTS	BAYSIDE BRIDGE PLAZA	1500 N MCMULLEN BOOTH RD	CLEARWATER	FL	33759	US	727-725-2250	PHILLIP AND JOANNA PATTERSON
83241	SUPERCUTS	BANANA RIVER SQUARE	2003 N ATLANTIC AVE STE C	COCOA BEACH	FL	32931	US	321-783-7166	GUSKE, SHAUN AND ADAM
82780	SUPERCUTS	DIXIE HIGHWAY SHOPPING	2720 S DIXIE HWY STE D	COCONUT GROVE	FL	33133	US	305-441-6406	JORDAN KRAWLL
83069	SUPERCUTS	STIRLING PLAM PLAZA	10235 STIRLING RD	COOPER CITY	FL	33328	US	954-252-0094	VIKIE AGRAWAL
82779	SUPERCUTS	CITY OF CORAL GABLES	2309 PONCE DE LEON BLVD	CORAL GABLES	FL	33134	US	305-444-4343	JORDAN KRAWLL
82166	SUPERCUTS	TURTLE RUN SHOPPES	6365 W SAMPLE RD	CORAL SPRINGS	FL	33067	US	954-755-4674	VIKIE AGRAWAL
83072	SUPERCUTS	SHOPPES AT CORAL RIDGE	6055 CORAL RIDGE DR	CORAL SPRINGS	FL	33076	US	954-346-9377	VIKIE AGRAWAL
80440	SUPERCUTS	CRESTVIEW CENTER	3379 FERDON BLVD S	CRESTVIEW	FL	32536	US	850-423-1177	CHRIS SANSOM
81151	SUPERCUTS	BENT CREEK PLAZA	2262 S FERDON BLVD	CRESTVIEW	FL	32536	US	850-683-8000	CHRIS SANSOM
83070	SUPERCUTS	DAVIE SHOPPING CENTER	4647 S UNIVERSITY DR	DAVIE	FL	33328	US	954-680-9078	VIKIE AGRAWAL
83251	SUPERCUTS	BELLAIR PLAZA	2429 N ATLANTIC AVE BAY 38	DAYTONA BEACH	FL	32118	US	386-673-7711	VIKIE AGRAWAL
83057	SUPERCUTS	DEERFIELD MALL	3844 W HILLSBORO BLVD	DEERFIELD BEACH	FL	33442	US	954-422-8887	VIKIE AGRAWAL
83058	SUPERCUTS	DEERFIELD CENTER	263 S FEDERAL HWY	DEERFIELD BEACH	FL	33441	US	954-360-9721	VIKIE AGRAWAL
83089	SUPERCUTS	THE SHOPS OF SAN MARCO	13900 JOG RD STE 204	DELRAY BEACH	FL	33446	US	561-637-0243	VIKIE AGRAWAL
83248	SUPERCUTS	DELRAY CROSSING	1350 LINTON BLVD STE A4	DELRAY BEACH	FL	33444	US	561-274-8850	VIKIE AGRAWAL

80107	SUPERCUTS	ISLAND PALM SHOPPES	16055 EMERALD COAST PKWY	DESTIN	FL	32541	US	850-654-9911	CHRIS SANSOM
81249	SUPERCUTS	PUBLIX AT PARADISE	4421 COMMONS DR E STE B102	DESTIN	FL	32541	US	850-650-6614	DANIEL FLAAT
82542	SUPERCUTS	DUNEDIN SHOPPING CENTER	1761 MAIN ST STE B	DUNEDIN	FL	34698	US	727-736-6677	PHILLIP AND JOANNA PATTERSON
81784	SUPERCUTS	CORKSCREW VILLAGE SHOPPING CTR	21301 S TAMIAMI TRL STE 420	ESTERO	FL	33928	US	239-948-2525	DENNIS BLOSS
82277	SUPERCUTS	SHENANDOAH SQUARE	13690 W STATE ROAD 84	FORT LAUDERDALE	FL	33325	US	954-474-2609	VIKIE AGRAWAL
82278	SUPERCUTS	THE FOUNTAINS	801 S UNIVERSITY DR STE C127	FORT LAUDERDALE	FL	33324	US	954-424-0005	VIKIE AGRAWAL
82279	SUPERCUTS	PLANTATION PROMENADE	10075 CLEARY BLVD	FORT LAUDERDALE	FL	33324	US	954-474-3433	VIKIE AGRAWAL
83061	SUPERCUTS	17TH STREET PLAZA	709 SE 17TH ST	FORT LAUDERDALE	FL	33316	US	954-832-9991	VIKIE AGRAWAL
83062	SUPERCUTS	FEDERAL SHOPPING CENTER	1127 N FEDERAL HWY	FORT LAUDERDALE	FL	33304	US	954-563-0090	VIKIE AGRAWAL
81684	SUPERCUTS	SUMMERLIN CROSSING	15880 SUMMERLIN RD STE 112	FORT MYERS	FL	33908	US	239-466-3277	DENNIS BLOSS
82720	SUPERCUTS	THE SHOPPES AT FIDDLESTICKS	13650 FIDDLESTICKS BLVD # 105	FORT MYERS	FL	33912	US	239-225-4091	DENNIS BLOSS
82721	SUPERCUTS	MARKET SQUARE	5100 DANIELS PKWY	FORT MYERS	FL	33912	US	239-433-1090	DENNIS BLOSS
82723	SUPERCUTS	THE SHOPS AT VERANDAH	11861 PALM BEACH BLVD STE A105	FORT MYERS	FL	33905	US	239-693-0568	DENNIS BLOSS
82962	SUPERCUTS	SHOPPES AT PELICAN PRESERVE	10580 COLONIAL BLVD STE 105	FORT MYERS	FL	33913	US	239-512-8397	DENNIS BLOSS
82889	SUPERCUTS	FRESH MARKET CENTER	4104 NW 16TH BLVD	GAINESVILLE	FL	32605	US	352-374-3767	FLORIDA SALONS LLC
82890	SUPERCUTS	THE SHOPPES AT WILLISTON ROAD	5224 SW 34TH ST STE 5	GAINESVILLE	FL	32608	US	352-395-7655	FLORIDA SALONS LLC
82134	SUPERCUTS	HOLLYWOOD BLVD	5845 HOLLYWOOD BLVD	HOLLYWOOD	FL	33021	US	954-961-5522	JUAN ALVIRA & ENID MARTINEZ
83067	SUPERCUTS	OAKWOOD PLAZA	4011 OAKWOOD BLVD	HOLLYWOOD	FL	33020	US	954-920-2119	VIKIE AGRAWAL
81302	SUPERCUTS	HOMESTEAD PAVILION	2532 NE 10TH CT	HOMESTEAD	FL	33033	US	305-245-6241	RAYMOND AND MAY VIADO
83238	SUPERCUTS	CASALINA-EAU GALLIE	630 E EAU GALLIE BLVD STE B	INDIAN HARBOUR BEACH	FL	32937	US	321-773-9045	GUSKE, SHAUN AND ADAM
8344	SUPERCUTS	HODGES POINT	13546-3 BEACH BLVD	JACKSONVILLE	FL	32224	US	904-223-1824	GUSKE, SHAUN AND ADAM
8361	SUPERCUTS	SHOPS AT THE PARK	4375 SOUTHSIDE BLVD STE 5	JACKSONVILLE	FL	32216	US	904-620-0472	GUSKE, SHAUN AND ADAM
8637	SUPERCUTS	SOUTH BEACH PARKWAY	614 MARSH LANDING PKWY	JACKSONVILLE	FL	32250	US	904-273-2888	GUSKE, SHAUN AND ADAM
8835	SUPERCUTS	RIVERPLACE SHOPPING CENTER	11111 SAN JOSE BLVD POD 1	JACKSONVILLE	FL	32223	US	904-268-3007	GUSKE, SHAUN AND ADAM
8970	SUPERCUTS	ROOSEVELT SQUARE	4495 ROOSEVELT BLVD STE 311	JACKSONVILLE	FL	32210	US	904-981-0430	GUSKE, SHAUN AND ADAM

80395	SUPERCUTS	KERNAN VILLAGE	11900 ATLANTIC BLVD STE 219	JACKSONVILLE	FL	32225	US	904-564-2210	GUSKE, SHAUN AND ADAM
80841	SUPERCUTS	RIVER CITY MARKETPLACE	840 NAUTICA DR STE 119	JACKSONVILLE	FL	32218	US	904-757-9400	GUSKE, SHAUN AND ADAM
83078	SUPERCUTS	CHASEWOOD PLAZA	6380 W INDIANTOWN RD STE 12	JUPITER	FL	33458	US	561-575-2607	VIKIE AGRAWAL
83081	SUPERCUTS	ABACOA PLAZA	5500 MILITARY TRL STE 26	JUPITER	FL	33458	US	561-799-1170	VIKIE AGRAWAL
8548	SUPERCUTS	LAKE MARY	4175 W LAKE MARY BLVD	LAKE MARY	FL	32746	US	407-322-4666	TROY ANTONIK & ADRIAN BITTNER
83079	SUPERCUTS	CARDELLO'S PLAZA	964 NORTHLAKE BLVD	LAKE PARK	FL	33403	US	561-863-1626	VIKIE AGRAWAL
83085	SUPERCUTS	PUBLIX AT MILITARY CROSSING	4807 S MILITARY TRL STE B4	LAKE WORTH	FL	33463	US	561-641-2011	VIKIE AGRAWAL
83086	SUPERCUTS	WOODSWALK PLAZA	9859 LAKE WORTH RD STE 26	LAKE WORTH	FL	33467	US	561-432-3102	VIKIE AGRAWAL
81566	SUPERCUTS	MERCHANTS WALK	3615 S FLORIDA AVE STE 1010	LAKELAND	FL	33803	US	863-648-0499	CHRISTOPHER AND ROSEMARIE CARTER
82386	SUPERCUTS	GROVE PARK SHOPPING CENTER	1415 HIGHWAY 98 S UNIT 2	LAKELAND	FL	33801	US	863-687-9459	SATVINDER
82387	SUPERCUTS	SHOPS ON 98	3962 US HIGHWAY 98 N	LAKELAND	FL	33809	US	863-816-7068	SATVINDER
81270	SUPERCUTS	SHOPPES OF SUMMERFIELD	11521 PALMBRUSH TRL STE A5	LAKEWOOD RANCH	FL	34202	US	941-753-9281	SATVINDER
81926	SUPERCUTS	INDIAN ROCKS SHOPPING CENTER	11996 INDIAN ROCKS RD	LARGO	FL	33774	US	727-351-5620	PHILLIP AND JOANNA PATTERSON
82540	SUPERCUTS	LARGO MALL	10500 ULMERTON RD STE 680	LARGO	FL	33771	US	727-588-0086	PHILLIP AND JOANNA PATTERSON
82722	SUPERCUTS	HOMESTEAD PLAZA	1342 HOMESTEAD RD N	LEHIGH ACRES	FL	33936	US	239-369-8383	DENNIS BLOSS
80308	SUPERCUTS	LYNN HAVEN SHOPPING CENTER	2310 S HIGHWAY 77 STE 160	LYNN HAVEN	FL	32444	US	850-277-0055	BRIAN & CATHERINE DAVIS
81582	SUPERCUTS	MARCO TOWN CENTER	1089 N COLLIER BLVD STE 434	MARCO ISLAND	FL	34145	US	239-642-1115	DENNIS LANDGRAF
81680	SUPERCUTS	FRESH MARKET CENTER	6395 N WICKHAM RD STE B-102	MELBOURNE	FL	32940	US	321-610-4575	GUSKE, SHAUN AND ADAM
83239	SUPERCUTS	LAKE WASHINGTON SHOPPES	2330 N WICKHAM RD STE 6	MELBOURNE	FL	32935	US	321-255-7755	GUSKE, SHAUN AND ADAM
83243	SUPERCUTS	CENTRE OF MERRITT SHOP CENTER	1850 N COURTENAY PKWY STE 114	MERRIT ISLAND	FL	32953	US	321-452-6034	GUSKE, SHAUN AND ADAM
83242	SUPERCUTS	SABAL POINTE PLAZA	780 E MERRITT ISLAND CSWY # B	MERRITT ISLAND	FL	32952	US	321-848-0124	GUSKE, SHAUN AND ADAM
82395	SUPERCUTS	BRICKELL VILLAGE	120 SW 13TH ST	MIAMI	FL	33130	US	305-857-0616	CAROLINA MATHEUS & RICARDO GONZALEZ
82497	SUPERCUTS	KENDALL VALUE CENTER	7183 SW 117TH AVE	MIAMI	FL	33183	US	305-279-1076	CAROLINA MATHEUS & RICARDO GONZALEZ
82499	SUPERCUTS	MILLER SQUARE SHOPPING CENTER	13728 SW 56TH ST	MIAMI	FL	33175	US	305-752-0950	CAROLINA MATHEUS & RICARDO GONZALEZ
82500	SUPERCUTS	SOUTH DADE PLAZA	18493 S DIXIE HWY	MIAMI	FL	33157	US	305-235-7502	CAROLINA MATHEUS & RICARDO GONZALEZ

SUPERCUTS FRANCHISED SALONS

82501	SUPERCUTS	PINECREST PLAZA	12231 S DIXIE HWY	MIAMI	FL	33156	US	305-255-3951	CAROLINA MATHEUS & RICARDO GONZALEZ
82781	SUPERCUTS	DORAL PLAZA	9771 NW 41ST ST	MIAMI	FL	33178	US	305-599-8224	JORDAN KRAWLL
82783	SUPERCUTS	PARKHILL PLAZA	9457B W FLAGLER ST	MIAMI	FL	33174	US	305-264-2871	JORDAN KRAWLL
83063	SUPERCUTS	PROMENADE SHOPS	20533 BISCAYNE BLVD STE E3	MIAMI	FL	33180	US	305-935-8844	VIKIE AGRAWAL
83064	SUPERCUTS	KEYSTONE CENTER	12567 BISCAYNE BLVD	MIAMI	FL	33181	US	305-892-0508	VIKIE AGRAWAL
82394	SUPERCUTS	COLLINS PLAZA	6784 COLLINS AVE	MIAMI BEACH	FL	33141	US	305-865-6333	CAROLINA MATHEUS & RICARDO GONZALEZ
82393	SUPERCUTS	TARGET OUTPARCEL	18355 NW 57TH AVE STE 102	MIAMI GARDENS	FL	33055	US	305-623-6988	CAROLINA MATHEUS & RICARDO GONZALEZ
82392	SUPERCUTS	ROYAL OAKS PLAZA	15472 NW 77TH COURT STE 270	MIAMI LAKES	FL	33016	US	305-362-9957	CAROLINA MATHEUS & RICARDO GONZALEZ
82782	SUPERCUTS	CURTIS SHOPPING CENTER	62 CURTIS PKWY	MIAMI SPRINGS	FL	33166	US	305-883-7391	JORDAN KRAWLL
81727	SUPERCUTS	MIRAMAR SQUARE	12132 MIRAMAR PKWY	MIRAMAR	FL	33025	US	954-433-9160	RAYMOND AND MAY VIADO
82391	SUPERCUTS	FOUNTAINS OF MIRAMAR	2921 SW 160TH AVE	MIRAMAR	FL	33027	US	954-443-1123	CAROLINA MATHEUS & RICARDO GONZALEZ
81364	SUPERCUTS	GRAND BOULEVARD	755 GRAND BLVD STE 100	MIRAMAR BEACH	FL	32550	US	850-460-8866	DANIEL FLAAT
81567	SUPERCUTS	IMPERIAL LAKES	2094 SHEPHERD RD	MULBERRY	FL	33860	US	863-701-0899	CHRISTOPHER AND ROSEMARIE CARTER
80912	SUPERCUTS	NAPLES WALK SHOPPING CENTER	2464 VANDERBILT BEACH RD # 524	NAPLES	FL	34109	US	239-596-7678	DENNIS LANDGRAF
81801	SUPERCUTS	COMMONS ON COLLIER	6654 COLLIER BLVD STE 102	NAPLES	FL	34114	US	239-732-0764	DENNIS BLOSS
82034	SUPERCUTS	COURTYARD PLAZA	2610 N 9TH ST	NAPLES	FL	34103	US	239-262-1956	DENNIS BLOSS
80413	SUPERCUTS	PARADISE SHOPPES OF NAVARRE	8228 NAVARRE PKWY	NAVARRE	FL	32566	US	850-939-9220	RHETT & JANELLE ROSS
8558	SUPERCUTS	THE CROSSING	1546 JOHN SIMS PKWY	NICEVILLE	FL	32578	US	850-678-8008	DANIEL FLAAT
80543	SUPERCUTS	BLUE WATER BAY	4520 HIGHWAY 20 E	NICEVILLE	FL	32578	US	850-897-9933	DANIEL FLAAT
82887	SUPERCUTS	SHOPS AT FOXWOOD SHOPPING CTR	2765 NW 49TH AVE STE 303	OCALA	FL	34482	US	352-351-1722	FLORIDA SALONS LLC
80991	SUPERCUTS	FOREST LAKE PLAZA	3705 TAMPA RD STE 20	OLDSMAR	FL	34677	US	813-925-9605	PHILLIP AND JOANNA PATTERSON
8323	SUPERCUTS	ORANGE PARK NORTH	38 BLANDING BLVD STE B	ORANGE PARK	FL	32073	US	904-272-5115	GUSKE, SHAUN AND ADAM
80285	SUPERCUTS	FLEMING PLAZA CENTER	1605 COUNTY ROAD 220 STE 115	ORANGE PARK	FL	32003	US	904-215-2887	GUSKE, SHAUN AND ADAM
80042	SUPERCUTS	PLAZA VENEZIA RETAIL CENTER	7564 SAND LAKE RD	ORLANDO	FL	32819	US	407-355-3577	TROY ANTONIK & ADRIAN BITTNER
80175	SUPERCUTS	WATERFORD LAKES TOWN CENTER	751 ALAFAYA TRL STE H-04	ORLANDO	FL	32828	US	407-381-3789	TROY ANTONIK & ADRIAN BITTNER
80410	SUPERCUTS	UNIVERSITY COMMONS	4498 ALAFAYA TRL STE 318	ORLANDO	FL	32826	US	407-381-9995	TROY ANTONIK & ADRIAN BITTNER

81313	SUPERCUTS	RIO PINAR PLAZA	599 S CHICKASAW TRL STE 300	ORLANDO	FL	32825	US	407-377-7274	TROY ANTONIK & ADRIAN BITTNER
83019	SUPERCUTS	LAKE NONA CREEKSIDE	14177 LAKE NONA BLVD STE 1050	ORLANDO	FL	32824	US	407-816-8369	CHRISTOPHER AND ROSEMARIE CARTER
83250	SUPERCUTS	THE TRAILS SHOPPING CENTER	240 N NOVA RD	ORMOND BEACH	FL	32174	US	386-677-3311	VIKIE AGRAWAL
82891	SUPERCUTS	TOWN & COUNTRY CENTER	155 TOWN AND COUNTRY DR	PALATKA	FL	32177	US	386-326-0640	FLORIDA SALONS LLC
83076	SUPERCUTS	PUBLIX AT OLD PALM	1355 SW MARTIN HWY	PALM CITY	FL	34990	US	772-287-9844	VIKIE AGRAWAL
81608	SUPERCUTS	PALM HARBOR COMMONS	33510 US HIGHWAY 19 N	PALM HARBOR	FL	34684	US	727-784-0351	PHILLIP AND JOANNA PATTERSON
83088	SUPERCUTS	SHOPPES OF FOREST HILL	4372 FOREST HILL BLVD	PALM SPRINGS	FL	33406	US	561-433-5662	VIKIE AGRAWAL
80584	SUPERCUTS	23RD STREET STATION	654 W 23RD ST	PANAMA CITY	FL	32405	US	850-763-4267	BRIAN & CATHERINE DAVIS
80833	SUPERCUTS	BREAKFAST POINT STE 105	11260 PANAMA CITY BEACH PKWY	PANAMA CITY BEACH	FL	32407	US	850-235-0000	DANIEL FLAAT
81916	SUPERCUTS	FLAMINGO PINES SHOPPING CENTER	198 S FLAMINGO RD	PEMBROKE PINES	FL	33027	US	954-450-8331	CAROLINA MATHEUS & RICARDO GONZALEZ
81827	SUPERCUTS	WESTSIDE	1531 E NINE MILE RD STE A3	PENSACOLA	FL	32514	US	850-361-1006	RHETT & JANELLE ROSS
8351	SUPERCUTS	SHOPPES AT PARK PLACE	3780 PARK BLVD	PINELLAS PARK	FL	33781	US	727-527-2300	JORDAN LEVY
83059	SUPERCUTS	POMPANO MARKETPLACE	1147 S FEDERAL HWY	POMPANO BEACH	FL	33062	US	954-942-3152	VIKIE AGRAWAL
81891	SUPERCUTS	NOCATEE TOWN CENTER	641 CROSS WATER PKWY STE D	PONTE VEDRA	FL	32081	US	904-395-3096	THOMAS JANNING
82944	SUPERCUTS	QUESADA COMMONS	19451 COCHRAN BLVD STE 600	PORT CHARLOTTE	FL	33948	US	941-629-5333	CHRISTOPHER DIEMER
83252	SUPERCUTS	THE PINES RETAIL CENTER	5000 CLYDE MORRIS BLVD STE 5	PORT ORANGE	FL	32127	US	386-761-5297	VIKIE AGRAWAL
82945	SUPERCUTS	COLONIAL PROMENADE BURNT STORE	3941 TAMIAMI TRL UNIT 3167	PUNTA GORDA	FL	33950	US	941-637-8243	CHRISTOPHER DIEMER
82168	SUPERCUTS	SUMMERFIELD CROSSINGS	13168 US HIGHWAY 301	RIVERVIEW	FL	33578	US	813-671-0489	SATVINDER
81244	SUPERCUTS	ROCKLEDGE CROSSING	3822 MURRELL RD	ROCKLEDGE	FL	32955	US	321-305-6091	GUSKE, SHAUN AND ADAM
83087	SUPERCUTS	SHOPPES OF ROYAL PALMS	123 S STATE ROAD 7	ROYAL PALM BEACH	FL	33414	US	561-753-0538	VIKIE AGRAWAL
81147	SUPERCUTS	ANASTASIA PLAZA	1055 A1A BEACH BLVD STE 20	SAINT AUGUSTINE	FL	32080	US	904-471-5219	THOMAS JANNING
83388	SUPERCUTS	BARTRAM MARKET	205 BARTRAM MARKET DR STE 155	SAINT JOHNS	FL	32259	US	904-342-2024	GUSKE, SHAUN AND ADAM
80583	SUPERCUTS	IBIS WALK	10312 ROOSEVELT BLVD	SAINT PETERSBURG	FL	33716	US	727-623-0905	JORDAN LEVY
80722	SUPERCUTS	SAINT PETERSBURG	4949 4TH ST N	SAINT PETERSBURG	FL	33703	US	727-528-2300	JORDAN LEVY

SUPERCUTS FRANCHISED SALONS

80740	SUPERCUTS	SAINT PETERSBURG	3059 4TH ST N	SAINT PETERSBURG	FL	33704	US	727-821-1972	JORDAN LEVY
81473	SUPERCUTS	BAY PINES	10195 BAY PINES BLVD STE 102	SAINT PETERSBURG	FL	33708	US	727-393-8777	KAREN P & KATHLEEN MCPHERSON
80574	SUPERCUTS	SEMINOLE TOWNE CENTER	1681 WP BALL BLVD	SANFORD	FL	32771	US	407-688-8211	TROY ANTONIK & ADRIAN BITTNER
82097	SUPERCUTS	SARASOTA SHOPPING CENTER	3908 S TAMIAMI TRL STE A	SARASOTA	FL	34231	US	941-365-2121	SCOTT SULLIVAN
83097	SUPERCUTS	CENTER AT THE U	8412 N LOCKWOOD RIDGE RD # 36	SARASOTA	FL	34243	US	941-358-9646	LAURA BLACK
82778	SUPERCUTS	SOUTH MIAMI AREAS	7240 SW 57TH AVE	SOUTH MIAMI	FL	33143	US	305-662-2877	JORDAN KRAWLL
81870	SUPERCUTS	NATURE COAST COMMONS	1417 COMMERCIAL WAY	SPRING HILL	FL	34606	US	352-515-1081	PHILLIP AND JOANNA PATTERSON
83065	SUPERCUTS		16850 COLLINS AVE STE 107	SUNNY ISLES BEACH	FL	33160	US	305-947-8771	VIKIE AGRAWAL
83073	SUPERCUTS	PUBLIX AT SUNRISE WEST	9250 W COMMERCIAL BLVD STE B2	SUNRISE	FL	33351	US	954-747-9979	VIKIE AGRAWAL
82182	SUPERCUTS	VARSITY PLAZA	1861 W TENNESSEE STE STE 250	TALLAHASSEE	FL	32304	US	850-536-6070	CHRIS SANSOM
82275	SUPERCUTS	MIRACLE PLAZA	1817 THOMASVILLE RD STE 240	TALLAHASSEE	FL	32303	US	850-629-4933	CHRIS SANSOM
82276	SUPERCUTS	VILLAGE COMMONS SHOPPING CTR	1400 VILLAGE SQ BLVD STE 8	TALLAHASSEE	FL	32312	US	850-893-7758	CHRIS SANSOM
83074	SUPERCUTS	TAMARAC	7116 N UNIVERSITY DR	TAMARAC	FL	33321	US	954-726-0209	VIKIE AGRAWAL
81998	SUPERCUTS	SHOPPES OF WESTCHASE	10603 SHELDON RD	TAMPA	FL	33626	US	813-792-1873	JORDAN LEVY
82120	SUPERCUTS	SHOPPES AT PEBBLE CREEK	19406 N BRUCE B DOWNS BLVD	TAMPA	FL	33647	US	813-907-1200	JORDAN LEVY
82389	SUPERCUTS	UNIVERSITY COLLECTIONS	2778 E FOWLER AVE STE B	TAMPA	FL	33612	US	813-975-8234	SATVINDER
82543	SUPERCUTS	WESTGATE PLAZA	7743 1/2 W HILLSBOROUGH AVE	TAMPA	FL	33615	US	813-886-0854	PHILLIP AND JOANNA PATTERSON
82544	SUPERCUTS	BAYPORT COMMONS	11677 W HILLSBOROUGH AVE # 105	TAMPA	FL	33635	US	813-891-0642	PHILLIP AND JOANNA PATTERSON
83309	SUPERCUTS	RETAIL BUILDING	3800 S DALE MABRY	TAMPA	FL	33611	US	813-831-2959	JORDAN LEVY
83311	SUPERCUTS	KENNEDY PLAZA	105 S DALE MABRY HWY STE D	TAMPA	FL	33609	US	813-442-6192	JORDAN LEVY
83312	SUPERCUTS	SHOPPES AT NEW TAMPA	17631 BRUCE B DOWNS BLVD STE D	TAMPA	FL	33647	US	813-971-8871	JORDAN LEVY
82338	SUPERCUTS	JACARANDA COMMONS	333 JACARANDA BLVD	VENICE	FL	34292	US	941-485-7200	CHRISTOPHER KENYON
82390	SUPERCUTS	WESLEY SHOPPES AT NEW TAMPA	1924 BRUCE B DOWNS BLVD # 111	WESLEY CHAPEL	FL	33544	US	813-994-5885	SATVINDER
83240	SUPERCUTS	HOME DEPOT PLAZA	2895 W NEW HAVEN AVE	WEST MELBOURNE	FL	32904	US	321-676-4201	GUSKE, SHAUN AND ADAM

SUPERCUTS FRANCHISED SALONS

83082	SUPERCUTS	SHOPPES AT IBIS	10130 NORTHLAKE BLVD	WEST PALM BEACH	FL	33412	US	561-630-8940	VIKIE AGRAWAL
83084	SUPERCUTS	CROSSTOWN PLAZA	2885B N MILITARY TRL	WEST PALM BEACH	FL	33409	US	561-684-6444	VIKIE AGRAWAL
81592	SUPERCUTS	COUNTRY ISLES PLAZA	1366 WESTON RD	WESTON	FL	33326	US	954-314-7001	CAROLINA MATHEUS & RICARDO GONZALEZ
81973	SUPERCUTS	LAKESIDE VILLAGE	7790 WINTER GRDN VNLND STE 300	WINDERMERE	FL	34786	US	407-347-7381	ELIZABETH WHITBY
80546	SUPERCUTS	UNIVERSITY SQUARE	7414 UNIVERSITY BLVD	WINTER PARK	FL	32792	US	407-679-5446	TROY ANTONIK & ADRIAN BITTNER
82424	SUPERCUTS	ZEPHYRHILLS SHOPPING CENTER	7719 GALL BLVD	ZEPHYRHILLS	FL	33541	US	813-782-5170	KAREN P & KATHLEEN MCPHERSON
82425	SUPERCUTS	SUMMERTREE PLAZA	32777 EILAND BLVD	ZEPHYRHILLS	FL	33545	US	813-782-7564	KAREN P & KATHLEEN MCPHERSON
80525	SUPERCUTS	GOVERNORS TOWNE SQUARE	6110 CEDARCREST RD	ACWORTH	GA	30101	US	678-574-0551	JAY PATEL
80596	SUPERCUTS	SHOPPES OF ACWORTH	3450 COBB PKWY NW STE 200	ACWORTH	GA	30101	US	770-966-1100	JAY PATEL
82461	SUPERCUTS	BROOKSTONE VILLAGE	1727 MARS HILL RD STE 18	ACWORTH	GA	30101	US	770-420-9007	JAY PATEL
80515	SUPERCUTS	MARKET AT HAYNES BRIDGE	3000 OLD ALABAMA RD STE 118	ALPHARETTA	GA	30022	US	470-395-2195	SANDIP JESTHI AND PRABIR DAS
80570	SUPERCUTS	VILLAGE WALK SHOPPING CENTER	270 RUCKER RD STE B-210	ALPHARETTA	GA	30004	US	678-822-0200	JAY PATEL
81277	SUPERCUTS	EPPS VILLAGE SHOPPING CENTER	1720 EPPS BRIDGE PKWY STE 102	ATHENS	GA	30606	US	706-425-0999	ROBERT AND SHANNON HOLLOWAY
81781	SUPERCUTS	UNIVERSITY HOUSE	930 SPRING ST NW STE 3A	ATLANTA	GA	30309	US	404-855-5156	VINCE & JIMI SHAH
82476	SUPERCUTS	RIVERVIEW VILLAGE	3220 COBB PKWY SE STE 103	ATLANTA	GA	30339	US	770-859-9955	VINCE & JIMI SHAH
82477	SUPERCUTS	PEACHTREE SQUARE	2278 PEACHTREE RD NW	ATLANTA	GA	30309	US	404-605-0108	VINCE & JIMI SHAH
82478	SUPERCUTS	CHASTAIN SQUARE	4285 ROSWELL RD NE STE 5	ATLANTA	GA	30342	US	404-851-9596	VINCE & JIMI SHAH
80789	SUPERCUTS	BARROW CROSSING	916 LOGANVILLE HWY STE 370	BETHLEHEM	GA	30620	US	678-963-0312	JAY PATEL
81629	SUPERCUTS	GLYNN ISLES SHOPPING CENTER	901 GLYNN ISLE	BRUNSWICK	GA	31525	US	912-342-8060	CHAD MORTON
80849	SUPERCUTS	MAIN STREET COMMONS	622 E MAIN ST	CARTERSVILLE	GA	30121	US	770-386-3002	JAY PATEL
81595	SUPERCUTS	LANIER COMMONS	3480 KEITH BRIDGE RD STE A3	CUMMING	GA	30041	US	770-887-9051	ROBERT METZ & CHRISTOPHER AUSTIN
80517	SUPERCUTS	VILLAGES OF HAMILTON MILL	2085 HAMILTON CREEK PKWY # 120	DACULA	GA	30019	US	678-541-0600	JAY PATEL
80763	SUPERCUTS	SEVEN HILLS STATION	80 SEVEN HILLS BLVD STE 309	DALLAS	GA	30132	US	770-966-7305	JAY PATEL
81883	SUPERCUTS	DAWSON MARKETPLACE	136 MARKETPLACE PKWY STE 140	DAWSONVILLE	GA	30534	US	706-216-2887	JAY PATEL

80595	SUPERCUTS	COMMERCE SQUARE	235 PONCE DE LEON PLC STE H	DECATUR	GA	30030	US	404-377-2020	ERIC GRIFFIN
80761	SUPERCUTS	STONEBRIDGE VILLAGE	5855 SPOUT SPRINGS RD # A 406	FLOWERY BRANCH	GA	30542	US	770-965-6220	JAY PATEL
81477	SUPERCUTS	PARKWAY PLAZA	67 PARKWAY DR STE 2	FORT OGLETHORPE	GA	30742	US	706-820-6861	TOM & TERESA KRAMER
81216	SUPERCUTS	NEW HOLLAND MARKET	1943 JESSE JEWELL PKWY STE 200	GAINESVILLE	GA	30501	US	770-536-5040	ROBERT METZ & CHRISTOPHER AUSTIN
80487	SUPERCUTS	KENNESAW WALK SHOPPING CENTER	2090 BAKER RD NW STE 306	KENNESAW	GA	30144	US	770-218-1421	JAY PATEL
80567	SUPERCUTS	THE SHOPPES AT LOCUST GROVE	2752 HIGHWAY 155 S	LOCUST GROVE	GA	30248	US	770-898-2579	ERIC GRIFFIN
80862	SUPERCUTS	SOPE CREEK CROSSING	2900 DELK RD SE STE 600	MARIETTA	GA	30067	US	678-202-4686	JAVIER SOLOAGA AND CARLOS ASTOLFI
82460	SUPERCUTS	HIGHLAND PLAZA	3605 SANDY PLAINS RD STE 120	MARIETTA	GA	30066	US	770-565-3625	JAY PATEL
80489	SUPERCUTS	STILLWOOD PAVILLIONS	1111 LOWER FAYETEVILLE RD	NEWNAN	GA	30265	US	678-423-0252	ERIC GRIFFIN
81299	SUPERCUTS	COWETA CROSSROADS	90 GLENDA TRACE STE B	NEWNAN	GA	30265	US	770-304-9595	ERIC GRIFFIN
80476	SUPERCUTS	KEDRON VILLAGE	1265 N PEACHTREE PKWY	PEACHTREE CITY	GA	30269	US	770-487-8805	ERIC GRIFFIN
82066	SUPERCUTS	RINCON KROGER MARKETPLACE	449 S COLUMBIA AVE UNIT D	RINCON	GA	31326	US	912-295-5064	CHAD MORTON
81971	SUPERCUTS	THE CROSSINGS AT FOUR CORNERS	3240 S COBB DR STE 1300	SMYRNA	GA	30080	US	678-293-5357	IMRAN AND SAMEER MERCHANT
80803	SUPERCUTS	MARKETPLACE AT SUGAR HILL	5965 CUMMING HWY NE	SUGAR HILL	GA	30518	US	678-714-1221	JAY PATEL
81401	SUPERCUTS	JOHNS CREEK TOWN CENTER	3630 PEACHTREE PKWY STE 601	SUWANEE	GA	30024	US	470-207-2887	SANDIP JESTHI AND PRABIR DAS
83349	SUPERCUTS	EWA TOWN CENTER	91-1401 FORT WEAVER RD # C104	EWA BEACH	HI	96706	US	808-685-4909	HARDIAL GILL
83367	SUPERCUTS	LAULANI VILLAGE	91-1121 KEAUNUI DR	EWA BEACH	HI	96706	US	808-685-3838	HARDIAL GILL
83343	SUPERCUTS	WAIAKEA CENTER	315 MAKAALA STE 101	HILO	HI	96720	US	808-961-2150	HARDIAL GILL
83341	SUPERCUTS	NUUANU SHOPPING PLAZA	1613 NUUANU AVE STE A-14	HONOLULU	HI	96817	US	808-523-1315	HARDIAL GILL
83344	SUPERCUTS	KOKO MARINA	7192 KALANIANAOLE HWY C-127	HONOLULU	HI	96825	US	808-394-0880	HARDIAL GILL
83345	SUPERCUTS	WARD COURT	320 WARD AVE STE 100	HONOLULU	HI	96814	US	808-597-1354	HARDIAL GILL
83353	SUPERCUTS	SALT LAKE SHOPPING CENTER	848 ALA LILIKOI ST STE 110	HONOLULU	HI	96818	US	808-833-2544	HARDIAL GILL
83361	SUPERCUTS	WALMART CENTER	662 KEEAUMOKU ST	HONOLULU	HI	96814	US	808-945-7077	HARDIAL GILL
83363	SUPERCUTS	WAIALAE	3057 WAIALAE AVE	HONOLULU	HI	96816	US	808-737-5401	HARDIAL GILL
83372	SUPERCUTS	SAFEWAY KAPAHULU	830 KAPAHULU AVE	HONOLULU	HI	96816	US	808-732-2403	HARDIAL GILL
83373	SUPERCUTS	MANOA MARKETPLACE	2752 WOODLAWN DR STE 5-112	HONOLULU	HI	96822	US	808-988-6352	HARDIAL GILL

83360	SUPERCUTS	PUUNENE SHOPPING CENTER	80 HO'OKELE ST STE 420	KAHULUI	HI	96732	US	808-877-6018	HARDIAL GILL
83371	SUPERCUTS	MAUI MALL	70 KA'AHUMANU AVE STE B-2B	KAHULUI	HI	96732	US	808-877-9740	HARDIAL GILL
83374	SUPERCUTS	MAUI LANI SHOP CTR STE 3020	52 MAUI LANI PKWY SPC D-9	KAHULUI	HI	96793	US	808-244-7771	HARDIAL GILL
83354	SUPERCUTS	KAILUA TOWN CENTER	151 HEKILI ST STE 110	KAILUA	HI	96734	US	808-261-7603	HARDIAL GILL
83346	SUPERCUTS	LANIHAU CENTER	75-5595 PALANI RD STE B6	KAILUA KONA	HI	96740	US	808-326-2299	HARDIAL GILL
83362	SUPERCUTS	KONA COMMONS	745450 MAKALA BLVD STE 108	KAILUA KONA	HI	96740	US	808-334-1630	HARDIAL GILL
83358	SUPERCUTS	PARKER RANCH CENTER	67-1185 MAMALAHOA HWY # A-104	KAMUELA	HI	96743	US	808-887-0689	HARDIAL GILL
83342	SUPERCUTS	WINDWARD CITY SHOPPING CENTER	45-480 KANEOHE BAY DR	KANEOHE	HI	96744	US	808-247-8712	HARDIAL GILL
83370	SUPERCUTS	KANEOHE CENTER	46-023 KAMEHAMEHA HWY STE D	KANEOHE	HI	96744	US	808-234-5550	HARDIAL GILL
83352	SUPERCUTS	THE MARKETPLACE AT KAPOLEI	590 FARRINGTON HWY UNIT 20	KAPOLEI	HI	96707	US	808-674-4438	HARDIAL GILL
83364	SUPERCUTS	KAPOLEI COMMONS	4450 KAPOLEI PKWY STE 102	KAPOLEI	HI	96707	US	808-674-4250	HARDIAL GILL
83379	SUPERCUTS	KA MAKANA ALII SHOPPING CENTER	91-5431 KAPOLEI PKWY STE 1107	KAPOLEI	HI	96707	US	808-600-4208	HARDIAL GILL
83375	SUPERCUTS	KEA'AU SHOPPING CENTER	16-586 OLD VOLCANO RD UNIT 8	KEA'AU	HI	96749	US	808-982-5707	HARDIAL GILL
83357	SUPERCUTS	PIILANI VILLAGE SHOPPING CTR	225 PI'IKEA AVE STE 93	KIHEI	HI	96753	US	808-875-6544	HARDIAL GILL
83369	SUPERCUTS	LAHAINA GATEWAY	315 KEAWE ST STE E111	LAHAINA	HI	96761	US	808-661-8222	HARDIAL GILL
83378	SUPERCUTS	HOKULEI VILLAGE SHOPPING CTR	4454 NUHOU ST STE 508	LIHUE	HI	96766	US	808-245-7385	HARDIAL GILL
83350	SUPERCUTS	PUKALANI TERRACE CENTER	55 PUKALANI ST STE B-6	MAKAWAO	HI	96768	US	808-573-7542	HARDIAL GILL
83347	SUPERCUTS	MILILANI TOWN CENTER	95-1249 MEHAULA PKWY UNIT 163	MILILANI	HI	96789	US	808-625-5518	HARDIAL GILL
83348	SUPERCUTS	MILILANI MARKETPLACE	94-780 MEHEULA PKWY STE A3	MILILANI	HI	96789	US	808-623-6659	HARDIAL GILL
83368	SUPERCUTS	THE GATEWAY AT MILILANI MAUKA	95-1057 AINAMAKUA DR STE F5	MILILANI	HI	96789	US	808-626-2200	HARDIAL GILL
83351	SUPERCUTS	PUNA KAI	15-2714 PAHOA VILLAGE RD # J-2	PAHOA	HI	96778	US	808-965-9154	HARDIAL GILL
83365	SUPERCUTS	PEARL CITY GATEWAY	1170 KUALA ST STE 306	PEARL CITY	HI	96782	US	808-456-3090	HARDIAL GILL
83355	SUPERCUTS	WAHIAWA TOWN CENTER	935 CALIFORNIA ST	WAHIAWA	HI	96786	US	808-621-2114	HARDIAL GILL
83359	SUPERCUTS	COSTCO CENTER	94-1235 KA UKA BLVD STE F	WAIPAHU	HI	96797	US	808-676-4774	HARDIAL GILL
83366	SUPERCUTS	KUNIA SHOPPING CENTER	94-673 KUPUOHI ST STE A101	WAIPAHU	HI	96797	US	808-671-8714	HARDIAL GILL

83377	SUPERCUTS	WAIKELE CENTER	94-799 LUMIAINA ST	WAIPAHU	HI	96797	US	808-676-6923	HARDIAL GILL
81127	SUPERCUTS	ALTOONA	3053 8TH ST SW STE 500	ALTOONA	IA	50009	US	515-967-2242	BRIAN PAPENBERG
81869	SUPERCUTS	SOUTHPOINT CENTRE	703 S DUFF AVE	AMES	IA	50010	US	515-233-5044	BRIAN PAPENBERG
81394	SUPERCUTS	PRAIRIE PARK PLAZA	1810 SW PLAZA SHOPS LN STE D	ANKENY	IA	50023	US	515-963-9990	BRIAN PAPENBERG
82056	SUPERCUTS	DELAWARE CENTRE	2010 SE DELAWARE AVE STE 246	ANKENY	IA	50021	US	515-381-0434	BRIAN PAPENBERG
82051	SUPERCUTS	CEDAR RAPIDS NE	921 BLAIRS FERRY RD NE STE 120	CEDAR RAPIDS	IA	52402	US	319-378-0753	CARLOS AND MELINDA ARGUELLO
80255	SUPERCUTS	LAKE MANAWA CENTER	3134 MANAWA CENTER DR STE 62	COUNCIL BLUFFS	IA	51501	US	712-366-1014	RUPINDER GILL & SATNAM SANGHERA
81054	SUPERCUTS	METRO CROSSING	3825 DENMARK DR STE 600	COUNCIL BLUFFS	IA	51501	US	712-366-0393	RUPINDER GILL & SATNAM SANGHERA
82102	SUPERCUTS	MERLE HAY	5910 DOUGLAS AVE STE 300	DES MOINES	IA	50322	US	515-727-0616	BRIAN PAPENBERG
8765	SUPERCUTS	ASBURY PLAZA	2575 NW ARTERIAL	DUBUQUE	IA	52002	US	563-690-1484	JEANETTE LEIGH, ANN MCDOWLL, JANIE SCOTT
80514	SUPERCUTS	WARREN PLAZA	3500 DODGE ST STE 120	DUBUQUE	IA	52003	US	563-583-2887	JEANETTE LEIGH, ANN MCDOWLL, JANIE SCOTT
81256	SUPERCUTS	WINDSOR SQUARE	5950 NW 86TH ST STE 104	JOHNSTON	IA	50131	US	515-276-1127	BRIAN PAPENBERG
81494	SUPERCUTS	TWO RIVERS CENTER	1223 SILENT PRAIRIE RD	LE MARS	IA	51031	US	712-541-6050	JAMES AND DENISE REYNOLDS
82835	SUPERCUTS	NORWALK	1850 SUNSET DRIVE SUITE 105	NORWALK	IA	50211	US	515-981-1998	BRIAN PAPENBERG
81798	SUPERCUTS	NORTHERN VALLEY CROSSING	3124 FLOYD BLVD	SIOUX CITY	IA	51108	US	712-224-2887	DOUG BARNES
80943	SUPERCUTS	HAWTHORNE PLAZA	9350 UNIVERSITY AVE STE 124	WEST DES MOINES	IA	50266	US	515-987-1300	BRIAN PAPENBERG
81150	SUPERCUTS	FOX PRAIRIE	650 S 50TH ST STE 101	WEST DES MOINES	IA	50265	US	515-225-7147	BRIAN PAPENBERG
8139	SUPERCUTS	VILLAGE SHOPPING CENTER	10440 FAIRVIEW AVE	BOISE	ID	83704	US	208-322-1234	DYER, BECKY
80017	SUPERCUTS	MARKETPLACE SHOPPING CENTER	1798 W STATE ST	BOISE	ID	83702	US	208-429-1101	DYER, BECKY
8852	SUPERCUTS	IRONWOOD CENTER	212 N IRONWOOD DR	COEUR D'ALENE	ID	83814	US	208-664-8845	DAVID WUNDERLIN AND KARI LYNN TUPPER
81089	SUPERCUTS	THE CROSSROADS	2834 N RAMSEY RD STE 107	COEUR D'ALENE	ID	83815	US	208-664-1881	DAVID WUNDERLIN AND KARI LYNN TUPPER
8767	SUPERCUTS	EAGLE PLAZA	228 E PLAZA ST STE C	EAGLE	ID	83616	US	208-938-1495	DYER, BECKY
8699	SUPERCUTS	ERBS CENTER	133 THAIN RD	LEWISTON	ID	83501	US	208-798-8023	DAVID WUNDERLIN AND KARI LYNN TUPPER

80502	SUPERCUTS	CENTRAL PARK PLAZA	750 S PROGRESS DR STE 115	MERIDIAN	ID	83642	US	208-888-9552	DYER, BECKY
81791	SUPERCUTS	MERIDIAN WALMART	4865 N TEN MILE RD STE 120	MERIDIAN	ID	83646	US	208-846-9680	LISA MARIE WILSON
81928	SUPERCUTS	GREENHURST FAMILY PLAZA	2406 12TH AVE RD	NAMPA	ID	83686	US	208-467-9193	BRAD RAMSOUR AND DAN STRITTMATTER
81293	SUPERCUTS	TETON RIVER VILLAGE	485 N 2ND EAST ST STE 101	REXBURG	ID	83440	US	208-356-3155	LINDSEY SUMMERS & SINDY JENSEN
81915	SUPERCUTS		1480 N 2ND E STE 120	REXBURG	ID	83440	US	208-356-8937	LINDSEY SUMMERS & SINDY JENSEN
81356	SUPERCUTS	DUNDEE & KENNICOTT	1021 W DUNDEE RD	ARLINGTON HEIGHTS	IL	60004	US	847-398-3166	MUKUL VARMA
80057	SUPERCUTS	STEARNS CROSSING	1005 STEARNS RD STE B-24	BARTLETT	IL	60103	US	630-289-6105	A.J. MCGINNIS
82433	SUPERCUTS	GREENOUNT COMMONS	2525 GREEN MOUNT COMMONS # 140	BELLEVILLE	IL	62221	US	618-355-0731	ALEX AND EMILY OLIVER
8781	SUPERCUTS	STRATFORD PLAZA	142 S GARY AVE STE 108	BLOOMINGDALE	IL	60108	US	630-582-4746	A.J. AND MONICA MCGINNIS
80336	SUPERCUTS	EASTLAND SQUARE	1704 EASTLAND DR STE 6	BLOOMINGTON	IL	61704	US	309-664-9191	ROBERT WEBB - CUTTING EDGE MGMT INC
8242	SUPERCUTS	TWO RIVERS SHOPPING CENTER	1196 W BOUGHTON RD STE G	BOLINGBROOK	IL	60440	US	630-759-9792	A.J. AND MONICA MCGINNIS
82190	SUPERCUTS	BOURBONNAIS TOWNE CENTRE	551 MAIN ST NW	BOURBONNAIS	IL	60914	US	815-523-7545	ROBERT DICARLO
80343	SUPERCUTS	ROBESON PLAZA	1807 W KIRBY AVE	CHAMPAIGN	IL	61821	US	217-352-9106	ROBERT WEBB - CUTTING EDGE MGMT INC
80446	SUPERCUTS	NORTH PROSPECT	918 W TOWN CENTER BLVD	CHAMPAIGN	IL	61822	US	217-356-6500	ROBERT WEBB - CUTTING EDGE MGMT INC
8379	SUPERCUTS	THE CENTER	6009 N LINCOLN AVE	CHICAGO	IL	60659	US	773-274-0563	BOB PARSONS
82998	SUPERCUTS	CRESTWOOD	13701 S CICERO AVE	CRESTWOOD	IL	60418	US	708-385-2929	SHIRIN KOMANDURI
8424	SUPERCUTS	BRETTWOOD VILLAGE	3008 N WATER ST	DECATUR	IL	62526	US	217-877-1151	ROBERT WEBB - CUTTING EDGE MGMT INC
82972	SUPERCUTS	LEE STREET COMMONS	1159 LEE ST	DES PLAINES	IL	60016	US	847-803-8220	BARRY MEISEL & MADISON O'KELLEY
82432	SUPERCUTS	EDWARDSVILLE CROSSING	6679 B EDWARDSVILLE CROSSING	EDWARDSVILLE	IL	62025	US	618-659-1582	ALEX AND EMILY OLIVER
82348	SUPERCUTS	ELK GROVE VILLAGE	1000 ROHLWING RD	ELK GROVE VILLAGE	IL	60007	US	847-891-0874	BARRY MEISEL & MADISON O'KELLEY
82974	SUPERCUTS	FOREST PARK	319A HARLEM AVE STE D	FOREST PARK	IL	60130	US	708-771-5019	BARRY MEISEL & MADISON O'KELLEY
81238	SUPERCUTS	FOX RIVER GROVE PLAZA	906 NORTHWEST HWY	FOX RIVER GROVE	IL	60021	US	224-357-8747	SHIRIN KOMANDURI
80189	SUPERCUTS	GLEN RETAIL CENTER	1374 PATRIOT BLVD STE B16	GLENVIEW	IL	60026	US	847-998-5685	BARRY MEISEL & MADISON O'KELLEY

8376	SUPERCUTS	HARWOOD HEIGHTS	5112 N HARLEM AVE	HARWOOD HEIGHTS	IL	60706	US	708-867-4017	BARRY MEISEL & MADISON O'KELLEY
8838	SUPERCUTS	JEFFERSON POINTE PLAZA	2147 W JEFFERSON ST	JOLIET	IL	60435	US	815-744-8203	A.J. AND MONICA MCGINNIS
80679	SUPERCUTS	NORTH LAKE COMMONS	339 S RAND RD	LAKE ZURICH	IL	60047	US	847-438-5060	SHIRIN KOMANDURI
81969	SUPERCUTS	PARKWAY PLAZA	2402 WILLIAMSON COUNTY PKWY #E	MARION	IL	62959	US	618-969-7164	LISA CLARK & LAWRENCE HATCHETT
8481	SUPERCUTS	GOLF II PLAZA	1020 S ELMHURST RD	MOUNT PROSPECT	IL	60056	US	847-228-7772	BOB PARSONS
80081	SUPERCUTS	TARGET CENTER	2996 ROUTE 60	MUNDELEIN	IL	60060	US	847-566-5919	A.J. MCGINNIS
8480	SUPERCUTS	SPORTMART PLAZA SHOPPING CTR	7241 W DEMPSTER ST	NILES	IL	60714	US	847-966-5550	BARRY MEISEL & MADISON O'KELLEY
82700	SUPERCUTS	VILLAGE CROSSING	5693 W TOUHY AVE	NILES	IL	60714	US	847-647-8448	ROBERT DICARLO
82999	SUPERCUTS	OAK LAWN	9532 S CICERO AVE	OAK LAWN	IL	60453	US	708-425-4434	SHIRIN KOMANDURI
81599	SUPERCUTS	GREEN MOUNT PLAZA O'FALLON	1171 N GREENMOUNT RD	O'FALLON	IL	62269	US	618-589-8616	ALEX AND EMILY OLIVER
81538	SUPERCUTS	LAKEVIEW PLAZA	15864 LAGRANGE RD STE B	ORLAND PARK	IL	60462	US	708-403-8599	DAN JONIAK & TONY JOVANOVICH
80238	SUPERCUTS	KENSINGTON CENTER	12736 S ROUTE 59 UNIT 112	PLAINFIELD	IL	60585	US	815-609-7096	A.J. AND MONICA MCGINNIS
8372	SUPERCUTS	SCHAUMBURG MARKET PLACE	221 W GOLF RD STE 28	SCHAUMBURG	IL	60195	US	847-884-0588	BOB PARSONS
82349	SUPERCUTS	WEATHERSFIELD COMMONS	1509 SCHAUMBURG RD	SCHAUMBURG	IL	60194	US	847-923-5635	BARRY MEISEL & MADISON O'KELLEY
81336	SUPERCUTS	TOUHY MARKETPLACE	3610 W TOUHY AVE	SKOKIE	IL	60076	US	847-423-2594	SANDEEP AND NEEPA PATEL
8853	SUPERCUTS	PLAISANCE CENTER	326 RANDALL RD	SOUTH ELGIN	IL	60177	US	847-741-1592	A.J. MCGINNIS
80707	SUPERCUTS	WABASH MARKETPLACE	2316 W WABASH AVE	SPRINGFIELD	IL	62704	US	217-670-2351	ROBERT WEBB - CUTTING EDGE MGMT INC
81603	SUPERCUTS	WEST MONROE	2301 W MONROE ST STE B	SPRINGFIELD	IL	62704	US	217-679-3225	ROBERT WEBB - CUTTING EDGE MGMT INC
81590	SUPERCUTS	TINLEY DOWNS SHOPPING CENTER	7919 W 171ST ST	TINLEY PARK	IL	60477	US	708-444-1346	DAN JONIAK & TONY JOVANOVICH
82354	SUPERCUTS	VILLA CENTER	321 E SAINT CHARLES RD	VILLA PARK	IL	60181	US	630-832-1470	KASHIF AND SAIRAH BUTT
8670	SUPERCUTS	GRANDVIEW COURT	752 N GREEN BAY RD	WAUKEGAN	IL	60085	US	847-263-0558	A.J. MCGINNIS
82355	SUPERCUTS	HINDSDALE LAKE COMMONS	6300 KINGERY HWY STE 122	WILLOWBROOK	IL	60527	US	630-323-0026	KASHIF AND SAIRAH BUTT
81253	SUPERCUTS	WESTLAKE PLAZA	3217 LAKE AVE STE 7C	WILMETTE	IL	60091	US	224-408-2399	SHIRIN KOMANDURI
80837	SUPERCUTS	KROGER PLAZA	110 N STATE ROAD 267 STE A	AVON	IN	46123	US	317-272-4950	FREDERICK AND KRISTIN PUNKE
81878	SUPERCUTS		10841 E US HIGHWAY 36 STE B	AVON	IN	46123	US	317-209-8786	FREDERICK AND KRISTIN PUNKE

80641	SUPERCUTS	WEST CARMEL MARKETPLACE	9893 N MICHIGAN RD	CARMEL	IN	46032	US	317-228-9920	FREDERICK AND KRISTIN PUNKE
82170	SUPERCUTS	CHESTERTON PLAZA	560 E INDIAN BOUNDARY RD STE 4	CHESTERTON	IN	46304	US	219-983-1861	ROBERT DICARLO
83294	SUPERCUTS	COLUMBUS CROSSING SHOPS	2095 W JONATHAN MOORE PIKE	COLUMBUS	IN	47201	US	812-375-1772	FREDERICK AND KRISTIN PUNKE
80834	SUPERCUTS	FISHER CORNER SHOPPES II	11765 COMMERCIAL DR	FISHERS	IN	46038	US	317-845-9120	FREDERICK AND KRISTIN PUNKE
81613	SUPERCUTS	OLIO PAVILION	11630 OLIO RD	FISHERS	IN	46037	US	317-288-0243	RYAN AND KAITLIN WARDLOW
82003	SUPERCUTS	HERITAGE SQUARE	7115 HERITAGE SQUARE DR # 1230	GRANGER	IN	46530	US	574-217-8257	RYAN AND KAITLIN WARDLOW
8086	SUPERCUTS	GLENDALE/BROAD RIPPLE	2112 E 62ND ST	INDIANAPOLIS	IN	46220	US	317-479-1471	FREDERICK AND KRISTIN PUNKE
80767	SUPERCUTS	KROGER RETAIL CENTER	8142 E SOUTHPORT RD STE 110	INDIANAPOLIS	IN	46259	US	317-245-7556	FREDERICK AND KRISTIN PUNKE
81198	SUPERCUTS	GEIST CROSSING SHOPPES	9809 FALL CREEK RD	INDIANAPOLIS	IN	46256	US	317-288-8423	RYAN AND KAITLIN WARDLOW
83029	SUPERCUTS	TIPPECANOE SHOPPES	4921 STATE ROAD 26 E STE 400	LAFAYETTE	IN	47905	US	765-449-8292	RYAN AND KAITLIN WARDLOW
82187	SUPERCUTS	LOWELL SHOPPING PLAZA	1936 E COMMERCIAL AVE	LOWELL	IN	46356	US	219-696-8609	ROBERT DICARLO
82790	SUPERCUTS	RIDGEWOOD PLAZA	308 RIDGE RD	MUNSTER	IN	46321	US	219-836-1396	ROBERT DICARLO
81443	SUPERCUTS	SILVER RUN CENTRE	2878 CHARLESTOWN RD STE B	NEW ALBANY	IN	47150	US	812-542-0191	BRIAN SHAY
80105	SUPERCUTS	WESTERN PLAZA	325 SHERIDAN RD	NOBLESVILLE	IN	46060	US	317-770-9855	FREDERICK AND KRISTIN PUNKE
82189	SUPERCUTS	COLLEGE SQUARE CENTER	690 S COLLEGE AVE	RENSSELAER	IN	47978	US	219-866-3860	ROBERT DICARLO
82151	SUPERCUTS	CALUMET STATION	1615 CALUMET AVE STE 700	VALPARAISO	IN	46383	US	219-476-1768	ROBERT DICARLO
82171	SUPERCUTS	PORTER'S VALE SHOPPING CENTER	310 PORTER'S VALE STE 130	VALPARAISO	IN	46383	US	219-465-1043	ROBERT DICARLO
83027	SUPERCUTS	SAGAMORE CENTER	1056D SAGAMORE PKWY W	WEST LAFAYETTE	IN	47906	US	765-497-3207	RYAN AND KAITLIN WARDLOW
83391	SUPERCUTS	MONON CROSSING	831 E IN-32	WESTFIELD	IN	46074	US	317-914-3944	RYAN AND KAITLIN WARDLOW
80206	SUPERCUTS	PERGOLA PLACE	229 N ANDOVER RD STE 500	ANDOVER	KS	67002	US	316-218-1400	RASHED & MINI SIDDIQUE
82188	SUPERCUTS	SOUTHWIND PLAZA	2313 INDUSTRIAL RD STE B	EMPORIA	KS	66801	US	620-208-9145	TYLER & BRYAN WHITMORE,ERIC HARPEL &
82885	SUPERCUTS	PIER ONE RETAIL CENTER	3221 IOWA ST STE B	LAWRENCE	KS	66046	US	785-838-4307	TYLER & BRYAN WHITMORE,ERIC HARPEL &
81625	SUPERCUTS	OTTAWA	2038 S PRINCETON ST, STE B	OTTAWA	KS	66067	US	785-214-4124	TYLER & BRYAN WHITMORE,ERIC HARPEL &

82882	SUPERCUTS	TOPEKA	1700 SW FAIRLAWN RD	TOPEKA	KS	66604	US	785-272-1011	TYLER & BRYAN WHITMORE,ERIC HARPEL &
82883	SUPERCUTS	WEST RIDGE PLAZA	2180 SW WANAMAKER RD STE 100	TOPEKA	KS	66614	US	785-228-9322	TYLER & BRYAN WHITMORE,ERIC HARPEL &
80422	SUPERCUTS	VILLAGE AT GREENWICH	11310 E 21ST ST N STE C	WICHITA	KS	67206	US	316-440-2889	RASHED & MINI SIDDIQUE
83295	SUPERCUTS	ALEXANDRIA VILLAGE	7029 ALEXANDRIA PIKE	ALEXANDRIA	KY	41001	US	859-635-6442	FREDERICK AND KRISTIN PUNKE
80375	SUPERCUTS	NASHVILLE RD SHOPPING CENTER	2710 NASHVILLE RD STE 111	BOWLING GREEN	KY	42101	US	270-796-8506	HAROLD AND RENEE BIEBEL
83296	SUPERCUTS	LATONIA CENTER	4315 WINSTON AVE	COVINGTON	KY	41015	US	859-581-4194	FREDERICK AND KRISTIN PUNKE
81777	SUPERCUTS	WOODLAND COMMONS	1511 RING RD STE 103	ELIZABETHTOWN	KY	42701	US	270-763-0368	JAMES RACHLIN
83299	SUPERCUTS	ERLANGER SHOPPING CENTER	3159 DIXIE HWY STE C	ERLANGER	KY	41018	US	859-341-2544	FREDERICK AND KRISTIN PUNKE
83297	SUPERCUTS	FLORENCE SQUARE	7753 D MALL RD	FLORENCE	KY	41042	US	859-371-0555	FREDERICK AND KRISTIN PUNKE
82023	SUPERCUTS	FRANKLIN SQUARE	1303 US HIGHWAY 127 S STE 404	FRANKFORT	KY	40601	US	502-227-4481	PHILLIP ELLIOTT
82024	SUPERCUTS	DON RIGGLE	104 LAWSON DR STE 2	GEORGETOWN	KY	40324	US	502-603-0600	PHILLIP ELLIOTT
81185	SUPERCUTS	NORTH BEND SQUARE	1960 N BEND SQ STE G	HEBRON	KY	41048	US	859-689-5310	MICHAEL MUMMA AND CRAIG FORRESTER
81628	SUPERCUTS	CHEVY CHASE SHOPPES	630 EUCLID AVE STE 120	LEXINGTON	KY	40502	US	859-335-6479	PHILLIP ELLIOTT
83302	SUPERCUTS	SIR BARTON PLACE	2337 SIR BARTON WAY STE 120	LEXINGTON	KY	40509	US	859-309-3599	PHILLIP ELLIOTT
83303	SUPERCUTS	REGENCY CENTRE	150 LOWRY LN STE 122	LEXINGTON	KY	40503	US	859-278-3691	PHILLIP ELLIOTT
83304	SUPERCUTS	BEAUMONT RETAIL CENTER	3070 LAKE CREST CIR STE 650	LEXINGTON	KY	40513	US	859-317-9396	PHILLIP ELLIOTT
82108	SUPERCUTS	AVISH GARDENS SHOPPING CENTER	9470 BROWNSBORO RD	LOUISVILLE	KY	40241	US	502-339-7798	BRIAN SHAY
82116	SUPERCUTS	CENTRAL STATION SHOPPING CTR	3127 S 2ND ST	LOUISVILLE	KY	40208	US	502-361-8004	BRIAN SHAY
83298	SUPERCUTS	NEWPORT SHOPPING CENTER	1743 MONMOUTH ST	NEWPORT	KY	41071	US	859-431-4668	FREDERICK AND KRISTIN PUNKE
80652	SUPERCUTS	WOODLANDS PLAZA	3332 VILLA POINT DR STE 109	OWENSBORO	KY	42303	US	270-684-4314	MARTIN TIMM
8357	SUPERCUTS	LAKE SHERWOOD MALL	4520 S SHERWOOD FOREST BLVD	BATON ROUGE	LA	70816	US	225-292-9761	ALAN SAGER
8602	SUPERCUTS	PERKINS	4469B PERKINS RD	BATON ROUGE	LA	70808	US	225-343-1719	ALAN SAGER
80203	SUPERCUTS	ESSEN CENTER	7711 PERKINS RD STE A	BATON ROUGE	LA	70810	US	225-769-7746	ALAN SAGER
8732	SUPERCUTS	AIRLINE MARKETPLACE	2119 AIRLINE DR	BOSSIER CITY	LA	71111	US	318-741-0825	RICHARD AND LAURA TUCKER

83230	SUPERCUTS	BROUSSARD VILLAGE	1212 ALBERTSON PKWY STE H	BROUSSARD	LA	70518	US	337-839-0020	JACK VENABLE
8552	SUPERCUTS	12TH STREET SHOPPING CENTER	1500 HIGHWAY 190 STE A	COVINGTON	LA	70433	US	985-809-7805	ALAN SAGER
81320	SUPERCUTS	LAGNIAPPE CENTRE	14639 AIRLINE HWY STE 115	GONZALES	LA	70737	US	225-313-3343	THOMAS AND MARY LOWE
8860	SUPERCUTS	CHANNEL SHOPPING CENTER	1750 W THOMAS ST STE E	HAMMOND	LA	70401	US	985-542-5650	ALAN SAGER
80464	SUPERCUTS		5250 JEFFERSON HWY STE 4	HARAHAN	LA	70123	US	504-736-9882	ALAN SAGER
8747	SUPERCUTS	WALMART SHOPPING CENTER # 109	1539 MARTIN LUTHER KING BLVD	HOUMA	LA	70360	US	985-223-3078	ALAN SAGER
8801	SUPERCUTS	KENNER CENTER	303 W ESPLANADE AVE	KENNER	LA	70065	US	504-469-0340	ALAN SAGER
83229	SUPERCUTS	STIRLING LAFAYETTE	3211 LOUISIANA AVE STE 114	LAFAYETTE	LA	70501	US	337-269-7040	JACK VENABLE
83232	SUPERCUTS	AMBASSADOR PLAZA	2865 AMBASSADOR CAFFERY PKWY	LAFAYETTE	LA	70506	US	337-993-3701	JACK VENABLE
83233	SUPERCUTS	COURTYARDS OF AMBASSADOR ROW	3619 AMBASSADOR CAFFERY PKWY	LAFAYETTE	LA	70503	US	337-984-6607	JACK VENABLE
81280	SUPERCUTS	LUMPKIN PLAZA SHOPPING CENTER	3449 NELSON RD	LAKE CHARLES	LA	70605	US	337-474-3400	JACK VENABLE
81804	SUPERCUTS	KROGER MARKETPLACE	4740 NELSON RD STE 330	LAKE CHARLES	LA	70605	US	337-474-3000	JACK VENABLE
8913	SUPERCUTS		3441 E CAUSEWAY APPROACH STE K	MANDEVILLE	LA	70448	US	985-674-1091	ALAN SAGER
8477	SUPERCUTS	OAK RIDGE PLAZA	1804 BARATARIA BLVD STE C	MARRERO	LA	70072	US	504-347-0311	ALAN SAGER
8862	SUPERCUTS	METAIRIE	4852 VETERANS MEMORIAL BLVD #B	METAIRIE	LA	70006	US	504-455-8737	ALAN SAGER
80268	SUPERCUTS	OAKLAWN CENTER	905 VETERANS MEMORIAL BLVD	METAIRIE	LA	70005	US	504-838-8446	ALAN SAGER
81217	SUPERCUTS	WESTGATE PLAZA OUT PARCEL	8859 VETERANS MEMORIAL BLVD	METAIRIE	LA	70003	US		ALAN SAGER
89067	SUPERCUTS		2701 AIRLINE HWY STE Q	METAIRIE	LA	70001	US	504-309-2648	ALAN SAGER
83231	SUPERCUTS	LAGNIAPPE VILLAGE	1102 E ADMIRAL DOYLE DR	NEW IBERIA	LA	70560	US	337-369-7215	JACK VENABLE
8305	SUPERCUTS	RIVER BEND	712 S CARROLLTON AVE	NEW ORLEANS	LA	70118	US	504-865-9403	ALAN SAGER
81631	SUPERCUTS	MID CITY	530 N CARROLLTON AVE	NEW ORLEANS	LA	70119	US	504-302-2061	ALAN SAGER
80139	SUPERCUTS	BAYOU CENTER	6360 YOUREE DR STE E	SHREVEPORT	LA	71105	US	318-797-6878	RICHARD AND LAURA TUCKER
80481	SUPERCUTS	CORPORATE SQUARE	1537 GAUSE BLVD	SLIDELL	LA	70458	US	985-326-8593	ALAN SAGER
80931	SUPERCUTS	OLD TOWN SQUARE PLAZA	1035 BEDFORD ST	ABINGTON	MA	02351	US	781-878-6460	MARK MUSCATELLO
8828	SUPERCUTS	ROUTE 27	293 MAIN ST	ACTON	MA	01720	US	978-263-4040	MARK MUSCATELLO

SUPERCUTS FRANCHISED SALONS

80468	SUPERCUTS	CARRIAGETOWN MARKETPLACE	100 MACY ST	AMESBURY	MA	01913	US	978-388-7512	SUSAN MARRAFFA
80670	SUPERCUTS	BLUE RIBBON PLAZA	186 GREAT RD	BEDFORD	MA	01730	US	781-541-6759	HK ENTERPRISES
80566	SUPERCUTS	RK PLAZA	40 PULASKI BLVD	BELLINGHAM	MA	02019	US	508-883-2677	HK ENTERPRISES
81063	SUPERCUTS	CHARLES RIVER CENTER	257 HARTFORD AVE UNIT E	BELLINGHAM	MA	02019	US	508-966-2013	HK ENTERPRISES
80602	SUPERCUTS	NORTH BEVERLY PLAZA	45 DODGE RD	BEVERLY	MA	01915	US	978-998-6683	MARK MUSCATELLO
8679	SUPERCUTS	BOYLSTON STREET	829 BOYLSTON ST	BOSTON	MA	02116	US	617-236-0310	HK ENTERPRISES
80934	SUPERCUTS	SUMMER STREET	101 SUMMER ST	BOSTON	MA	02110	US	617-350-7200	HK ENTERPRISES
81018	SUPERCUTS	BEACON HILL	250 CAMBRIDGE ST	BOSTON	MA	02114	US	617-367-0406	HK ENTERPRISES
8875	SUPERCUTS	BRAINTREE	485 GRANITE ST	BRAINTREE	MA	02184	US	781-356-5015	HK ENTERPRISES
81058	SUPERCUTS	PEARL STREET PLAZA	119 PEARL ST	BRAINTREE	MA	02184	US	781-356-4702	HK ENTERPRISES
8793	SUPERCUTS	CLEVELAND CIRCLE	1940 BEACON ST	BRIGHTON	MA	02135	US	617-277-1136	HK ENTERPRISES
8610	SUPERCUTS	WESTGATE SHOPPING CENTER	520 WESTGATE DR	BROCKTON	MA	02301	US	508-583-1640	HK ENTERPRISES
80927	SUPERCUTS	PIERCE BUILDING	1336 BEACON ST	BROOKLINE	MA	02446	US	617-277-9600	HK ENTERPRISES
8295	SUPERCUTS	VINEBROOK PLAZA	112 BURLINGTON MALL RD	BURLINGTON	MA	01803	US	781-273-2895	HK ENTERPRISES
8915	SUPERCUTS	PORTER SQUARE	2150 MASSACHUSETTS AVE	CAMBRIDGE	MA	02140	US	617-492-0067	HK ENTERPRISES
80221	SUPERCUTS	VILLAGE SHOPPES	95 WASHINGTON ST STE 412	CANTON	MA	02021	US	781-828-4880	HK ENTERPRISES
80367	SUPERCUTS	DRUM HILL SHOPPING CENTER	109 DRUM HILL RD	CHELMSFORD	MA	01824	US	978-454-9930	HK ENTERPRISES
80501	SUPERCUTS	CHICOPEE MARKETPLACE	601 MEMORIAL DR	CHICOPEE	MA	01020	US	413-331-4411	DARSHAN & ANKITA DESAI
8908	SUPERCUTS	DANVERS ROUTE 114	136 ANDOVER ST	DANVERS	MA	01923	US	978-750-4441	MARK MUSCATELLO
81022	SUPERCUTS	DEDHAM MALL	172 PROVIDENCE HWY	DEDHAM	MA	02026	US	781-326-1504	HK ENTERPRISES
8786	SUPERCUTS	CAPITOL SHOPPING CENTER	1010 MORRISSEY BLVD	DORCHESTER	MA	02122	US	617-929-0520	HK ENTERPRISES
80627	SUPERCUTS	EAST LONGMEADOW CTR VILLAGE	70 CENTER SQ	EAST LONGMEADOW	MA	01028	US	413-525-1334	ABIGAIL ALLEN
80217	SUPERCUTS	GATEWAY CENTER	24 MYSTIC VIEW RD UNIT L1	EVERETT	MA	02149	US	617-381-0685	HK ENTERPRISES
82935	SUPERCUTS	BERDON PLAZA	19 BERDON WAY	FAIRHAVEN	MA	02719	US	508-984-0700	HK ENTERPRISES
82128	SUPERCUTS	SOUTH COAST MARKETPLACE	450 WILLIAMS S CANNING BLVD #7	FALL RIVER	MA	02721	US	508-617-4057	HK ENTERPRISES
82938	SUPERCUTS	RIVERVIEW MARKETPLACE	4171 N MAIN ST STE 80B	FALL RIVER	MA	02720	US	508-674-6034	HK ENTERPRISES
80616	SUPERCUTS	SHOPS AT CHESTNUT GREEN	121 MAIN ST UNIT 430	FOXBOROUGH	MA	02035	US	508-543-2800	HK ENTERPRISES
8309	SUPERCUTS	WALGREENS PLAZA	653 WORCESTER RD	FRAMINGHAM	MA	01701	US	508-879-0931	HK ENTERPRISES

80738	SUPERCUTS	FRANKLIN VILLAGE PLAZA	75 FRANKLIN VILLAGE DR	FRANKLIN	MA	02038	US	508-528-5908	HK ENTERPRISES
81736	SUPERCUTS	GARDNER SUPERCUTS	10 PEARSON BLVD	GARDNER	MA	01440	US	978-632-2830	ABIGAIL ALLEN
81327	SUPERCUTS	HADLEY CORNER	344 RUSSELL ST	HADLEY	MA	01035	US	413-387-0334	HK ENTERPRISES
8700	SUPERCUTS	COLUMBIA ROAD	333 COLUMBIA RD	HANOVER	MA	02339	US	781-826-6369	MARK MUSCATELLO
8725	SUPERCUTS	RIVER'S EDGE PLAZA	257 LINCOLN AVE	HAVERHILL	MA	01830	US	978-469-9940	SUSAN MARRAFFA
8450	SUPERCUTS	QUEEN ANNE'S CORNER	40 WHITING ST STE 42	HINGHAM	MA	02043	US	781-741-5562	MARK MUSCATELLO
80613	SUPERCUTS	THE LAUNCH AT HINGHAM SHIPYARD	1 SHIPYARD DR STE 1B	HINGHAM	MA	02043	US	781-740-4414	HK ENTERPRISES
81009	SUPERCUTS		22 SOUTH ST STE 105	HOPKINTON	MA	01748	US	508-435-8670	HK ENTERPRISES
81480	SUPERCUTS	HIGHLAND COMMONS	3 HIGHLAND COMMONS E STE 200	HUDSON	MA	01749	US	978-562-4273	HK ENTERPRISES
80522	SUPERCUTS	CAPETOWN PLAZA	790 IYANNOUGH RD STE 28	HYANNIS	MA	02601	US	508-771-3789	HK ENTERPRISES
8702	SUPERCUTS	HANNAFORDS PLAZA	182 SUMMER ST STE 3A	KINGSTON	MA	02364	US	781-585-0110	MARK MUSCATELLO
8833	SUPERCUTS	PLOTKIN MANOR	14 COMMMERCIAL RD	LEOMINSTER	MA	01453	US	978-534-3376	HK ENTERPRISES
80960	SUPERCUTS	STOP & SHOP OUT LOT	46 BEDFORD ST	LEXINGTON	MA	02420	US	781-861-6610	HK ENTERPRISES
82940	SUPERCUTS	MANSFIELD CROSSING	280 SCHOOL ST STE J120	MANSFIELD	MA	02048	US	508-261-2968	HK ENTERPRISES
8175	SUPERCUTS	R.K. CENTRE	197 BOSTON POST RD W	MARLBORO	MA	01752	US	508-485-1905	HK ENTERPRISES
81453	SUPERCUTS	MAYNARD CROSSING	5 DIGITAL WAY UNIT 4	MAYNARD	MA	01453	US	978-298-5156	ABIGAIL ALLEN
80092	SUPERCUTS	THE LOOP	90 PLEASANT VALLEY ST	METHUEN	MA	01844	US	978-975-8174	SUSAN MARRAFFA
8447	SUPERCUTS	MILFORD SHOPPING CENTER	91 MEDWAY RD STE 11	MILFORD	MA	01757	US	508-482-1919	HK ENTERPRISES
80939	SUPERCUTS	SUNNYSIDE PLAZA	933 WORCESTER ST	NATICK	MA	01760	US	508-647-9300	HK ENTERPRISES
8121	SUPERCUTS	PARIS PLAZA	1299 HIGHLAND AVE	NEEDHAM	MA	02492	US	781-455-9990	HK ENTERPRISES
8630	SUPERCUTS	PORT PLAZA SHOPPING CENTER	45 STOREY AVE	NEWBURYPORT	MA	01950	US	978-462-9262	SUSAN MARRAFFA
8605	SUPERCUTS	AUBURNDALE PLAZA	2058 COMMONWEALTH AVE	NEWTON	MA	02466	US	617-928-0660	HK ENTERPRISES
8701	SUPERCUTS	ROCKY'S PLAZA	62 PETERS ST	NORTH ANDOVER	MA	01845	US	978-688-2887	MARK MUSCATELLO
82936	SUPERCUTS	FASHIONS CROSSING	1250 S WASHINGTON ST	NORTH ATTLEBORO	MA	02760	US	508-695-8019	HK ENTERPRISES
80928	SUPERCUTS	TREBLE COVE PLAZA	199 BOSTON RD	NORTH BILLERICA	MA	01862	US	978-663-7900	HK ENTERPRISES
82939	SUPERCUTS	ANN & HOPE PLAZA	83D FAUNCE CORNER MALL RD	NORTH DARTMOUTH	MA	02747	US	508-997-0973	HK ENTERPRISES
80075	SUPERCUTS	COUNTRY PLAZA	100 WORCESTER ST UNIT A-2	NORTH GRAFTON	MA	01536	US	508-839-1669	HK ENTERPRISES
8134	SUPERCUTS	STOP & SHOP PLAZA	265 MAIN ST	NORTH READING	MA	01864	US	978-664-0966	MARK MUSCATELLO

80945	SUPERCUTS	THE LOOP	8120 SHOPS WAY	NORTHBOROUGH	MA	01532	US	508-393-9039	HK ENTERPRISES
8654	SUPERCUTS	NAHATAN PLACE	111 LENOX ST BOX 7	NORWOOD	MA	02062	US	781-551-3565	SHARON MCDERMOTT
80712	SUPERCUTS	VILLAGE AT COLONY PLACE	112 COLONY PLACE RD	PLYMOUTH	MA	02360	US	508-747-2100	HK ENTERPRISES
8333	SUPERCUTS	PILGRIM PLAZA	17 SCAMMELL ST	QUINCY	MA	02169	US	617-479-0363	HK ENTERPRISES
82942	SUPERCUTS	SHAWS-AMES PLAZA	270 ROUTE 44 STE 7	RAYNHAM	MA	02767	US	508-824-3317	HK ENTERPRISES
81832	SUPERCUTS	CROSSING AT WALKERS BROOK	44 WALKERS BROOK DR	READING	MA	01867	US	781-944-3350	HK ENTERPRISES
8171	SUPERCUTS	VINNIN SHOPPING CENTER	13 PARADISE RD	SALEM	MA	01970	US	978-745-8283	HK ENTERPRISES
80780	SUPERCUTS	CENTERCORP	276 HIGHLAND AVE	SALEM	MA	01970	US	978-744-5480	HK ENTERPRISES
80120	SUPERCUTS	TRADEWINDS PLAZA SOUTH	290 ROUTE 130 STE 10	SANDWICH	MA	02563	US	508-833-9093	HK ENTERPRISES
8706	SUPERCUTS	HILLSIDE PLAZA	747 BROADWAY	SAUGUS	MA	01906	US	781-231-0180	HK ENTERPRISES
80846	SUPERCUTS	ROUTE 1 NORTH PLAZA	358 BROADWAY STE H	SAUGUS	MA	01906	US	781-233-9700	HK ENTERPRISES
82934	SUPERCUTS	PRICE CLUB	181 HIGHLAND AVE	SEEKONK	MA	02771	US	508-336-9400	HK ENTERPRISES
8368	SUPERCUTS	QUINSIGAMOND PLAZA	87 BOSTON TURNPIKE RD STE 97	SHREWSBURY	MA	01545	US	508-767-0503	HK ENTERPRISES
8313	SUPERCUTS	TWIN CITY PLAZA	20 MCGRATH HWY STE 2	SOMERVILLE	MA	02143	US	617-666-1640	HK ENTERPRISES
82943	SUPERCUTS	BRISTOL PLAZA	1180 NEWPORT AVE	SOUTH ATTLEBORO	MA	02703	US	508-399-7340	HK ENTERPRISES
82941	SUPERCUTS	HIGHLANDS PLAZA	25 ROBERTS DR UNIT C6A	SOUTH EASTON	MA	02375	US	508-230-0382	HK ENTERPRISES
8857	SUPERCUTS	REDSTONE PLAZA	71 MAIN ST	STONEHAM	MA	02180	US	781-438-7280	HK ENTERPRISES
80647	SUPERCUTS	SUDBURY PLAZA	519 BOSTON POST RD	SUDBURY	MA	01776	US	978-443-2287	HK ENTERPRISES
82937	SUPERCUTS	TAUNTON DEPOT	65 TAUNTON DEPOT DR UNIT B	TAUNTON	MA	02780	US	508-822-1379	HK ENTERPRISES
80582	SUPERCUTS	WAMESIT PLACE	345 MAIN ST STE A-4	TEWKSBURY	MA	01876	US	978-858-0880	HK ENTERPRISES
80125	SUPERCUTS	LEXINGTON MALL	1077 LEXINGTON ST	WALTHAM	MA	02452	US	781-647-8360	HK ENTERPRISES
81027	SUPERCUTS	MAIN STREET MARKETPLACE	1030 MAIN ST	WALTHAM	MA	02451	US	781-893-1480	HK ENTERPRISES
80905	SUPERCUTS	WATERTOWN	1 MOUNT AUBURN ST	WATERTOWN	MA	02472	US	617-924-3300	HK ENTERPRISES
81314	SUPERCUTS	MILL BROOK PLAZA	41 WORCESTER RD	WEBSTER	MA	01570	US	508-461-5102	HK ENTERPRISES
80053	SUPERCUTS	WEST ROXBURY STAR MARKET	77 SPRING ST STE 100B	WEST ROXBURY	MA	02132	US	617-327-1887	HK ENTERPRISES
80671	SUPERCUTS	RIVERDALE CENTER	1053 RIVERDALE ST STE H	WEST SPRINGFIELD	MA	01089	US	413-301-7091	DARSHAN & ANKITA DESAI
80530	SUPERCUTS	WESTBOROUGH SHOPPING CENTER	18 LYMAN ST	WESTBOROUGH	MA	01581	US	508-366-0989	HK ENTERPRISES
8982	SUPERCUTS	WESTFORD VALLEY MARKETPLACE	175 LITTLETON RD	WESTFORD	MA	01886	US	978-692-9203	MARK MUSCATELLO

SUPERCUTS FRANCHISED SALONS

80556	SUPERCUTS	UNIVERSITY STATION	131 UNIVERSITY AVE	WESTWOOD	MA	02090	US	781-471-7905	HK ENTERPRISES
80997	SUPERCUTS	WORCESTER	947 W BOYLSTON ST	WORCESTER	MA	01606	US	508-856-9356	HK ENTERPRISES
81716	SUPERCUTS	GREENBRIER SHOPPING CENTER	225 BRIERHILL DR STE M	BEL AIR	MD	21015	US	410-420-9932	GARY ROBINS
81934	SUPERCUTS	AVALON PLAZA	8245 DICKERSON LN UNIT E	SALISBURY	MD	21804	US	410-860-5915	KAMLESH BHATIA
81938	SUPERCUTS	CLAIRMONT CENTER	1016 S SALISBURY BLVD	SALISBURY	MD	21801	US	410-219-7720	KAMLESH BHATIA
81849	SUPERCUTS	YORKRIDGE SHOPPING CENTER	1810 YORK RD	TIMONIUM	MD	21093	US	667-206-4690	GARY ROBINS
81113	SUPERCUTS	AUBURNDALE SHOPPING CENTER	600 CENTER ST	AUBURN	ME	04210	US	207-344-2019	MARK MUSCATELLO
81152	SUPERCUTS	MARKETPLACE AT AUGUSTA	1 STEPHEN KING DR	AUGUSTA	ME	04330	US	207-623-5633	MARK MUSCATELLO
81344	SUPERCUTS	JOURNAL SQUARE RETAIL CENTER	5 SENATOR WAY	AUGUSTA	ME	04330	US	207-213-6698	MARK MUSCATELLO
80893	SUPERCUTS	THE AVENUE	570 STILLWATER AVE	BANGOR	ME	04401	US	207-942-9108	MARK MUSCATELLO
80617	SUPERCUTS	BIDDEFORD CROSSING	123 SHOPS WAY	BIDDEFORD	ME	04005	US	207-282-5783	MARK MUSCATELLO
80944	SUPERCUTS	STATE STREET	284 STATE ST	BREWER	ME	04412	US	207-989-2766	MARK MUSCATELLO
80122	SUPERCUTS	ROUTE 1 FALMOUTH	219 ROUTE 1	FALMOUTH	ME	04105	US	207-781-5557	MARK MUSCATELLO
80183	SUPERCUTS	WEST FALMOUTH CROSSING	65 GRAY RD	FALMOUTH	ME	04105	US	207-797-7306	MARK MUSCATELLO
80151	SUPERCUTS	SCARBOROUGH CENTER	196 US ROUTE 1	SCARBOROUGH	ME	04074	US	207-883-5775	MARK MUSCATELLO
81033	SUPERCUTS	THE MALL PLAZA SHOPPING CENTER	220 MAINE MALL RD	SOUTH PORTLAND	ME	04106	US	207-253-5435	MARK MUSCATELLO
80757	SUPERCUTS	TOPSHAM CROSSING	127 TOPSHAM FAIR MALL RD	TOPSHAM	ME	04086	US	207-729-3915	MARK MUSCATELLO
80586	SUPERCUTS	THE SHOPS AT WATERVILLE	6 WATERVILLE COMMONS DR	WATERVILLE	ME	04901	US	207-873-5908	MARK MUSCATELLO
82687	SUPERCUTS	NORTHTOWN PLAZA	1524 WRIGHT PLAZA	ALMA	MI	48801	US	989-463-9922	MICHAEL SARAFA
82646	SUPERCUTS	MINGES CREEK PLAZA	5466 BECKLEY RD	BATTLE CREEK	MI	49015	US	269-979-2914	MICHAEL SARAFA
82652	SUPERCUTS	SHOPS AT BAY CITY MALL	3900 STATE ST STE 210	BAY CITY	MI	48706	US	989-684-4255	MICHAEL SARAFA
82709	SUPERCUTS	BIG RAPIDS MARKETPLACE	15238 ISABELLA DR STE C	BIG RAPIDS	MI	49307	US	231-796-0315	MICHAEL SARAFA
81390	SUPERCUTS	BLOOMFIELD VILLAGE SQUARE	883 W LONG LAKE RD	BLOOMFIELD HILLS	MI	48302	US	248-792-7885	MICHAEL SARAFA
82656	SUPERCUTS	WHISPERING WOODS PLAZA	20767 GIBRALTAR RD	BROWNSTOWN TOWNSHIP	MI	48183	US	734-675-8129	MICHAEL SARAFA
82628	SUPERCUTS	HARVARD CROSSINGS	5834 N SHELDON	CANTON	MI	48187	US	734-453-3820	MICHAEL SARAFA
82670	SUPERCUTS	CEDAR SPRINGS SHOPPING CENTER	151 N MAIN ST NE	CEDAR SPRINGS	MI	49319	US	616-696-5988	MICHAEL SARAFA
81987	SUPERCUTS	17 MILE & HAYES	15321 17 MILE RD	CLINTON TOWNSHIP	MI	48038	US	586-263-0450	NICK MADURKAR

82633	SUPERCUTS	HARPER N OF 16 MILE	37350 HARPER AVE	CLINTON TOWNSHIP	MI	48036	US	586-463-6050	MICHAEL SARAFA
82689	SUPERCUTS	MONROE PLAZA	8787 MONROE RD	DURAND	MI	48429	US	989-288-9917	MICHAEL SARAFA
82632	SUPERCUTS	KELLY EMPIRE PLAZA	22445 KELLY RD	EASTPOINTE	MI	48021	US	586-445-1202	MICHAEL SARAFA
82678	SUPERCUTS	FENTON VILLAGE MARKETPLACE	15090 SILVER PKWY STE M	FENTON	MI	48430	US	810-714-6021	MICHAEL SARAFA
82634	SUPERCUTS	GET & GO CENTER	3346 HILTON RD	FERNDALE	MI	48220	US	248-548-0972	MICHAEL SARAFA
82653	SUPERCUTS	WEST TOWNE PLAZA	23985 WEST RD	FLAT ROCK	MI	48134	US	734-362-5029	MICHAEL SARAFA
82651	SUPERCUTS	GARDEN CITY TOWN CENTER	5916 MIDDLEBELT RD	GARDEN CITY	MI	48135	US	734-266-1789	MICHAEL SARAFA
82667	SUPERCUTS	HERITAGE PARK SHOPPING CENTER	6307 DORT HWY	GRAND BLANC	MI	48439	US	810-694-4636	MICHAEL SARAFA
8488	SUPERCUTS	NORTHTOWN CENTER INC	3444 PLAINFIELD AVE NE	GRAND RAPIDS	MI	49525	US	616-363-8822	TANYA GUY
82662	SUPERCUTS	EDISON PLAZA SHOPPING CENTER	2030 LAKE MICHIGAN DR STE 3	GRAND RAPIDS	MI	49504	US	616-791-9905	MICHAEL SARAFA
82682	SUPERCUTS	HARLEY MEDICAL PARK RETAIL	4021 CASCADE RD STE 70	GRAND RAPIDS	MI	49546	US	616-974-9552	MICHAEL SARAFA
82679	SUPERCUTS	HASTINGS SUBWAY CENTER	835 W STATE ST	HASTINGS	MI	49058	US	269-945-3899	MICHAEL SARAFA
82685	SUPERCUTS	HILLSDALE CROSSING	207 W CARLETON RD	HILLSDALE	MI	49242	US	517-437-4213	MICHAEL SARAFA
82673	SUPERCUTS	NORTHPARK PLAZA	2279 NORTHPARK DR STE 750	HOLLAND	MI	49424	US	616-394-4884	MICHAEL SARAFA
82626	SUPERCUTS	HOWELL CROSSINGS	1485 N MICHIGAN AVE STE 300	HOWELL	MI	48843	US	517-552-3852	MICHAEL SARAFA
82658	SUPERCUTS	JACKSON CROSSING	1214 JACKSON DR STE 118	JACKSON	MI	49202	US	517-788-8336	MICHAEL SARAFA
82664	SUPERCUTS		6840 W MAIN ST STE B	KALAMAZOO	MI	49009	US	269-353-9200	MICHAEL SARAFA
82672	SUPERCUTS	WEST TOWNE MALL	4526 STADIUM DR	KALAMAZOO	MI	49008	US	269-375-3707	MICHAEL SARAFA
82695	SUPERCUTS	GULL POINTE CENTRE	5585 GULL RD STE 107	KALAMAZOO	MI	49048	US	269-381-8600	MICHAEL SARAFA
81702	SUPERCUTS	SHOPS AT SHORES OF LONG LAKE	532 N LAPEER RD	LAKE ORION	MI	48362	US	248-693-0393	MICHAEL SARAFA
83227	SUPERCUTS	SECOR ROAD MALL	7473 SECOR RD	LAMBERTVILLE	MI	48144	US	734-854-4818	MICHAEL SARAFA
82641	SUPERCUTS	JOLLY CEDAR PLAZA	5025 S CEDAR ST STE 1	LANSING	MI	48910	US	517-393-6240	MICHAEL SARAFA
82643	SUPERCUTS		5025 W SAGINAW HWY	LANSING	MI	48917	US	517-323-3347	MICHAEL SARAFA
82660	SUPERCUTS	MARKETPLACE AT DELTA TOWNSHIP	619 N MARKETPLACE BLVD STE A	LANSING	MI	48917	US	517-627-0892	MICHAEL SARAFA
82665	SUPERCUTS	LAKE LANSING RD SHOPPING CTR	2250 LAKE LANSING RD STE B	LANSING	MI	48912	US	517-372-8864	MICHAEL SARAFA
81877	SUPERCUTS	PLYMOUTH RD AT WONDERLAND MALL	29587 PLYMOUTH RD	LIVONIA	MI	48150	US	734-422-0470	MICHAEL SARAFA
82688	SUPERCUTS	LUDINGTON PLAZA	4544 US HIGHWAY 10	LUDINGTON	MI	49431	US	231-843-9811	MICHAEL SARAFA
82655	SUPERCUTS	CARD/21 SHOPPES	21729 21 MILE RD	MACOMB	MI	48044	US	586-421-9986	MICHAEL SARAFA

SUPERCUTS FRANCHISED SALONS

82691	SUPERCUTS	SHOPS AT MACOMB PARK	16408 26 MILE RD	MACOMB	MI	48042	US	586-677-4562	MICHAEL SARAFA
82654	SUPERCUTS	MACOMB CENTRE PLAZA	51114 ROMEO PLANK RD	MACOMB TOWNSHIP	MI	48042	US	586-677-5642	MICHAEL SARAFA
82647	SUPERCUTS	MIDLAND TOWN CENTER	1307 WASHINGTON ST	MIDLAND	MI	48640	US	989-839-1070	MICHAEL SARAFA
82666	SUPERCUTS	FAIRGROUND SHOPS	7211 N EASTMAN AVE STE D	MIDLAND	MI	48642	US	989-835-3469	MICHAEL SARAFA
82686	SUPERCUTS	KROGER PLAZA	521 W MAIN ST	MILAN	MI	48160	US	734-439-8051	MICHAEL SARAFA
82696	SUPERCUTS	KOHLS OUTLET	2153 MALL RD	MONROE	MI	48162	US	734-243-7831	MICHAEL SARAFA
82648	SUPERCUTS	WESTSHORE PLAZA	1827 E SHERMAN BLVD	MUSKEGON	MI	49444	US	231-739-4310	MICHAEL SARAFA
82668	SUPERCUTS	RIVER VALLEY SHOPPING CENTER	157 W RIVER VALLEY	NEWAYGO	MI	49337	US	231-652-1234	MICHAEL SARAFA
82677	SUPERCUTS	WESTMARKET SQUARE	47800 GRAND RIVER AVE STE 126	NOVI	MI	48374	US	248-596-1121	MICHAEL SARAFA
82645	SUPERCUTS	GRAND RIVER	2160 W GRAND RIVER STE 4	OKEMOS	MI	48864	US	517-349-4977	MICHAEL SARAFA
82642	SUPERCUTS	PORTAGE CROSSINGS CENTER	6749 S WESTNEDGE AVE	PORTAGE	MI	49002	US	269-329-1311	MICHAEL SARAFA
82674	SUPERCUTS	COUNTRY CREEK COMMONS	4966 N ADAMS RD UNIT B 112	ROCHESTER	MI	48306	US	248-371-9966	MICHAEL SARAFA
81701	SUPERCUTS	CAMPUS CORNERS PLAZA	41 S LIVERNOIS RD	ROCHESTER HILLS	MI	48307	US	248-652-7373	MICHAEL SARAFA
82675	SUPERCUTS	MARCELL DRIVE CENTER	163 MARCELL DR NE	ROCKFORD	MI	49341	US	616-866-5421	MICHAEL SARAFA
82635	SUPERCUTS	GRATIOT CENTER	31948 GRATIOT AVE	ROSEVILLE	MI	48066	US	586-293-0930	MICHAEL SARAFA
82644	SUPERCUTS	FASHION CORNERS SHOPPING CTR	4350 BAY RD	SAGINAW	MI	48603	US	989-792-4399	MICHAEL SARAFA
82659	SUPERCUTS	WESTWOOD PLAZA SHOPPING CENTER	1798 LAWNDALE RD	SAGINAW	MI	48638	US	989-497-8661	MICHAEL SARAFA
82627	SUPERCUTS	MALOOF PLAZA	28531 HARPER AVE	SAINT CLAIR SHORES	MI	48081	US	586-771-4395	MICHAEL SARAFA
82637	SUPERCUTS	ARBOR DRUGS PLAZA	23985 HARPER AVE	SAINT CLAIR SHORES	MI	48080	US	586-776-1362	MICHAEL SARAFA
82121	SUPERCUTS	REGENCY HILLS SHOPPING CENTER	54818 DEQUINDRE RD	SHELBY TOWNSHIP	MI	48316	US	248-650-0846	NICK MADURKAR
82636	SUPERCUTS	WELSTON PLAZA	11449 15 MILE RD	STERLING HEIGHTS	MI	48312	US	586-795-0660	MICHAEL SARAFA
82661	SUPERCUTS	KROGER CENTER	7070 MILLER RD STE E	SWARTZ CREEK	MI	48473	US	810-635-3278	MICHAEL SARAFA
82671	SUPERCUTS	GRAND TRAVERSE CROSSING	2668 CROSSING CIR STE B	TRAVERSE CITY	MI	49684	US	231-932-0000	MICHAEL SARAFA
81523	SUPERCUTS	TROY MARKETPLACE	868 E BIG BEAVER RD	TROY	MI	48083	US	248-743-2612	NICK MADURKAR
82692	SUPERCUTS	GREEN RDIGE SHOPPING CENTER	3150 ALPINE AVE NW STE 144	WALKER	MI	49544	US	616-647-0564	MICHAEL SARAFA
82631	SUPERCUTS	ACO CENTER	15180 13 MILE RD	WARREN	MI	48088	US	586-445-0548	MICHAEL SARAFA
82650	SUPERCUTS	HOOVER ELEVEN SHOPPING CENTER	26277 HOOVER RD	WARREN	MI	48089	US	586-756-4247	MICHAEL SARAFA

82630	SUPERCUTS	WATERFORD VILLAGE PLAZA	5578 DIXIE HWY	WATERFORD	MI	48329	US	248-623-2914	MICHAEL SARAFA
82676	SUPERCUTS	WATERFORD TOWN CENTER	5117 HIGHLAND RD	WATERFORD	MI	48327	US	248-618-7707	MICHAEL SARAFA
82649	SUPERCUTS		35350 E MICHIGAN AVE	WAYNE	MI	48184	US	734-326-4588	MICHAEL SARAFA
82657	SUPERCUTS	WEST HAVEN PLAZA	23141 ALLEN RD	WOODHAVEN	MI	48183	US	734-676-1429	MICHAEL SARAFA
82681	SUPERCUTS		3175 FORT ST	WYANDOTTE	MI	48192	US	734-285-2009	MICHAEL SARAFA
82663	SUPERCUTS	WYOMING CENTER	1633 28TH ST SW	WYOMING	MI	49519	US	616-538-2696	MICHAEL SARAFA
81771	SUPERCUTS	CAPE WEST SHOPPING CENTER	3441-A WILLIAM ST	CAPE GIRARDEAU	MO	63701	US	573-803-4590	LISA CLARK & LAWRENCE HATCHETT
80563	SUPERCUTS	ROCK BRIDGE SHOPPING CENTER	503 E NIFONG BLVD STE A	COLUMBIA	MO	65201	US	573-874-3001	AARON AND ASHLEY EMEL
80686	SUPERCUTS	CREVE COEUR	12595C OLIVE BLVD	CREVE COEUR	MO	63141	US	314-786-5738	ERIC AND TRACYE DONOVAN
80687	SUPERCUTS	CREVE COEUR EAST	11600 OLIVE BLVD	CREVE COEUR	MO	63141	US	314-567-4494	JIM ZALAUDEK
81237	SUPERCUTS	HIGH RIDGE COMMONS	2694 GRAVOIS RD STE 106B	HIGH RIDGE	MO	63049	US	636-376-0028	JIM ZALAUDEK
80575	SUPERCUTS	SHOPES AT SHOAL CREEK	8706 NE FLINTLOCK RD	LIBERTY	MO	64157	US	816-781-3671	RON RICCIARDI
81458	SUPERCUTS	SHOPPES AT HIGHLANDS	941 BRITTANY PARKWAY DR STE 5	MANCHESTER	MO	63011	US	636-527-4817	BRAD & JO ANN PINNELL
81639	SUPERCUTS	DEER CREEK CROSSING	2973 HIGHWAY K	O'FALLON	MO	63368	US	636-294-6686	RYAN AND VICTORIA MUNRO
82220	SUPERCUTS	O'FALLON CENTER	1306 HIGHWAY K	O'FALLON	MO	63366	US	636-379-0670	RYAN AND VICTORIA MUNRO
81537	SUPERCUTS	STREETS OF ST.CHARLES	1650 BEALE ST STE 145	SAINT CHARLES	MO	63303	US	636-493-1822	RONALD BERTEL
81350	SUPERCUTS	TELEGRAPH PLAZA	5640 TELEGRAPH RD	SAINT LOUIS	MO	63129	US	314-846-1107	JIM ZALAUDEK
81577	SUPERCUTS	MARKET AT MCKNIGHT	9536 MANCHESTER RD	SAINT LOUIS	MO	63119	US	314-968-5343	PRIYA VELUSAMY
81859	SUPERCUTS	CENTRAL WEST END	4161 LINDELL BLVD	SAINT LOUIS	MO	63108	US	314-833-4445	ERIC AND TRACYE DONOVAN
81865	SUPERCUTS	KENRICK PLAZA	7513 WATSON RD	SHREWSBURY	MO	63119	US	314-801-7944	PRIYA VELUSAMY
8978	SUPERCUTS	FREMONT CENTER	1306 E BATTLEFIELD RD	SPRINGFIELD	MO	65804	US	417-889-2887	SHANNON SIVILS
8979	SUPERCUTS	FOX GRAPE PLAZA	3250 E BATTLEFIELD ST STE K	SPRINGFIELD	MO	65804	US	417-881-8746	SHANNON SIVILS
80099	SUPERCUTS	FAMOUS DAVES SHOPPING CENTER	4406 S CAMPBELL STE 112	SPRINGFIELD	MO	65810	US	417-882-1114	SHANNON SIVILS
80274	SUPERCUTS	REPUBLIC PLAZA	2135 W REPUBLIC PLAZA	SPRINGFIELD	MO	65807	US	417-890-1666	SHANNON SIVILS
81362	SUPERCUTS	PHOENIX CENTER II	3020 PHOENIX CENTER DR	WASHINGTON	MO	63090	US	636-390-4020	BRAD & JO ANN PINNELL
81872	SUPERCUTS	WENTZVILLE CROSSROADS	1855 WENTZVILLE PKWY	WENTZVILLE	MO	63385	US	636-327-1870	RENGARAM KUDUVA SANTHARAM

80895	SUPERCUTS	DOGWOOD PROMENADE	162 PROMENADE BLVD	FLOWOOD	MS	39232	US	601-992-5825	ALAN SAGER
8260	SUPERCUTS	TURTLE CREEK POINT	6068 US HIGHWAY 98 STE 4	HATTIESBURG	MS	39402	US	601-268-8757	ALAN SAGER
80680	SUPERCUTS	THE SHOPPES AT LEES SUMMIT	2670 MCINGVALE RD STE E	HERNANDO	MS	38632	US	662-298-0064	ROB AND CYNTHIA CZECH
8229	SUPERCUTS	JUNCTION SHOPPING CENTER	6351 INTERSTATE 55 N STE 101	JACKSON	MS	39213	US	601-991-0409	ALAN SAGER
80370	SUPERCUTS	CAMP CREEK CENTER	8110 CAMP CREEK BLVD	OLIVE BRANCH	MS	38654	US	662-890-0454	ROB AND CYNTHIA CZECH
82098	SUPERCUTS	EASTBROOK COMMONS	100 EASTBROOK COMMONS STE 150	PETAL	MS	39465	US	601-602-4405	ALAN SAGER
8917	SUPERCUTS	SOUTH LAKE CENTRE	125 GOODMAN RD W STE B	SOUTHAVEN	MS	38671	US	662-349-7347	ROB AND CYNTHIA CZECH
5763	SUPERCUTS	PLAZA BOULEVARD PLAZA	6B-45 PLAZA BLVD	MONCTON	NB	E1C 0E8	CA	506-387-2777	JOHN & ANGELA LONGPHEE
81447	SUPERCUTS	BEAVER CREEK COMMONS	1013 BEAVER CREEK COMMONS DR	APEX	NC	27502	US	919-387-2927	PERIASAMY PALANISAMY, NIRMALKUMAR
81268	SUPERCUTS	DICK'S SHOPPING CENTER	335 AIRPORT RD STE 400	ARDEN	NC	28704	US	828-684-8701	ROBERT AND SHANNON HOLLOWAY
80786	SUPERCUTS	TRYON VILLAGE	8111 TRYON WOODS DR STE 202	CARY	NC	27518	US	919-852-2123	PERIASAMY PALANISAMY, NIRMALKUMAR
81131	SUPERCUTS	PARKSIDE TOWN COMMONS	7175 O'KELLY CHAPEL RD	CARY	NC	27519	US	919-466-0444	GENEVIA LIU & KENNETH ANDREWS
81339	SUPERCUTS	HARRISON POINTE	246 GRANDE HEIGHTS DR STE N	CARY	NC	27513	US	919-481-0841	PERIASAMY PALANISAMY, NIRMALKUMAR
81196	SUPERCUTS	SHOPS AT SOUTHLINE	2222 SOUTH BLVD STE I	CHARLOTTE	NC	28203	US	704-334-7700	TOM & STEPHANIE PARKER
81645	SUPERCUTS	PAVILION BLVD	11524 N TRYON ST STE 1	CHARLOTTE	NC	28262	US	704-548-8038	CHARLES & JACQUELINE STEPHENSON
82123	SUPERCUTS	BALLANTYNE	15235 JOHN DELANEY DR UNIT D	CHARLOTTE	NC	28277	US	704-341-5080	GLEN PORTWOOD
82198	SUPERCUTS	MCMULLEN CREEK MARKET SHP CTR	8318 PINEVILLE MATTHEWS RD#711	CHARLOTTE	NC	28226	US	704-543-4247	GLEN PORTWOOD
82535	SUPERCUTS	CONNECTION POINT	4044 CONNECTION POINT BLVD # C	CHARLOTTE	NC	28212	US	980-236-7508	KAUSHIK KORAT
82893	SUPERCUTS	RIVERGATE PARK	14154 STEELE CREEK RD STE 250	CHARLOTTE	NC	28273	US	980-430-3101	TODD ROGERS
83025	SUPERCUTS	COTSWOLD VILLAGE	104 S SHARON AMITY RD STE E	CHARLOTTE	NC	28211	US	980-999-5311	TOM & STEPHANIE PARKER
89068	SUPERCUTS	PARK ROAD	4736 PARK RD	CHARLOTTE	NC	28209	US	704-522-9559	TOM & STEPHANIE PARKER
82167	SUPERCUTS	CODDLE CREEK MARKET	350 GEORGE W LILES PKWY # 160	CONCORD	NC	28027	US	980-781-4614	ERIC AND SANDRA FELKER
82240	SUPERCUTS	SHOPS ON DERITA	3050 DERITA RD STE 30	CONCORD	NC	28027	US	980-224-9732	SUNJAY PATEL

82178	SUPERCUTS	RENAISSANCE SQUARE	11040 RENAISSANCE DR	DAVIDSON	NC	28036	US	980-689-2962	KAUSHIK KORAT
81372	SUPERCUTS	DURHAM SOUTHPOINT	7005 FAYETTEVILLE RD STE 102	DURHAM	NC	27713	US	919-316-7965	GENEVIA LIU & KENNETH ANDREWS
81461	SUPERCUTS	RIVERVIEW SHOPPING CENTER	5128 N ROXBORO ST STE 1B	DURHAM	NC	27704	US	919-748-3039	RONAK AND MITAL PATEL
82140	SUPERCUTS	COMMONS AT UNIVERSITY PLACE	1815 MARTIN LUTHER KING JR PKY	DURHAM	NC	27707	US	919-294-9199	BRETT TILLER
81154	SUPERCUTS	SEXTON COMMONS	1428 N MAIN ST	FUQUAY VARINA	NC	27526	US	919-552-7099	PERIASAMY PALANISAMY, NIRMALKUMAR
82205	SUPERCUTS	HOFFMAN VILLAGE	1941 HOFFMAN RD STE E	GASTONIA	NC	28054	US	704-854-3141	TODD ROGERS
81403	SUPERCUTS	SHOPPES AT BATTLEGROUND NORTH	4008 BATTLEGROUND AVE STE D	GREENSBORO	NC	27410	US	336-897-7047	PERIASAMY PALANISAMY, NIRMALKUMAR
82839	SUPERCUTS		4526 W WENDOVER AVE STE 100	GREENSBORO	NC	27409	US	336-632-4078	JASON STEVENSON & RYAN ROSE
82824	SUPERCUTS	THE ARBORETUM AT SURF CITY	2761 NC-210 UNIT D	HAMPSTEAD	NC	28443	US	910-939-0460	MICHAEL AND TRICIA DICKEY
81724	SUPERCUTS	HUNTERSVILLE GATEWAY PLAZA	343 HUNTERSVILLE GATEWAY BLVD	HUNTERSVILLE	NC	28078	US	704-948-4258	TOM & STEPHANIE PARKER
83056	SUPERCUTS	NORTHLITE COMMONS	2235 SPIDER DR	KANNAPOLIS	NC	28083	US	704-792-0255	ERIC AND SANDRA FELKER
81700	SUPERCUTS	BRAWLEY COMMONS	631 BRAWLEY SCHOOL RD STE 403	MOORESVILLE	NC	28117	US	704-660-0026	RANDALL BOLL
81486	SUPERCUTS	PARK PLACE	9571 CHAPEL HILL RD	MORRISVILLE	NC	27560	US	919-465-9850	PERIASAMY PALANISAMY, NIRMALKUMAR
80480	SUPERCUTS	RIVERTOWNE SQUARE	3031 DR MLK JR BLVD STE 28	NEW BERN	NC	28562	US	252-672-5611	MICHAEL AND TRICIA DICKEY
80836	SUPERCUTS	RALEIGH MIDTOWN	424 E SIX FORKS RD STE 109	RALEIGH	NC	27609	US	919-900-8342	GENEVIA LIU & KENNETH ANDREWS
81342	SUPERCUTS	THE POINTE AT CREEDMOOR	2071 W MILLBROOK RD STE 111	RALEIGH	NC	27612	US	919-803-2456	BRETT TILLER
81483	SUPERCUTS	ALEXANDER PLACE	7840 ALEXANDER PL STE 125	RALEIGH	NC	27617	US	919-596-8989	PERIASAMY PALANISAMY, NIRMALKUMAR
81715	SUPERCUTS	FALLS RIVER TOWN CENTER	1131 FALLS RIVER AVE UNIT 103	RALEIGH	NC	27615	US	919-615-2151	PERIASAMY PALANISAMY, NIRMALKUMAR
82273	SUPERCUTS	CAMERON VILLAGE	526 DANIELS ST	RALEIGH	NC	27605	US	919-424-7318	GENEVIA LIU & KENNETH ANDREWS
80950	SUPERCUTS	CROSSROADS CENTER	1058 CROSSROADS DR	STATESVILLE	NC	28625	US	704-880-2232	RANDALL BOLL
81666	SUPERCUTS	GATEWAY COMMONS	946 GATEWAY COMMONS CIR	WAKE FOREST	NC	27587	US	919-263-1164	PERIASAMY PALANISAMY, NIRMALKUMAR

81939	SUPERCUTS	SHOP ON SOUTH BROADWAY	3302 S BROADWAY	MINOT	ND	58701	US	701-838-2887	NARASIMHAM BATLANKI & APARNA DEVI
80310	SUPERCUTS	CORNHUSKER PLAZA	2015 PRATT AVE STE 117	BELLEVUE	NE	68123	US	402-292-2959	RUPINDER GILL & SATNAM SANGHERA
81138	SUPERCUTS	TWIN CREEK SHOPPING CENTER	3906 TWIN CREEK DR STE 104	BELLEVUE	NE	68123	US	402-933-2887	RUPINDER GILL & SATNAM SANGHERA
80333	SUPERCUTS	THE VILLAGE CENTRE	2460 1ST AVE STE 104	COLUMBUS	NE	68601	US	402-562-8780	DOUG BARNES
80364	SUPERCUTS	DEER POINTE PLAZA	3220 E ELK LANE STE 300	FREMONT	NE	68025	US	402-727-4586	DOUG BARNES
80409	SUPERCUTS	GRAND ISLAND PLAZA	2390 N DIERS AVE STE 104	GRAND ISLAND	NE	68803	US	308-382-0535	DOUG BARNES
80589	SUPERCUTS	GRETNA RETAIL CENTER	11922 STANDING STONE DR	GRETNA	NE	68028	US	402-506-4886	RUPINDER GILL & SATNAM SANGHERA
80725	SUPERCUTS	ONE OSBORNE PLACE	4103 OSBORNE DR W	HASTINGS	NE	68901	US	402-463-8344	DOUG BARNES
80408	SUPERCUTS	VERIZON CENTER	5110 2ND AVE STE B	KEARNEY	NE	68847	US	308-236-5999	DOUG BARNES
80155	SUPERCUTS	CODDINGTON PARK CENTRE	1550 S CODDINGTON AVE	LINCOLN	NE	68522	US	402-477-8007	DOUG BARNES
80161	SUPERCUTS	PRAIRIE LAKE POINT	8600 ANDERMATT DR STE A103	LINCOLN	NE	68526	US	402-488-2811	DOUG BARNES
80734	SUPERCUTS	HOLDREGE CENTER	8222 HOLDREGE ST	LINCOLN	NE	68505	US	402-488-7010	DOUG BARNES
81565	SUPERCUTS	THE HIGHLANDS	4811 NW 1ST ST STE 3	LINCOLN	NE	68521	US	402-904-8550	DOUG BARNES
80194	SUPERCUTS	GREYHAWK PLAZA	14513 W MAPLE RD STE 101	OMAHA	NE	68116	US	402-614-2531	RUPINDER GILL & SATNAM SANGHERA
80218	SUPERCUTS	LAKESIDE CENTER	17330 W CENTER RD STE 108	OMAHA	NE	68130	US	402-758-6648	RUPINDER GILL & SATNAM SANGHERA
80329	SUPERCUTS	WESTWOOD PLAZA	12005 W CENTER RD	OMAHA	NE	68144	US	402-334-1538	RUPINDER GILL & SATNAM SANGHERA
80426	SUPERCUTS	NORTH PARK CENTER	2085 N 120TH ST STE D2	OMAHA	NE	68164	US	402-493-0898	RUPINDER GILL & SATNAM SANGHERA
82093	SUPERCUTS	CINNAMON CREEK CROSSING	6721 S 180TH ST STE 2	OMAHA	NE	68135	US	402-991-5030	MICHAEL MCGUANE
81941	SUPERCUTS	SHADOW LAKE TOWNE CENTER	7305 TOWNE CENTER PKWY STE 105	PAPILLION	NE	68046	US	402-932-0872	MICHAEL MCGUANE
80863	SUPERCUTS	MEADOW BROOK CROSSING	124 STATE ROUTE 101A STE 20	AMHERST	NH	03031	US	603-882-4200	HK ENTERPRISES
80428	SUPERCUTS	STOP & SHOP PLAZA	5 KILTON RD UNIT 2	BEDFORD	NH	03110	US	603-222-1460	HK ENTERPRISES
80992	SUPERCUTS	BELKNAP MALL	94 DANIEL WEBSTER HWY UNIT 3	BELMONT	NH	03220	US	603-524-9718	HK ENTERPRISES
8369	SUPERCUTS	FORT EDDY PLAZA	42 FORT EDDY RD	CONCORD	NH	03301	US	603-228-8022	HK ENTERPRISES
80776	SUPERCUTS	HEIGHTS COURTYARD	374 LOUDON RD	CONCORD	NH	03301	US	603-225-0300	HK ENTERPRISES
80156	SUPERCUTS	HOOD COMMONS	55 CRYSTAL AVE UNIT 106	DERRY	NH	03038	US	603-432-9257	HK ENTERPRISES
80267	SUPERCUTS	WEEKS CIRCLE	20 WEEKS LN	DOVER	NH	03820	US	603-749-7900	MARK MUSCATELLO

80588	SUPERCUTS	EPPICENTER PLAZA	96 CALEF HIGHWAY UNIT E	EPPING	NH	03042	US	603-679-8560	MARK MUSCATELLO
80394	SUPERCUTS	GOFFSTOWN PLAZA	553 MAST RD	GOFFSTOWN	NH	03045	US	603-621-0220	HK ENTERPRISES
8541	SUPERCUTS	HOOKSETT LANDING	1292 HOOKSETT RD	HOOKSETT	NH	03106	US	603-625-6176	HK ENTERPRISES
80005	SUPERCUTS	RIVERSIDE PLAZA	346 WINCHESTER ST STE E	KEENE	NH	03431	US	603-357-6805	HK ENTERPRISES
8319	SUPERCUTS	SOUTH WILLOW PLAZA	1111 S WILLOW ST UNIT 5	MANCHESTER	NH	03103	US	603-668-7454	HK ENTERPRISES
80524	SUPERCUTS	MERRIMACK VILLAGE CENTER	7 CONTINENTAL BLVD STE B	MERRIMACK	NH	03054	US	603-423-5910	HK ENTERPRISES
8704	SUPERCUTS	WEBSTER SQUARE	274 DANIEL WEBSTER HWY	NASHUA	NH	03060	US	603-891-4188	HK ENTERPRISES
80366	SUPERCUTS	MAIN STREET MARKETPLACE	300 MAIN ST	NASHUA	NH	03060	US	603-594-8545	HK ENTERPRISES
81977	SUPERCUTS		270 AMHERST ST	NASHUA	NH	03063	US	603-943-8902	HK ENTERPRISES
80938	SUPERCUTS	PELHAM PLAZA	150 BRIDGE STREET UNIT D2	PELHAM	NH	03076	US	603-508-6591	ELIZABETH & BRYAN BARTLETT
8316	SUPERCUTS	PLAISTOW CENTER	5 PLAISTOW RD	PLAISTOW	NH	03865	US	603-382-4514	SUSAN MARRAFFA
8569	SUPERCUTS	WOODBURY	1465 WOODBURY AVE	PORTSMOUTH	NH	03801	US	603-431-9797	MARK MUSCATELLO
81858	SUPERCUTS	RIDGE MARKETPLACE	150 MARKET PLACE BLVD UNIT 7	ROCHESTER	NH	03867	US	603-330-9690	MARK MUSCATELLO
8687	SUPERCUTS	SALEM PARK PLAZA	125 S BROADWAY	SALEM	NH	03079	US	603-894-5442	SUSAN MARRAFFA
80946	SUPERCUTS	SEABROOK COMMONS	700 LAFAYETTE RD STE 105	SEABROOK	NH	03874	US	603-814-1268	SUSAN MARRAFFA
80182	SUPERCUTS	MARKET BASKET PLAZA	27 PORTSMOUTH AVE	STRATHAM	NH	03885	US	603-772-5032	MARK MUSCATELLO
80262	SUPERCUTS	K-MART PLAZA	200 S MAIN ST	WEST LEBANON	NH	03784	US	603-298-8320	HK ENTERPRISES
82268	SUPERCUTS	RIVERWALK VILLAGE CENTER	665 MARTINSVILLE RD	BASKING RIDGE	NJ	07920	US	908-647-6100	JEFF & CHRIS MONTEMURRO
81896	SUPERCUTS	BAYONNE CROSSING	317 BAYONNE CROSSING WAY	BAYONNE	NJ	07002	US	201-436-8505	SRIKANTA DASH
82343	SUPERCUTS	ALLAIRE SHOPPING CENTER	1933 ROUTE 35 STE 102	BELMAR	NJ	07719	US	732-449-5949	GARY MOYERS
81271	SUPERCUTS	BLOOMFIELD SHOPPES	15 BELLEVILLE AVE	BLOOMFIELD	NJ	07003	US	973-748-1300	MARK SCHOLACK
80661	SUPERCUTS	ACME COMMONS	278 DUNNS MILL RD	BORDENTOWN	NJ	08505	US	609-298-5700	GARY ROBINS
80726	SUPERCUTS	CEDAR GLEN	3150 ROUTE 22	BRANCHBURG	NJ	08876	US	908-231-1818	JEFF & CHRIS MONTEMURRO
82342	SUPERCUTS	BRICK PLAZA	16 BRICK PLZ	BRICK	NJ	08723	US	732-477-7444	GARY MOYERS
81011	SUPERCUTS	BRIDGEWATER	477 UNION AVE	BRIDGEWATER	NJ	08807	US	908-231-0988	JEFF & CHRIS MONTEMURRO
82270	SUPERCUTS	WEST CALDWELL PLAZA	772 BOOMFIELD AVE STE 774	CALDWELL	NJ	07006	US	973-227-1655	JEFF & CHRIS MONTEMURRO
82356	SUPERCUTS	CHATHAM SHOPPING CENTER	641 SHUNPIKE RD	CHATHAM	NJ	07928	US	973-593-0200	PRABHDEEP SINGH AND KULJOT PALL

82846	SUPERCUTS	CINNAMINSON TOWN CENTER	141 ROUTE 130 S STE D	CINNAMINSON	NJ	08077	US	856-829-3227	ALOK WAHDWA & NEERU JAIN
82084	SUPERCUTS	RIVERFRONT PLAZA	354 ROUTE 3	CLIFTON	NJ	07014	US	973-846-3280	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE
82283	SUPERCUTS	CRANFORD CROSSING	1 SOUTH AVE E	CRANFORD	NJ	07016	US	908-276-4184	DEREK WATKINS
82845	SUPERCUTS	DELRAN TOWN CENTER	1330 FAIRVIEW BLVD STE C	DELRAN	NJ	08075	US	856-764-2469	ALOK WAHDWA & NEERU JAIN
81729	SUPERCUTS	BETWEEN STARBUCKS & 5 GUYS	50 RACE TRACK RD	EAST BRUNSWICK	NJ	08816	US	732-238-1713	GARY ROBINS
81316	SUPERCUTS	LOWES SHOPPING CENTER	90 STATE ROUTE 17	EAST RUTHERFORD	NJ	07073	US	201-939-2658	RAMIT CHAWLA
80147	SUPERCUTS	TARGET PLAZA	72 PRINCETON HIGHTSTOWN TD # 9	EAST WINDSOR	NJ	08520	US	609-371-3351	GARY ROBINS
81246	SUPERCUTS	EDGEWATER MARKETPLACE	725 RIVER RD	EDGEWATER	NJ	07020	US	201-941-3284	ALPHONSE MURASSO
82347	SUPERCUTS	EDISON PLAZA	775 ROUTE 1 SOUTH STE 3	EDISON	NJ	08817	US	732-393-0102	GARY MOYERS
82145	SUPERCUTS	OAK TREE PLAZA	6801 BLACKHORSE PIKE STE 306	EGG HARBOR TOWNSHIP	NJ	08234	US	609-241-6511	CLIFFORD & TALIA GRIEP
82376	SUPERCUTS	ELMWOOD SHOPPING CENTER	449 MARKET ST	ELMWOOD PARK	NJ	07407	US	201-797-1010	KAMLESH BHATIA
80949	SUPERCUTS	SUTTON PLAZA	293 ROUTE 206 S	FLANDERS	NJ	07836	US	973-584-4400	GLENN & ROSEMARY BORSKY
80762	SUPERCUTS	PRESTIGE PLAZA	326 STATE ROUTE 31	FLEMINGTON	NJ	08822	US	908-237-1818	JEFF & CHRIS MONTEMURRO
82963	SUPERCUTS	WHITEMAN PLAZA	1605 LEMOINE AVE	FORT LEE	NJ	07024	US	201-585-8992	MARK SCHOLACK
82379	SUPERCUTS	GARFIELD SHOPPING CENTER	208 PASSAIC ST	GARFIELD	NJ	07206	US	973-574-7263	RAMIT CHAWLA
80989	SUPERCUTS	MARKETPLACE AT DOUBLETREE	186 WILLIAM DALTON DR	GLASSBORO	NJ	08028	US	856-256-8100	CLIFFORD & TALIA GRIEP
80662	SUPERCUTS	GREEN BROOK SHOPPING CENTER	119 ROUTE 22 E	GREEN BROOK	NJ	08812	US	732-752-1600	ROBERT MEAD
82373	SUPERCUTS	HACKENSACK PLAZA SHOPPING CTR	450 HACKENSACK AVE STE 24	HACKENSACK	NJ	07601	US	201-488-1292	RAMIT CHAWLA
80615	SUPERCUTS	THE SHOPPES AT MANSFIELD	1930 ROUTE 57 STE E	HACKETTSTOWN	NJ	07840	US	908-979-1818	JEFF & CHRIS MONTEMURRO
82135	SUPERCUTS	HADDON TOWNE CENTER	225 HADDON AVE	HADDON TOWNSHIP	NJ	08108	US	856-477-2939	JEFF & MARCIE GROSS
81578	SUPERCUTS	JERSEY CITY HUDSON MALL	701 STATE ROUTE 440	JERSEY CITY	NJ	07304	US	201-435-6307	SRIKANTA DASH
82344	SUPERCUTS	LACEY TOWN CENTER	702 N MAIN ST STE 2	LANOKA HARBOR	NJ	08734	US	609-242-0050	GARY MOYERS
80540	SUPERCUTS	MERCER MALL SHOPPING CENTER	3371 US ROUTE 1 STE 201	LAWRENCEVILLE	NJ	08648	US	609-419-9300	GARY ROBINS
80792	SUPERCUTS	SHOPRITE SHOPPING CENTER	60 BEAVERBROOK RD	LINCOLN PARK	NJ	07035	US	973-694-1740	CLIFFORD & TALIA GRIEP

82976	SUPERCUTS	PLAZA 46 SHOPPING CENTER	1228 ROUTE 46 W	LITTLE FALLS	NJ	07424	US	973-256-7100	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE
82377	SUPERCUTS	ESSEX STREET SHOPPING CENTER	334 ESSEX ST	LODI	NJ	07644	US	201-368-3773	KAMLESH BHATIA
82083	SUPERCUTS	VETERANS SQUARE SHOPPING CTR	544 NEW YORK AVE	LYNDHURST	NJ	07071	US	201-428-9930	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE
82947	SUPERCUTS	GATEWAY SHOPPING CENTER	7 FRANKLIN TPKE	MAHWAH	NJ	07430	US	201-828-5999	KAMLESH BHATIA
81619	SUPERCUTS	STAFFORD SQUARE	297 ROUTE 72 STE 28	MANAHAWKIN	NJ	08050	US	609-549-6083	CLIFFORD & TALIA GRIEP
80372	SUPERCUTS	KINGS VILLAGE MALL	401 TAUNTON LAKE RD	MARLTON	NJ	08053	US	856-797-8071	JEFF & MARCIE GROSS
80637	SUPERCUTS	SHOP RITE CENTER	4 ROOSEVELT BLVD	MARMORA	NJ	08223	US	609-486-6693	CLIFFORD & TALIA GRIEP
80146	SUPERCUTS	HAMILTON COMMONS	540 HAMILTON COMMONS	MAYS LANDING	NJ	08330	US	609-272-1815	CLIFFORD & TALIA GRIEP
81644	SUPERCUTS		665 MIDDLESEX AVE	METUCHEN	NJ	08840	US	732-548-2887	PETER AND MICHELE MYERS
82803	SUPERCUTS	MIDDLETOWN SHOPPING CENTER	1143 ROUTE 35 N	MIDDLETOWN	NJ	07748	US	732-706-0777	PETER AND MICHELE MYERS
80587	SUPERCUTS	UNION LAKE CROSSING	2140 N 2ND ST	MILLVILLE	NJ	08332	US	856-293-9590	ALPHONSE MURASSO
80719	SUPERCUTS	HERITAGE SQUARE	4180 ROUTE 1 N	MONMOUTH JUNCTION	NJ	08852	US	732-438-0505	GARY ROBINS
82357	SUPERCUTS	SHOPS AT SOUTH STREET	76 SOUTH ST	MORRISTOWN	NJ	07960	US	973-267-4750	PRABHDEEP SINGH AND KULJOT PALL
80600	SUPERCUTS	MOUNT HOLLY SQUARE	516 HIGH ST	MOUNT HOLLY	NJ	08060	US	609-261-1377	JEFF & MARCIE GROSS
80354	SUPERCUTS	MULLICA HILL PLAZA	141 BRIDGETON PIKE	MULLICA HILL	NJ	08062	US	856-223-5355	GARY ROBINS
82802	SUPERCUTS	NEPTUNE	2200 ROUTE 66 E	NEPTUNE	NJ	07753	US	732-775-8008	PETER AND MICHELE MYERS
81587	SUPERCUTS	JAKE BROWN SHOPPING CENTER	2321 COUNTY ROAD 516	OLD BRIDGE	NJ	08857	US	732-753-9933	PETER AND MICHELE MYERS
82378	SUPERCUTS	SUPER GAP SHOPPING CENTER	501 ROUTE 17 S	PARAMUS	NJ	07652	US	201-967-8080	KAMLESH BHATIA
82416	SUPERCUTS	PARK RIDGE PLAZA	184 KINDERKAMAC RD STE A	PARK RIDGE	NJ	07656	US	201-782-1915	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE
8919	SUPERCUTS	HOPEWELL TOWN CENTER	800 DENOW RD STE G	PENNINGTON	NJ	08534	US	609-730-1600	GARY ROBINS
80358	SUPERCUTS	PLAINSBORO PLAZA	10 SHALKS CROSSING RD	PLAINSBORO	NJ	08536	US	609-716-6400	GARY ROBINS
82948	SUPERCUTS	POMPTON LAKES TOWN CENTER	49 WANAQUE AVE	POMPTON LAKES	NJ	07442	US	973-835-2400	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE
80380	SUPERCUTS	RANDOLPH COMMONS	517 ROUTE 10 E	RANDOLPH	NJ	07869	US	973-328-1111	GLENN & ROSEMARY BORSKY

80675	SUPERCUTS	GRANDE CENTER	3151 ROUTE 9 S UNIT C	RIO GRANDE	NJ	08242	US	609-465-9066	CLIFFORD & TALIA GRIEP
82375	SUPERCUTS	RIVER EDGE PLAZA	524 KINDERKAMACK RD	RIVER EDGE	NJ	07661	US	201-986-1144	KAMLESH BHATIA
82967	SUPERCUTS	MILL CREEK ANNEX	200 MILL CREEK DR STE 5	SECAUCUS	NJ	07094	US	201-330-7676	MARK SCHOLACK
82382	SUPERCUTS	SHORT HILLS	728 MORRIS AVE	SHORT HILLS	NJ	07078	US	973-912-0077	KAMLESH BHATIA
82805	SUPERCUTS	STAPLES/TRADER JOE'S CENTER	1085 BROAD ST	SHREWSBURY	NJ	07702	US	732-544-9801	PETER AND MICHELE MYERS
80265	SUPERCUTS	GLOUCESTER TOWN CENTER	525 BERLIN CROSS KEYS RD	SICKLERVILLE	NJ	08081	US	856-629-7100	ALPHONSE MURASSO
80371	SUPERCUTS	OCEAN HEIGHTS PLAZA	13 BETHEL RD STE B	SOMERS POINT	NJ	08244	US	609-601-6530	CLIFFORD & TALIA GRIEP
80791	SUPERCUTS	CEDAR GROVE PLAZA	120 CEDAR GROVE LN	SOMERSET	NJ	08873	US	732-560-7200	GARY MOYERS
82380	SUPERCUTS	SOUTH ORANGE VILLAGE	7 SLOAN ST	SOUTH ORANGE	NJ	07079	US	973-762-2800	KAMLESH BHATIA
80659	SUPERCUTS	SPARTA TOWNE CENTER	8 TOWN CENTER DR STE 3	SPARTA	NJ	07871	US	973-729-1818	JEFF & CHRIS MONTEMURRO
82286	SUPERCUTS	CENTER ISLAND	201 ROUTE 22	SPRINGFIELD	NJ	07081	US	973-218-0300	DEREK WATKINS
82341	SUPERCUTS	TOMS RIVER SHOPPING CENTER	300 ROUTE 37 E	TOMS RIVER	NJ	08753	US	732-244-7800	GARY MOYERS
82977	SUPERCUTS	MONTCLAIR	570 VALLEY RD	UPPER MONTCLAIR	NJ	07043	US	973-744-8778	MARK SCHOLACK
82946	SUPERCUTS	WAYNECHESTER PLAZA	1644 ROUTE 23	WAYNE	NJ	07470	US	973-696-6600	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE
81951	SUPERCUTS	WEEHAWKEN TOWER PLAZA	4100 PARK AVE	WEEHAWKEN	NJ	07086	US	201-867-1620	SRIKANTA DASH
82804	SUPERCUTS	PADDOCK PLAZA	145 STATE ROUTE 36 STE 310	WEST LONG BRANCH	NJ	07764	US	732-935-1955	PETER AND MICHELE MYERS
82288	SUPERCUTS	WALGREENS SHOPPING CENTER	272 NORTH AVE E	WESTFIELD	NJ	07090	US	908-654-0440	DEREK WATKINS
82346	SUPERCUTS	A & P SHOPPING	765 SAINT GEORGE AVE	WOODBRIDGE	NJ	07095	US	732-855-0195	GARY MOYERS
82006	SUPERCUTS	CEDAR HILL SHOPPING CENTER	525 CEDAR HILL AVE	WYCKOFF	NJ	07481	US	201-444-4182	RAMIT CHAWLA
8223	SUPERCUTS	NORTHDALE PLAZA	6611 4TH ST NW STE G	ALBUQUERQUE	NM	87107	US	505-345-8966	GEORGE STRIBLING
8225	SUPERCUTS	JUAN TABO SQUARE	1016 JUAN TABO BLVD NE STE A	ALBUQUERQUE	NM	87112	US	505-296-9555	GEORGE STRIBLING
8504	SUPERCUTS	SYCAMORE PLAZA	8060 ACADEMY RD NE STE B	ALBUQUERQUE	NM	87111	US	505-821-2345	GEORGE STRIBLING
8550	SUPERCUTS	ALBUQUERQUE	8400 MENAUL BLVD NE STE D	ALBUQUERQUE	NM	87112	US	505-294-5046	GEORGE STRIBLING
8582	SUPERCUTS	GLENWOOD VILLAGE	4710 TRAMWAY BLVD NE STE C7	ALBUQUERQUE	NM	87111	US	505-294-7505	GEORGE STRIBLING
8584	SUPERCUTS	LADERA SHOPPING CENTER	3301 COORS BLVD NW	ALBUQUERQUE	NM	87120	US	505-839-4222	GEORGE STRIBLING
80096	SUPERCUTS	PAVILLIONS AT SAN MATEO	4900 CUTLER AVE NE STE 1-C	ALBUQUERQUE	NM	87110	US	505-830-3500	GEORGE STRIBLING

82829	SUPERCUTS	WEST CENTRAL PLAZA	4100 CENTRAL AVE SW STE 103	ALBUQUERQUE	NM	87105	US	505-836-8629	ANTHONY AND APRIL CREED
80867	SUPERCUTS	VENADA PLAZA	510 NEW MEXICO 528 STE 8	BERNALILLO	NM	87004	US	505-771-4411	KATHY AND MIGUEL SHERMAN
81710	SUPERCUTS		600 TEXAS ST STE F	CLOVIS	NM	88101	US	575-769-1455	JIM PURYEAR
8455	SUPERCUTS	PAN AM PLAZA	1719 E UNIVERSITY AVE	LAS CRUCES	NM	88001	US	575-521-8739	GEORGE STRIBLING
80682	SUPERCUTS	WALTON POINTE	540 WALTON BLVD STE E	LAS CRUCES	NM	88001	US	575-524-1128	GEORGE STRIBLING
81052	SUPERCUTS	PUEBLO DE LAS ALAMEDAS	3340 RINCONADA BLVD STE 1	LAS CRUCES	NM	88011	US	575-382-0700	GEORGE STRIBLING
80483	SUPERCUTS	TRINITY PLACE	751 TRINITY DR	LOS ALAMOS	NM	87544	US	505-836-8629	ANTHONY AND APRIL CREED
82694	SUPERCUTS	LOS LUNAS	2441 MAIN ST NE	LOS LUNAS	NM	87031	US	505-866-6885	CJ GIRON
8075	SUPERCUTS	RIO RANCHO MARKETPLACE	4300 RIDGECREST SE STE A	RIO RANCHO	NM	87124	US	505-892-1300	GEORGE STRIBLING
81035	SUPERCUTS	SOUTHERN & UNSER PLAZA	1121 UNSER BLVD SE STE 109	RIO RANCHO	NM	87124	US	505-994-2274	KATHY AND MIGUEL SHERMAN
81709	SUPERCUTS	ROSWELL MARKETPLACE	4504 N MAIN ST STE E	ROSWELL	NM	88201	US	575-622-3828	JIM PURYEAR
82504	SUPERCUTS	SOUTHGATE SHOPPING CENTER	3909 S CARSON ST	CARSON CITY	NV	89701	US	775-883-2828	DANNY J HART, JR.
80379	SUPERCUTS	FERNLEY VILLAGE MARKETPLACE	1380 US HIGHWAY 95A N STE 3	FERNLEY	NV	89408	US	775-302-3362	DAVID FESPERMAN
81283	SUPERCUTS	HORIZON PLACE SHOPPING CENTER	209 S STEPHANIE ST	HENDERSON	NV	89012	US	702-750-9160	JEROME & NIKKOLLETTE WILLIAMS
81958	SUPERCUTS	GREEN VALLEY PLAZA	4301 E SUNSET RD STE 120	HENDERSON	NV	89014	US	702-436-6628	MS.CASEY HOU
82398	SUPERCUTS	SUNSET PLAZA	1138 W SUNSET RD	HENDERSON	NV	89014	US	702-898-8883	MOHAMMAD NEMATI
82705	SUPERCUTS	LAKE MEAD CROSSING	334 W LAKE MEAD PKWY STE 130	HENDERSON	NV	89015	US	702-568-0674	COREY AND DALIAH WACHS
82706	SUPERCUTS	COLLEGE DRIVE SHOPPING CENTER	565 S COLLEGE DR STE D	HENDERSON	NV	89015	US	702-856-0275	COREY AND DALIAH WACHS
82707	SUPERCUTS	EASTERN COMMONS	10345 S EASTERN AVE	HENDERSON	NV	89052	US	702-407-8599	SAM TYNER
83307	SUPERCUTS	PECOS WINDMILL PLAZA	2649 WINDMILL PKWY	HENDERSON	NV	89074	US	702-263-1480	MS.CASEY HOU
81265	SUPERCUTS	MOUNTAIN'S EDGE MARKETPLACE	7995 BLUE DIAMOND RD STE 103	LAS VEGAS	NV	89178	US	702-614-4044	JEROME & NIKKOLLETTE WILLIAMS
81712	SUPERCUTS	PARADISE MARKETPLACE	3830 FLAMINGO RD	LAS VEGAS	NV	89121	US	702-333-0988	SAM TYNER
81936	SUPERCUTS	SHADOW HILLS PLAZA	10420 W CHEYENNE AVE STE 120	LAS VEGAS	NV	89129	US	702-722-6322	BING & JERRY TENG
82297	SUPERCUTS	LAS VEGAS UNIVERSITY GARDENS	4632 S MARYLAND PKWY STE 3	LAS VEGAS	NV	89119	US	702-736-2917	FAISAL CHARANIA
82298	SUPERCUTS	SAHARA TOWNE SQUARE	2620 S MARYLAND PKWY STE 15	LAS VEGAS	NV	89109	US	702-732-0040	FAISAL CHARANIA

82300	SUPERCUTS	DECATUR PLACE	3650 S DECATUR BLVD STE 10	LAS VEGAS	NV	89103	US	702-253-1866	FAISAL CHARANIA
82301	SUPERCUTS	VEGAS VALLEY PLAZA	2775 S NELLIS BLVD STE 4	LAS VEGAS	NV	89121	US	702-431-0831	FAISAL CHARANIA
82302	SUPERCUTS	SUNRISE PLAZA	6895 E LAKE MEAD BLVD STE 4	LAS VEGAS	NV	89156	US	702-453-5079	FAISAL CHARANIA
82303	SUPERCUTS	CHARLESTON COMMONS	135 N NELLIS BLVD	LAS VEGAS	NV	89110	US	702-452-6404	FAISAL CHARANIA
82614	SUPERCUTS	PARKWAY RETAIL CENTER	7575 W WASHINGTON AVE STE 119	LAS VEGAS	NV	89128	US	702-228-2146	ANTHONY AND APRIL CREED
82616	SUPERCUTS	RAINBOW RIDGE SHOPPING CENTER	3120 N RAINBOW BLVD	LAS VEGAS	NV	89108	US	702-656-0451	ANTHONY AND APRIL CREED
82708	SUPERCUTS	EASTERN BELTWAY CENTER	2390 E SERENE AVE STE 430	LAS VEGAS	NV	89123	US	702-263-7377	SAM TYNER
82747	SUPERCUTS	FLAMINGO BUFFALO CENTER	4011 S BUFFALO ST STE 103B	LAS VEGAS	NV	89147	US	702-871-7676	ANTHONY AND APRIL CREED
82908	SUPERCUTS	WESTLAND FAIR	1291 S DECATUR BLVD STE 160	LAS VEGAS	NV	89102	US	702-259-4961	FAISAL CHARANIA
82909	SUPERCUTS	HUALAPAI COMMONS	9811 W CHARLESTON BLVD STE 3	LAS VEGAS	NV	89117	US	702-947-7755	FAISAL CHARANIA
82924	SUPERCUTS	VISTA COMMONS	11700 W CHARLESTON BLVD # 130	LAS VEGAS	NV	89135	US	702-888-1151	MS.ALEXANDRIA PHAM & MS LAUREN TRAN
83306	SUPERCUTS	WALMART GROCERY	7435 S EASTERN AVE STE 102	LAS VEGAS	NV	89123	US	702-614-5956	MS.CASEY HOU
83335	SUPERCUTS	SIENA TOWN CENTER	10170 W TROPICANA AVE STE 159	LAS VEGAS	NV	89147	US	702-362-6366	FAISAL CHARANIA
83336	SUPERCUTS	GRAND CANYON PARKWAY	4205 S GRAND CANYON DR STE 5	LAS VEGAS	NV	89147	US	702-362-4040	FAISAL CHARANIA
83337	SUPERCUTS	CENTENNIAL CENTER	7920 W TROPICAL PKWY STE 140	LAS VEGAS	NV	89149	US	702-515-0471	FAISAL CHARANIA
83338	SUPERCUTS	RIO VISTA PLAZA	7065 W ANN RD STE 140	LAS VEGAS	NV	89130	US	702-396-4542	FAISAL CHARANIA
83339	SUPERCUTS	DURANGO SQUARE	7785 N DURANGO RD STE 145	LAS VEGAS	NV	89131	US	702-395-9716	FAISAL CHARANIA
81181	SUPERCUTS	SHADOW CREEK MARKETPLACE	2225 E CENTENNIAL PKWY STE 103	NORTH LAS VEGAS	NV	89081	US	702-912-4778	SAM TYNER
82078	SUPERCUTS	SIMMONS MARKETPLACE	5575 SIMMONS ST STE B	NORTH LAS VEGAS	NV	89031	US	702-638-1026	ANTHONY AND APRIL CREED
82142	SUPERCUTS	DECATURE RICE CENTER	6150 N DECATUR BLVD STE 104	NORTH LAS VEGAS	NV	89031	US	702-485-3555	ANTHONY AND APRIL CREED
83340	SUPERCUTS	PAHRUMP VALLEY JUNCTION	250 S HIGHWAY 160 STE 7	PAHRUMP	NV	89048	US	775-727-9955	FAISAL CHARANIA
81726	SUPERCUTS	VISTA HILLS SHOPPING CENTER	280 VISTA KNOLL PKWY STE 104	RENO	NV	89506	US	775-548-0825	DANNY J HART, JR.
81732	SUPERCUTS	SHOPPERS SQUARE	395 E PLUMB LN STE 105	RENO	NV	89502	US	775-971-4700	DANNY J HART, JR.
82503	SUPERCUTS	NORTHTOWNE MARKETPLACE	2875 NORTHTOWNE LN	RENO	NV	89512	US	775-359-1711	DANNY J HART, JR.

82505	SUPERCUTS	SOUTH TOWNE CENTER	59 DAMONTE RANCH PKWY STE C	RENO	NV	89521	US	775-853-4403	DANNY J HART, JR.
82508	SUPERCUTS	CANYON CENTER	10310 N MCCARREN BLVD STE 300	RENO	NV	89503	US	775-747-5873	DANNY J HART, JR.
81427	SUPERCUTS	SPARKS CROSSING SHOPPING CTR	287 LOS ALTOS PKWY #101	SPARKS	NV	89436	US	775-409-3194	DANNY J HART, JR.
82506	SUPERCUTS	D'ANDREA MARKETPLACE	2868 VISTA BLVD STE 106	SPARKS	NV	89434	US	775-355-7110	DANNY J HART, JR.
82507	SUPERCUTS	SPARKS CENTER	408 N MCCARRAN BLVD	SPARKS	NV	89431	US	775-359-5275	DANNY J HART, JR.
82736	SUPERCUTS	NORTHWAY MALL	1440 CENTRAL AVE	ALBANY	NY	12205	US	518-446-1422	TOM & LUCINDA SANDS
83177	SUPERCUTS	TOPS PLAZA	3035 NIAGARA FALLS BLVD	AMHERST	NY	14228	US	716-691-5178	CHARLIE CHO
83191	SUPERCUTS	CONSUMER SQUARE	1593 NIAGARA FALLS BLVD # 400	AMHERST	NY	14228	US	716-834-7104	CHARLIE CHO
83094	SUPERCUTS	FINGERLAKES CROSSING	1626 CLARK STREET RD STE 20	AUBURN	NY	13021	US	315-252-3731	ROBERT OWEN
82289	SUPERCUTS	TOPS PLAZA	8351 LEWISTON RD	BATAVIA	NY	14020	US	585-345-0441	MICHAEL DERRICK
82872	SUPERCUTS	BAYSHORE SHOPPING CENTER	581 E MAIN ST	BAY SHORE	NY	11706	US	631-666-7165	ALBERT AND LIZA LUK
83178	SUPERCUTS	BUILDERS SQUARE PLAZA	4405 MILESTRIP RD	BLASDELL	NY	14219	US	716-826-0188	CHARLIE CHO
82318	SUPERCUTS	LAKEVIEW PLAZA	1511 ROUTE 22 STE C5	BREWSTER	NY	10509	US	845-940-0185	CHARLIE CHO
83172	SUPERCUTS	MARSHALL'S PLAZA	2170 DELAWARE AVE	BUFFALO	NY	14216	US	716-876-3917	CHARLIE CHO
83194	SUPERCUTS	TOPS PLAZA	2141 ELMWOOD AVE	BUFFALO	NY	14207	US	716-875-4134	CHARLIE CHO
83125	SUPERCUTS	CAMILLUS RETAIL SITE	5376 W GENESEE ST STE 2	CAMILLUS	NY	13031	US	315-487-0896	CHARLIE CHO
83108	SUPERCUTS	COUNTRY GLEN CENTER	15 OLD COUNTRY RD	CARLE PLACE	NY	11514	US	516-873-1101	THOMAS SHERIDAN
83322	SUPERCUTS	CENTEREACH MALL	249 CENTEREACH MALL	CENTEREACH	NY	11720	US	631-580-3245	THOMAS SHERIDAN
83212	SUPERCUTS	TOPS UNION PLAZA	3843 UNION RD STE 95	CHEEKTOWAGA	NY	14225	US	716-681-8717	CHARLIE CHO
83116	SUPERCUTS	CICERO MARKETPLACE	5663 E CIRCLE DR STE 1000	CICERO	NY	13039	US	315-458-4627	CHARLIE CHO
82746	SUPERCUTS	CLIFTON PARK CENTRE	22 CLIFTON COUNTRY RD STE 135	CLIFTON PARK	NY	12065	US	518-371-0317	TOM & LUCINDA SANDS
82020	SUPERCUTS	CORTLANDVILLE PLAZA	854 STATE ROUTE 13	CORTLAND	NY	13045	US	607-662-4292	ROBERT OWEN
83153	SUPERCUTS	TRANSIT FRENCH PLAZA	4779 TRANSIT RD STE 7	DEPEW	NY	14043	US	716-668-3446	CHARLIE CHO
83154	SUPERCUTS	D & L PLAZA	5165 BROADWAY	DEPEW	NY	14043	US	716-681-8715	CHARLIE CHO
83213	SUPERCUTS	URBANDALE PLAZA	2098 GEORGE URBAN BLVD	DEPEW	NY	14043	US	716-681-3777	CHARLIE CHO
83151	SUPERCUTS	TOPS PLAZA	6924 ERIE RD	DERBY	NY	14047	US	716-947-5248	CHARLIE CHO
83120	SUPERCUTS	DEWITT COMMONS	3401 ERIE BLVD E STE 7	DEWITT	NY	13214	US	315-251-2610	CHARLIE CHO
83182	SUPERCUTS	MARTIN'S PLAZA	3951 VINEYARD DR	DUNKIRK	NY	14048	US	716-363-0215	CHARLIE CHO

83225	SUPERCUTS	TOPS PLAZA AMHERST	9648 TRANSIT RD STE 500	EAST AMHERST	NY	14051	US	716-636-5929	CHARLIE CHO
83174	SUPERCUTS	GREY STREET PLAZA	128 GREY ST	EAST AURORA	NY	14052	US	716-655-5734	CHARLIE CHO
83316	SUPERCUTS	WEGMANS PERINTON PLAZA	581 MOSLEY RD STE 4	FAIRPORT	NY	14450	US	585-223-3770	ANTHONY CORTINA
83129	SUPERCUTS	FAYETTEVILLE	6831 E GENESSEE ST	FAYETTEVILLE	NY	13066	US	315-251-2912	CHARLIE CHO
82743	SUPERCUTS	BETHLEHEM TOWN CENTER	241 ROUTE 9 W STE 200	GLENMONT	NY	12077	US	518-432-4455	JASON STEVENSON & RYAN ROSE
83167	SUPERCUTS	TOPS PLAZA	2158 GRAND ISLAND BLVD	GRAND ISLAND	NY	14072	US	716-773-1985	CHARLIE CHO
83324	SUPERCUTS	GREENLAWN CENTER	751 PULASKI RD STE 25	GREENLAWN	NY	11740	US	631-261-3337	THOMAS SHERIDAN
82748	SUPERCUTS	HAMILTON SQUARE	2080 WESTERN AVE	GUILDERLAND	NY	12084	US	518-464-2641	JASON STEVENSON & RYAN ROSE
83150	SUPERCUTS	TOWNHALL PLAZA	6000 S PARK AVE	HAMBURG	NY	14075	US	716-648-2153	CHARLIE CHO
82744	SUPERCUTS	GREENPORT COMMONS	424 FAIRVIEW AVE STE 900	HUDSON	NY	12534	US	518-671-6707	JASON STEVENSON & RYAN ROSE
83319	SUPERCUTS	CULVER RIDGE PLAZA	2255 RIDGE RD E STE 420	IRONDEQUOIT	NY	14622	US	585-266-2280	ANTHONY CORTINA
83320	SUPERCUTS	IRONDEQUOIT PLAZA	525 TITUS AVE	IRONDEQUOIT	NY	14617	US	585-266-7448	ANTHONY CORTINA
81290	SUPERCUTS	SOUTH MEADOW SQUARE	740 S MEADOW ST	ITHACA	NY	14850	US	607-319-4259	ROBERT OWEN
83325	SUPERCUTS	SMITH GROVE SHOPPING CENTER	139 ALEXANDER AVE	LAKE GROVE	NY	11755	US	631-358-1184	THOMAS SHERIDAN
82293	SUPERCUTS	WALMART PLAZA	320 E FAIRMOUNT AVE	LAKEWOOD	NY	14750	US	716-763-3612	MICHAEL DERRICK
81707	SUPERCUTS	FRESH MARKET COMMONS	664 NEW LOUDON RD STE 285	LATHAM	NY	12110	US	518-608-1399	TOM & LUCINDA SANDS
82739	SUPERCUTS	LATHAM RETAIL CENTER	231 WADE RD EXTENSION STE 104	LATHAM	NY	12110	US	518-220-2025	TOM & LUCINDA SANDS
82873	SUPERCUTS	SUNRISE PLAZA	56 E SUNRISE HWY	LINDENHURST	NY	11757	US	631-957-8155	ALBERT AND LIZA LUK
83115	SUPERCUTS	GREAT NORTHERN PLAZA	3957 ROUTE 31	LIVERPOOL	NY	13090	US	315-622-0848	CHARLIE CHO
83139	SUPERCUTS	TAFT ROAD PLAZA	4993 W TAFT RD	LIVERPOOL	NY	13088	US	315-453-9148	CHARLIE CHO
83143	SUPERCUTS	SOUTHTOWN PLAZA	5841 S TRANSIT RD	LOCKPORT	NY	14094	US	716-439-4102	CHARLIE CHO
82481	SUPERCUTS	LONG BEACH	222 E PARK AVE	LONG BEACH	NY	11561	US	516-889-0009	PETER GUERRIERO
83127	SUPERCUTS	MANLIUS MARKET PLACE	8240 MANLIUS CAZENOVIA RD #120	MANLIUS	NY	13104	US	315-682-0010	CHARLIE CHO
81897	SUPERCUTS	TOPS PLAZA	11188 A MAPLE RIDGE RD	MEDINA	NY	14103	US	585-798-9800	BARBARA COHEN
82414	SUPERCUTS	ROCKLAND PLAZA	40 ROCKLAND PLZ UNIT B	NANUET	NY	10954	US	845-623-2700	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE
82413	SUPERCUTS	NEW CITY	16 N MAIN ST	NEW CITY	NY	10956	US	845-648-2660	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE

SUPERCUTS FRANCHISED SALONS

80741	SUPERCUTS	AVENUE PLAZA	4631 COMMERCIAL DR	NEW HARTFORD	NY	13413	US	315-736-1090	SALVATORE NICOLETTE
81105	SUPERCUTS	NEW HYDE PARK	2087 HILLSIDE AVE	NEW HYDE PARK	NY	11040	US	516-327-9595	PETER GUERRIERO
82165	SUPERCUTS	PALMER CENTER	2413 PALMER AVE	NEW ROCHELLE	NY	10801	US	914-636-7300	CHARLIE CHO
83160	SUPERCUTS	LASALLE CENTER	1520 MILITARY RD STE 160	NIAGARA FALLS	NY	14304	US	716-298-0096	CHARLIE CHO
81950	SUPERCUTS	SHOPRITE SQUARE	2309 NOTT ST E	NISKAYUNA	NY	12309	US	518-982-5936	TOM & LUCINDA SANDS
83175	SUPERCUTS	MID CITY PLAZA	985 PAYNE AVE	NORTH TONAWANDA	NY	14120	US	716-695-3319	CHARLIE CHO
82296	SUPERCUTS	WALMART PLAZA	1851 PLAZA DR	OLEAN	NY	14760	US	716-372-3027	MICHAEL DERRICK
80859	SUPERCUTS	GLENWOOD PLAZA	2176 GLENWOOD AVE	ONEIDA	NY	13421	US	315-361-5149	SALVATORE NICOLETTE
83176	SUPERCUTS	QUAKER CROSSING RETAIL CENTER	3474 AMELIA DR	ORCHARD PARK	NY	14127	US	716-824-5264	CHARLIE CHO
83193	SUPERCUTS	ORCHARD PARK PLAZA	3217 S WESTERN BLVD	ORCHARD PARK	NY	14127	US	716-677-4036	CHARLIE CHO
83095	SUPERCUTS	WIDEWATER COMMONS	437 STATE ROUTE 104	OSWEGO	NY	13126	US	315-343-0094	ROBERT OWEN
82310	SUPERCUTS	PEEKSKILL	1857 E MAIN ST	PEEKSKILL	NY	10566	US	914-737-6700	CHARLIE CHO
82455	SUPERCUTS	WEGMANS PLAZA	2157 PENFIELD RD	PENFIELD	NY	14526	US	585-377-0770	ANTHONY CORTINA
83106	SUPERCUTS	PLAINVIEW	434 WOODBURY RD	PLAINVIEW	NY	11803	US	516-942-7500	ALBERT AND LIZA LUK
82309	SUPERCUTS	MID HUDSON PLAZA	3434 NORTH RD	POUGHKEEPSIE	NY	12601	US	845-485-8099	CHARLIE CHO
81525	SUPERCUTS	PRICE RITE PLAZA	735 UPPER GLEN ST STE 2	QUEENSBURY	NY	12804	US	518-502-1832	TOM & LUCINDA SANDS
82737	SUPERCUTS	SHOPPES AT NEW GREENBUSH	600 N GREENBUSH RD	RENSSELAER	NY	12144	US	518-283-3392	JASON STEVENSON & RYAN ROSE
82862	SUPERCUTS	JEFFERSON RD	943 JEFFERSON RD	ROCHESTER	NY	14623	US	585-475-0170	ANTHONY CORTINA
82864	SUPERCUTS	JAY SCUTTI PLAZA	1000 HYLAN DR STE C3	ROCHESTER	NY	14623	US	585-427-0070	ANTHONY CORTINA
82865	SUPERCUTS	CHILI PLAZA	3175 CHILI AVE	ROCHESTER	NY	14624	US	585-889-2590	ANTHONY CORTINA
82900	SUPERCUTS	ELMRIDGE PLAZA	300 ELMRIDGE CENTER DR	ROCHESTER	NY	14626	US	585-227-2140	ANTHONY CORTINA
82903	SUPERCUTS	NORTH GATE PLAZA	3890 DEWEY AVE	ROCHESTER	NY	14616	US	585-581-1470	ANTHONY CORTINA
82969	SUPERCUTS	12 CORNERS	934 WINTON RD S	ROCHESTER	NY	14618	US	585-442-7300	ANTHONY CORTINA
80708	SUPERCUTS	MOHAWK ACRES	1776 BLACK RIVER BLVD	ROME	NY	13440	US	315-336-3301	SALVATORE NICOLETTE
82735	SUPERCUTS	WILTON SQUARE	3039 ROUTE 50 STE 2	SARATOGA SPRINGS	NY	12866	US	518-584-4856	TOM & LUCINDA SANDS
82311	SUPERCUTS	SCARSDALE CENTER	658 CENTRAL PARK AVE	SCARSDALE	NY	10583	US	914-472-0202	CHARLIE CHO
82738	SUPERCUTS	MOHAWK COMMONS	410B BALLTOWN RD	SCHENECTADY	NY	12304	US	518-382-3235	TOM & LUCINDA SANDS
83323	SUPERCUTS	SMITHTOWN SHOPPING CENTER	22 E MAIN ST	SMITHTOWN	NY	11787	US	631-265-9168	THOMAS SHERIDAN

82415	SUPERCUTS	CROSSROADS AT STONY POINT	22 HOLT DR	STONY POINT	NY	10980	US	845-765-7870	TOM BUCHBINDER, SCOTT ADES & FRANK DUNNE
83117	SUPERCUTS	FAIRMOUNT FAIR	3439 W GENESEE ST STE 200	SYRACUSE	NY	13219	US	315-484-9051	CHARLIE CHO
83132	SUPERCUTS	WESTERN LIGHTS CENTER	4729 ONONDAGA BLVD STE 110	SYRACUSE	NY	13219	US	315-475-7950	CHARLIE CHO
83183	SUPERCUTS	TOPS PLAZA	80 NIAGARA ST	TONAWANDA	NY	14150	US	716-743-0362	CHARLIE CHO
83196	SUPERCUTS	PARK EDGE PLAZA	2309 EGGERT RD STE 13	TONAWANDA	NY	14150	US	716-835-3202	CHARLIE CHO
80533	SUPERCUTS	CHANANTRY PLAZA	485 FRENCH RD	UTICA	NY	13502	US	315-732-1233	SALVATORE NICOLETTE
82741	SUPERCUTS	WIDEWATER COMMONS HANNAFORD	2967 ROUTE 9 STE 404	VALATIE	NY	12184	US	518-758-2887	JASON STEVENSON & RYAN ROSE
83317	SUPERCUTS	VICTOR CROSSING	413 COMMERCE DR	VICTOR	NY	14564	US	585-924-7918	ANTHONY CORTINA
82479	SUPERCUTS	WILLOW WOOD SHOPPES	1171 WANTAGH AVE	WANTAGH	NY	11793	US	516-785-6200	PETER GUERRIERO
82313	SUPERCUTS	NINE MALL	1810 SOUTH RD STE 119	WAPPINGERS FALLS	NY	12590	US	845-297-0222	CHARLIE CHO
81104	SUPERCUTS	TARGET SHOPPING CENTER	21866 TOWNE CENTER DR	WATERTOWN	NY	13601	US	315-785-9900	ROBERT OWEN
82453	SUPERCUTS	TOWN CENTER AT WEBSTER	1028 RIDGE RD STE 120	WEBSTER	NY	14580	US	585-872-1862	ANTHONY CORTINA
82454	SUPERCUTS	BAYTOWN PLAZA	1900 EMPIRE BLVD	WEBSTER	NY	14580	US	585-787-1060	ANTHONY CORTINA
82874	SUPERCUTS	GRAND UNION SHOPPING CENTER	106 ROUTE 109	WEST BABYLON	NY	11704	US	631-587-4100	ALBERT AND LIZA LUK
83165	SUPERCUTS	TOP PLAZA	800 HARLEM RD STE 100	WEST SENECA	NY	14224	US	716-826-2111	CHARLIE CHO
83181	SUPERCUTS	SENECA RIDGE PLAZA	3521 SENECA ST	WEST SENECA	NY	14224	US	716-675-1004	CHARLIE CHO
83179	SUPERCUTS	FACTORY SLEEP SHOP CENTER	7808 TRANSIT RD	WILLIAMSVILLE	NY	14221	US	716-634-8397	CHARLIE CHO
83184	SUPERCUTS	BUFFALO/MAIN UNION PLAZA	5262 MAIN ST	WILLIAMSVILLE	NY	14221	US	716-632-6813	CHARLIE CHO
82319	SUPERCUTS	BRENHOUSE PLAZA	2367 CENTRAL PARK AVE	YONKERS	NY	10710	US	914-779-1837	CHARLIE CHO
83148	SUPERCUTS	WATERLOO	2837 E WATERLOO RD	AKRON	OH	44312	US	330-628-0168	MICHAEL SARAFA
83123	SUPERCUTS		2452 W STATE ST	ALLIANCE	OH	44601	US	330-823-8060	MICHAEL SARAFA
81334	SUPERCUTS	PIERCE TOWN CENTER	222 W MAIN ST	AMELIA	OH	45102	US	513-752-1188	MICHAEL & MARYSUE MUMMA
83119	SUPERCUTS	LEARWOOD SQUARE	375 N LEAR RD	AVON LAKE	OH	44012	US	440-933-2733	MICHAEL SARAFA
83122	SUPERCUTS	BARBERTON SHOPPING CENTER	23 5TH ST SE	BARBERTON	OH	44203	US	330-753-5924	MICHAEL SARAFA
83152	SUPERCUTS	MAGIC CITY PLAZA	141 WOOSTER RD N	BARBERTON	OH	44203	US	330-745-2700	MICHAEL SARAFA
82305	SUPERCUTS	GEMINI PLAZA	2418 ESQUIRE DR STE 2	BEAVERCREEK	OH	45431	US	937-320-1670	JOSEPH DOMINIAK
83159	SUPERCUTS	WEST VALLEY PLAZA	387 W BAGLEY RD	BEREA	OH	44017	US	440-891-0441	MICHAEL SARAFA

83224	SUPERCUTS	BOARDMAN PLAZA	371 BOARDMAN CANFIELD RD	BOARDMAN	OH	44512	US	330-726-5587	MICHAEL SARAFA
83208	SUPERCUTS	THE SHOPS ON SOUTH MAIN	1121 S MAIN ST STE 320	BOWLING GREEN	OH	43402	US	419-353-2672	MICHAEL SARAFA
83168	SUPERCUTS	CASCADES OF BRIMFIELD SHOP CTR	4050 CASCADES BLVD STE C	BRIMFIELD	OH	44240	US	330-677-1426	MICHAEL SARAFA
83155	SUPERCUTS	NORTH PARK PLAZA	3461 CENTER RD	BRUNSWICK	OH	44212	US	330-220-4223	MICHAEL SARAFA
83186	SUPERCUTS	CAMBRIDGE CROSSING SHOPPING	61247 SOUTHGATE PKWY	CAMBRIDGE	OH	43725	US	740-439-5564	MICHAEL SARAFA
80608	SUPERCUTS	DILLONVALE SHOPPING CENTER	3928 E GALBRAITH RD UNIT 5	CINCINNATI	OH	45236	US	513-442-4501	MICHAEL & MARYSUE MUMMA
81187	SUPERCUTS	EASTGATE	4611 EASTGATE BLVD STE B	CINCINNATI	OH	45245	US	513-752-0905	MICHAEL & MARYSUE MUMMA
81531	SUPERCUTS	FIVE MILE CENTER	7747 5 MILE RD	CINCINNATI	OH	45230	US	513-231-0111	MICHAEL & MARYSUE MUMMA
81641	SUPERCUTS	WESTERN HILLS	6365 GLENWAY AVE	CINCINNATI	OH	45211	US	513-574-9971	CRAIG & LYNNE FORRESTER
83121	SUPERCUTS	KAMMS PLAZA	3772 ROCKY RIVER DR	CLEVELAND	OH	44111	US	216-941-8686	MICHAEL SARAFA
83128	SUPERCUTS	BROOKPARK SHOPPING CENTER	2158 BROOKPARK RD	CLEVELAND	OH	44134	US	216-351-1110	MICHAEL SARAFA
81885	SUPERCUTS	BLACKLICK CREEK CENTER	6907 E BROAD ST	COLUMBUS	OH	43213	US	614-759-4111	MICHAEL SARAFA
82101	SUPERCUTS	RITAS ANCHORED SHOPPING CENTER	2112 HENDERSON RD	COLUMBUS	OH	43220	US	614-725-1822	MICHAEL SARAFA
83192	SUPERCUTS	KINGSDALE CENTER	3070 KINGSDALE CENTER	COLUMBUS	OH	43221	US	614-706-4944	MICHAEL SARAFA
83218	SUPERCUTS	CORTLAND SQUARE	419 S HIGH ST	CORTLAND	OH	44410	US	330-637-1414	MICHAEL SARAFA
83156	SUPERCUTS	PORTAGE CROSSING	2032 PORTAGE TRL	CUYAHOGA FALLS	OH	44223	US	330-922-5608	MICHAEL SARAFA
81790	SUPERCUTS	FLYER SHOPPES	1826 BROWN ST	DAYTON	OH	45409	US	937-222-4793	MICHAEL & MARYSUE MUMMA
82306	SUPERCUTS	FAR HILLS CENTER	3070 FAR HILLS AVE	DAYTON	OH	45429	US	937-297-6766	JOSEPH DOMINIAK
83187	SUPERCUTS	GLENNWOOD COMMONS	840 SUNBURY RD STE 1602	DELAWARE	OH	43015	US	740-363-1750	MICHAEL SARAFA
83226	SUPERCUTS	SUMMIT SQUARE	16280 DRESDEN AVE	EAST LIVERPOOL	OH	43920	US	330-386-1139	MICHAEL SARAFA
83144	SUPERCUTS	RIVER STREET SQUARE SHOP CTR	209 E MIDWAY BLVD	ELYRIA	OH	44035	US	440-324-4434	MICHAEL SARAFA
83170	SUPERCUTS	ROSEMONT COMMONS	3750 W MARKET ST	FAIRLAWN	OH	44333	US	330-666-6560	MICHAEL SARAFA
83211	SUPERCUTS	FLAG CITY STATION SHOPPING CTR	2542 TIFFIN AVE	FINDLAY	OH	45840	US	419-427-1137	MICHAEL SARAFA
83204	SUPERCUTS	LIBERTY SQUARE	2180 SEAN DR	FREMONT	OH	43420	US	419-334-4366	MICHAEL SARAFA
89091	SUPERCUTS	HAMILTON MEADOWS	1468 MAIN ST	HAMILTON	OH	45013	US	513-863-4468	CRAIG & LYNNE FORRESTER
81267	SUPERCUTS	SHOPPES AT HARRISON MARKETPLC	10461 HARRISON AVE	HARRISON	OH	45030	US	513-367-0100	CRAIG & LYNNE FORRESTER

83158	SUPERCUTS	EDISON PARK SHOPPING CENTER	856 W MAPLE ST	HARTVILLE	OH	44632	US	330-877-0381	MICHAEL SARAFA
83205	SUPERCUTS	ORCHARD CENTRE	7123 ORCHARD CENTRE DR	HOLLAND	OH	43528	US	419-868-8140	MICHAEL SARAFA
83216	SUPERCUTS	MCCONNELL PLAZA	884C W LIBERTY ST	HUBBARD	OH	44425	US	330-534-0803	MICHAEL SARAFA
83142	SUPERCUTS	DISCOUNT DRUG MART PLAZA	1767 E MAIN ST	KENT	OH	44240	US	330-346-0627	MICHAEL SARAFA
83162	SUPERCUTS	LAKEWOOD CITY CENTER	14863 DETROIT AVE	LAKEWOOD	OH	44107	US	216-226-4550	MICHAEL SARAFA
81200	SUPERCUTS	ETY POINTE CENTER	1373 ETY RD	LANCASTER	OH	43130	US	740-653-5003	DOUG SEXTON & GREG RHINEHART
81588	SUPERCUTS	THE SHOPS AT LEBANON	1525 GENNTOWN DR STE A-4	LEBANON	OH	45036	US	513-228-2887	MICHAEL & MARYSUE MUMMA
81426	SUPERCUTS	LIBERTY ONE SHOPPES	6876 CINCINNATI DAYTON RD #102	LIBERTY TOWNSHIP	OH	45044	US	513-783-6836	MAMOUN BAYYARI
83146	SUPERCUTS	KINGSGATE SHOPPING CENTER	1202 PARK AVE W	MANSFIELD	OH	44906	US	419-529-4772	MICHAEL SARAFA
83173	SUPERCUTS	STEWART PLAZA	1046 ASHLAND RD	MANSFIELD	OH	44905	US	419-589-8113	MICHAEL SARAFA
83185	SUPERCUTS	EASTLAND TOWNE CENTER	1584 MARION MOUNT GILEAD RD	MARION	OH	43302	US	740-389-6576	MICHAEL SARAFA
83190	SUPERCUTS	SHOPPES AT MARYSVILLE	1091 DELAWARE AVE	MARYSVILLE	OH	43040	US	937-642-7918	MICHAEL SARAFA
81170	SUPERCUTS	SHOPPES OF DEERFIELD	5143 BOWEN DR	MASON	OH	45040	US	513-770-5514	MICHAEL & MARYSUE MUMMA
82149	SUPERCUTS	DRUG MART PLAZA	6200 TYLERSVILLE RD	MASON	OH	45040	US	513-229-5333	RANDALL BOLL
83135	SUPERCUTS	MAYFLOWER SHOPPING CENTER	2134 LINCOLN WAY NW	MASSILLON	OH	44647	US	330-833-4321	MICHAEL SARAFA
83136	SUPERCUTS	SOM CENTER	1296 SOM CENTER RD	MAYFIELD HEIGHTS	OH	44124	US	440-684-9450	MICHAEL SARAFA
83134	SUPERCUTS	TRASK PLAZA	9568 DIAMOND CTR	MENTOR	OH	44060	US	440-350-0189	MICHAEL SARAFA
83163	SUPERCUTS	MIDDLEFIELD MARKET SQUARE	15417 W HIGH ST	MIDDLEFIELD	OH	44062	US	440-632-0445	MICHAEL SARAFA
83112	SUPERCUTS	KITTYHAWK PLAZA	4493 MARIE DR	MIDDLETOWN	OH	45044	US	513-422-1047	MICHAEL SARAFA
80453	SUPERCUTS	MILFORD SHOPPING CENTER	1068 STATE ROUTE 28 STE B	MILFORD	OH	45150	US	513-248-9797	MICHAEL & MARYSUE MUMMA
83126	SUPERCUTS	THE STRIP	6692 STRIP AVE NW	NORTH CANTON	OH	44720	US	330-305-9898	MICHAEL SARAFA
83171	SUPERCUTS	STARK CENTER	1675 N MAIN ST	NORTH CANTON	OH	44720	US	330-494-0969	MICHAEL SARAFA
83157	SUPERCUTS	TOPS PLAZA	80 WHITTLESEY AVE STE G	NORWALK	OH	44857	US	419-663-2575	MICHAEL SARAFA
83207	SUPERCUTS	MARKO PLAZA	3165 NAVARRE AVE STE 2B	OREGON	OH	43616	US	419-691-8627	MICHAEL SARAFA
83113	SUPERCUTS	GIANT EAGLE CENTER	1221 MENTOR AVE	PAINESVILLE	OH	44077	US	440-352-7164	MICHAEL SARAFA
83145	SUPERCUTS	PARMA VILLAGE	7570 BROADVIEW RD	PARMA	OH	44134	US	440-886-4171	MICHAEL SARAFA
83209	SUPERCUTS	KROGER CENTER	2026 E HARBOR RD STE A	PORT CLINTON	OH	43452	US	419-734-1499	MICHAEL SARAFA

SUPERCUTS FRANCHISED SALONS

81630	SUPERCUTS	ROCKY RIVER	19777 CENTER RIDGE RD	ROCKY RIVER	OH	44116	US	216-712-4000	MICHAEL SARAFA
83202	SUPERCUTS	OLDE US 20 CROSSINGS	10090 OLDE US 20 STE B	ROSSFORD	OH	43460	US	419-874-3483	MICHAEL SARAFA
83214	SUPERCUTS	SALEM MARKET PLACE	2955 STATE ST E	SALEM	OH	44460	US	330-337-7000	MICHAEL SARAFA
83169	SUPERCUTS	PERKINS PLAZA	412 E PERKINS AVE	SANDUSKY	OH	44870	US	419-625-3959	MICHAEL SARAFA
82304	SUPERCUTS	SPRINGFIELD COMMONS	1693 N BECHTLE AVE	SPRINGFIELD	OH	45504	US	937-323-0421	JOSEPH DOMINIAK
83203	SUPERCUTS	SWANTON PLAZA	14241 AIRPORT HWY STE 6	SWANTON	OH	43558	US	419-825-9984	MICHAEL SARAFA
83200	SUPERCUTS	SYLVANIA COUNTRY SQUIRE	5829 MONROE ST STE B	SYLVANIA	OH	43560	US	419-885-4859	MICHAEL SARAFA
83164	SUPERCUTS	TALLMADGE CIRCLE PLAZA	16 TALLMADGE CIR	TALLMADGE	OH	44278	US	330-630-3200	MICHAEL SARAFA
83198	SUPERCUTS	WESTGATE MALL	748 W MARKET ST STE B	TIFFIN	OH	44883	US	419-443-8467	MICHAEL SARAFA
83199	SUPERCUTS	STOCKBRIDGE PLAZA	240 W ALEXIS RD	TOLEDO	OH	43612	US	419-478-8121	MICHAEL SARAFA
83206	SUPERCUTS	EXECUTIVE MARKETPLACE	3550 EXECUTIVE PKWY STE 3	TOLEDO	OH	43606	US	419-537-1047	MICHAEL SARAFA
83215	SUPERCUTS	WARREN PLAZA	2029 ELM RD	WARREN	OH	44483	US	330-372-6464	MICHAEL SARAFA
83223	SUPERCUTS	MAHONING AVE PLAZA	4297 MAHONING AVE NW	WARREN	OH	44483	US	330-847-7677	MICHAEL SARAFA
81445	SUPERCUTS	TOWNSHIP SQUARE	1059 MIAMISBURG CENTERVILLE RD	WASHINGTON TOWNSHIP	OH	45459	US	937-291-3933	MICHAEL & MARYSUE MUMMA
82131	SUPERCUTS	CROSSINGS OF BECKETT	7996 PRINCETON GLENDALE RD#103	WEST CHESTER	OH	45069	US	513-454-8004	MAMOUN BAYYARI
82152	SUPERCUTS	WESTAR PLZ (NEAR FRESH THYME)	843 POLARIS PARKWAY	WESTERVILLE	OH	43082	US	614-556-4305	BRADLEY AND MELISSA MCKEAN
83147	SUPERCUTS	THE PROMENADE	30315 DETROIT RD	WESTLAKE	OH	44145	US	440-871-6770	MICHAEL SARAFA
83137	SUPERCUTS	WILLOUGHBY COMMONS	36187 EUCLID AVE	WILLOUGHBY	OH	44094	US	440-953-1514	MICHAEL SARAFA
83166	SUPERCUTS		3853 BURBANK RD UNIT 2	WOOSTER	OH	44691	US	330-345-4017	MICHAEL SARAFA
83217	SUPERCUTS	CHURCHILL COMMONS	4688 BELMONT AVE	YOUNGSTOWN	OH	44505	US	330-759-4618	MICHAEL SARAFA
83219	SUPERCUTS	AUSTINTOWN PLAZA	5880 MAHONING AVE	YOUNGSTOWN	OH	44515	US	330-793-4309	MICHAEL SARAFA
80848	SUPERCUTS	ADA MARKET CENTER	1530 HOPPE BLVD STE 1	ADA	OK	74820	US	580-272-0001	CHRIS & NATHAN SERRANO
8580	SUPERCUTS	WINN DIXIE	201 N COMMERCE ST STE C	ARDMORE	OK	73401	US	580-226-9999	CHRIS & NATHAN SERRANO
80794	SUPERCUTS	ARDMORE COMMONS	2401 12TH AVE NW STE 104D	ARDMORE	OK	73401	US	580-223-7755	CHRIS & NATHAN SERRANO
8596	SUPERCUTS	KENOSHA POINTE WEST CENTER	1101 E LANSING ST	BROKEN ARROW	OK	74012	US	918-258-8989	CHRIS & NATHAN SERRANO
80902	SUPERCUTS	TRILOGY SQUARE	2052 W KENOSHA ST	BROKEN ARROW	OK	74012	US	918-259-0492	CHRIS & NATHAN SERRANO
80079	SUPERCUTS	PARAMOUNT PLAZA	PO BOX 727	CATOOSA	OK	74015	US	918-266-2439	CHRIS & NATHAN SERRANO

81102	SUPERCUTS	RENAISSANCE SHOPPING CENTER	1217 W WILL ROGERS BLVD	CLAREMORE	OK	74017	US	918-923-6206	CHRIS & NATHAN SERRANO
80980	SUPERCUTS	INLINE BAY CENTER	1803 N HIGHWAY 81 STE 13	DUNCAN	OK	73533	US	580-255-2049	CHRIS & NATHAN SERRANO
80839	SUPERCUTS	UNIVERSITY	2824 W UNIVERSITY BLVD STE 112	DURANT	OK	74701	US	580-931-9724	CHRIS & NATHAN SERRANO
8678	SUPERCUTS	KICKINGBIRD PLAZA	1521 E 2ND ST	EDMOND	OK	73034	US	405-715-3000	CHRIS & NATHAN SERRANO
83313	SUPERCUTS		18001 N WESTERN AVE STE 102	EDMOND	OK	73012	US	405-657-2017	CHRIS & NATHAN SERRANO
81123	SUPERCUTS	W 3RD ST	2016 W 3RD ST	ELK CITY	OK	73644	US	580-225-7500	CHRIS & NATHAN SERRANO
81954	SUPERCUTS	STONEBRIDGE VILLAGE	2510 W CHESTNUT AVE STE C	ENID	OK	73703	US	580-234-5905	CHRIS & NATHAN SERRANO
80914	SUPERCUTS	PRESTIGE POINT	2108 S DIVISION ST BLD 1 STE D	GUTHRIE	OK	73044	US	405-282-4646	CHRIS & NATHAN SERRANO
81545	SUPERCUTS	RIVERVIEW	807 EAST A ST STE 121	JENKS	OK	74037	US	918-299-5918	TYLER & BRYAN WHITMORE,ERIC HARPEL &
82362	SUPERCUTS	CACHE AND 22	2209 NW CACHE RD	LAWTON	OK	73505	US	580-248-3862	JIM PURYEAR
82363	SUPERCUTS	WILLOW PARK SHOPPING CENTER	6728 CACHE RD NW	LAWTON	OK	73505	US	580-510-8042	JIM PURYEAR
80628	SUPERCUTS	EXPRESSWAY PLAZA	429 S GEORGE NIGH EXPY	MCALESTER	OK	74501	US	918-302-0518	CHRIS & NATHAN SERRANO
8243	SUPERCUTS	DECKER CENTER	809 S AIR DEPOT BLVD	MIDWEST CITY	OK	73110	US	405-737-8229	CHRIS & NATHAN SERRANO
80391	SUPERCUTS	SHOPS AT MOORE POWER CENTER	2016 S SERVICE RD	MOORE	OK	73160	US	405-703-1085	CHRIS & NATHAN SERRANO
80907	SUPERCUTS	RIVER CITY CENTER	948 W SHAWNEE RD	MUSKOGEE	OK	74401	US	918-683-5235	CHRIS & NATHAN SERRANO
80052	SUPERCUTS	MUSTANG SHOPPING CENTER	1001 E HIGHWAY 152 STE 105	MUSTANG	OK	73064	US	405-376-0574	CHRIS & NATHAN SERRANO
8711	SUPERCUTS	HEISMAN SQUARE	1223 ALAMEDA ST STE H	NORMAN	OK	73071	US	405-366-2800	CHRIS & NATHAN SERRANO
80084	SUPERCUTS	QUORUM SHOPS	1004 24TH AVE NW STE 103	NORMAN	OK	73069	US	405-366-7010	CHRIS & NATHAN SERRANO
8683	SUPERCUTS	NORTHWEST PLAZA	6919 NW EXPRESSWAY	OKLAHOMA CITY	OK	73132	US	405-720-6062	CHRIS & NATHAN SERRANO
80210	SUPERCUTS	BELLE ISLE STATION	1710 BELLE ISLE BLVD STE A	OKLAHOMA CITY	OK	73118	US	405-841-3355	CHRIS & NATHAN SERRANO
80214	SUPERCUTS	SOONER ROAD	1640 S SOONER RD STE E	OKLAHOMA CITY	OK	73110	US	405-732-0082	CHRIS & NATHAN SERRANO
80272	SUPERCUTS	WESTGATE MARKETPLACE	6311 SW 3RD ST	OKLAHOMA CITY	OK	73128	US	405-491-8620	CHRIS & NATHAN SERRANO
80654	SUPERCUTS	MAGNUM RETAIL CENTER	6913 NW 122ND ST	OKLAHOMA CITY	OK	73142	US	405-720-0041	CHRIS & NATHAN SERRANO
82008	SUPERCUTS		10740 S MAY AVE STE 109	OKLAHOMA CITY	OK	73170	US	405-242-6060	CHRIS & NATHAN SERRANO

80337	SUPERCUTS	GARRET CREEK CENTER	11560 N 135TH E AVE STE 106	OWASSO	OK	74055	US	918-371-1580	CHRIS & NATHAN SERRANO
80286	SUPERCUTS	14TH STREET	2708 N 14TH ST	PONCA CITY	OK	74601	US	580-762-2235	CHRIS & NATHAN SERRANO
80760	SUPERCUTS	HEARTLAND POINTE SHOPPING CTR	1915 S GREEN AVE	PURCELL	OK	73080	US	405-527-1236	CHRIS & NATHAN SERRANO
80458	SUPERCUTS	CIMARRON PLAZA	430 W WEKIWA RD STE T-3	SAND SPRINGS	OK	74063	US	918-245-3320	CHRIS & NATHAN SERRANO
80236	SUPERCUTS	SAPULPA PLAZA	1004 W TAFT ST	SAPULPA	OK	74066	US	918-224-0800	CHRIS & NATHAN SERRANO
80804	SUPERCUTS	GLENPOOL SHOPPING CENTER	12158 S WACO AVE	SAPULPA	OK	74066	US	918-298-4882	CHRIS & NATHAN SERRANO
81095	SUPERCUTS		2303 N MILT PHILLIPS AVE	SEMINOLE	OK	74868	US	405-382-2822	CHRIS & NATHAN SERRANO
81034	SUPERCUTS	FIRST UNITED PLAZA	3930 N KICKAPOO AVE STE 3	SHAWNEE	OK	74804	US	405-273-2368	CHRIS & NATHAN SERRANO
80192	SUPERCUTS	TALEQUAH CROSSING	1909 S MUSKOGEE AVE STE 300	TAHLEQUAH	OK	74464	US	918-453-0700	CHRIS & NATHAN SERRANO
8966	SUPERCUTS	CENTENNIAL PLAZA	1931 S YALE	TULSA	OK	74112	US	918-747-0051	CHRIS & NATHAN SERRANO
82875	SUPERCUTS	FARM SHOPPING CENTER	6568 E 51ST ST STE A	TULSA	OK	74145	US	918-665-8130	TYLER & BRYAN WHITMORE,ERIC HARPEL &
82877	SUPERCUTS	BROOKSIDE MARKET	3807 S PEORIA AVE STE E	TULSA	OK	74105	US	918-747-4470	TYLER & BRYAN WHITMORE,ERIC HARPEL &
82879	SUPERCUTS	MEMORIAL	7031 S MEMORIAL DR	TULSA	OK	74133	US	918-254-9381	TYLER & BRYAN WHITMORE,ERIC HARPEL &
82880	SUPERCUTS	SOUTH MEMORIAL SHOPPING CENTER	11063 S MEMORIAL DR STE A	TULSA	OK	74133	US	918-369-1991	TYLER & BRYAN WHITMORE,ERIC HARPEL &
82881	SUPERCUTS	MINGO	9524 E 81ST ST	TULSA	OK	74133	US	918-250-2003	TYLER & BRYAN WHITMORE,ERIC HARPEL &
80177	SUPERCUTS	WEATHERFORD TOWN CENTER	312 N WASHINGTON ST	WEATHERFORD	OK	73096	US	580-772-7300	CHRIS & NATHAN SERRANO
8936	SUPERCUTS	CHRISHOLM CENTER	1034 W VANDAMENT ST	YUKON	OK	73099	US	405-350-0099	CHRIS & NATHAN SERRANO
80196	SUPERCUTS	WEST POINTE	350 S MUSTANG RD	YUKON	OK	73099	US	405-577-5800	CHRIS & NATHAN SERRANO
57039	SUPERCUTS	SPRINGWATER MARKETPLACE	411 BAYFIELD ST	BARRIE	ON	L4M 6E5	CA	705-252-2285	ARTHUR COLE & MARLENE OLYAN
57124	SUPERCUTS	MILLCROFT SHOPPING CENTER	2000 APPLEBY LINE	BURLINGTON	ON	L7L 6A1	CA	905-331-1881	KELVIN CHAN AND KAR TING KWONG
5753	SUPERCUTS	WOODLAND HILLS CENTRE NORTH	3-18040 YONGE ST	NEWMARKET	ON	L3Y 8S4	CA	905-954-0087	SUZANNE WINCHELL

57155	SUPERCUTS	RIOCAN CENTRE	5C-7190 MORRISON ST	NIAGARA FALLS	ON	L2E 7K5	CA	905-358-2941	MUHAMMAD SAQIB & MUHAMMAD MUKHTAR
5743	SUPERCUTS	YORK MILLS SQUARE	33-808 YORK MILLS RD	NORTH YORK	ON	M3B 1X8	CA	416-385-3245	SUZANNE WINCHELL
5709	SUPERCUTS	TRAFALGER 5 SHOPPING CENTER	295 HAYS BLVD SUITE 102	OAKVILLE	ON	L6H 6M3	CA	905-257-7468	BRIAN MACALLISTER BELL
5780	SUPERCUTS	STEEPLE HILL SHOPPING CENTER	2-570 KINGSTON RD	PICKERING	ON	L1V 1A6	CA	905-839-1884	SUZANNE WINCHELL
5759	SUPERCUTS	FAIRVIEW MALL	2B-311 GENEVA ST	ST.CATHARINES	ON	L2N 2G1	CA	905-646-5641	JERRY WETTLAUFER
57027	SUPERCUTS	LEASIDE VILLAGE	85 LAIRD DR UNIT H01003A	TORONTO	ON	M4G 3T7	CA	416-467-9999	SUZANNE WINCHELL
57023	SUPERCUTS	STONEBRIDGE TOWN CENTRE	2-3 MARKET LANE	WASAGA BEACH	ON	L9Z 0B6	CA	705-429-5445	ARTHUR COLE & MARLENE OLYAN
82364	SUPERCUTS	ALBANY PLAZA	2822 SANTIAM HWY SE	ALBANY	OR	97322	US	541-928-4888	VICKIE HUNTLEY
8308	SUPERCUTS	TOLMAN CREEK PLAZA	2305 ASHLAND ST	ASHLAND	OR	97520	US	541-482-0811	VICKIE HUNTLEY
8892	SUPERCUTS	BEND RIVER MALL	100 NE BEND RIVER MALL STE 106	BEND	OR	97703	US	541-388-1211	VICKIE HUNTLEY
80782	SUPERCUTS	PIONEER CROSSING	61292 S HIGHWAY 97 STE 110	BEND	OR	97702	US	541-383-0100	VICKIE HUNTLEY
82365	SUPERCUTS	TIMBERHILL SHOPPING CENTER	2393 NW KINGS BLVD	CORVALLIS	OR	97330	US	541-753-4765	VICKIE HUNTLEY
82366	SUPERCUTS	TREND PLACE SHOPPING CENTER	1050 GREEN ACRES RD STE 3	EUGENE	OR	97408	US	541-342-3636	VICKIE HUNTLEY
82368	SUPERCUTS	WILLAMETTE SQ SHOPPING CENTER	2526 WILLAMETTE ST	EUGENE	OR	97405	US	541-683-1405	VICKIE HUNTLEY
82369	SUPERCUTS	COMMERCE SQUARE	4222 COMMERCE ST STE C	EUGENE	OR	97402	US	541-484-5577	VICKIE HUNTLEY
8891	SUPERCUTS		300 UNION ST	GRANTS PASS	OR	97527	US	541-474-6626	VICKIE HUNTLEY
80070	SUPERCUTS	JOHNSON CREEK CROSSING	9620 SE 82ND AVE	HAPPY VALLEY	OR	97086	US	503-777-2255	KARIN PORTICOS
81755	SUPERCUTS	CROSSROADS AT ORENCO STATION	7168 NE CORNELL RD	HILLSBORO	OR	97124	US	503-693-8888	VICKIE HUNTLEY
80699	SUPERCUTS	KEIZER STATION VILLAGE CENTER	2555 JORIE LANE NE STE 102	KEIZER	OR	97303	US	503-390-3004	BOB JEROME
82849	SUPERCUTS	SOUTH LAKE CENTER	16865 SW 65TH AVE	LAKE OSWEGO	OR	97035	US	503-596-2525	POMPA POBI & SUDIPTO BOSE
8469	SUPERCUTS	POPLAR SQUARE	2364 POPLAR DR	MEDFORD	OR	97504	US	541-773-8762	VICKIE HUNTLEY
8893	SUPERCUTS	SOUTH GATEWAY CENTER	1345 CENTER DR STE E	MEDFORD	OR	97501	US	541-776-2252	VICKIE HUNTLEY
80729	SUPERCUTS	OAK STREET SQUARE	10983 SE OAK ST STE 101	MILWAUKIE	OR	97222	US	503-659-2444	BOB JEROME
82794	SUPERCUTS	JENNINGS PLAZA	18030 SE MCLOUGHLIN BLVD	MILWAUKIE	OR	97267	US	503-659-3681	BOB JEROME
8525	SUPERCUTS	HOLLYWOOD DISTRICT	2020 NE 44TH AVE	PORTLAND	OR	97213	US	503-284-7278	JULIA JACKSON
81471	SUPERCUTS	TIMBERLAND TOWN CENTER	230 NW LOST SPRINGS TER STE 20	PORTLAND	OR	97229	US	503-626-0662	VICKIE HUNTLEY

82411	SUPERCUTS	RALEIGH WEST SHOPPING CENTER	6525 SW BEAVERTON HILLSDALE HW	PORTLAND	OR	97225	US	503-291-5225	MAHEEP HAYER AND HARJOT HAYER
82795	SUPERCUTS	POWELL SQUARE	3848 SE POWELL BLVD	PORTLAND	OR	97202	US	503-233-0184	BOB JEROME
80006	SUPERCUTS	REDMOND TOWN CENTER	946 SW 9TH STE 102	REDMOND	OR	97756	US	541-923-3332	VICKIE HUNTLEY
81117	SUPERCUTS	STEELHEAD RUN PLAZA	1122 NW GARDEN VLY BLVD # 302	ROSEBURG	OR	97471	US	541-440-2887	VICKIE HUNTLEY
8132	SUPERCUTS	LANCASTER MALL	753 NE LANCASTER DR STE 110	SALEM	OR	97301	US	503-363-8506	BOB JEROME
81460	SUPERCUTS	FIREHOUSE CROSSING	4425 SE COMMERCIAL ST STE 160	SALEM	OR	97302	US	503-990-7633	BOB JEROME
82367	SUPERCUTS	MARCOLA PLAZA	1944 MARCOLA RD	SPRINGFIELD	OR	97477	US	541-741-2887	VICKIE HUNTLEY
82797	SUPERCUTS	THE COMMONS	25667 SE STARK ST	TROUTDALE	OR	97060	US	503-667-5824	BOB JEROME
81553	SUPERCUTS	ARGYLE SQUARE	25725 SW GWEN DR STE B	WILSONVILLE	OR	97070	US	971-224-5936	BOB JEROME
82786	SUPERCUTS	WOODBURN RETAIL CENTER	1530 N PACIFIC HWY STE 140	WOODBURN	OR	97071	US	503-982-5175	BOB JEROME
80739	SUPERCUTS	ALLENTOWN SHOPPES	4025 TILGHMAN ST STE 103	ALLENTOWN	PA	18104	US	610-391-0503	LAUREL SLAUGHTER-ODELEIN
82831	SUPERCUTS	SHEPHERDS CROSSING	5585 HAMILTON BLVD UNIT E	ALLENTOWN	PA	18106	US	610-735-2222	GARY ROBINS
80793	SUPERCUTS	LONDON GROVE VILLAGE	815 GAP NEWPORT PIKE	AVONDALE	PA	19311	US	610-268-2700	GARY ROBINS
80948	SUPERCUTS	WAWA DEVELOPMENT	3624 STREET RD	BENSALEM	PA	19020	US	267-332-2949	GARY ROBINS
82834	SUPERCUTS	RETAIL BUILDING	125 E 9TH ST	BERWICK	PA	18603	US	570-520-4205	JIGNESHKUMAR PATEL
8899	SUPERCUTS	SOUTH HILLS VILLAGE	2398 OXFORD DR	BETHEL PARK	PA	15102	US	412-833-9834	LAUREL SLAUGHTER-ODELEIN
81646	SUPERCUTS	SOUTH PARK	5110 LIBRARY RD	BETHEL PARK	PA	15102	US	412-854-7690	LAUREL SLAUGHTER-ODELEIN
80577	SUPERCUTS	BETHLEHEM PLAZA	3859 NAZARETH PIKE	BETHLEHEM	PA	18020	US	610-419-0877	GARY ROBINS
81036	SUPERCUTS	SCHOENERSVILLE CENTRE	3213 SCHOENERSVILLE RD	BETHLEHEM	PA	18017	US	610-419-0856	GARY ROBINS
8980	SUPERCUTS	SHOPPES AT BLUE BELL	1730 DEKALB PIKE	BLUE BELL	PA	19422	US	610-279-9620	JEFF & MARCIE GROSS
80302	SUPERCUTS	COLLIER TOWN SQUARE	1597 WASHINGTON PIKE	BRIDGEVILLE	PA	15017	US	412-278-2790	LAUREL SLAUGHTER-ODELEIN
81381	SUPERCUTS	BRIDGEVILLE	160 MILLERS RUN RD STE 700	BRIDGEVILLE	PA	15017	US	412-914-8605	LAUREL SLAUGHTER-ODELEIN
82734	SUPERCUTS	BRYN MAWR SQUARE	761 W LANCASTER AVE	BRYN MAWR	PA	19010	US	484-380-2766	GARY ROBINS
83277	SUPERCUTS	CAMP HILL COMMONS	61 ERFORD RD	CAMP HILL	PA	17011	US	717-635-9017	GARY ROBINS
80838	SUPERCUTS	CASTLE SHANNON CENTER	325 MOUNT LEBANON BLVD	CASTLE SHANNON	PA	15234	US	412-571-5484	LAUREL SLAUGHTER-ODELEIN
80095	SUPERCUTS	EAGLEPOINTE VILLAGE	560 SIMPSON DR	CHESTER SPRINGS	PA	19425	US	610-458-7006	GARY ROBINS

80109	SUPERCUTS	WHITEMARSH SHOPPING CENTER	20 E RIDGE PIKE	CONSHOHOCKEN	PA	19428	US	610-941-4700	GARY ROBINS
80572	SUPERCUTS	SHOPPES AT CRANBERRY COMMONS	1694 ROUTE 228	CRANBERRY TOWNSHIP	PA	16066	US	724-741-3100	LAUREL SLAUGHTER-ODELEIN
80681	SUPERCUTS	FREEDOM SQUARE	1185 FREEDOM RD	CRANBERRY TOWNSHIP	PA	16066	US	724-741-6300	LAUREL SLAUGHTER-ODELEIN
80554	SUPERCUTS	BENJAMIN FRANKLIN COURT	1139 BEN FRANKLIN HWY W	DOUGLASSVILLE	PA	19518	US	610-385-7777	GARY ROBINS
80591	SUPERCUTS	THE SHOPPES OF UPPER HANOVER	622 GRAVEL PIKE STE 107	EAST GREENVILLE	PA	18041	US	215-541-1600	GARY ROBINS
80673	SUPERCUTS	SHOPPES AT SULLIVAN TRAIL	1855 SULLIVAN TRL	EASTON	PA	18040	US	610-250-0970	LAUREL SLAUGHTER-ODELEIN
81219	SUPERCUTS	MADISON VILLAGE	4753 FREEMANSBURG AVE STE E102	EASTON	PA	18045	US	610-849-2671	GARY ROBINS
81795	SUPERCUTS	NORTHWOOD CENTER	3511 NAZARETH RD	EASTON	PA	18045	US	610-438-3962	GARY ROBINS
81516	SUPERCUTS	WEIS SHOPPING CENTER	4515 VALLEY RD STE 1	ENOLA	PA	17025	US	717-732-3628	GARY ROBINS
82183	SUPERCUTS	EPHRATA CROSSINGS	839 E MAIN ST	EPHRATA	PA	17522	US	717-863-5127	GARY ROBINS
81272	SUPERCUTS	PITTSBURGH COMMONS	2205 W 12TH ST	ERIE	PA	16505	US	814-528-5814	PASSMORE, TAMMY
80365	SUPERCUTS	ETNA TOWNE CENTER	500 BUTLER ST STE 300	ETNA	PA	15223	US	412-782-4808	LAUREL SLAUGHTER-ODELEIN
80952	SUPERCUTS	FAIRFIELD SHOPPING PLACE	113 E SWEDESFORD RD STE 100	EXTON	PA	19341	US	484-879-6673	GARY ROBINS
81158	SUPERCUTS	LEHIGH HILLS	7751 GLENLIVET DRIVE W STE 1	FOGELSVILLE	PA	18051	US	610-841-5647	LAUREL SLAUGHTER-ODELEIN
80185	SUPERCUTS	LINCOLN COURT CENTER	215 LANCASTER AVE	FRAZER	PA	19355	US	610-640-9411	GARY ROBINS
80275	SUPERCUTS	NORTHTOWNE SQUARE	109 NORTHTOWNE SQUARE DR	GIBSONIA	PA	15044	US	724-443-7277	LAUREL SLAUGHTER-ODELEIN
80720	SUPERCUTS	SHELLY SQUARE	2810 SHELLEY RD	HARLEYSVILLE	PA	19438	US	215-513-7400	GARY ROBINS
80180	SUPERCUTS	PAXTON TOWNE CENTER	5125 JONESTOWN RD STE 161	HARRISBURG	PA	17112	US	717-545-8872	GARY ROBINS
80735	SUPERCUTS	THE POINT SHOPPING CENTER	4207 UNION DEPOSIT RD	HARRISBURG	PA	17111	US	717-412-4055	GARY ROBINS
80798	SUPERCUTS	BLUE MOUNTAIN COMMONS	2252 LINGLESTOWN RD STE 10	HARRISBURG	PA	17110	US	717-545-6450	LAUREL SLAUGHTER-ODELEIN
81142	SUPERCUTS	HATFIELD POINTE	190 FORTY FOOT RD	HATFIELD	PA	19440	US	267-649-7535	GARY ROBINS
81038	SUPERCUTS	QUARRY RIDGE SHOPPING CENTER	116 W TOWNSHIPLINE RD STE 202	HAVERTOWN	PA	19083	US	610-446-1949	GARY ROBINS
83221	SUPERCUTS	SHENANGO COMMONS	3000 E STATE ST	HERMITAGE	PA	16148	US	724-981-5161	MICHAEL SARAFA
80625	SUPERCUTS	PARK VILLAGE	593 E MAIN ST	HUMMELSTOWN	PA	17036	US	717-583-0525	LAUREL SLAUGHTER-ODELEIN
80788	SUPERCUTS	HUNTINGDON SQUARE/IRWIN	8947 ROUTE 30	IRWIN	PA	15642	US	724-382-5496	LAUREL SLAUGHTER-ODELEIN
80056	SUPERCUTS	WARWICK SQUARE	2395 YORK RD STE 17	JAMISON	PA	18929	US	215-491-7550	JEFF & MARCIE GROSS
80202	SUPERCUTS	CLOVERLY PLAZA	636 OLD YORK RD	JENKINTOWN	PA	19046	US	215-517-7617	ALPHONSE MURASSO

82817	SUPERCUTS	KENNETT SQUARE	817 E BALTIMORE PIKE	KENNETT SQUARE	PA	19348	US	484-732-8053	GARY ROBINS
80108	SUPERCUTS	HENDERSON SQUARE	314 S HENDERSON RD STE 1080	KING OF PRUSSIA	PA	19406	US	610-337-3738	GARY ROBINS
80306	SUPERCUTS	MAXATAWNY MARKETPLACE	15100 KUTZTOWN RD STE 3	KUTZTOWN	PA	19530	US	610-683-5056	GARY ROBINS
80078	SUPERCUTS	FOXSHIRE PLAZA	1949 FRUITVILLE PIKE UNIT 10	LANCASTER	PA	17601	US	717-560-3969	LAUREL SLAUGHTER-ODELEIN
80114	SUPERCUTS	WESTERN CORNERS	3039 COLUMBIA AVE	LANCASTER	PA	17603	US	717-391-9558	LAUREL SLAUGHTER-ODELEIN
82239	SUPERCUTS	LANCASTER	2232 LINCOLN HIGHWAY EAST	LANCASTER	PA	17603	US	717-435-9280	GARY ROBINS
81638	SUPERCUTS	PLAZA 15 SHOPPING CENTER	7431 WESTBRANCH HWY STE 5	LEWISBURG	PA	17837	US	570-768-4438	DOUG AND HELGA SAVIDGE
82179	SUPERCUTS	MALVERN COURTYARD SHOPPING CTR	5 S MOREHALL RD STE 500	MALVERN	PA	19355	US	484-328-8122	GARY ROBINS
80195	SUPERCUTS	DONALDSON'S CROSSROADS	4019 WASHINGTON RD	MCMURRAY	PA	15317	US	724-969-4133	LAUREL SLAUGHTER-ODELEIN
80212	SUPERCUTS	MEDIA SHOPPING CENTER	517 E BALTIMORE PIKE	MEDIA	PA	19063	US	610-891-9660	GARY ROBINS
82025	SUPERCUTS	THE PROMENADE AT GRANITE RUN	1075 BALTIMORE PIKE STE G	MEDIA	PA	19063	US	484-442-8316	GARY ROBINS
81307	SUPERCUTS	MILFORD	102 MILFORD LANDING DR STE 7	MILFORD	PA	18337	US	570-491-2800	JEFF & CHRIS MONTEMURRO
8805	SUPERCUTS	MONROEVILLE PENN PLACE	4145 WILLIAM PENN HWY STE 4	MONROEVILLE	PA	15146	US	412-373-3536	LAUREL SLAUGHTER-ODELEIN
80284	SUPERCUTS	MOON TOWNSHIP	2801 GRACY CENTER WAY STE 101	MOON TOWNSHIP	PA	15108	US	412-264-2136	LAUREL SLAUGHTER-ODELEIN
80552	SUPERCUTS	MURRYSVILLE WALNUT HOLLOW	4891 WILLIAM PENN HWY	MURRYSVILLE	PA	15668	US	724-733-1791	LAUREL SLAUGHTER-ODELEIN
81205	SUPERCUTS	VALLEY FORGE MARKETPLACE	424 EGYPT RD	NORRISTOWN	PA	19403	US	484-231-8756	GARY ROBINS
8957	SUPERCUTS	OAKLAND	3611 FORBES AVE	OAKLAND	PA	15213	US	412-682-4440	LAUREL SLAUGHTER-ODELEIN
81475	SUPERCUTS	OAKS SHOPPING CENTER	1570 EGYPT RD STE 300	OAKS	PA	19456	US	484-831-5259	GARY ROBINS
8961	SUPERCUTS	PAOLI SHOPPING CENTER	35 LEOPARD RD	PAOLI	PA	19301	US	610-408-8893	GARY ROBINS
80204	SUPERCUTS	COUNTY LINE PLAZA	15200 BUSTLETON AVE	PHILADELPHIA	PA	19116	US	215-698-2221	ALPHONSE MURASSO
80205	SUPERCUTS	ABBOTTS SQUARE	528 S 2ND ST	PHILADELPHIA	PA	19147	US	215-627-3000	ALPHONSE MURASSO
80667	SUPERCUTS	ROXBOROUGH RIDGE COMMONS	6024 RIDGE AVE	PHILADELPHIA	PA	19128	US	215-509-1030	GARY ROBINS
80684	SUPERCUTS	MORRELL PLAZA	9910 FRANKFORD AVE	PHILADELPHIA	PA	19114	US	215-281-0400	GARY ROBINS
81092	SUPERCUTS	DREXEL UNIVERSITY	3200 CHESTNUT ST	PHILADELPHIA	PA	19104	US	267-353-8363	GARY ROBINS
81806	SUPERCUTS	RODIN PLACE	2000 HAMILTON ST STE 110B	PHILADELPHIA	PA	19130	US	267-324-3200	JEFF & MARCIE GROSS

8900	SUPERCUTS	PHOENIXVILLE PLAZA	700 NUTT RD STE 718	PHOENIXVILLE	PA	19460	US	610-935-5700	GARY ROBINS
8816	SUPERCUTS	ROUTE 51-BALDWIN	5217 CLAIRTON BLVD	PITTSBURGH	PA	15236	US	412-886-0460	LAUREL SLAUGHTER-ODELEIN
8952	SUPERCUTS	CASTE VILLAGE	5301 GROVE RD STE 625	PITTSBURGH	PA	15236	US	412-881-8558	LAUREL SLAUGHTER-ODELEIN
8953	SUPERCUTS	SHADYSIDE PLAZA S HIGHLAND	219 S HIGHLAND AVE	PITTSBURGH	PA	15206	US	412-361-5510	LAUREL SLAUGHTER-ODELEIN
8958	SUPERCUTS	ROSS TOWNSHIP	7388 MCKNIGHT RD	PITTSBURGH	PA	15237	US	412-367-7003	LAUREL SLAUGHTER-ODELEIN
80132	SUPERCUTS	BANKSVILLE PLAZA	3143 BANKSVILLE AVE	PITTSBURGH	PA	15216	US	412-563-7630	LAUREL SLAUGHTER-ODELEIN
80384	SUPERCUTS	VIRGINIA MANOR SHOPPING CENTER	1717 COCHRAN RD	PITTSBURGH	PA	15220	US	412-561-7393	LAUREL SLAUGHTER-ODELEIN
80385	SUPERCUTS	ROBINSON TOWNSHIP	5420 CAMPBELLS RUN RD	PITTSBURGH	PA	15205	US	412-788-1929	LAUREL SLAUGHTER-ODELEIN
80467	SUPERCUTS	FOX CHAPEL	1154 FREEPORT RD	PITTSBURGH	PA	15238	US	412-963-7727	LAUREL SLAUGHTER-ODELEIN
80683	SUPERCUTS	MCCANDLESS CROSSING	8852 COVENANT AVE	PITTSBURGH	PA	15237	US	412-366-7777	LAUREL SLAUGHTER-ODELEIN
80759	SUPERCUTS	SOUTHSIDE	1926 E CARSON ST	PITTSBURGH	PA	15203	US	412-904-2827	LAUREL SLAUGHTER-ODELEIN
81090	SUPERCUTS	PLUM BORO	1800 GOLDEN MILE HWY	PITTSBURGH	PA	15239	US	724-519-2996	LAUREL SLAUGHTER-ODELEIN
81793	SUPERCUTS	AVALON	940 OHIO RIVER BLVD	PITTSBURGH	PA	15202	US	412-301-8084	LAUREL SLAUGHTER-ODELEIN
80711	SUPERCUTS	UPLAND SQUARE	326 UPLAND SQUARE DR	POTTSTOWN	PA	19464	US	610-327-1126	GARY ROBINS
8981	SUPERCUTS	QUAKERTOWN PLAZA	1463 W BROAD ST	QUAKERTOWN	PA	18951	US	215-529-1688	LILLIAN DE NICOLA
80651	SUPERCUTS	SHILLINGTON SHOPPING CENTER	506 E LANCASTER AVE	READING	PA	19607	US	610-796-1157	GARY ROBINS
80756	SUPERCUTS	EXETER COMMONS	4625 PERKIOMEN AVE	READING	PA	19606	US	610-779-5252	GARY ROBINS
82993	SUPERCUTS	BROADCASTING CENTER	2733 PAPERMILL RD	READING	PA	19610	US	484-987-2398	GARY ROBINS
80066	SUPERCUTS	LAKEVIEW COMMERCIAL CENTER	953 S TOWNSHIP LINE RD UNIT C	ROYERSFORD	PA	19468	US	484-984-0100	JEFF & MARCIE GROSS
80618	SUPERCUTS	COURT AT UPPER PROVIDENCE	1814 E RIDGE PIKE STE 102	ROYERSFORD	PA	19468	US	610-454-9906	GARY ROBINS
80676	SUPERCUTS	MONROE MARKETPLACE	380 MARKETPLACE BLVD	SELINSGROVE	PA	17870	US	570-743-4220	DOUG AND HELGA SAVIDGE
80014	SUPERCUTS	SINKING SPRING MARKETPLACE	4866 PENN AVE	SINKING SPRING	PA	19608	US	610-927-2330	GARY ROBINS
80065	SUPERCUTS	HILLTOWN PLAZA	772 ROUTE 113	SOUDERTON	PA	18964	US	215-721-0662	LILLIAN DE NICOLA
8886	SUPERCUTS	SPRINGHOUSE VILLAGE	1105 BETHLEHEM PIKE	SPRINGHOUSE	PA	19477	US	215-628-8214	JEFF & MARCIE GROSS
80209	SUPERCUTS	SQUIRREL HILL	2345 MURRAY AVE	SQUIRREL HILL	PA	15217	US	412-421-7505	LAUREL SLAUGHTER-ODELEIN

8140	SUPERCUTS	DOWNTOWN STATE COLLEGE	106 W BEAVER AVE	STATE COLLEGE	PA	16801	US	814-235-6707	LAUREL SLAUGHTER-ODELEIN
80559	SUPERCUTS	PARK FOREST CENTRE	2030 N ATHERTON ST STE B	STATE COLLEGE	PA	16803	US	814-278-1909	LAUREL SLAUGHTER-ODELEIN
80873	SUPERCUTS	TOWN SQUARE PLAZA	4308 N 5TH ST HWY	TEMPLE	PA	19560	US	610-921-2299	GARY ROBINS
81772	SUPERCUTS	VILLANOVA CENTER	795 E LANCASTER AVE	VILLANOVA	PA	19085	US	484-222-6198	GARY ROBINS
80188	SUPERCUTS	DAVISVILLE CENTER	850 E STREET RD	WARMINSTER	PA	18974	US	215-357-7501	ALPHONSE MURASSO
80211	SUPERCUTS	TRINITY POINT	116 TRINITY POINT DR	WASHINGTON	PA	15301	US	724-222-7122	LAUREL SLAUGHTER-ODELEIN
80417	SUPERCUTS	DEVON SQUARE SHOPPING CENTER	704 W LANCASTER AVE	WAYNE	PA	19087	US	610-687-9800	GARY ROBINS
81098	SUPERCUTS	WEST LAWN SHOPPING CENTER	1106 W WYOMISSING BLVD	WEST LAWN	PA	19609	US	610-750-5268	GARY ROBINS
80785	SUPERCUTS	VILLAGE AT PINE	1500 VILLAGE RUN RD STE 317	WEXFORD	PA	15090	US	724-940-7700	LAUREL SLAUGHTER-ODELEIN
80694	SUPERCUTS	MACARTHUR SHOPPING CENTRE	2630 MACARTHUR RD	WHITEHALL	PA	18052	US	484-245-2990	GARY ROBINS
80544	SUPERCUTS	WILKES BARRE MARKETPLACE	2254 WILKES BARRE TWNSHP MKTPL	WILKES BARRE	PA	18702	US	570-208-1542	CLIFFORD MILOWICKI
8844	SUPERCUTS	WYNNEWOOD SQUARE SHOPPING CTR	250 E LANCASTER AVE	WYNNEWOOD	PA	19096	US	610-642-6264	GARY ROBINS
8150	SUPERCUTS	BERKSHIRE SQUARE	1179 BERKSHIRE BLVD	WYOMISSING	PA	19610	US	610-376-8646	GARY ROBINS
80444	SUPERCUTS	EAST YORK SHOPPING CENTER	2470 E MARKET ST	YORK	PA	17402	US	717-600-0073	LAUREL SLAUGHTER-ODELEIN
80768	SUPERCUTS	COLONY PARK	701 LOUCKS RD STE 3	YORK	PA	17404	US	717-848-5222	LAUREL SLAUGHTER-ODELEIN
57122	SUPERCUTS	SPENCER DRIVE PLAZA	11 BABINEAU AVE	CHARLOTTETOWN	PE	C1A 0C9	CA	902-367-4247	TROY BRADLEY
83280	SUPERCUTS	DRIVE-IN PLAZA 2135	CARR 2 SUITE 60	BAYAMON	PR	00959	PR	787-269-4034	RADHIKA SIRIPIREDDY
83281	SUPERCUTS	REXVILLE TOWN CENTER	3007 CARR 167 STE 240	BAYAMON	PR	00956	PR	787-279-8561	RADHIKA SIRIPIREDDY
83278	SUPERCUTS	PLAZA ESCORIAL	PR3 CARIBBEAN CINEMAS BLDG LEL	CAROLINA	PR	00987	PR	787-769-7140	RADHIKA SIRIPIREDDY
83282	SUPERCUTS	PLAZA CAYEY SHOPPING CENTER	EDIF. CARIBBEAN CINEMAS	CAYEY	PR	00736	PR	787-738-1340	RADHIKA SIRIPIREDDY
83387	SUPERCUTS	PLAZA DEL NORTE SHOPPING CTR	ROAD 2 KM 81.9	HATILLO	PR	00659	PR	787-878-9201	RADHIKA SIRIPIREDDY
83386	SUPERCUTS	WESTERN PLAZA SHOPPING CENTER	2765 AVE HOSTOS STE 190	MAYAGUEZ	PR	00680	PR	787-265-1228	RADHIKA SIRIPIREDDY
83283	SUPERCUTS	PONCE TOWN CENTER STE 102	2631 PONCE TOWN CENTER BYPASS	PONCE	PR	00728	PR	787-290-3077	RADHIKA SIRIPIREDDY
83279	SUPERCUTS	MONTEMAR PLAZA II	205 CALLE FEDERICO ACOSTA #101	SAN JUAN	PR	00918	PR	787-754-0660	RADHIKA SIRIPIREDDY
83046	SUPERCUTS	BARRINGTON	184 COUNTY RD	BARRINGTON	RI	02806	US	401-247-7640	SUSAN MARRAFFA
83039	SUPERCUTS	CENTRE OF NEW ENGLAND	676 CENTRE OF NEW ENGLAND BLVD	COVENTRY	RI	02816	US	401-826-2582	SUSAN MARRAFFA

SUPERCUTS FRANCHISED SALONS

83037	SUPERCUTS	CRANSTON	230 ATWOOD AVE	CRANSTON	RI	02920	US	401-943-6303	SUSAN MARRAFFA
83050	SUPERCUTS	GARDEN CITY CENTER	181 SOCKANOSSET CROSS RD	CRANSTON	RI	02920	US	401-942-2041	SUSAN MARRAFFA
83031	SUPERCUTS	COLONIAL CROSSING	1800 MENDON RD	CUMBERLAND	RI	02864	US	401-333-1741	SUSAN MARRAFFA
83035	SUPERCUTS	CUMBERLAND	6 MENDON RD	CUMBERLAND	RI	02864	US	401-722-9710	SUSAN MARRAFFA
83047	SUPERCUTS	JOHNSTON PLAZA	11 COMMERCE WAY UNIT 13	JOHSTON	RI	02919	US	401-272-3411	SUSAN MARRAFFA
83036	SUPERCUTS	LINCOLN MALL	622 GEORGE WASHINGTON HWY A-06	LINCOLN	RI	02865	US	401-334-2065	SUSAN MARRAFFA
83038	SUPERCUTS	MIDDLETOWN EAST	238 E MAIN RD UNIT 1	MIDDLETOWN	RI	02842	US	401-842-0090	SUSAN MARRAFFA
83032	SUPERCUTS	NEWPORT FESTIVAL SHOPPES	199 CONNELL HWY	NEWPORT	RI	02840	US	401-847-0066	SUSAN MARRAFFA
83043	SUPERCUTS	THE SHOPS AT QUONSEST POINT	74 GATE RD STE B4	NORTH KINGSTOWN	RI	02852	US	401-267-0006	SUSAN MARRAFFA
83048	SUPERCUTS	HOWE PLAZA	1650 MINERAL SPRING AVE	NORTH PROVIDENCE	RI	02904	US	401-354-6433	SUSAN MARRAFFA
80307	SUPERCUTS	DOWLING VILLAGE	23B DOWLING VILLAGE BLVD	NORTH SMITHFIELD	RI	02896	US	401-766-5382	HK ENTERPRISES
83049	SUPERCUTS	NARRAGANSETT PARK PLAZA	681 BEVERAGE HILL AVE	PAWTUCKET	RI	02861	US	401-729-0095	SUSAN MARRAFFA
83034	SUPERCUTS	BROWN UNIVERSITY	297 THAYER ST	PROVIDENCE	RI	02906	US	401-272-0468	SUSAN MARRAFFA
83051	SUPERCUTS	APPLE VALLEY MALL	445 PUTNAM PIKE	SMITHFIELD	RI	02828	US	401-231-3628	SUSAN MARRAFFA
83044	SUPERCUTS	WAKEFIELD MALL	160 OLD TOWER HILL RD	WAKEFIELD	RI	02879	US	401-788-8252	SUSAN MARRAFFA
83033	SUPERCUTS	WARWICK MARKETPLACE	1000 BALD HILL RD UNIT 9	WARWICK	RI	02886	US	401-822-0352	SUSAN MARRAFFA
83041	SUPERCUTS	SHAWS PLAZA	320 WARWICK AVE	WARWICK	RI	02888	US	401-467-4155	SUSAN MARRAFFA
82726	SUPERCUTS	WESTWOOD PLAZA	1812 SAM RITTENBERG BLVD	CHARLESTON	SC	29407	US	843-556-1282	TODD ROGERS
82841	SUPERCUTS	GATEWAY VILLAGE	1390 TIGER BLVD	CLEMSON	SC	29631	US	864-654-9360	JASON STEVENSON & RYAN ROSE
81923	SUPERCUTS		961 ROBERTS BRANCH PKWY # 107	COLUMBIA	SC	29203	US	803-714-5509	JOSHUA HAMILTON
80579	SUPERCUTS	EASLEY TOWN CENTER	128 ROLLING HILLS CIR UNIT C	EASLEY	SC	29640	US	864-855-4800	ROBERT AND SHANNON HOLLOWAY
82725	SUPERCUTS	MOUNT HOLLY SHOPPING CENTER	604 SAINT JAMES AVE UNIT E	GOOSE CREEK	SC	29445	US	843-764-4953	TODD ROGERS
80190	SUPERCUTS	PELHAM COMMONS	215 PELHAM RD STE A-102	GREENVILLE	SC	29615	US	864-242-1490	ROBERT AND SHANNON HOLLOWAY
81499	SUPERCUTS	WOODRUFF VILLAGE	1844 WOODRUFF RD	GREENVILLE	SC	29607	US	864-520-8580	JOSHUA HAMILTON
81695	SUPERCUTS	THE SHOPS AT PUBLIX PAVILION	479 BYPASS 72 NW STE 105	GREENWOOD	SC	29649	US	864-450-9191	ROBERT AND SHANNON HOLLOWAY
80462	SUPERCUTS	SHOPS AT CROSS CREEK	8356 CHARLOTTE HWY STE 100	INDIAN LAND	SC	29707	US	803-802-3456	SASHI & ASHA AMATYA
82730	SUPERCUTS	WEST ASHLEY PLACE	3642 SAVANNAH HWY STE 124	JOHNS ISLAND	SC	29455	US	843-556-8409	TODD ROGERS

82838	SUPERCUTS	LAKE CROSSING	5443 PLATT SPRINGS RD STE E	LEXINGTON	SC	29073	US	803-808-5059	JASON STEVENSON & RYAN ROSE
82724	SUPERCUTS	TAIL RACE CROSSING SHOP CTR	509 HIGHWAY 52 N STE E	MONCKS CORNER	SC	29461	US	843-482-0651	TODD ROGERS
81199	SUPERCUTS	THE MARKET AT MILLS CREEK	2118 HIGHWAY 41 STE 102	MOUNT PLEASANT	SC	29466	US	843-654-9653	TODD ROGERS
81428	SUPERCUTS	QUEENSBOROUGH SHOPPING CENTER	1000 JOHNNIE DODDS BLVD # 108	MOUNT PLEASANT	SC	29464	US	843-936-3585	TODD ROGERS
82536	SUPERCUTS	SHOPS AT OCEAN BAY	825-3 MARKET PLACE DR	MYRTLE BEACH	SC	29579	US	843-903-2887	FRANK AND BRIAN MASI
80082	SUPERCUTS	BAREFOOT COMMONS	4024 HIGHWAY 17 S	NORTH MYRTLE BEACH	SC	29582	US	843-663-2887	FRANK AND BRIAN MASI
80148	SUPERCUTS	NORTH SHORE PLAZA	1516 HIGHWAY 17 N UNIT 2	NORTH MYRTLE BEACH	SC	29582	US	843-249-4445	FRANK AND BRIAN MASI
80400	SUPERCUTS	HILLCREST SHOPPING CENTER	1931 E MAIN ST STE A	SPARTANBURG	SC	29307	US	864-585-2300	ROBERT AND SHANNON HOLLOWAY
80490	SUPERCUTS	DORMAN CENTRE	120 DORMAN COMMERCE DR STE C	SPARTANBURG	SC	29301	US	864-595-3558	ROBERT AND SHANNON HOLLOWAY
82727	SUPERCUTS	PARADISE SHOPPES	1585 CENTRAL AVE UNIT B1	SUMMERVILLE	SC	29483	US	843-832-1396	TODD ROGERS
82728	SUPERCUTS	MARKET AT CANE BAY	1724 STATE ROAD STE 2C	SUMMERVILLE	SC	29486	US	843-482-0234	TODD ROGERS
82806	SUPERCUTS	AZALEA SQUARE	464 AZALEA SQUARE BLVD UNIT A	SUMMERVILLE	SC	29483	US	843-873-9664	TODD ROGERS
80439	SUPERCUTS	TAYLORS SQUARE	3023 WADE HAMPTON BLVD	TAYLORS	SC	29687	US	864-268-2268	ROBERT AND SHANNON HOLLOWAY
81560	SUPERCUTS	NORTH HAMPTON MARKET	6005 WADE HAMPTON BLVD STE D	TAYLORS	SC	29687	US	864-968-9794	ROBERT AND SHANNON HOLLOWAY
80932	SUPERCUTS	LOUISE AVENUE	4902 S LOUISE AVE	SIOUX FALLS	SD	57106	US	605-275-2887	JILL SOLBERG
81024	SUPERCUTS	DAWLEY FARM VILLAGE	1027 S HIGHLINE	SIOUX FALLS	SD	57110	US	605-275-2882	JILL SOLBERG
81497	SUPERCUTS	THE SHOPS OF ARLINGTON VILLAGE	5224 AIRLINE RD STE 103	ARLINGTON	TN	38002	US	901-616-6142	ROB AND CYNTHIA CZECH
8848	SUPERCUTS	TOWNE CENTRE	6045 STAGE RD STE 60	BARTLETT	TN	38134	US	901-373-0109	ROB AND CYNTHIA CZECH
80743	SUPERCUTS	NARROW BRIDGE SHOPPING CENTER	1414 JENKINS RD STE 108	CHATTANOOGA	TN	37421	US	423-602-9960	JAMES HORNE
82509	SUPERCUTS	FARMLAND CORNER SHOPPING CTR	118 STUART RD NE	CLEVELAND	TN	37312	US	423-478-1341	BRIAN AND PAMELA LOCKHART
8493	SUPERCUTS	SHOPS OF COLLIERVILLE	875 W POPLAR AVE STE 7	COLLIERVILLE	TN	38017	US	901-853-2311	ROB AND CYNTHIA CZECH
80996	SUPERCUTS	GALLINA CENTRO	3615 HOUSTON LEVY RD STE 105	COLLIERVILLE	TN	38017	US	901-854-5919	ROB AND CYNTHIA CZECH
82468	SUPERCUTS	JACKSON SQUARE	377 W JACKSON ST STE W1C	COOKEVILLE	TN	38501	US	931-528-6405	DANIEL & DAYNA MCADAMS
8492	SUPERCUTS	BAY #3 CORDOVA COLLECTIONS	1779 N GERMANTOWN PKWY	CORDOVA	TN	38016	US	901-755-8899	ROB AND CYNTHIA CZECH
81040	SUPERCUTS	CORDOVA	1204 N HOUSTON LEVEE RD	CORDOVA	TN	38018	US	901-417-6102	ROB AND CYNTHIA CZECH

81284	SUPERCUTS	PARKWAY COMMONS	3046 COLUMBIA AVE STE 109	FRANKLIN	TN	37064	US	615-435-3219	ROB AND CYNTHIA CZECH
8606	SUPERCUTS	STANSELL SQUARE	2058 WEST ST	GERMANTOWN	TN	38138	US	901-757-1491	ROB AND CYNTHIA CZECH
82467	SUPERCUTS		110 INDIAN LAKE BLVD STE A	HENDERSONVILL E	TN	37075	US	615-826-3391	DANIEL & DAYNA MCADAMS
83405	SUPERCUTS	OAKWOOD COMMONS	4678 LEBANON PIKE	HERMITAGE	TN	37076	US	615-883-7421	RANDALL BOLL
82396	SUPERCUTS	NORTHGATE CROSSING SHOP CTR	5063 HIXSON PIKE STE 145	HIXSON	TN	37343	US	423-870-3892	TOM & TERESA KRAMER
80494	SUPERCUTS	SHOPPES AT THE COLUMNS	1139 VANN DR	JACKSON	TN	38305	US	731-660-3923	ROB AND CYNTHIA CZECH
81720	SUPERCUTS	GALLERY CENTER	7240 KINGSTON PIKE STE 188	KNOXVILLE	TN	37919	US	865-584-1027	BRIAN AND PAMELA LOCKHART
82231	SUPERCUTS	PAVILION AT TURKEY CREEK	10962 PARKSIDE DR	KNOXVILLE	TN	37934	US	865-675-1907	BRIAN AND PAMELA LOCKHART
81321	SUPERCUTS	THE CENTER AT KELSEY LANE	870 HIGHWAY 321 N STE 4	LENOIR CITY	TN	37771	US	865-988-0043	BRIAN AND PAMELA LOCKHART
82464	SUPERCUTS	KROGERS PLAZA	146 GALLATIN PIKE S	MADISON	TN	37115	US	615-868-5954	DANIEL & DAYNA MCADAMS
81900	SUPERCUTS	MARYVILLE COMMONS	746 WATKINS RD	MARYVILLE	TN	37801	US	865-984-1004	BRIAN AND PAMELA LOCKHART
8437	SUPERCUTS	PARK MANOR SHOPPING CENTER	5063 PARK AVE	MEMPHIS	TN	38117	US	901-761-1512	ROB AND CYNTHIA CZECH
80990	SUPERCUTS	APPLING CROSSING	7605 US HIGHWAY 70 STE 108	MEMPHIS	TN	38133	US	901-373-0383	ROB AND CYNTHIA CZECH
81298	SUPERCUTS	PROVIDENCE COMMONS	621 S MOUNT JULIET RD STE 103	MOUNT JULIET	TN	37122	US	615-701-2148	VICTOR AND DANIELLE BARNES
81292	SUPERCUTS	PUBLIX SHOPPING CENTER	3411 MEMORIAL BLVD STE A6	MURFREESBORO	TN	37129	US	615-896-0306	DANIEL & DAYNA MCADAMS
83401	SUPERCUTS	CROSSGATE SHOPPING CENTER	2363 MURFREESBORO RD	NASHVILLE	TN	37217	US	615-399-7745	RANDALL BOLL
83402	SUPERCUTS	WESLEY PLACE	2059 SCARRITT PL	NASHVILLE	TN	37203	US	615-341-0140	RANDALL BOLL
83403	SUPERCUTS	DONELSON TIMES SQUARE	519 DONELSON PIKE	NASHVILLE	TN	37214	US	615-391-4288	RANDALL BOLL
81823	SUPERCUTS	WOLFTEVER CROSSING	9032 OLD LEE HWY	OOLTEWAH	TN	37363	US	423-803-4600	TOM & TERESA KRAMER
81308	SUPERCUTS	RED BANK CENTER	3849 DAYTON BLVD STE 107	RED BANK	TN	37415	US	423-551-3254	TOM & TERESA KRAMER
82233	SUPERCUTS	SEVIERVILLE COMMONS	712 WINFIELD DUNN PKWY	SEVIERVILLE	TN	37876	US	865-453-7440	BRIAN AND PAMELA LOCKHART
82352	SUPERCUTS	BELLA PLACE SHOPPING CENTER	479 SAM RIDLEY PKWY	SMYRNA	TN	37167	US	615-220-2719	DANIEL & DAYNA MCADAMS
82466	SUPERCUTS	HIGHLANDS KROGER CENTER	520 HIGHWAY 76 STE 6	WHITE HOUSE	TN	37188	US	615-672-6930	SRINIVAS DAMARAJU
8792	SUPERCUTS	FRENCHMANS CREEK SHOPPING CTR	4603 S 14TH ST	ABILENE	TX	79605	US	325-695-7476	JIM PURYEAR
8956	SUPERCUTS	ADDISON TOWN CENTER	3720 BELTLINE RD	ADDISON	TX	75001	US	469-372-0144	RAJESH & RACHNA GHAI

SUPERCUTS FRANCHISED SALONS

80968	SUPERCUTS		2521 E MAIN ST STE 102	ALICE	TX	78332	US	361-664-3000	KATHY AND MIGUEL SHERMAN
80941	SUPERCUTS	TWIN CREEKS VILLAGE	906 W MCDERMOTT DR STE 132	ALLEN	TX	75013	US	972-390-1138	NICHOLAS HASSAN
81166	SUPERCUTS	ANGEL PKWY BY LESLIE POOLS	491 S ANGEL PKWY STE 300	ALLEN	TX	75002	US	214-785-7090	NARASIMHAM BATLANKI & APARNA DEVI
83333	SUPERCUTS	HIGHLAND SQUARE SHOPPING CTR	3120 HIGHWAY 35 S	ALVIN	TX	77511	US	281-331-1100	VIKIE AGRAWAL
8808	SUPERCUTS	GRAND PLAZA SHOPPING CENTER	3300 E INTERSTATE 40 STE 500	AMARILLO	TX	79103	US	806-372-0037	JIM PURYEAR
80926	SUPERCUTS	INTERSTATE VILLAGE	2300 BELL ST STE A-12	AMARILLO	TX	79106	US	806-358-8529	JIM PURYEAR
81225	SUPERCUTS	LANTANA TOWN CENTER	3600 FM 407 E STE 200	ARGYLE	TX	76226	US	940-584-0100	RAJESH & RACHNA GHAI
8921	SUPERCUTS	SUBLETT CORNERS	5904 S COOPER ST STE 106	ARLINGTON	TX	76017	US	817-466-8888	DAVID FESPERMAN
8990	SUPERCUTS	GREEN OAKS PLAZA	5721 INTERSTATE 20 W STE 150	ARLINGTON	TX	76017	US	817-561-6555	JEFF AKGUL
81296	SUPERCUTS	ATHENS TOWN CENTER	220 CRESTWAY DR STE 112	ATHENS	TX	75751	US	903-264-4247	JOSHUA EDWARDS
8420	SUPERCUTS	NORTH HILLS TOWN CENTER	10710 RESEARCH BLVD STE 130	AUSTIN	TX	78759	US	512-519-9510	ALAN SAGER
8467	SUPERCUTS	SUNSET VALLEY VILLAGE CENTER	5601 BRODIE LN STE 690	AUSTIN	TX	78745	US	512-899-3330	ALAN SAGER
8522	SUPERCUTS	PARKE GREEN	4410 E RIVERSIDE DR STE 140	AUSTIN	TX	78741	US	512-385-4972	ALAN SAGER
8641	SUPERCUTS	WEST BANK MARKET CENTER	3300 BEE CAVES RD STE 775	AUSTIN	TX	78746	US	512-327-1790	ALAN SAGER
8703	SUPERCUTS	WOODLAND SHOPPING CENTER	13492 HIGHWAY 183 STE 200	AUSTIN	TX	78750	US	512-336-0982	ALAN SAGER
8795	SUPERCUTS	PARMER CROSSING	2500 W PARMER LN STE 150	AUSTIN	TX	78727	US	512-255-5881	ALAN SAGER
8797	SUPERCUTS	ALLANDALE VILLAGE	5730 BURNET RD	AUSTIN	TX	78756	US	512-458-4144	ALAN SAGER
8923	SUPERCUTS	FAR WEST RETAIL CENTER	3616 FAR WEST BLVD BLDG 6 #101	AUSTIN	TX	78731	US	512-231-0397	ALAN SAGER
80393	SUPERCUTS	SLAUGHTER LANE SHOPPING CENTER	9300 S I H 35 STE C900	AUSTIN	TX	78748	US	512-282-2200	ALAN SAGER
80412	SUPERCUTS	SHOPS AT TECH RIDGE	12901 N I H 35	AUSTIN	TX	78753	US	512-252-9041	ALAN SAGER
81305	SUPERCUTS	CORNERS 1 SHOPPING CENTER	2612 S LAMAR BLVD	AUSTIN	TX	78704	US	512-520-4553	ALAN SAGER
81598	SUPERCUTS	FOUR POINTS CENTER	7301 N FM 620 STE 135	AUSTIN	TX	78726	US	512-580-2451	ALAN SAGER
81621	SUPERCUTS	HANCOCK SHOPPING CENTER	1000 E 41ST ST STE 250	AUSTIN	TX	78751	US	512-407-9223	ALAN SAGER
8613	SUPERCUTS	LOST PINE VILLAGE	494 HIGHWAY 71 W STE 110	BASTROP	TX	78602	US	512-321-4112	ALAN SAGER
81514	SUPERCUTS	BAYTOWN MARKETPLACE	6331 GARTH RD STE 120	BAYTOWN	TX	77521	US	281-839-7418	SHAWN & CHRISELDA MORGAN

SUPERCUTS FRANCHISED SALONS

81983	SUPERCUTS	CHAMBERS TOWN CENTER	8808 N SH 146 STE 120	BAYTOWN	TX	77523	US	832-902-2189	SHAWN & CHRISELDA MORGAN
83103	SUPERCUTS	BAYTOWN	4508 GARTH RD STE D	BAYTOWN	TX	77521	US	281-422-5342	MARCUS BANDEIRA
83328	SUPERCUTS	BEAUMONT	3847 PHELEN BLVD	BEAUMONT	TX	77707	US	409-839-4848	VIKIE AGRAWAL
83329	SUPERCUTS	SHOPS AT DOWLAND	4030 DOWLEN RD STE 4	BEAUMONT	TX	77706	US	409-899-2459	VIKIE AGRAWAL
8619	SUPERCUTS	THE SHOPS AT CENTRAL PARK	2220 AIRPORT FWY STE 420	BEDFORD	TX	76022	US	817-545-5500	DEBRA PESNELL
81026	SUPERCUTS	HEB SHOPPING CENTER	2511 N MAIN ST STE 107	BELTON	TX	76513	US	254-933-2787	ALAN SAGER
80965	SUPERCUTS	BENBROOK	8733 BENBROOK BLVD	BENBROOK	TX	76126	US	817-249-5800	BETH DRISKILL
81906	SUPERCUTS	BONHAM RETAIL CENTER	2008 N STATE HWY 121 STE 200	BONHAM	TX	75418	US	903-583-8520	JOE AND LINDA BRYAN
80471	SUPERCUTS	MORRISON CROSSING	4345 N EXPRESSWAY 77 STE 500	BROWNSVILLE	TX	78520	US	956-350-6222	MICHAEL MANOJ AND BENNY KALLARACKAL
80536	SUPERCUTS	PASEO REAL	2100 FM 802 STE 2065	BROWNSVILLE	TX	78526	US	956-542-9007	MICHAEL MANOJ AND BENNY KALLARACKAL
82029	SUPERCUTS	BOCA CHICA RETAIL	2534 BOCA CHICA BLVD STE 2	BROWNSVILLE	TX	78521	US	956-621-0075	VICTOR RODRIGUEZ
81232	SUPERCUTS		1011 N FISK AVE	BROWNWOOD	TX	76801	US	325-643-3726	JIM PURYEAR
80557	SUPERCUTS	SOUTH TOWNE CROSSING BY TARGET	140 NW JOHN JONES DR STE 128	BURLESON	TX	76028	US	817-426-4403	BETH DRISKILL
81167	SUPERCUTS	BURLESON ELK PLZ BY ELKS DINER	344 SW WILSHIRE BLVD STE A	BURLESON	TX	76028	US	817-447-1412	BETH DRISKILL
89069	SUPERCUTS	CEDAR HILL TOWN CENTER	140 W FM 1382 STE 170	CEDAR HILL	TX	75104	US	972-291-0005	RAJESH & RACHNA GHAI
81435	SUPERCUTS	CEDAR PARK TOWN CENTER	4701 183 A TOLL RD BLDG A # B	CEDAR PARK	TX	78613	US	512-528-0211	ALAN SAGER
82017	SUPERCUTS	CYPRESS CREEK PLAZA	1310 CYPRESS CREEK RD STE 105	CEDAR PARK	TX	78613	US	512-599-4509	ALAN SAGER
81649	SUPERCUTS	CIBOLO MARKETPLACE	791 FM 1103 STE 107	CIBOLO	TX	78108	US	210-437-3775	GARY BENNETT
81738	SUPERCUTS		501 W HENDERSON ST	CLEBURNE	TX	76033	US	817-641-3952	MARSHA & DON DUDLEY
8676	SUPERCUTS	CENTRAL STATION	1519 TEXAS AVE S	COLLEGE STATION	TX	77840	US	979-696-1155	ALAN SAGER
82096	SUPERCUTS	JONES CROSSING	11655 WELLBORN RD STE 300	COLLEGE STATION	TX	77840	US	979-704-5452	ALAN SAGER
81718	SUPERCUTS	CONROE 336 MARKETPLACE	381 S LOOP 336 W STE 700	CONROE	TX	77304	US	936-494-2992	JAFAR ALIZADEH
81909	SUPERCUTS	TOWN PLAZA III	3570 FM 1488 STE 400	CONROE	TX	77384	US	936-266-0537	JAFAR ALIZADEH
82712	SUPERCUTS	CONROE	2104 N FRAZIER ST	CONROE	TX	77301	US	936-539-6860	JAFAR ALIZADEH
81325	SUPERCUTS	COPPELL CROSSROADS	760 N DENTON TAP RD STE 140	COPPELL	TX	75019	US	469-240-0741	RAJESH & RACHNA GHAI
82211	SUPERCUTS	VALLEY RANCH PLAZA	817 S MACARTHUR BLVD STE 130	COPPELL	TX	75019	US	972-304-1373	RAJESH & RACHNA GHAI
8193	SUPERCUTS	O! GOSH CENTER	3812 S STAPLES	CORPUS CHRISTI	TX	78411	US	361-814-0979	KATHY AND MIGUEL SHERMAN

8249	SUPERCUTS	HUNTINGTON SQUARE	6537 S STAPLES ST STE 130	CORPUS CHRISTI	TX	78413	US	361-992-0979	KATHY AND MIGUEL SHERMAN
80019	SUPERCUTS	GULF WAY SHOPPING CENTER	1314 AIRLINE RD	CORPUS CHRISTI	TX	78412	US	361-980-8100	KATHY AND MIGUEL SHERMAN
80318	SUPERCUTS	FIVE POINT CORNERS	13637 NORTHWEST BLVD	CORPUS CHRISTI	TX	78410	US	361-387-3877	KATHY AND MIGUEL SHERMAN
80746	SUPERCUTS	WALDRON AT SPID	10529 S PADRE ISLAND DR	CORPUS CHRISTI	TX	78418	US	361-937-6900	KATHY AND MIGUEL SHERMAN
80872	SUPERCUTS	SARATOGA SHOPPING CENTER	4001 SARATOGA BLVD	CORPUS CHRISTI	TX	78413	US	361-334-6066	KATHY AND MIGUEL SHERMAN
81111	SUPERCUTS	SARATOGA WALMART	6093 SARATOGA BLVD STE B	CORPUS CHRISTI	TX	78414	US	361-991-0979	KATHY AND MIGUEL SHERMAN
81821	SUPERCUTS		1900 W 7TH AVE	CORSICANA	TX	75110	US	903-872-3199	OMAR HAJEE AND ANKUR KAMDAR
81047	SUPERCUTS	VILLAGE AT CROSSROADS	11450 HIGHWAY 380 STE 150	CROSSROADS	TX	76227	US	940-365-1600	MARSHA & DON DUDLEY
81043	SUPERCUTS	OLD TOWN CYPRESS VILLAGE	17814 SPRING CYPRESS RD # 103	CYPRESS	TX	77429	US	281-256-2853	ALAN SAGER
82997	SUPERCUTS	COLES CROSSING RETAIL CENTER	12320 BARKER CYPRESS STE 200	CYPRESS	TX	77429	US	281-213-2084	JEROME & ANGELIA LEAKE
8202	SUPERCUTS	PEPPERWOOD SQUARE	14902 PRESTON RD STE 940	DALLAS	TX	75254	US	972-385-0575	CHRISTINA CAMPBELL
8208	SUPERCUTS	MEDALLION CENTER	6464 E NORTHWEST HWY STE 314	DALLAS	TX	75214	US	214-369-2920	CHRISTINA CAMPBELL
8285	SUPERCUTS	CASA LINDA PLAZA	9440 GARLAND RD STE 194	DALLAS	TX	75218	US	214-324-2889	DEBRA PESNELL
8462	SUPERCUTS	LEMMON & KNIGHT SHOPPING CTR	4107 LEMMON AVE	DALLAS	TX	75219	US	214-522-1441	CHRISTINA CAMPBELL
8775	SUPERCUTS	SNIDER PLAZA	6701 HILLCREST AVE	DALLAS	TX	75205	US	214-265-9086	CHRISTINA CAMPBELL
80251	SUPERCUTS	PARK FOREST SOUTHWEST	11722 MARSH LN STE A-1	DALLAS	TX	75229	US	214-357-3717	CHRISTINA CAMPBELL
82894	SUPERCUTS	INWOOD VILLAGE	5470 W LOVERS LN STE 334	DALLAS	TX	75209	US	214-351-4466	DEBRA PESNELL AND NICHOLAS HASSAN
8987	SUPERCUTS	TARGET CENTER	1719 LOOP 288 STE 130	DENTON	TX	76205	US	940-383-3400	CHRISTINA CAMPBELL
80752	SUPERCUTS	RAYZOR RANCH SHOPPING CENTER	2710 W UNIVERSITY DR STE 1016	DENTON	TX	76201	US	940-387-0111	CHRISTINA CAMPBELL
81116	SUPERCUTS	UNIVERSITY CORNERS II	1641 W UNIVERSITY DR	EDINBURG	TX	78539	US	956-720-4528	JUVENCIO ORDAZ
8169	SUPERCUTS	HONDO PASS CENTRE	9132 DYER ST	EL PASO	TX	79924	US	915-757-3413	GEORGE STRIBLING
8370	SUPERCUTS	VISTA HILLS SHOPPING CENTER	1840 N LEE TREVINO DR STE 103	EL PASO	TX	79936	US	915-598-5461	GEORGE STRIBLING
8710	SUPERCUTS	VISCOUNT POINT	8900 VISCOUNT BLVD STE A-L	EL PASO	TX	79925	US	915-594-7526	GEORGE STRIBLING
8719	SUPERCUTS	MARKET PLACE	6942 N MESA ST	EL PASO	TX	79912	US	915-833-9680	GEORGE STRIBLING
81251	SUPERCUTS	ROJAS COMMONS	1355 GEORGE DIETER BLDG C #102	EL PASO	TX	79936	US	915-594-4477	GEORGE STRIBLING

SUPERCUTS FRANCHISED SALONS

81576	SUPERCUTS	NORTH HILLS CROSSING	10771 GATEWAY SOUTH BLVD # 109	EL PASO	TX	79934	US	915-822-2701	GEORGE STRIBLING
82837	SUPERCUTS	MINER PLAZA	2625 NORTH MESA	EL PASO	TX	79902	US	915-234-2929	ATUR KASHA AND DINESH BAHL
82842	SUPERCUTS	THE MARKET AT PEBBLE HILLS	14011 PEBBLE HILLS	EL PASO	TX	79938	US	915-261-7350	GEORGE STRIBLING
81163	SUPERCUTS	GLADE PARKS	2721 STATE HIGHWAY 121 STE 200	EULESS	TX	76039	US	682-503-6534	RAJESH & RACHNA GHAI
8858	SUPERCUTS	TOWNE VIEW PLAZA II	2601 FLOWER MOUND RD STE 105	FLOWER MOUND	TX	75028	US	972-899-6060	DEBRA PESNELL
80688	SUPERCUTS	MONTGOMERY PLAZA	501 CARROLL ST STE 620	FORT WORTH	TX	76107	US	817-810-0060	BETH DRISKILL
81192	SUPERCUTS	LAKE WORTH CENTER	6738 LAKE WORTH BLVD	FORT WORTH	TX	76135	US	817-237-0363	MARSHA & DON DUDLEY
81413	SUPERCUTS	BERRY AND HEMPHILL	701 W BERRY ST STE 111	FORT WORTH	TX	76110	US	817-927-8849	BETH DRISKILL
81493	SUPERCUTS	HAWKS CREEK	558 ALTA MERE DR	FORT WORTH	TX	76114	US	817-737-8400	DAVID FESPERMAN
81678	SUPERCUTS	PRESIDIO TOWNE CROSSING	2317 N TARRANT PKWY STE 448	FORT WORTH	TX	76177	US	817-750-0888	DAVID FESPERMAN
81817	SUPERCUTS		6505 N BEACH ST	FORT WORTH	TX	76137	US	817-232-2333	OMAR HAJEE AND ANKUR KAMDAR
81996	SUPERCUTS	HIGHLAND STATION	7236 BLUE MOUND RD STE 102	FORT WORTH	TX	76131	US	817-847-8901	DAVID FESPERMAN
82308	SUPERCUTS	CITY VIEW TOWNE CROSSING	4809 BRYANT IRVIN RD	FORT WORTH	TX	76132	US	817-294-8861	BETH DRISKILL
83330	SUPERCUTS	WEBSTER TOWN CENTER	210 E PARKWOOD AVE STE E	FREINDSWOOD	TX	77546	US	281-992-4697	VIKIE AGRAWAL
81559	SUPERCUTS	ELDORADO MARKETPLACE	102 W EL DORADO BLVD STE B	FRIENDSWOOD	TX	77546	US	281-218-6033	VIKIE AGRAWAL
80869	SUPERCUTS	ELDORADO PKWY & FM 423	12398 FM 423 STE 1300	FRISCO	TX	75033	US	972-731-5588	JEFF AKGUL
81990	SUPERCUTS	HWY 380 & FM 423	16710 FM 423 STE 800	FRISCO	TX	75078	US	469-481-2558	JEFF AKGUL
82814	SUPERCUTS	PRESTONBROOK SHOPPING CENTER	7548 PRESTON RD STE 137	FRISCO	TX	75034	US	972-712-9141	JEFF AKGUL
81740	SUPERCUTS		101 N GRAND AVE	GAINESVILLE	TX	76240	US	940-665-2334	MARSHA & DON DUDLEY
80580	SUPERCUTS	WOLF RANCH TOWN CENTER	1013 W UNIVERSITY AVE STE 170	GEORGETOWN	TX	78628	US	512-863-8096	ALAN SAGER
81541	SUPERCUTS		1215 ARKANSAS LN STE 150	GRAND PRAIRIE	TX	75052	US	817-262-0573	JIMMY BACCAM AND RENATO TENORIO
81585	SUPERCUTS	LAKE PRAIRIE TOWNE CROSSING	5244 S STATE HWY 360 STE 394	GRAND PRAIRIE	TX	75052	US	972-641-2112	DAVID FESPERMAN
80697	SUPERCUTS	HARLINGEN CORNERS	2709 W EXPY 83 STE 165	HARLINGEN	TX	78552	US	956-425-3334	MICHAEL MANOJ AND BENNY KALLARACKAL
81532	SUPERCUTS	CENTRAL PARK SHOPPING CENTER	509 S EXPRESSWAY 83 STE E2	HARLINGEN	TX	78550	US	956-230-4248	MICHAEL MANOJ AND BENNY KALLARACKAL
82612	SUPERCUTS	SUN VALLEY SQUARE	1802 S 77 SUNSHINE STRIP # 204	HARLINGEN	TX	78550	US	956-230-3320	VICTOR RODRIGUEZ

81999	SUPERCUTS	AVONDALE HASLET CENTER	2412 AVONDALE-HASLET RD # 300	HASLET	TX	76052	US	682-312-7080	RAJESH & RACHNA GHAI
81991	SUPERCUTS	PETSENSE PLAZA	2127 HIGHWAY 79 S STE 103	HENDERSON	TX	75654	US	903-722-9102	JOSHUA EDWARDS
8211	SUPERCUTS	MERCHANTS PARK SOUTH SHOPPING	933 N SHEPHERD DR	HOUSTON	TX	77008	US	713-864-4688	CHRISTINA CAMPBELL
8212	SUPERCUTS	BRAES OAK SHOPPING CENTER	5429 S BRAESWOOD BLVD	HOUSTON	TX	77096	US	713-723-8223	LARRY AND SHAWANDA CODAY
8214	SUPERCUTS	GOLDEN PLAZA	5727 WESTHEIMER RD STE C	HOUSTON	TX	77057	US	713-975-7171	CHRISTINA CAMPBELL
8215	SUPERCUTS	WESLAYAN PLAZA WEST	4070 BISSONNETT ST	HOUSTON	TX	77005	US	713-663-7474	CHRISTINA CAMPBELL
8247	SUPERCUTS	CHAMPIONS VILLAGE	5315 FM 1960 RD W STE E	HOUSTON	TX	77069	US	281-583-1941	ALAN SAGER
8660	SUPERCUTS	KIRBY RICHMOND CENTER	3413 KIRBY DR	HOUSTON	TX	77098	US	713-523-2292	CHRISTINA CAMPBELL
80964	SUPERCUTS	WESTLAKE VILLAGE	12230 W LAKE HOUSTON PKWY #160	HOUSTON	TX	77044	US	281-741-4921	FABIO TEIXEIRA
81044	SUPERCUTS	OLIVE HILL SHOPPING CENTER	1531 ELDRIDGE PKWY STE 120	HOUSTON	TX	77077	US	281-531-1550	LARRY AND SHAWANDA CODAY
81136	SUPERCUTS	VINTAGE MARKETPLACE	10123 LOUETTA RD	HOUSTON	TX	77070	US	832-843-7144	FABIO TEIXEIRA
81436	SUPERCUTS	MEDICAL CENTER	7811 MAIN ST STE 200	HOUSTON	TX	77030	US	713-505-1818	JAFAR ALIZADEH
81583	SUPERCUTS	HEB CLEAR LAKE	16807 EL CAMINO REAL	HOUSTON	TX	77058	US	281-461-4700	FABIO TEIXEIRA
81898	SUPERCUTS	ELDRIDGE TOWN CENTER	12414 FM 1960 WEST	HOUSTON	TX	77065	US	832-237-0005	JEROME & ANGELIA LEAKE
82030	SUPERCUTS	WOODWAY SQUARE CENTER	6543 WOODWAY DR	HOUSTON	TX	77057	US	713-973-2695	FABIO TEIXEIRA
82272	SUPERCUTS	WESTGATE MARKETPLACE SHOPPING	1462 FRY RD	HOUSTON	TX	77084	US	281-398-7300	BABAK AND SABINA HUSEYNLY
82732	SUPERCUTS	WASHINGTON CENTRAL	4015 WASHINGTON AVE	HOUSTON	TX	77007	US	832-831-5197	AMMAR JABR & DARA ABUSADA
82764	SUPERCUTS	CARILLON CENTER	10001 WESTHEIMER RD STE 1010A	HOUSTON	TX	77042	US	713-783-3141	LARRY AND SHAWANDA CODAY
82767	SUPERCUTS	PLAZAS AT MIDTOWN	2509 BAGBY ST	HOUSTON	TX	77006	US	713-524-9810	MEET AGRAWAL
82768	SUPERCUTS	ALLEN CENTER	500 DALLAS ST STE T08	HOUSTON	TX	77002	US	713-652-3855	MEET AGRAWAL
82770	SUPERCUTS	GULFGATE CENTER	765 GULFGATE CTR	HOUSTON	TX	77087	US	713-645-9800	MEET AGRAWAL
82771	SUPERCUTS	CLEAR LAKE	1958 EL DORADO BLVD	HOUSTON	TX	77062	US	281-486-2085	MEET AGRAWAL
89093	SUPERCUTS	OAK FOREST SHOPPING CENTER	1227 W 43RD ST STE B	HOUSTON	TX	77018	US	713-683-0001	FABIO TEIXEIRA
82417	SUPERCUTS	H E B SHOPPING CENTER	100 HUDSON OAKS DR STE 135	HUDSON OAKS	TX	76087	US	817-757-7331	BETH DRISKILL
8562	SUPERCUTS	CORUM HUMBLE SHOPPING CENTER	202 FM 1960 BYPASS RD E	HUMBLE	TX	77338	US	281-446-0958	CHRISTINA CAMPBELL
80736	SUPERCUTS	WOODFOREST PLAZA	6480 FM 1960 E	HUMBLE	TX	77346	US	281-540-0355	CHRISTINA CAMPBELL

81340	SUPERCUTS	PIPELINE POINTE	1491 W PIPELINE RD	HURST	TX	76053	US	817-595-2480	DAVID FESPERMAN
8201	SUPERCUTS	GRANDE MALL	2670 N BELTLINE RD	IRVING	TX	75062	US	972-255-7191	DEBRA PESNELL
8449	SUPERCUTS	LAS COLINAS PLAZA	4020 N MACARTHUR BLVD STE 130	IRVING	TX	75038	US	972-650-9100	DEBRA PESNELL
81853	SUPERCUTS	JACKSON VILLAGE	1009 S JACKSON ST STE 115	JACKSONVILLE	TX	75766	US	903-541-0375	JOSHUA EDWARDS
8935	SUPERCUTS	MASON PLAZA	430 S MASON	KATY	TX	77450	US	281-395-0303	ALAN SAGER
80962	SUPERCUTS	KATY MAIN STREET	25621 NELSON WAY STE 120	KATY	TX	77494	US	281-394-2888	BABAK AND SABINA HUSEYNLY
81084	SUPERCUTS	SOUTHPARK AT CINCO RANCH	9550 SPRING GREEN BLVD STE 428	KATY	TX	77494	US	281-394-5058	NANDAN AND LAKSHMI PUVVADA
81462	SUPERCUTS	THE MARKET AT VILLAGE CENTER	23730 WESTHEIMER PKWY STE R	KATY	TX	77494	US	281-574-3116	BABAK AND SABINA HUSEYNLY
81789	SUPERCUTS	GRAND MORTON TOWN CENTER	2722 W GRAND PARKWAY N STE 170	KATY	TX	77449	US	281-665-3390	SANDRA & MANUEL HERRERA
81690	SUPERCUTS	PARK VISTA	5309 GOLDEN TRIANGLE BLVD	KELLER	TX	76244	US	817-381-1650	DAVID FESPERMAN
82772	SUPERCUTS	WALMART CENTER	153 FM 518 RD STE B	KEMAH	TX	77565	US	281-538-7411	MEET AGRAWAL
81234	SUPERCUTS	NORTHPARK RETAIL CENTER	300 NORTHPARK DR STE 200	KINGWOOD	TX	77339	US	281-623-5187	CHRISTINA CAMPBELL
80986	SUPERCUTS	KYLE CROSSING	5167 KYLE CENTER DR STE 105	KYLE	TX	78640	US	512-262-7725	ALAN SAGER
83331	SUPERCUTS	LA MARQUE CROSSING	6408 INTERSTATE 45 STE C	LA MARQUE	TX	77568	US	409-986-7530	VIKIE AGRAWAL
82799	SUPERCUTS	DEER PARK STATION	9001 SPENCER HWY STE D	LA PORTE	TX	77571	US	281-542-0152	MEET AGRAWAL
83334	SUPERCUTS	LAKE JACKSON	200 W HIGHWAY 332 STE C	LAKE JACKSON	TX	77566	US	979-297-2515	VIKIE AGRAWAL
81569	SUPERCUTS	HIDDEN LAKES RETAIL	2555 E LEAGUE CITY PKWY # 140	LEAGUE CITY	TX	77573	US	281-334-1121	DAVID QUAN AND TUYEN NGUYEN
81778	SUPERCUTS	MARKETPLACE AT NINETY SIX	1911 W LEAGUE CITY PKWY # 170	LEAGUE CITY	TX	77573	US	281-607-5500	FABIO TEIXEIRA
82040	SUPERCUTS	LEANDER SHOPS	651 N US HIGHWAY 183 STE 240	LEANDER	TX	78641	US	512-260-3443	GARY BENNETT
8553	SUPERCUTS	OLD ORCHARD EAST SHOPPING CTR	1288 W MAIN ST STE 140	LEWISVILLE	TX	75067	US	972-434-1950	DEBRA PESNELL
81240	SUPERCUTS	THE SHOPS OF CASTLE HILLS	6225 N JOSEY LN STE 110	LEWISVILLE	TX	75056	US	214-494-6331	DEBRA PESNELL
8366	SUPERCUTS	PAPACITA'S VILLAGE	303 W LOOP 281 STE 115	LONGVIEW	TX	75605	US	903-663-3033	KYLE BROWN
8388	SUPERCUTS	WESTWOOD CENTER	5404 4TH ST STE D	LUBBOCK	TX	79416	US	806-785-0075	JIM PURYEAR
81331	SUPERCUTS	SPROUTS CENTER	1530 E DEBBIE LN STE 138	MANSFIELD	TX	76063	US	817-453-6360	BETH DRISKILL
80048	SUPERCUTS	GREENSWOOD PLAZA	4615 N 10TH ST	MCALLEN	TX	78504	US	956-994-8668	MICHAEL MANOJ AND BENNY KALLARACKAL

80168	SUPERCUTS	MCKINNEY MARKETPLACE	3001 S CENTRAL EXPY	MCKINNEY	TX	75070	US	214-585-0124	KASRA HASHEMI
81504	SUPERCUTS	WINCO PAD	1521 W UNIVERSITY DR STE 110	MCKINNEY	TX	75069	US	469-952-5907	NICHOLAS HASSAN
81848	SUPERCUTS	CUSTER RD AND ELDORADO	3241 S CUSTER RD	MCKINNEY	TX	75070	US	972-547-6666	NICHOLAS HASSAN
82895	SUPERCUTS	LAKE FOREST CROSSING	4180 S LAKE FOREST DR STE 410	MCKINNEY	TX	75070	US	214-504-0623	DEBRA PESNELL AND NICHOLAS HASSAN
8240	SUPERCUTS	MESQUITE	3522 GUS THOMASSON RD STE 108	MESQUITE	TX	75150	US	972-681-8195	JAMES BIEDA
8404	SUPERCUTS	MESA VERDE SHOPPING CENTER	2215 N MIDLAND DR STE D	MIDLAND	TX	79707	US	432-689-9927	JIM PURYEAR
82073	SUPERCUTS	MIDLOTHIAN TOWNE CROSSING	2210 FM 663 STE 132	MIDLOTHIAN	TX	76065	US	469-612-5557	RAJESH & RACHNA GHAI
80545	SUPERCUTS	SHARY SHOPS	2307 E GRIFFIN PKWY STE D	MISSION	TX	78572	US	956-584-7500	MICHAEL MANOJ AND BENNY KALLARACKAL
82063	SUPERCUTS	MONT BELVIEU MARKETPLACE	9115 EAGLE DR STE 200	MONT BELVIEU	TX	77580	US	832-307-7148	SHAWN & CHRISELDA MORGAN
81055	SUPERCUTS	MURPHY MARKETPLACE	121 E FM 544 STE 127	MURPHY	TX	75094	US	972-423-9700	CHRISTINA CAMPBELL
8730	SUPERCUTS	WALNUT SQUARE	606 S WALNUT AVE STE 300	NEW BRAUNFELS	TX	78130	US	830-620-1700	VIKIE AGRAWAL
81860	SUPERCUTS	VALLEY RANCH	21968 MARKET PLACE DR STE 200	NEW CANEY	TX	77357	US	281-577-3080	CHRISTINA CAMPBELL
8227	SUPERCUTS	MEADOW CREST CORNERS	5350 RUFE SNOW DR	NORTH RICHLAND HILLS	TX	76180	US	817-281-6468	DAVID FESPERMAN
81204	SUPERCUTS	NORTH TARRANT MARKETPLACE	9160 N TARRANT PKWY	NORTH RICHLAND HILLS	TX	76182	US	817-576-2009	MARSHA & DON DUDLEY
8293	SUPERCUTS	LIVE OAK SHOPPING CENTER	1309 E 8TH ST	ODESSA	TX	79761	US	432-335-5814	JIM PURYEAR
81741	SUPERCUTS	PETCO SHOPPING CENTER	3908 LAMAR AVE	PARIS	TX	75462	US	903-784-1515	MARSHA & DON DUDLEY
82800	SUPERCUTS	FAIRMONT	5233 FAIRMONT PKWY STE H2	PASADENA	TX	77505	US	281-991-0229	MEET AGRAWAL
81173	SUPERCUTS	EAST PEARLAND HEB	2708 PEARLAND PKWY STE 180	PEARLAND	TX	77581	US	281-412-4450	FABIO TEIXEIRA
82137	SUPERCUTS	SHADOW CREEK MARKETPLACE	2803 BUSINESS CENTER DR # 133	PEARLAND	TX	77584	US	713-340-0737	FABIO TEIXEIRA
81235	SUPERCUTS	STONE HILL TOWN CENTER	1608 TOWN CENTER DR STE 400	PFLUGERVILLE	TX	78660	US	512-428-4947	ALAN SAGER
82896	SUPERCUTS	PARKVIEW SQUARE	1100 W PARKER RD STE 520	PLANO	TX	75075	US	972-423-6266	DEBRA PESNELL AND NICHOLAS HASSAN
83021	SUPERCUTS	PLANO MARKET STREET	1941 PRESTON RD STE 1003	PLANO	TX	75093	US	972-248-7387	DEBRA PESNELL AND NICHOLAS HASSAN
83327	SUPERCUTS	GULF BREEZE SHOPPING CENTER	4700 HIGHWAY 365 STE K	PORT ARTHUR	TX	77642	US	409-724-7253	VIKIE AGRAWAL
80864	SUPERCUTS	ESPLANADE AT NORTHSHORE	1702 HIGHWAY 181 STE B2	PORTLAND	TX	78374	US	361-643-2539	KATHY AND MIGUEL SHERMAN

81776	SUPERCUTS	SHOPS AT PROSPER TRAIL	1170 N PRESTON RD STE 140	PROSPER	TX	75078	US	972-347-6288	JEFF AKGUL
8690	SUPERCUTS	RICHARDSON VILLAGE SHOP CTR	1374 E BELT LINE RD	RICHARDSON	TX	75081	US	469-567-3203	RAJESH & RACHNA GHAI
81222	SUPERCUTS	LENNOX CENTER	3501 CUSTER PKWY STE 101	RICHARDSON	TX	75080	US	972-783-1161	RAJESH & RACHNA GHAI
83293	SUPERCUTS	CANYON CREEK SHOPPING CENTER	344 W CAMPBELL RD	RICHARDSON	TX	75080	US	469-248-3568	AMLAN AND GITA BARDHAN
82418	SUPERCUTS	SHOPS AT ALIANA	18320 W AIRPORT BLVD	RICHMOND	TX	77407	US	346-874-7528	FABIO TEIXEIRA
81717	SUPERCUTS	MARSHALL CREEK	1320 N HIGHWAY 377 STE 200	ROANOKE	TX	76262	US	682-237-7214	RAJESH & RACHNA GHAI
8443	SUPERCUTS	BOARDWALK CENTER	2601 S I H 35 STE 400	ROUND ROCK	TX	78664	US	512-218-0511	ALAN SAGER
81083	SUPERCUTS	UNIVERSITY COMMONS	210 UNIVERSITY BLVD	ROUND ROCK	TX	78665	US	512-863-2191	ALAN SAGER
81396	SUPERCUTS	BECK COMMONS	16560 RR 620 STE 114	ROUND ROCK	TX	78681	US	512-494-6768	ALAN SAGER
81207	SUPERCUTS	LAKE POINTE MARKET	6702 DALROCK RD STE 124	ROWLETT	TX	75089	US	214-607-4247	DEBRA PESNELL
81287	SUPERCUTS	BOSWELL TOWNE SHOPPING CENTER	1205 N SAGINAW BLVD	SAGINAW	TX	76179	US	817-847-5034	MARSHA & DON DUDLEY
8291	SUPERCUTS	CORNERS AT SUNSET MALL	4241 SOUTHWEST BLVD STE 107A	SAN ANGELO	TX	76904	US	325-942-7521	JIM PURYEAR
81380	SUPERCUTS	PATRON PLAZA	1431 PALO ALTO RD STE 106	SAN ANTONIO	TX	78211	US	210-248-9101	GARY BENNETT
82100	SUPERCUTS	HEB WILDERNESS OAK	23714 HARDY OAK BLVD STE 103	SAN ANTONIO	TX	78260	US	210-858-9239	JAGDISH KAPADIA
82186	SUPERCUTS	SHOPS AT POTRANCO	10538 POTRANCO RD	SAN ANTONIO	TX	78245	US	210-455-6547	GARY BENNETT
82510	SUPERCUTS	HEB SHOPPING CENTER	9234 N 1604 W STE 113	SAN ANTONIO	TX	78249	US	210-521-2995	VIKIE AGRAWAL
82511	SUPERCUTS	ALAMO RANCH	5519 W LOOP 1604 N STE 105	SAN ANTONIO	TX	78253	US	210-509-7575	VIKIE AGRAWAL
82512	SUPERCUTS	UNIVERSITY HEIGHTS	12822 IH 10 W BLDG 2 STE 207	SAN ANTONIO	TX	78249	US	210-641-1900	VIKIE AGRAWAL
82515	SUPERCUTS	COLONNADE 1 SHOPPING CENTER	9817 W INTERSTATE 10	SAN ANTONIO	TX	78230	US	210-691-1003	VIKIE AGRAWAL
82516	SUPERCUTS	THE SHOPS AT WESTPOINTE	8403 STATE HIGHWAY 151 STE 105	SAN ANTONIO	TX	78245	US	210-521-0110	VIKIE AGRAWAL
82517	SUPERCUTS	NORTH SALADO VILLAGE	2325 NW MILITARY HWY	SAN ANTONIO	TX	78231	US	210-541-9644	VIKIE AGRAWAL
82518	SUPERCUTS	THE VINEYARDS	1203 N LOOP 1604 W STE 113	SAN ANTONIO	TX	78258	US	210-764-0820	VIKIE AGRAWAL
82520	SUPERCUTS	PARK NORTH SHOPPING CENTER	510 NW LOOP 410 STE 103	SAN ANTONIO	TX	78216	US	210-530-2500	VIKIE AGRAWAL
82521	SUPERCUTS	THE STEWART CENTER	5114 BROADWAY ST	SAN ANTONIO	TX	78209	US	210-824-8158	VIKIE AGRAWAL
82522	SUPERCUTS	NORTHWOODS SHOPPING CENTER	1730 N LOOP 1604 E STE 103	SAN ANTONIO	TX	78232	US	210-404-2737	VIKIE AGRAWAL
82523	SUPERCUTS	ALISON'S CORNER	2716 SW MILITARY DR STE 104	SAN ANTONIO	TX	78224	US	210-924-9757	VIKIE AGRAWAL

82528	SUPERCUTS	MCCRELESS COURT SHOPPING CTR	2374 E SOUTHCROSS BLVD	SAN ANTONIO	TX	78223	US	210-533-2161	VIKIE AGRAWAL
82529	SUPERCUTS	SOUTHWEST JUNCTION	167 SW MILITARY DR	SAN ANTONIO	TX	78221	US	210-922-0099	VIKIE AGRAWAL
8532	SUPERCUTS	SAN MAR PLAZA	929 HIGHWAY 80	SAN MARCOS	TX	78666	US	512-396-1100	ALAN SAGER
82524	SUPERCUTS	THE FORUM	8222 AGORA PKWY	SCHERTZ	TX	78154	US	210-566-8282	VIKIE AGRAWAL
81617	SUPERCUTS	KING PLAZA	1415 E WALNUT ST STE 100	SEGUIN	TX	78155	US	830-379-0415	VIKIE AGRAWAL
82199	SUPERCUTS	SOUTHLAKE CORNERS	200 N KIMBALL AVE STE 202	SOUTHLAKE	TX	76092	US	817-912-1915	DAVID FESPERMAN
8827	SUPERCUTS	CORUM STATION SHOPPING CENTER	4720 LOUETTA AVE	SPRING	TX	77388	US	281-353-7445	ALAN SAGER
80904	SUPERCUTS	SPRING MARKETPLACE	24230 KUYKENDAHL RD STE 330	SPRING	TX	77375	US	281-205-7065	DAVID & RITA MUNOZ-DALATI
81398	SUPERCUTS	CYPRESSWOOD COURT SHOPPING CTR	19507 INTERSTATE 45 STE 800	SPRING	TX	77388	US	281-350-2518	CATHERINE YAN AND THI CAO
81596	SUPERCUTS	LOUETTA CENTRAL	20622 I-45 NORTH STE B	SPRING	TX	77373	US	281-350-4140	VIKIE AGRAWAL
81705	SUPERCUTS	SPRINGWOODS VILLAGE	2162 SPRING STUEBNER STE 170	SPRING	TX	77389	US	346-224-8800	JAFAR ALIZADEH
81708	SUPERCUTS	SINGING HILLS	286 SINGING OAKS	SPRING BRANCH	TX	78070	US	830-438-3545	GARY BENNETT
82218	SUPERCUTS	THE FOUNTAINS	12720 FOUNTAIN LAKE CIR	STAFFORD	TX	77477	US	281-491-4140	LARRY AND SHAWANDA CODAY
81815	SUPERCUTS		2900 W WASHINGTON ST STE 72	STEPHENVILLE	TX	76401	US	254-968-3374	OMAR HAJEE AND ANKUR KAMDAR
81124	SUPERCUTS	THE EXCHANGE AT TELFAIR	13425 UNIVERSITY BLVD STE 400	SUGAR LAND	TX	77479	US	281-494-0748	LARRY AND SHAWANDA CODAY
81957	SUPERCUTS	RIVERSTONE PLACE	18802 UNIVERSITY BLVD STE 120	SUGAR LAND	TX	77479	US	281-778-8100	LARRY AND SHAWANDA CODAY
82217	SUPERCUTS	FIRST COLONY COMMONS	15205 SOUTHWEST FWY	SUGAR LAND	TX	77478	US	281-491-0220	LARRY AND SHAWANDA CODAY
82219	SUPERCUTS	RIVERPARK SHOPPING CENTER	19968 SOUTHWEST FWY	SUGAR LAND	TX	77479	US	281-342-0606	LARRY AND SHAWANDA CODAY
8881	SUPERCUTS	MARKET PLACE SHOPPING CENTER	2910 S 31ST ST	TEMPLE	TX	76502	US	254-773-0113	ALAN SAGER
81664	SUPERCUTS	WALMART CENTER	6607 W ADAMS AVE STE D	TEMPLE	TX	76502	US	254-598-2506	ALAN SAGER
89074	SUPERCUTS	THE WOODLANDS	309 SAWDUST RD STE C	THE WOODLANDS	TX	77380	US	281-367-5878	FABIO TEIXEIRA
8336	SUPERCUTS	TOMBALL PARKWAY SHOPPING CTR	27676 STATE HIGHWAY 249	TOMBALL	TX	77375	US	281-357-0091	ALAN SAGER
8460	SUPERCUTS	GREEN ACRES SHOPPING CENTER	1725 TROUP HWY STE A	TYLER	TX	75701	US	903-597-8441	RICHARD AND LAURA TUCKER
80445	SUPERCUTS	TYLER RETAIL CENTER	6721 S BROADWAY AVE	TYLER	TX	75703	US	903-509-4242	RICHARD AND LAURA TUCKER
82892	SUPERCUTS	NORTHLAKE MARKET	520 KITTY HAWK	UNIVERSAL CITY	TX	78148	US	210-437-3445	GARY BENNETT
8278	SUPERCUTS	THE CENTRE AT NAVARRO	5214 N NAVARRO ST	VICTORIA	TX	77904	US	361-572-9222	ARTHUR L.GARCIA

80774	SUPERCUTS	VICTORIA CROSSING	7002 NE ZAC LENTAZ STE I	VICTORIA	TX	77904	US	361-578-2323	ARTHUR L.GARCIA
81289	SUPERCUTS		901 N LOOP 340	WACO	TX	76705	US	254-867-0101	OMAR HAJEE AND ANKUR KAMDAR
81676	SUPERCUTS	SUNSET PLAZA	1601 N VALLEY MILLS DR	WACO	TX	76710	US	254-751-1010	GARY BENNETT
82031	SUPERCUTS	WAXAHACHIE TOWN CENTER	1440 N HIGHWAY 77	WAXAHACHIE	TX	75165	US	972-937-2028	RAJESH & RACHNA GHAI
81818	SUPERCUTS		177 COLLEGE PARK DR	WEATHERFORD	TX	76086	US	817-599-8052	MARSHA & DON DUDLEY
80923	SUPERCUTS	VALLEY CROSSING SHOPPING CTR	515 E EXPRESSWAY 83 STE B	WESLACO	TX	78596	US	956-968-3344	MICHAEL MANOJ AND BENNY KALLARACKAL
8269	SUPERCUTS	WICHITA FALLS	3909 KEMP BLVD	WICHITA FALLS	TX	76308	US	940-692-8851	JIM PURYEAR
82236	SUPERCUTS	WILLIS OUTPARCEL	9571 WEST FM 1097 STE 300	WILLIS	TX	77318	US	936-228-0468	VIKIE AGRAWAL
82419	SUPERCUTS	IN WYLIE NEXT TO SCHLOTZSKY'S	330 S STATE HIGHWAY 78 STE 300	WYLIE CITY	TX	75098	US	469-782-0055	NARASIMHAM BATLANKI & APARNA DEVI
81785	SUPERCUTS	WALMART CENTER	870 W 1150 S STE B	BRIGHAM CITY	UT	84302	US	435-723-1666	RICHARD & DIANN BLEDSOE
81665	SUPERCUTS	CLINTON PINES	1776 N 2000 W STE 3	CLINTON	UT	84015	US	801-776-0476	STEPHEN STRINGHAM AND RODNEY MEDEIROS
81782	SUPERCUTS	HARRISVILLE RETAIL CENTER	502 N 325 E	HARRISVILLE	UT	84404	US	801-782-9238	RICHARD & DIANN BLEDSOE
81507	SUPERCUTS	HERRIMAN TOWNE CENTER	5174 W 13400 S STE 103	HERRIMAN	UT	84096	US	801-302-7274	JARED & JENNIFER PETERSON
81691	SUPERCUTS	KAYSVILLE TOWN CENTER	349 N FLINT ST STE 109	KAYSVILLE	UT	84037	US	801-719-6089	JARED & JENNIFER PETERSON
80970	SUPERCUTS	LAYTON MARKETPLACE	759 W ANTELOPE DR	LAYTON	UT	84041	US	801-525-0210	RICHARD & DIANN BLEDSOE
81792	SUPERCUTS	LOGAN GATEWAY	970 S HIGHWAY 89 STE 120	LOGAN	UT	84321	US	435-755-3255	RICHARD & DIANN BLEDSOE
83289	SUPERCUTS	FAMILY CENTER	7186 S UNION PARK AVE STE 8	MIDVALE	UT	84047	US	801-565-1996	RICHARD & DIANN BLEDSOE
81087	SUPERCUTS	FOXBORO MARKETPLACE	761 N REDWOOD RD STE 130	NORTH SALT LAKE	UT	84054	US	385-420-5735	JARED & JENNIFER PETERSON
82836	SUPERCUTS	SHOPPES AT ZION	250 RED CLIFFS DR	SAINT GEORGE	UT	84790	US	435-879-3411	RICHARD & DIANN BLEDSOE
82488	SUPERCUTS	SUGARHOUSE CENTER	2274 S 1300 E STE G16	SALT LAKE CITY	UT	84106	US	801-485-4800	JARED & JENNIFER PETERSON
82173	SUPERCUTS	QUARRY BEND SHOPPING CENTER	9342 S VILLAGE SHOP DR	SANDY	UT	84094	US	801-352-4155	RICHARD & DIANN BLEDSOE
81647	SUPERCUTS	THE CROSSING AT SARATOGA SPRGS	717 N REDWOOD RD STE 110	SARATOGA SPRINGS	UT	84045	US	801-768-9034	RICHARD & DIANN BLEDSOE
81668	SUPERCUTS	THE VILLAGE IN SPRINGVILLE	1101 W 400 S STE 304	SPRINGVILLE	UT	84663	US	801-704-9019	RICHARD & DIANN BLEDSOE

83285	SUPERCUTS	TOOELE LANDING	1197 N MAIN ST STE G	TOOELE	UT	84074	US	435-228-6624	RICHARD & DIANN BLEDSOE
83288	SUPERCUTS	AIRPORT CENTER	7689 S JORDAN LANDING BLVD 130	WEST JORDAN	UT	84084	US	801-280-5383	RICHARD & DIANN BLEDSOE
80979	SUPERCUTS	35TH SOUTH CENTER	2723 W 3500 S STE 120	WEST VALLEY CITY	UT	84119	US	801-878-4837	RICHARD & DIANN BLEDSOE
82923	SUPERCUTS	CROSSROADS AT CHESAPEAKE SQ	4107 PORTSMOUTH BLVD STE 104	CHESAPEAKE	VA	23321	US	757-488-2286	ADAM KENT & GEOFFREY BLOCK
82931	SUPERCUTS	HANBURY SHOPPING CENTER	235 HANBURY RD E STE 7	CHESAPEAKE	VA	23322	US	757-482-4353	ADAM KENT & GEOFFREY BLOCK
82932	SUPERCUTS	GREENBRIER SOUTH SHOPPING CTR	801 VOLVO PKWY STE 112	CHESAPEAKE	VA	23320	US	757-436-7176	ADAM KENT & GEOFFREY BLOCK
82933	SUPERCUTS	GAINESBOROUGH MARKETPLACE	109 GAINESBOROUGH SQ STE F	CHESAPEAKE	VA	23320	US	757-549-6661	ADAM KENT & GEOFFREY BLOCK
80140	SUPERCUTS	SPRADLIN FARM SHOPPING CENTER	50 SPRADLIN FARM DR	CHRISTIANSBUR G	VA	24073	US	540-382-0535	TOM & LINDA GILTZ
80910	SUPERCUTS	COLONIAL SQUARE SHOPPING CTR	3015 BOULEVARD	COLONIAL HEIGHTS	VA	23834	US	804-520-4013	WILL GREGORY
81145	SUPERCUTS	BOTETOURT COMMONS	100 KINGSTON DR	DALEVILLE	VA	24083	US	540-992-6557	TOM & LINDA GILTZ
82914	SUPERCUTS	GLOUCESTER SHOPPING CENTER	6581 MARKET DR	GLOUCESTER	VA	23061	US	804-694-4865	ADAM KENT & GEOFFREY BLOCK
82913	SUPERCUTS	GRAFTON SHOPPES	4433 GEORGE WASHINGTON MEM HWY	GRAFTON	VA	23692	US	757-874-3569	ADAM KENT & GEOFFREY BLOCK
82919	SUPERCUTS	COLISEUM SQUARE	2040 COLISEUM DR STE 18	HAMPTON	VA	23666	US	757-825-0817	ADAM KENT & GEOFFREY BLOCK
82921	SUPERCUTS	HAMPTON TOWN CENTER	12 TOWNE CENTRE WAY	HAMPTON	VA	23666	US	757-826-8300	ADAM KENT & GEOFFREY BLOCK
81149	SUPERCUTS	FRESH MARKET CROSSING	3901 OLD FOREST RD STE 104	LYNCHBURG	VA	24501	US	434-385-5993	TOM & LINDA GILTZ
82916	SUPERCUTS	SHOPPES AT CNU VILLAGE	12368 WARWICK BLVD STE A113	NEWPORT NEWS	VA	23606	US	757-595-4129	ADAM KENT & GEOFFREY BLOCK
82917	SUPERCUTS	BAYBERRY VILLAGE	980 J CLYDE MORRIS BLVD # 118	NEWPORT NEWS	VA	23601	US	757-599-6813	ADAM KENT & GEOFFREY BLOCK
82918	SUPERCUTS	JEFFERSON GREEN	12229 JEFFERSON AVE	NEWPORT NEWS	VA	23602	US	757-249-9020	ADAM KENT & GEOFFREY BLOCK
80957	SUPERCUTS	NORTH MARKET SHOPPING CENTER	7214 WILLIAMSON RD	ROANOKE	VA	24019	US	540-362-1119	TOM & LINDA GILTZ
81021	SUPERCUTS	KROGER TOWNE SQUARE	5050 RUTGERS ST NW STE 101	ROANOKE	VA	24012	US	540-265-5988	TOM & LINDA GILTZ
81122	SUPERCUTS	TOWERS SHOPPING CENTER	2125 COLONIAL AVE SW	ROANOKE	VA	24015	US	540-343-1818	TOM & LINDA GILTZ
81139	SUPERCUTS	SPRING WOOD PARK	3260 ELECTRIC RD STE 502	ROANOKE	VA	24018	US	540-776-1999	TOM & LINDA GILTZ
81622	SUPERCUTS	IVY RIDGE MARKETPLACE	3433 ORANGE AVE NE UNIT C2	ROANOKE	VA	24012	US	540-345-1815	TOM & LINDA GILTZ
81015	SUPERCUTS	ROCKY MOUNT MARKET PLACE	400 OLD FRANKLIN TURNPIKE	ROCKY MOUNT	VA	24151	US	540-482-0414	TOM & LINDA GILTZ

80727	SUPERCUTS	MAIN STREET SHOPPES	1411 W MAIN ST	SALEM	VA	24153	US	540-375-7212	TOM & LINDA GILTZ
81201	SUPERCUTS	BENNETT'S CREEK CROSSING	3575 BRIDGE RD STE 9	SUFFOLK	VA	23435	US	757-484-8330	ANGELA BAYLOR
82925	SUPERCUTS	PARKWAY MARKETPLACE	5004 FERRELL PKWY STE 101	VIRGINIA BEACH	VA	23464	US	757-474-2000	ADAM KENT & GEOFFREY BLOCK
82926	SUPERCUTS	PRINCESS SHOPPING CENTER	2052 S INDEPENDENCE BLVD STE 6	VIRGINIA BEACH	VA	23453	US	757-471-8841	ADAM KENT & GEOFFREY BLOCK
82927	SUPERCUTS	KEMPSVILLE CROSSING	1832 KEMPSVILLE RD STE 1120	VIRGINIA BEACH	VA	23464	US	757-479-3795	ADAM KENT & GEOFFREY BLOCK
82929	SUPERCUTS	RED MILL WALK SOUTH	2277 UPTON DR STE 712	VIRGINIA BEACH	VA	23454	US	757-430-1308	ADAM KENT & GEOFFREY BLOCK
83382	SUPERCUTS	WINDSOR MEAD MARKETPLACE	4950 MONTICELLO AVE STE 11	WILLIAMSBURG	VA	23188	US	757-564-1604	ADAM KENT & GEOFFREY BLOCK
83383	SUPERCUTS	WILLIAMSBURG MARKETPLACE	6610 E MOORETOWN RD	WILLIAMSBURG	VA	23188	US	757-221-0983	ADAM KENT & GEOFFREY BLOCK
83385	SUPERCUTS	QUARTERPATH SHOPPING CENTER	1490 QUARTERPATH RD STE 5G	WILLIAMSBURG	VA	23185	US	757-565-2326	ADAM KENT & GEOFFREY BLOCK
82745	SUPERCUTS	MONUMENT PLAZA	214 NORTHSIDE DR STE 4	BENNINGTON	VT	05201	US	802-442-7402	TOM & LUCINDA SANDS
83305	SUPERCUTS	LOWES PLAZA	52 SUNDERLAND WAY	ESSEX	VT	05452	US	802-871-5163	ROBERT OWEN
80894	SUPERCUTS	HANNAFORD CENTRE SHOPPING CTR	260 COURT ST	MIDDLEBURY	VT	05753	US	802-388-5400	ROBERT OWEN
81868	SUPERCUTS	GREEN MOUNTAIN PLAZA	306 S MAIN ST STE 306C	RUTLAND	VT	05701	US	802-776-4958	ROBERT OWEN
80499	SUPERCUTS	THE GATEWAY SHOPPING CENTER	570 SHELBURNE RD	SOUTH BURLINGTON	VT	05403	US	802-651-1000	ROBERT OWEN
80448	SUPERCUTS	TAFT CORNERS	62 MERCHANTS ROW STE 101	WILLISTON	VT	05495	US	802-872-2800	ROBERT OWEN
81873	SUPERCUTS	HAYFORD CROSSING	10829 W SUNSET HWY 2 STE 3	AIRWAY HEIGHTS	WA	99001	US	509-315-9685	DAVID WUNDERLIN AND KARI LYNN TUPPER
8822	SUPERCUTS	NORTH SHOPPING CENTER	1207 AUBURN WAY N	AUBURN	WA	98002	US	253-931-5505	CANDICE WALKER
80116	SUPERCUTS	BATTLE GROUND SQUARE	11 NW 12TH AVE STE 102	BATTLE GROUND	WA	98604	US	360-687-3100	KARIN PORTICOS
81854	SUPERCUTS	SUNSET SQUARE SHOPPING CENTER	1225 E SUNSET DR STE 103	BELLINGHAM	WA	98226	US	360-734-0638	GERALD REILLY
82406	SUPERCUTS	LAKEWAY SHOPPING CENTER	1054 LAKEWAY DR	BELLINGHAM	WA	98229	US	360-733-4142	MAHEEP HAYER AND HARJOT HAYER
81683	SUPERCUTS	THE MARKET AT LAKE TAPPS	19479 STATE ROUTE 410 E	BONNEY LAKE	WA	98391	US	253-447-8806	ANYA BYRNE
81884	SUPERCUTS	BOTHELL CENTER	18827 BOTHELL WAY NE STE 105	BOTHELL	WA	98011	US	425-424-3654	BING & JERRY TENG
82431	SUPERCUTS	THRASHERS CORNER	2020 MALTBY RD STE 5	BOTHELL	WA	98021	US	425-486-7870	AHSAN FAROOQ & JUNAID AHMED & NISHA
8782	SUPERCUTS	FRED MEYER PLAZA	5050 STATE HIGHWAY 303 NE	BREMERTON	WA	98311	US	360-373-6002	CANDICE WALKER

8112	SUPERCUTS	OLD TOWN BURIEN	15229 AMBAUM BLVD SW	BURIEN	WA	98166	US	206-242-8866	CANDICE WALKER
80115	SUPERCUTS	WENATCHEE/PETCO SHOPPING CTR	500 VALLEY MALL PKWY	EAST WENATCHEE	WA	98802	US	509-886-1727	DAVID WUNDERLIN AND KARI LYNN TUPPER
8748	SUPERCUTS	AURORA MARKETPLACE	23632 HIGHWAY 99 STE J	EDMONDS	WA	98026	US	425-672-9105	DAVID WUNDERLIN AND KARI LYNN TUPPER
8527	SUPERCUTS	ELLENSBURG SQUARE	409 S MAIN ST	ELLENSBURG	WA	98926	US	509-962-6525	DAVID WUNDERLIN AND KARI LYNN TUPPER
8418	SUPERCUTS	EVERETT	6520B EVERGREEN WAY	EVERETT	WA	98203	US	425-347-0111	DAVID WUNDERLIN AND KARI LYNN TUPPER
81478	SUPERCUTS	GREEN TREE PLAZA	505 SE EVERETT MALL WAY STE 2	EVERETT	WA	98208	US	425-353-1563	THAO CAO (JENNY)
8612	SUPERCUTS	PICKERING SQUARE	1802 12TH AVE NW STE D	ISSAQUAH	WA	98027	US	425-392-3553	CANDICE WALKER
80103	SUPERCUTS	WEST CLEARWATER	4311 W CLEARWATER AVE STE E	KENNEWICK	WA	99336	US	509-734-8999	DAVID WUNDERLIN AND KARI LYNN TUPPER
8749	SUPERCUTS	TOTEM LAKE WEST	11320 NE 124TH ST	KIRKLAND	WA	98034	US	425-823-1161	PAUL WALKER
80164	SUPERCUTS	HAWKS PRAIRIE VILLAGE	1401 MARVIN RD NE STE 106	LACEY	WA	98516	US	360-923-1495	PAUL WALKER
8533	SUPERCUTS	LAKEWOOD TOWNE CENTER	6111 LAKEWOOD TOWN CTR BLVD	LAKEWOOD	WA	98499	US	253-584-2121	CANDICE WALKER
80113	SUPERCUTS	YOKES FRESH MARKET	1235 N LIBERTY LAKE RD STE 102	LIBERTY LAKE	WA	99019	US	509-892-6760	DAVID WUNDERLIN AND KARI LYNN TUPPER
81429	SUPERCUTS	LYNNWOOD FRED MEYER	4615 196TH ST SW STE 140	LYNNWOOD	WA	98036	US	425-771-7881	DAVID WUNDERLIN AND KARI LYNN TUPPER
81211	SUPERCUTS	FOUR CORNERS SQUARE STE J130	26565 MAPLE VLY BLK DIAMOND SE	MAPLE VALLEY	WA	98038	US	425-433-7193	JORDAN & JENNIFER HOFFMAN
80454	SUPERCUTS	MILL CREEK TOWN CENTER	15415 MAIN ST STE D-103	MILL CREEK	WA	98012	US	425-316-9448	DAVID WUNDERLIN AND KARI LYNN TUPPER
83055	SUPERCUTS	MOUNT VERNON RETAIL CENTER	115 E COLLEGE WAY STE B	MOUNT VERNON	WA	98273	US	360-848-9669	DAVID WUNDERLIN AND KARI LYNN TUPPER
82408	SUPERCUTS	BAYVIEW PLAZA	31239 STATE ROUTE 20 STE 104	OAK HARBOR	WA	98277	US	360-720-2060	DAVID WUNDERLIN AND KARI LYNN TUPPER
82409	SUPERCUTS	COLLEGE MARKET PLACE	21555 OLHAVA WAY NW STE 106	POULSBO	WA	98370	US	360-697-5090	MAHEEP HAYER AND HARJOT HAYER
80197	SUPERCUTS	STADIUM WAY SHOPPING CENTER	417 NE STADIUM WAY	PULLMAN	WA	99163	US	509-334-6933	DAVID WUNDERLIN AND KARI LYNN TUPPER

8288	SUPERCUTS	WILLOWS SHOPPING CENTER	3825 S MERIDIAN	PUYALLUP	WA	98373	US	253-848-6886	CANDICE WALKER
8101	SUPERCUTS	OVERLAKE FASHION PLAZA	2032 148TH AVE NE STE 11	REDMOND	WA	98052	US	425-643-0522	CANDICE WALKER
8884	SUPERCUTS	SUNSET PLAZA	4500 NE SUNSET BLVD	RENTON	WA	98059	US	425-277-4055	CANDICE WALKER
8119	SUPERCUTS	NORTHGATE PLACE	507 NE NORTHGATE WAY STE D	SEATTLE	WA	98125	US	206-367-8363	DAVID WUNDERLIN AND KARI LYNN TUPPER
8526	SUPERCUTS	JEFFERSON SQUARE	4736 42ND AVE SW	SEATTLE	WA	98116	US	206-932-0400	CANDICE WALKER
8373	SUPERCUTS	SILVERDALE PLAZA	2960 NW BUCKLIN HILL RD STE 14	SILVERDALE	WA	98383	US	360-698-7139	CANDICE WALKER
8219	SUPERCUTS	LINCOLN HEIGHTS SHOPPING CTR	2927 E 29TH AVE	SPOKANE	WA	99223	US	509-535-1103	DAVID WUNDERLIN AND KARI LYNN TUPPER
81424	SUPERCUTS	REGAL PLAZA AT PALOUSE	2912 E PALOUSE HWY STE E	SPOKANE	WA	99223	US	509-443-3207	DAVID WUNDERLIN AND KARI LYNN TUPPER
83054	SUPERCUTS	STANWOOD RETAIL	26902 92ND AVE NW STE B	STANWOOD	WA	98292	US	360-629-3504	DAVID WUNDERLIN AND KARI LYNN TUPPER
8130	SUPERCUTS	BEST PLAZA	2941 S 38TH ST	TACOMA	WA	98409	US	253-473-0444	CANDICE WALKER
8715	SUPERCUTS	SOUTH CENTER	383 STRANDER BLVD	TUKWILA	WA	98188	US	206-575-3609	CANDICE WALKER
8753	SUPERCUTS	CASCADE PARK	13215 SE MILL PLAIN BLVD # C1	VANCOUVER	WA	98684	US	360-944-4415	JULIA JACKSON
80253	SUPERCUTS	ORCHARDS GREEN	11717 NE 78TH WAY STE 103	VANCOUVER	WA	98682	US	360-260-6887	BOB JEROME
82788	SUPERCUTS	SALMON CREEK	800 NE TENNEY STE 205 BLDG B	VANCOUVER	WA	98685	US	360-573-1104	BOB JEROME
82793	SUPERCUTS	EVERGREEN MARKETPLACE	3307 EVERGREEN WAY STE 303	WASHOUGAL	WA	98671	US	360-335-9245	BOB JEROME
8290	SUPERCUTS	MILLER STREET RETAIL	1134 N MILLER ST	WENATCHEE	WA	98801	US	509-665-0910	DAVID WUNDERLIN AND KARI LYNN TUPPER
8421	SUPERCUTS	GATEWAY CENTER	110 N FAIR AVE STE 103	YAKIMA	WA	98901	US	509-248-4991	DAVID WUNDERLIN AND KARI LYNN TUPPER
80025	SUPERCUTS	VALLEY MALL	2401 S 1ST ST STE 124	YAKIMA	WA	98903	US	509-249-9926	DAVID WUNDERLIN AND KARI LYNN TUPPER
80239	SUPERCUTS	ORCHARDS SHOPPING CENTER	420 S 72ND AVE	YAKIMA	WA	98908	US	509-965-0443	DAVID WUNDERLIN AND KARI LYNN TUPPER
82243	SUPERCUTS	BALLARD PLAZA	1835 E EDGEWOOD STE 107	APPLETON	WI	54913	US	920-734-3854	MIRIAM VAN DE SYPE & FLAVIUS CUCU
82252	SUPERCUTS	BEAVER DAM SHOPPING CENTER	106 FRANCES LN	BEAVER DAM	WI	53916	US	920-356-0028	MIRIAM VAN DE SYPE & FLAVIUS CUCU

82251	SUPERCUTS	BROOKFIELD SHOPPING CENTER	17145 W BLUEMOUND RD STE L	BROOKFIELD	WI	53005	US	262-784-5336	MIRIAM VAN DE SYPE & FLAVIUS CUCU
83030	SUPERCUTS	GERMANTOWN	N112 W16252 MEQUON RD	GERMANTOWN	WI	53022	US	262-253-1624	DAVID AND CAROL HAGEMEIER
8728	SUPERCUTS	GLENDALE	6969 N PORT WASHINGTON RD B160	GLENDALE	WI	53217	US	414-540-0143	DAVID AND CAROL HAGEMEIER
82244	SUPERCUTS	EMPIRE STATES	2545 STEFFANS CT STE A	GREEN BAY	WI	54311	US	920-406-0095	MIRIAM VAN DE SYPE & FLAVIUS CUCU
82246	SUPERCUTS	THE WHITE HOUSE SHOPPES	6704 ODANA RD	MADISON	WI	53719	US	608-833-8331	MIRIAM VAN DE SYPE & FLAVIUS CUCU
81734	SUPERCUTS	MENOMONEE FALLS	N92W16133 FALLS PKWY	MENOMONEE FALLS	WI	53051	US	262-415-7577	DAVID AND CAROL HAGEMEIER
81286	SUPERCUTS	MEQUON	6016 W MEQUON RD	MEQUON	WI	53092	US	262-236-9870	DAVID AND CAROL HAGEMEIER
82245	SUPERCUTS	MIDDLETON HILLS	6715 FRANK LLOYD WRIGHT # 100	MIDDLETON	WI	53562	US	608-831-3415	MIRIAM VAN DE SYPE & FLAVIUS CUCU
82253	SUPERCUTS	STATE STREET PLAZA	6810 W STATE ST	MILWAUKEE	WI	53213	US	414-257-3346	MIRIAM VAN DE SYPE & FLAVIUS CUCU
82254	SUPERCUTS	EAST TOWNE CENTER	1432 E BRADY ST	MILWAUKEE	WI	53202	US	414-278-0073	MIRIAM VAN DE SYPE & FLAVIUS CUCU
82259	SUPERCUTS	TRI CITY SHOPPING CENTER	6508 S 27TH STE 8	OAK CREEK	WI	53154	US	414-761-0455	MIRIAM VAN DE SYPE & FLAVIUS CUCU
82242	SUPERCUTS	OSHKOSH SHOPPING CENTER II	1926 S KOELLER RD	OSHKOSH	WI	54902	US	920-230-3444	MIRIAM VAN DE SYPE & FLAVIUS CUCU
82442	SUPERCUTS	RACINE	5360 WASHINGTON AVE	RACINE	WI	53406	US	262-634-7630	NIALL O'LEARY
81989	SUPERCUTS	SHOPPES AT FOX RIVER	1166 W SUNSET DR STE F-110	WAUKESHA	WI	53189	US	262-544-1544	NIALL O'LEARY
83292	SUPERCUTS	WAUKESHA EAST	2110 E MORELAND BLVD	WAUKESHA	WI	53186	US	262-896-0014	DAVID AND CAROL HAGEMEIER
82257	SUPERCUTS	WEST ALLIS	2265 S 108TH ST	WEST ALLIS	WI	53227	US	414-327-4510	MIRIAM VAN DE SYPE & FLAVIUS CUCU
81282	SUPERCUTS	WEST BEND	433 W PARADISE DR	WEST BEND	WI	53095	US	262-338-6058	DAVID AND CAROL HAGEMEIER
81114	SUPERCUTS	EISENHOWER COMMONS	1410 N EISENHOWER DR	BECKLEY	WV	25801	US	304-253-1323	TOM & LINDA GILTZ
81376	SUPERCUTS	BRIDGEPORT PLAZA SHOPPING CTR	1216 W MAIN ST	BRIDGEPORT	WV	26330	US	304-842-5533	ISMAIL LATIF
81635	SUPERCUTS	PLANTATION CENTER	80 STONE MOUNTAIN LN	ELKINS	WV	26241	US	304-637-7800	ISMAIL LATIF
81291	SUPERCUTS	JEFFERSON CENTRE	1882 N JEFFERSON ST STE 300	LEWISBURG	WV	24901	US	304-645-3994	TOM & LINDA GILTZ
81146	SUPERCUTS	SUNCREST TOWNE CENTRE	356 SUNCREST TOWNE CENTRE	MORGANTOWN	WV	26505	US	304-777-4499	ISMAIL LATIF
82130	SUPERCUTS	SABRATON PLAZA	1429 EARL L CORE RD	MORGANTOWN	WV	26505	US	304-241-1558	ISMAIL LATIF
82809	SUPERCUTS	SHOPPERS WORLD	200 HORNBECK RD STE 205	MORGANTOWN	WV	26508	US	304-292-0316	ISMAIL LATIF
83308	SUPERCUTS	UNIVERSITY TOWN CENTER	1139 TARGET WAY	MORGANTOWN	WV	26501	US	304-598-5840	ISMAIL LATIF

81112	SUPERCUTS	GLADY FORK COMMONS	167 COURTHOUSE RD	PRINCETON	WV	24740	US	304-431-2887	TOM & LINDA GILTZ
81066	SUPERCUTS	BLACKMORE MARKETPLACE	395 NEWPORT ST STE 3	CASPER	WY	82609	US	307-265-2196	DAVID & DANIELLE FERTIG
81825	SUPERCUTS	MESA RETAIL CENTER	3095 TALON DR STE 300	CASPER	WY	82604	US	307-265-2205	DAVID & DANIELLE FERTIG

SUPERCUTS CLOSED SALONS

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
81838	Heather Heinbaugh	3624 E HIGHLANDS RANCH PKW#206	HIGHLANDS RANCH	CO	80126	K4J LIMITED	720-5150787
80551	Laurel Slaughter-Odelein	4815 CENTRE AVE STE 103	PITTSBURGH	PA	15213	CAPITAL CUTS LLC	412-6810161
83301	Craig & Lynne Forrester	692 W EADS PKWY	LAWRENCEBURG	IN	47025	LC4 ENTERPRISES, LLC	812-5773657
82050	Richard & Diann Bledsoe	729 N KING ST STE 200	LAYTON	UT	84041	L & 3J INC.	801-5930116
82160	Debra Pesnell	470A LAS GALLINAS AVE	SAN RAFAEL	CA	94903	SAN RAFAEL,CA-NORTHGAT-SCF-NVR	(415) 472-2226
83290	Richard & Diann Bledsoe	6910 HIGHLAND DR STE 6	SALT LAKE CITY	UT	84121	DIRICH ENTERPRISES LLC	801-9424300
83284	Richard & Diann Bledsoe	5654 W 4100TH S STE A	SALT LAKE CITY	UT	84128	DIRICH ENTERPRISES LLC	801-9649490
80050	Will Gregory	12540 JEFFERSON DAVIS HWY # G	CHESTER	VA	23831	GREGORY, WILLIAM L	804-7061188
81233	Lee & Heather Kroll	10701 N SCOTTSDALE RD STE 101	SCOTTSDALE	AZ	85254	PHX SC MANAGEMENT, LLC	480-9910361
81571	Ran & Neelam Monger	19641 HESPERIAN BLVD	HAYWARD	CA	94541	MY EVEREST ENTERPRISES LLC	510-3988154
81697	Michael Sarafa	8593 W GRAND RIVER AVE	BRIGHTON	MI	48116	SUPER C GROUP, LLC	810-5226320
81856	Kim Unidad & Maricar Lavilla	9213 SIERRA COLLEGE BLVD # 150	ROSEVILLE	CA	95661	ARMED VICTORY, LLC	916-7425278
81913	Glenn & Kathy Wallace	9304 ELK GROVE BLVD STE 140	ELK GROVE	CA	95624	K WALLACE, L.L.C.	916-6851355

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
82144	Rochelle Green	1445 S MAIN ST STE 110	BOERNE	TX	78006	JOY4SID,LLC	830-3318005
82221	Ron Ricciardi	2007 W FOXWOOD DR STE B	RAYMORE	MO	64083	RJR715 ENTERPRISES, LLC	816-3317901
81369	Glenn & Kathy Wallace	10550 TWIN CITIES RD STE 30	GALT	CA	95632	K WALLACE, L.L.C.	209-7300117
81919	Chad Morton	277 SEA ISLAND PKWY STE 101	BEAUFORT	SC	29907	BAIRD FUTURE CO	843-3792334
81082	Brian Murphy & Thessaly Karas	1201 BRIDGE ST BLDG 2 UNIT 3	LOWELL	MA	1850	TLM CORP.	978-4558642
81946	Heather Heinbaugh	17805 COTTONWOOD DR UNIT 107	PARKER	CO	80134	H3 COMPANY, LLC	(720) 507-5141
81796	Browning Thornton	1199 HIGHWAY 31 NW STE B	HARTSELLE	AL	35640	THE CLIPPER CORPORATION	256-5029867
81319	HK Enterprises	148 BROOKLINE AVE	BOSTON	MA	2215	THE PETERBOROUGH GROUP, LLC	617-2360199
82729	Todd Rogers	8409 DORCHESTER RD STE C	NORTH CHARLESTON	SC	29420	JACARANDA CAPITAL, LLC	843-5522652
81846	Joe & Linda Bryan	670 W PRINCETON DR STE 500	PRINCETON	TX	75407	3JDB SALONS LLC	469-3783735
8799	Cheryl & Joseph Robinson	12940 FOOTHILL BLVD STE B	SYLMAR	CA	91342	Ruby Port	818-3618992
80560	HK Enterprises	755 COCHRANE RD STE 120	MORGAN HILL	CA	95037	BERNAL PARTNERS	408-7794540
80947	HK Enterprises	771 BOSTON POST RD E	MARLBOROUGH	MA	1752	THE PETERBOROUGH GROUP, LLC	508-4603337
81761	Larry Erb	7335 RADIO RD STE 107	NAPLES	FL	34104	ALEEED, INC.	239-3481032
82372	David Foley & Nicolette Picerno	14401 E BAYAUD AVE STE A	AURORA	CO	80012	SUPER MUFFINS CUTS UNLIMITED #2	303-7390900

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
83045	Susan Marraffa	2515 WARWICK AVE	WARWICK	RI	2889	ROSARIO GRACE INC.	401-7321342
83102	Mark Scholack	13 NATHANIEL PL	ENGLEWOOD	NJ	7631	MKHM HOLDINGS LLC	201-8167336
82796	Bob Jerome	800 NW EASTMAN PKWY	GRESHAM	OR	97030	THE PARAGON COLLECTION, INC.	503-6656450
8639	Gregg & Leigh Seipp	3220 SILAS CREEK PKWY STE 109	WINSTON SALEM	NC	27103	SEIPP, INC.	336-6590842
81491	Brent & Amie Byrd	2627 LAWNDALE DR	GREENSBORO	NC	27408	BYRD SALONS, INC.	336-7637844
82153	Bob Jerome	1264 AUTO PARK WAY STE E	ESCONDIDO	CA	92029	ENCINITAS RANCH CUTS, INC	760-8390417
80781	Mark Muscatello	740 S BROADWAY	SOUTH PORTLAND	ME	4106	MJJM ENTERPRISES INC	207-3473133
82353	Kashif & Sairah Butt	1202P W 75TH ST	DOWNERS GROVE	IL	60516	TRIMCARE LLC	630-9688880
81338	Michael & Leah Garcia	2222 RAYFORD RD STE 104	SPRING	TX	77386	MLLBAM INVESTMENTS, INC	(281) 466-2375
8104	Jim Puryear	402 COLUSA AVE UNIT C	YUBA CITY	CA	95991	MARY J. DIPPEL TRUST	530-6719114
80777	Robert & Susan Hagemann	6661 W BELL RD STE 109	GLENDALE	AZ	85308	DERBAILEY2, LLC	623-4864740
80985	Rashed & Mini Siddique	1220 N ROCK RD	DERBY	KS	67037	NEAMM INCORPORATED	316-7885400
81664	Ghazi Dakik	6607 W ADAMS AVE STE D	TEMPLE	TX	76502	CRIMSON ROCK LLC	254-5982506
83394	Jason Stevenson & Ryan Rose	384 MIDDLE TPKE W STE A	MANCHESTER	CT	6040	AMERICAN SALON GROUP, LLC	(860) 649-2411
80488	Yaseen Ulla	3738 FALLON RD	DUBLIN	CA	94568	SUFI BROS, INC.	925-4443071
8929	Yaseen Ulla	1155 ARNOLD DR STE F	MARTINEZ	CA	94553	SUFI BROS, INC.	925-2282721

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
82487	Richard & Diann Bledsoe	1357 S STATE ST	OREM	UT	84097	L & 3J INC.	801-2242887
82558	Michael Stajer	28168 NEWHALL RANCH RD STE F3	VALENCIA	CA	91355	MOXIE MANAGEMENT GROUP LLC	661-2579956
82193	Michael Stajer	1150 SOUTH KIN RD STE 30	SAN JOSE	CA	95122	SAN JOSE,CA-PLAZA DE-SCF	408-9371371
82568	Michael Stajer	2227 W REDONDO BEACH BLVD	GARDENA	CA	90247	MOXIE MANAGEMENT GROUP LLC	310-3234955
82581	Michael Stajer	1633 HATCH RD STE G	MODESTO	CA	95351	MOXIE MANAGEMENT GROUP LLC	209-5569128
82583	Michael Stajer	3200 SISK RD STE D	MODESTO	CA	95356	MOXIE MANAGEMENT GROUP LLC	209-5300895
83258	Michael Stajer	715 IRVING ST	SAN FRANCISCO	CA	94122	MOXIE MANAGEMENT GROUP LLC	415-6644777
81586	Carolina Matheus & Ricado Gonzalez	15949 PINES BLVD	PEMBROKE PINES	FL	33027	SUPER RCI LLC	954-3676226
8499	Susan Marraffa	154 HAVERHILL ST	METHUEN	MA	1844	HONEY TREE, INC	978-7948008
80360	Mark Adamson	1119 N 204TH AVE	ELKHORN	NE	68022	PRO ONE, INC	402-8843355
81920	Eugene Hallinan	8911 ATLANTA AVE	HUNTINGTON BEACH	CA	92646	LETR CORPORATION	714-3743002
83202	Michael Sarafa	10090 OLDE US 20 STE B	ROSSFORD	OH	43460	SUPER C GROUP, LLC	419-8743483
82519	Vikie Agrawal	16629 HUEBENER RD	SAN ANTONIO	TX	78248	NITU SALONS TEXAS LLC	210-4921979
80498	Frederick & Kristen Punke	791 S STATE ROAD 135	GREENWOOD	IN	46143	PUNKE HOLDINGS, INC.	317-8651405
82449	Robert Rinker & Robert Rinker II	9700 WOODMAN AVE STE A7	ARLETA	CA	91331	RASCAL SALONS LLC	818-8990999
82388	Satvinder	3961 VAN DYKE RD UNIT 206	LUTZ	FL	33558	SAHBAN ENTERPRISES, INC.	813-2644818

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
82427	Atul Philip & Shruti Rajan	1046 US HIGHWAY 9	PARLIN	NJ	8859	HYDE PARK STYLES CORP.	732-7276200
82429	Atul Philip & Shruti Rajan	2275 W COUNTY LINE RD STE 17B	JACKSON	NJ	8527	HYDE PARK STYLES CORP.	732-3632143
8934	Chris & Nathan Serrano	3316 W GROVE DR STE 3	FAYETTEVILLE	AR	72704	QUEST GROUP, LLC	479-4422490
81824	Lisa Marie Wilson	7610 W STATE ST	BOISE	ID	83714	MCMILLAN, LLC	208-8534831
81451	Michael Simon	5578 CHAMBLEE DUNWOODY RD	DUNWOODY	GA	30338	SIMON SAYS OF GEORGIA	770-5512887
80731	Robert Webb	3120 S 6TH ST	SPRINGFIELD	IL	62703	CUTTING EDGE MANAGEMENT INC	217-6700837
80315	Rob & Cynthia Czech	7915 WINCHESTER RD STE 102	MEMPHIS	TN	38125	PATRICIA CZECH	901-7549805
8084	Leslie Brooks	318 N GLENDALE AVE	GLENDALE	CA	91206	OMITRON, INC.	818-2400056
81764	Niall O'Leary	2289 WESTOWNE AVE	OSHKOSH	WI	54904	LVM STYLES LLC	920-2302887
8736	Bob Jerome	640 DENNERY RD STE 103	SAN DIEGO	CA	92154	OTAY MESA CUTS, LP	619-6904893
82922	Adam Kent & Geoffrey Block	1504 COLLEY AVE	NORFOLK	VA	23517	HAMPTON ROADS ACQUISITION HOLDINGS LLC	757-6401188
82016	Shaun & Adam Guske	8221 SOUTHSIDE BLVD UNIT 22	JACKSONVILLE	FL	32256	LAND SHARK CORPORATION	904-2659006
82852	Michael Stajer	1854 COUNTRYSIDE DR	TURLOCK	CA	95380	MOXIE MANAGEMENT GROUP LLC	209-6678900
81010	Jay Patel	2515 FENCE RD STE 120	DACULA	GA	30019	JDS Salons, LLC	678-9856954
81503	Dominic & Michelle D'Souza	3060 BALDWIN PARK BLVD # D-105	BALDWIN PARK	CA	91706	ARIAMD LLC	626-9606581

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
81067	Faisal Charania	33423 YUCAIPA BLVD STE B	YUCAIPA	CA	92399	GRACE GARY	909-7905533
82555	Michael Stajer	24923 PICO CANYON RD	STEVENSON RANCH	CA	91381	MOXIE MANAGEMENT GROUP LLC	661-2603655
82857	Michael Stajer	3033 ALAMO DR	VACAVILLE	CA	95687	MOXIE MANAGEMENT GROUP LLC	707-4469673
82572	Michael Stajer	2288 E CARSON ST	LONG BEACH	CA	90807	MOXIE MANAGEMENT GROUP LLC	562-4244457
82465	Daniel & Dayna McAdams	1641 GALLATIN PIKE N STE 50	MADISON	TN	37115	DDMC, INC.	615-8600296
82399	Mohammad Nemati	4545 E TROPICANA RD STE 8	LAS VEGAS	NV	89121	A. HOPE ENTERPRISE LLC	702-4549699
81128	David & Rita Munoz-Dalati	1106 SILBER RD STE B	HOUSTON	TX	77055	DALATI ENTERPRISES, LLC.	713-9575186
80677	Gregg & Leigh Seipp	1060 S MAIN ST STE D	KERNERSVILLE	NC	27284	SEIPP, INC.	336-9961090
81365	Bob Jerome	8700 NE VANCOUVER MALL STE 270	VANCOUVER	WA	98662	THE PARAGON COLLECTION, INC.	360-2545755
8062	Michael Stajer	9000 MING AVE STE B4	BAKERSFIELD	CA	93311	CA99 SC LLC	661-4124493
8324	Shaun & Adam Guske	5033 NORMANDY BLVD	JACKSONVILLE	FL	32205	SAND DOLLAR CORPORATION	904-7863547
80569	Jordan Levy	2089 COLLIER PKWY	LAND O'LAKES	FL	34639	MAX 18, LLC	813-9489644
82049	Gary Grace	2209 E BASELINE RD STE 400	CLAREMONT	CA	91711	GRACE GARY	909-9850550
82490	Jared & Jennifer Peterson	5642 S 900 E STE B3	SALT LAKE CITY	UT	84121	L & 3J INC.	801-2882722
82639	Michael Sarafa	19157 MACK AVE	GROSSE POINTE WOODS	MI	48236	SUPER C GROUP, LLC	313-8860540

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
82822	Jason Stevenson & Ryan Rose	121 WAGNER RD STE A-2	MONACA	PA	15061	AMERICAN SALON GROUP, LLC	724-7739799
83082	Vikie Agrawal	10130 NORTHLAKE BLVD	WEST PALM BEACH	FL	33412	NITU SALONS LLC	561-6308940
81273	Vickie Huntley	9009 SW HALL BLD STE 150	TIGARD	OR	97223	BEST OF THE BEST, INC.	503-6242555
81515	Richard & Diann Bledsoe	330 N MARKETPLACE DR STE B800	CENTERVILLE	UT	84014	DIRICH ENTERPRISES LLC	801-2920703
82526	Vikie Agrawal	4905 WALZEM RD	SAN ANTONIO	TX	78218	COOL GUYS CUTS, LLC	210-6557663
8149	Cheryl & Joseph Robinson	7910 FOOTHILL BLVD	SUNLAND	CA	91040	Ruby Port	818-3525931
80507	Frederick & Kristen Punke	148 E NEW RD	GREENFIELD	IN	46140	PUNKE HOLDINGS, INC.	317-4628975
80620	Jay Patel	3405 DALLAS HWY STE 501	MARIETTA	GA	30064	PATECH SALONS, LLC	770-2181188
80248	Michelle Barnes	7410 118TH AVE STE D	KENOSHA	WI	53142	K-TOWN HAIR CARE, LLC	262-8574550
82336	Juan Martinez & Bruno Aguilar	725 S RURAL RD	TEMPE	AZ	85281	FORFEX LLC	480-9688008
8107	Don M. Cox	2624 EL CAMINO REAL STE B	CARLSBAD	CA	92008	CORTAN INC	760-4345055
8438	Don M. Cox	13465 CAMINO CANADA STE 107	EL CAJON	CA	92021	SD ASSOCIATES	619-4438407
8307	HK Enterprises	1083 COMMONWEALTH AVE	BOSTON	MA	2215	EASTERN IMAGE INVESTORS	617-7825290
8920	Gary Robins	895 E LANCASTER AVE	DOWNINGTOWN	PA	19335	GL ROBINS CO	610-2692400
80745	Susie Gonaver	8750 GENESEE AVE STE 252	SAN DIEGO	CA	92122	G & Y ENTERPRISES, INC.	858-5872888

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
81400	Catherine Yan & Thi Cao	10161 HIGHWAY 242 STE 110	CONROE	TX	77385	CY STYLES HARPER RESERVE, LLC	936-2354123
81779	Bob Jerome	500 SE 192ND AVE	VANCOUVER	WA	98683	THE PARAGON COLLECTION, INC.	360-7188661
81805	Taylor Bolton	2186 HENDERSON MILL RD NE	ATLANTA	GA	30345	RTB ENTERPRISES, LLC	678-6911566
81910	Raymond & May Viado	13630 SW 120TH ST STE A-220	MIAMI	FL	33186	VIADO INCORPORATED	305-2349340
82053	Gerald Walsh & Vanessa Bordeaux	3340 N WESTERN AVE	CHICAGO	IL	60618	BBK MANAGEMENT, LLC	773-5256960
82731	Todd Rogers	520 FOLLY RD STE A	CHARLESTON	SC	29412	JACARANDA CAPITAL, LLC	843-7957843
81306	Stuart Kanchuger & Arleen Sierra-Kanchug	4780 MORSE RD	COLUMBUS	OH	43230	MELENA CORP	614-4783019
82710	Vikie Agrawal	6975 W 88TH AVE STE A	WESTMINSTER	CO	80021	WESTMINSTER,CO-BROOKHILL-SCF	303-4311960
81213	Troy & Jennifer Ots	221 E HIGHWAY 246 STE 102	BUELLTON	CA	93427	HOSSLYN INC.	805-6977551
82312	Charlie Cho	41 MAMARONECK AVE	WHITE PLAINS	NY	10601	TEMUJIN 3 NY, LLC	914-3283333
82698	Jordan Levy	1155 S DALE MABRY HWY STE 1	HILLSBOROUGH	FL	33629	MAX 18, LLC	813-2899800
81099	Joseph & Tonia Khouri	17 W 689 ROOSEVELT RD	OAKBROOK TERRACE	IL	60181	GT ELEGANCE, LLC	630-7059225
80548	Jordan Levy	7255 PARK BLVD	PINELLAS PARK	FL	33781	MAX 18, LLC	727-5464300
81070	Bob Jerome	6965 EL CAMINO REAL STE 106	CARLSBAD	CA	92009	ENCINITAS RANCH CUTS, INC	760-4311175
82462	Jay Patel	3505 BAKER RD STE 205	ACWORTH	GA	30101	PATECH SALONS, LLC	770-5299630
8581	Jay Patel	12660 SE 38TH ST	BELLEVUE	WA	98006	NORTHWEST ADVANTAGE, INC.	425-7474686

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
83255	Michael Stajer	132 VINTAGE WAY STE F11	NOVATO	CA	94945	MOXIE MANAGEMENT GROUP LLC	415-8972336
82971	Edward Turner	5851 S ARCHER AVE	CHICAGO	IL	60638	OJO SALONS LLC	773-2847670
81719	Satvinder	2125 66TH ST	SAINT PETERSBURG	FL	33710	SAHBAN ENTERPRISES, INC.	727-3475340
83259	Michael Stajer	2947 GEARY BLVD	SAN FRANCISCO	CA	94118	MOXIE MANAGEMENT GROUP LLC	415-7520656
8210	Alan Sager	3025 GUADALUPE ST	AUSTIN	TX	78705	RAINBOW GROUP, LTD	512-4764267
81065	Jeff & Marcie Gross	533 S OXFORD VALLEY RD	FAIRLESS HILLS	PA	19030	NOZAK ENTERPRISES, INC.	267-2026202
81847	Krishna Gondi	50 N STAFFORD COMPLEX CTR #105	STAFFORD	VA	22556	SVKCUTS, INC.	540-6284748
81949	Anthony & April Creed	1311 W CRAIG RD STE D	NORTH LAS VEGAS	NV	89032	WHAT A GREAT GREAT COMPANY LLC	702-6396346
82397	James Horne	7000 LEE HWY STE 300	CHATTANOOGA	TN	37421	SUPER DOUBLE PRIME LLC	423-4900118
80573	Mark Mucatello	11 MAIN ST UNIT 25	WESTBROOK	ME	4092	MJJM ENTERPRISES INC	207-8540789
8651	David Wunderlin & Kai Lynn Tupper	9205 N NEWPORT HWY	SPOKANE	WA	99218	GERALD C LILLIE	509-4671870
82816	Frederick & Kristen Punke	943 N GREEN ST	BROWNSBURG	IN	46112	BROWNSBURG,IN-BROWNSBURG-SCF	317-8528225
57143	Ayush Lall	2810 MAJOR MACKENZIE DR W B15	VAUGHAN	ON	0	ARTISTRY SALONS INC.	905-8323332
81068	Abigail Allen	117 GREAT RD STE 302	STOW	MA	1775	KJS O'REILLY, INC.	978-8970210
83399	Randall Boll	15541 OLD HICKORY BLVD	NASHVILLE	TN	37211	GOAT SCUTS LLC	615-3313909

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
82185	Alexandria Pham & Lauren Tran	7385 S RAINBOW BLVD STE 160	LAS VEGAS	NV	89139	SHEAR FUN LLC	702-9989890
81575	Adam Terrell	7402 HIGHWAY 69 S STE C	TUSCALOOSA	AL	35405	LOLADEX LLC	205-4623431
81787	Shawn & Chris Morgan	229 IH 45 S STE A	HUNTSVILLE	TX	77340	MORGAN MADNESS CORPORATION	936-7553469
80766	Justin Seely	964 NORTH AVE	GRAND JUNCTION	CO	81501	T S HAIR, INC	970-4245488
81384	Sam Tyner	6020 W CRAIG RD STE 120	LAS VEGAS	NV	89130	KALAJ, LLC	702-6580450
81607	Augustus & Holly Mithoff	3014 ALLISON BONNETT MEMORIAL	HUEYTOWN	AL	35023	THE MITHOFF COMPANY, INC.	205-4979644
82351	Daniel & Dayna McAdams	534 ENON SPRINGS RD E	SMYRNA	TN	37167	DDMC, INC.	615-2204195
81388	Alan Sager	8717 SIEGEN LN	BATON ROUGE	LA	70810	BWS, INC.	225-7667092
81472	Vidath & Jasmine Shah	3455 PEACHTREE INDUSTRIAL BLVD	DULUTH	GA	30096	JVV, LLC	770-5458989
82204	Omar Hajee and Ankur Kamdar	23359 N PIMA RD STE C-147	SCOTTSDALE	AZ	85255	NORTHRIDGE WW LLC	480-5026935
8102	Paul Walker	1706 S 320TH ST STE J	FEDERAL WAY	WA	98003	NORTHWEST ADVANTAGE, INC.	253-9416585
81871	Donald & Mable Bongmba	2236 32ND AVE W STE E	SEATTLE	WA	98199	SUPERIOR CUTS LLC	206-2829598
80466	Alan Sager	3620 RANCH ROAD 620 S	BEE CAVE	TX	78738	RAINBOW GROUP, LTD	512-4021551
82070	Gary Moyers	547 INMAN AVE	COLONIA	NJ	7067	REGAL SALONS LLC	732-3961409
81399	Catherine Yan & Thi Cao	10807 KUYKENDAHL RD STE 404	THE WOODLANDS	TX	77382	CY STYLES, LLC	281-2925788

Salon Number	Franchisee	Address1	Address2	Address3	Address4	Legal Entity	Phone number
81030	Susie Gonaver	13315 POWAY RD	POWAY	CA	92064	G & Y ENTERPRISES, INC.	858-4863835
8962	Karin Porticos & Julia Jackson	16420 SE MCGILLIVRAY BLVD A102	VANCOUVER	WA	98683	EJ & J, INC	360-8914869
8335	Gary Grace	16789 BEACH BLVD	HUNTINGTON BEACH	CA	92647	GRACE GARY	714-8428311
81375	Omar Hajee and Ankur Kamdar	9870 W LOWER BUCKEYE RD # 136	TOLLESON	AZ	85353	NORTHRIDGE WW LLC	623-4742230
82749	Tom & Lucinda Sands	79 WOLF RD	COLONIE	NY	12205	TLS ALBANY LLC	415-4749652
82256	Miriam Van De Sype & Flavius Cucu	7417 W LAYTON AVE	GREENFIELD	WI	53220	VIA MODA GROUP LLC	414-2813000
80244	Chris & Nathan Serrano	1706 S 1ST ST	CHICKASHA	OK	73018	THE NEW NORMAN PARTNERSHIP	405-2224900

EXHIBIT F

FRANCHISEE QUESTIONNAIRE

FRANCHISEE QUESTIONNAIRE

As you know, SUPERCUTS, INC. (the "Franchisor") and you are preparing to enter into (1) a Development Rights Rider for the operation of one or more Supercuts® franchised businesses together with a Franchise Agreement for the first (or, if applicable, only) Supercuts® franchised business to be developed pursuant to that Development Rights Rider, or (2) a Franchise Agreement for the operation of one Supercuts® franchised business (if you are signing the Franchise Agreement pursuant to a pre-existing Development Rights Rider or your exercise of Expansion Policy rights) (in each case, the "Franchise"). The purpose of this Questionnaire is to determine whether any statements or promises were made to you that the Franchisor has not authorized and that may be untrue, inaccurate, or misleading. Please review each of the following questions carefully and provide honest responses to each question.

QUESTION	YES	NO
1. Have you received and personally reviewed the Franchisor's Franchise Disclosure Document (the "FDD") provided to you?		
2. Did you sign a Receipt for the FDD indicating the date on which you received it?		
3. Do you understand the information contained in the FDD?		
4. Do you understand the terms of and your obligations under the Development Rights Rider (if you are signing a Development Rights Rider) and Franchise Agreement?		
5. Have you discussed the benefits and risks of operating the Franchise with an attorney, accountant, or other professional advisor?		
6. Have you discussed the benefits and risks of operating the Franchise with any existing franchisees?		
7. Do you understand the risks associated with operating the Franchise?		
8. Do you understand that the success or failure of the Franchise will depend in large part upon your skills and abilities, competition, interest rates, the economy, inflation, labor and supply costs, lease terms, and the marketplace?		
9. Has any employee or other person speaking on behalf of the Franchisor made any statement or promise regarding the amount of money you may earn in operating the Franchise that is contrary to, or different from, the information contained in the FDD?		
10. Has any employee or other person speaking on behalf of the Franchisor made any statement or promise concerning the total amount of revenue the Franchise will generate that is contrary to, or different from, the information contained in the FDD?		
11. Has any employee or other person speaking on behalf of the Franchisor made any statement or promise regarding the costs involved in operating the Franchise that is contrary to, or different from, the information contained in the FDD?		

QUESTION	YES	NO
12. Has any employee or other person speaking on behalf of the Franchisor made any statement or promise concerning the actual, average, or projected profits or earnings or the likelihood of success that you should or might expect to achieve from operating the Franchise that is contrary to, or different from, the information contained in the FDD?		
13. Has any employee or other person speaking on behalf of the Franchisor made any statement or promise regarding breaking even or any estimated timeframe for breaking even at your Franchised Location?		
14. Has any employee or other person speaking on behalf of the Franchisor made any statement, promise, or agreement, other than those matters addressed in your Development Rights Rider and Franchise Agreement, concerning advertising marketing media support, market penetration, training, support service, or assistance relating to the Franchise that is contrary to, or different from, the information contained in the FDD?		
15. Do you understand that it is your responsibility to research and comply with your state's barber and cosmetology laws?		
16. Do you understand that the amount of time that it takes to locate a suitable site that we approve for your Franchised Location varies from market to market and may take anywhere from 6-12 months (or longer)?		
17. Do you understand that the upfront fees that you will pay to the Franchisor are fully-earned and not refundable?		
18. Do you understand that if you have chosen the single store program, you cannot "convert" your single-store agreement to the 3-store program?		
19. Do you understand that you are required to spend at least $5,000 on your Grand Opening Advertising?		

If you answered "Yes" to any of questions nine (9) through fourteen (14) or "No" to questions fifteen (15) through nineteen (19), please provide a full explanation of your answer in the following blank lines. (Attach additional pages, if necessary, and refer to them below.) If you have answered "No" to each of the foregoing questions, please leave the following lines blank.

____

____

____

____

You understand that your answers are important to us and that we will rely on them. By signing this Questionnaire, you are representing that you have responded truthfully to the above questions.

______________________________	______________________________
Print Name:____________________	Print Name:____________________
FRANCHISE APPLICANT	FRANCHISE APPLICANT
Date:_______________, ___	Date:_______________, ___

EXHIBIT G

STATE ADDENDA

NORTH AMERICAN SECURITIES ADMINISTRATORS ASSOCIATION, INC. (“NASAA”) ADDENDA TO SUPERCUTS® FRANCHISE DISCLOSURE DOCUMENT

This Addendum pertains to franchises sold in the United States and is for the purpose of complying with federal and state statutes and regulations. Notwithstanding anything which may be contained in the body of the Franchise Disclosure Document the following shall apply:

1. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

Dated:_________________________

Signatures:

SUPERCUTS:

By:________________________________

FRANCHISEE:

By: _______________________________

NORTH AMERICAN SECURITIES ADMINISTRATORS ASSOCIATION, INC. ("NASAA") ADDENDA TO SUPERCUTS® FRANCHISE AGREEMENT AND DEVELOPMENT AGREEMENT

This Addendum pertains to franchises sold in the United States and is for the purpose of complying with federal and state statutes and regulations. Notwithstanding anything which may be contained in the Franchise Agreement or Development Agreement to the contrary, the Franchise Agreement and Development Agreement are amended as follows:

1. No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

Dated:_________________________

Signatures:

SUPERCUTS:

By:________________________________

FRANCHISEE:

By: _______________________________

ADDENDUM TO FDD REQUIRED BY THE STATE OF CALIFORNIA

CALIFORNIA CORPORATIONS CODE SECTION 31125 REQUIRES THAT THE FRANCHISOR GIVE THE FRANCHISEE A DISCLOSURE DOCUMENT APPROVED BY THE DEPARTMENT OF CORPORATIONS PRIOR TO A SOLICITATION OF A PROPOSED MATERIAL MODIFICATION OF AN EXISTING FRANCHISE.

THE CALIFORNIA FRANCHISE INVESTMENT LAW REQUIRES THAT A COPY OF ALL PROPOSED AGREEMENTS RELATING TO THE SALE OF THE FRANCHISE BE DELIVERED TOGETHER WITH THE DISCLOSURE DOCUMENT.

Neither we nor any person or franchise broker identified in Item 2 is subject to any currently effective order of any national securities association or national securities exchange, as defined in the Securities Exchange Act of 1934, 15 U.S.C.A. 78a et seq., suspending or expelling these persons from membership in that association or exchange.

The California Business and Professions Code Sections 20000 through 20043 provide rights to you concerning termination and non-renewal of a franchise. If the franchise agreement contains a provision that in inconsistent with the law, the law will control.

The Franchise Agreement provides for termination upon bankruptcy. This provision may not be enforceable under federal bankruptcy law (11 U.S.C.A. Sec. 101 et. seq.).

The state of California requires all hair stylists to have a barbers or cosmetology license and requires the franchisee or shop owner to have an establishment or shop license.

The maximum interest rate that can be charged to you in California is ten percent (10%) annually.

You must sign a general release if you renew or transfer your franchise. California Corporations Code 31512 voids a waiver of your rights under the Franchise Investment Law (California Corporations Code 31000 through 31516). Business and Professions Code 20010 voids a waiver of your rights under the Franchise Relations Act (Business and Professions Code 20000 through 20043).

You are waiving punitive, exemplary, incidental, indirect, special or consequential damages in the franchise agreement which may not be enforceable under California law.

The Franchise Agreement contains a covenant not to compete which extends beyond the termination of the franchise. This provision may not be enforceable under California law.

The Franchise Agreement requires disputes and controversies between the parties to be resolved and determined by arbitration. The arbitration will occur in Minneapolis, Minnesota. THE FRANCHISE AGREEMENT REQUIRES APPLICATION OF THE LAW OF MINNESOTA AND A FORUM OF MINNEAPOLIS, MINNESOTA. PROSPECTIVE FRANCHISEES ARE ENCOURAGED TO CONSULT PRIVATE LEGAL COUNSEL TO DETERMINE THE APPLICABILITY OF CALIFORNIA AND FEDERAL LAWS (SUCH AS THE BUSINESS AND PROFESSIONS CODE SECTION 20040.5, CODE OF CIVIL PROCEDURE SECTION 1281, AND THE FEDERAL ARBITRATION ACT) TO ANY PROVISION OF A FRANCHISE AGREEMENT RESTRICTING VENUE TO A FORUM OUTSIDE THE STATE OF CALIFORNIA. THE FRANCHISE AGREEMENT REQUIRES APPLICATION OF THE LAWS OF MINNESOTA. THIS PROVISION MAY NOT BE ENFORCEABLE UNDER CALIFORNIA LAW.

Regarding our website, www.supercuts.com, please note the following:

OUR WEBSITE HAS NOT BEEN REVIEWED OR APPROVED BY THE CALIFORNIA DEPARTMENT OF BUSINESS OVERSIGHT. ANY COMPLAINTS CONCERNING THE CONTENT OF THIS WEBSITE MAY BE DIRECTED TO THE CALIFORNIA DEPARTMENT OF BUSINESS OVERSIGHT at www.corp.ca.gov.

ADDENDUM TO FRANCHISE AGREEMENT REQUIRED BY THE STATE OF CALIFORNIA

The California Business and Professions Code Sections 20000 through 20043 provide rights to you concerning termination and non-renewal of a franchise. If the franchise agreement contains a provision that in inconsistent with the law, the law will control.

You must sign a general release if you renew or transfer your franchise. California Corporations Code 31512 voids a waiver of your rights under the Franchise Investment Law (California Corporations Code 31000 through 31516). Business and Professions Code 20010 voids a waiver of your rights under the Franchise Relations Act (Business and Professions Code 20000 through 20043).

You are waiving punitive, exemplary, incidental, indirect, special or consequential damages in the franchise agreement which may not be enforceable under California law.

The Franchise Agreement contains a covenant not to compete which extends beyond the termination of the franchise. This provision may not be enforceable under California law.

The Franchise Agreement requires disputes and controversies between the parties to be resolved and determined by arbitration. The arbitration will occur in Minneapolis, Minnesota. THE FRANCHISE AGREEMENT REQUIRES APPLICATION OF THE LAW OF MINNESOTA AND A FORUM OF MINNEAPOLIS, MINNESOTA. Prospective franchisees are encouraged to consult private legal counsel to determine the applicability of California and federal laws (such as Business and Professions Code Section 20040.5, Code of Civil Procedure Section 1281, and the Federal Arbitration Act) to any provisions of a franchise agreement restricting venue to a forum outside the State of California. The Franchise Agreement requires application of the laws of Minnesota. This provision may not be enforceable under California law.

The Franchise Agreement provides for termination upon bankruptcy. This provision may not be enforceable under federal bankruptcy law (11 U.S.C.A. Sec. 101 et. seq.).

ADDENDUM TO DEVELOPMENT AGREEMENT REQUIRED BY THE STATE OF CALIFORNIA

The Development Agreement requires disputes and controversies between the parties to be resolved and determined by arbitration. The arbitration will occur in Minneapolis, Minnesota. THE DEVELOPMENT AGREEMENT REQUIRES APPLICATION OF THE LAW OF MINNESOTA AND A FORUM OF MINNEAPOLIS, MINNESOTA. Prospective franchisees are encouraged to consult private legal counsel to determine the applicability of California and federal laws (such as Business and Professions Code Section 20040.5, Code of Civil Procedure Section 1281, and the Federal Arbitration Act) to any provisions of a development agreement restricting venue to a forum outside the State of California. The Development Agreement requires application of the laws of Minnesota. This provision may not be enforceable under California law.

The Development Agreement requires a waiver of the right to bring a class action.

ADDENDUM TO FDD REQUIRED BY THE STATE OF HAWAII

In recognition of the requirements of the Hawaii Franchise Investment Law, Hawaii Rev. Stat. §§ 482E, et seq., the Supercuts Franchise Disclosure Document for use in the State of Hawaii is amended to include the following:

THESE FRANCHISES WILL BE OR HAVE BEEN FILED UNDER THE FRANCHISE INVESTMENT LAW OF THE STATE OF HAWAII. FILING DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION OR ENDORSEMENT BY THE COMMISSIONER OF SECURITIES, DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS OR A FINDING BY THE COMMISSIONER OF SECURITIES, DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS THAT THE INFORMATION PROVIDED HEREIN IS TRUE, COMPLETE AND NOT MISLEADING.

THE FRANCHISE INVESTMENT LAW MAKES IT UNLAWFUL TO OFFER OR SELL ANY FRANCHISE IN THIS STATE WITHOUT FIRST PROVIDING TO THE PROSPECTIVE FRANCHISEE AT LEAST SEVEN DAYS PRIOR TO THE EXECUTION BY THE PROSPECTIVE FRANCHISEE, OF ANY BINDING FRANCHISE OR OTHER AGREEMENT, OR AT LEAST SEVEN DAYS PRIOR TO THE PAYMENT OF ANY CONSIDERATION BY THE FRANCHISEE, WHICHEVER OCCURS FIRST, A COPY OF THE DISCLOSURE DOCUMENT, AND THIS ADDENDUM, TOGETHER WITH A COPY OF ALL PROPOSED AGREEMENTS RELATING TO THE SALE OF THE FRANCHISE.

THIS DOCUMENT CONTAINS A SUMMARY ONLY OF CERTAIN MATERIAL PROVISIONS OF THE FRANCHISE AGREEMENT. THE CONTRACT OR AGREEMENT SHOULD BE REFERRED TO FOR A STATEMENT OF ALL RIGHTS, CONDITIONS, RESTRICTIONS AND OBLIGATIONS OF BOTH THE FRANCHISOR AND FRANCHISEE.

The name and address of the Franchisor's agent in this state authorized to receive service of process is: Commissioner of Securities, Department of Commerce and Consumer Affairs, Business Registration Division, Securities Compliance Branch, 335 Merchant Street, Room 203, Honolulu, Hawaii 96813.

ADDENDUM TO FDD REQUIRED BY THE STATE OF ILLINOIS

The conditions under which the Franchise Agreement can be terminated and your rights upon nonrenewal may be affected by Illinois law (815 ILCS 705/19 and 705/20).

Any provision in the Franchise Agreement or Development Agreement that designates jurisdiction or venue in a forum outside of Illinois is void with respect to any action that is otherwise enforceable in Illinois. In addition, Illinois law will govern the Franchise Agreement and Development Agreement.

In conformance with Section 41 of the Illinois Franchise Disclosure Act any condition, stipulation or provision purporting to bind any person acquiring any franchise to waive compliance with the Illinois Franchise Disclosure Act or any other law of Illinois is void.

ADDENDUM TO FRANCHISE AGREEMENT
AS REQUIRED BY THE STATE OF ILLINOIS

The following sentence is added to the end of Section 10.03:

> In conformance with Section 41 of the Illinois Franchise Disclosure Act any condition, stipulation or provision purporting to bind any person acquiring any franchise to waive compliance with the Illinois Franchise Disclosure Act or any other law of Illinois is void.

The following sentence is added to the end of Section 13.06:

> Section 4 of the Illinois Franchise Disclosure Act provides that any provision in a franchise agreement that designates jurisdiction or venue in a forum outside of Illinois is void with respect to any cause of action that otherwise is enforceable in Illinois.

The following sentence is added at the end of Section 15.02:

> Notwithstanding the foregoing, Illinois law shall govern this Agreement.

ADDENDUM TO DEVELOPMENT AGREEMENT
AS REQUIRED BY THE STATE OF ILLINOIS

The following sentence is added at the end of Section 13.E:

> Notwithstanding the foregoing, Illinois law shall govern this Agreement.

The following sentence is added at the end of Section 13.F:

> Section 4 of the Illinois Franchise Disclosure Act provides that any provision in a franchise agreement that designates jurisdiction or venue in a forum outside of Illinois is void with respect to any cause of action that otherwise is enforceable in Illinois.

ADDENDUM TO SUPERCUTS®
DEVELOPMENT RIGHTS RIDER
FOR THE STATE OF MARYLAND

This Addendum pertains to franchises sold in the State of Maryland and is for the purpose of complying with Maryland statutes and regulations. Notwithstanding anything which may be contained in the body of the Development Rights Rider to the contrary, the Development Rights Rider is amended as follows:

1. The acknowledgments made by the Franchisee contained in Article 2 of this Development Rights Rider and any written instrument executed by the Franchisee pursuant to this Development Rights Rider, will not be construed to act as a waiver of the Franchisee's rights under the Maryland Franchise Registration and Disclosure Law, Md. Ann. Code, Article 56, §345 et seq.; and

2. The consent by the Franchisee to jurisdiction in the state or federal court of general jurisdiction located closest to where Franchisor's principal business address is when the action commences contained in Article 21(H) will be inapplicable and the Franchisee will be permitted to commence litigation in Maryland; provided, however, that such inapplicability in the State of Maryland will not be construed to mean that venue in the state or federal court of general jurisdiction located closest to where Franchisor's principal business address is when the action commences is improper, or that the Franchisee, its officers, directors and shareholders and the Personal Guarantors are not subject to jurisdiction in the state or federal court of general jurisdiction located closest to where Franchisor's principal business address is when the action commences, or in any other state.

3. All development fees and initial fee payments by area developers shall be deferred until the first franchise under the development agreement opens.

Dated:__________________________

Signatures:

SUPERCUTS:

By:__________________________________

FRANCHISEE:

By: _________________________________

ADDENDUM TO SUPERCUTS®
FRANCHISE AGREEMENT
FOR THE STATE OF MARYLAND

This Addendum pertains to franchises sold in the State of Maryland and is for the purpose of complying with Maryland statutes and regulations. Notwithstanding anything which may be contained in the body of the Franchise Agreement to the contrary, the Franchise Agreement is amended as follows:

1. The acknowledgments made by the Franchisee contained in Article 2 of this Agreement and any written instrument executed by the Franchisee pursuant to this Agreement will not be construed to act as a waiver of the Franchisee's rights under the Maryland Franchise Registration and Disclosure Law, Md. Ann. Code, Article 56, §345 et seq.;

2. The consent by the Franchisee to jurisdiction in the state or federal court of general jurisdiction located closest to where Franchisor's principal business address is when the action commences contained in Article 21(H) will be inapplicable and the Franchisee will be permitted to commence litigation in Maryland; provided, however, that such inapplicability in the State of Maryland will not be construed to mean that venue in the state or federal court of general jurisdiction located closest to where Franchisor's principal business address is when the action commences is improper, or that the Franchisee, its officers, directors and shareholders and the Personal Guarantors are not subject to jurisdiction in the state or federal court of general jurisdiction located closest to where Franchisor's principal business address is when the action commences, or in any other state.

3. Based on the financial information submitted, the Commissioner has determined that all fees paid to the franchisor by the franchisee, including payments for goods and services received from the franchisor before the business opens, shall be deferred pending satisfaction of all of the franchisor's pre-opening obligations to the franchisee.

Dated:_________________________

Signatures:

SUPERCUTS

By:: ________________________________

FRANCHISEE:

By: ________________________________

ADDENDUM TO SUPERCUTS®
FRANCHISE DISCLOSURE DOCUMENT
FOR THE STATE OF MARYLAND

The following information applies to franchises and franchisees subject to Maryland statutes and regulations. The Item number corresponds to the Item in the main body of the Franchise Disclosure Document.

Item 5

Based on the financial information submitted, the Commissioner has determined that all fees paid to the franchisor by the franchisee, including payments for goods and services received from the franchisor before the business opens, shall be deferred pending satisfaction of all of the franchisor's pre-opening obligations to the franchisee.

Item 17

Under Maryland law, a franchisee may sue in the State of Maryland for claims arising under the Maryland Franchise Registration and Disclosure Law.

ADDENDUM TO SUPERCUTS, INC.
DEVELOPMENT RIGHTS RIDER
FOR THE STATE OF MINNESOTA

This Addendum pertains to franchises sold in the State of Minnesota and is for the purpose of complying with Minnesota statutes and regulations. Notwithstanding anything which may be contained in the body of the Development Rights Rider to the contrary, the Development Rights Rider is amended as follows:

1. The following sentence is hereby added to the end of Section 10 of the Development Rights Rider:

> With respect to the franchises governed by Minnesota law, the Franchisor will comply with Minnesota Statute 80C.14 subdivisions 3, 4 and 5 which require, except in certain specific cases, that a franchisee be given ninety (90) days' notice of termination with sixty (60) days to cure.

Initials:

Franchisor: ________

Developer: ________

ADDENDUM TO SUPERCUTS, INC.
FRANCHISE AGREEMENT
FOR THE STATE OF MINNESOTA

This Addendum pertains to franchises sold in the State of Minnesota and is for the purpose of complying with Minnesota statutes and regulations. Notwithstanding anything which may be contained in the body of the Franchise Agreement to the contrary, the Franchise Agreement is amended as follows:

1. Section 10.03(6) of the Franchise Agreement is hereby amended to read as follows:

> (6) except to the extent limited or prohibited by applicable law, Franchisee and each of its owners if Franchisee is a corporation or partnership shall have executed a general release, in form satisfactory to Franchisor, of any and all claims against the Franchisor and its affiliates, officers, directors, employees and agents. In the State of Minnesota, under Minnesota Statutes 1973 Supplement, Sections 80C.01 to 80C.22, Franchisee cannot be required to assert to a release, assignment, or waiver that would relieve any person from liability imposed by such statutes; provided that this shall not bar the voluntary settlement of disputes.

2. The last paragraph in Section 10.07 of the Franchise Agreement shall be the same as written with the following addition:

> Except that in connection with Franchisee's right to use the trademarks, service marks, trade names, logotypes or other commercial symbols, Franchisor shall indemnify the Franchisee from any loss, costs or expenses arising out of any claim, suit or demand regarding the Franchisee's use of the name.

3. The following sentence is hereby added to the end of Section 13.02 of the Franchise Agreement:

> With respect to the franchises governed by Minnesota law, the Franchisor will comply with Minnesota Statute 80C.14 subdivisions 3, 4 and 5 which require except in certain specified cases, that a franchisee be given ninety (90) days notice of termination, with sixty (60) days to cure, and one hundred-eighty (180) days notice of non-renewal of the Franchise Agreement.

4. Section 15.02 of the Franchise Agreement is the same as written with the following addition:

> This Section shall not in any way abrogate or reduce any rights of the franchisee as provided for in Minnesota Statutes 1984, Chapter 80C, including the right to submit matters to the jurisdiction of the courts in Minnesota.

Initials:

Franchisor: ________

Franchisee: ________

ADDENDUM TO SUPERCUTS, INC.
FRANCHISE DISCLOSURE DOCUMENT
FOR THE STATE OF MINNESOTA

The following information applies to franchises and franchisees subject to Minnesota statutes and regulations. The Item number corresponds to the Item in the main body of the Franchise Disclosure document.

Item 13

SUPERCUTS will protect your right to use the trademarks, service marks, trade names, logotypes or other commercial symbols and shall indemnify you from any loss, costs or expenses from any claim, suit or demand.

Item 17

It would be unfair and inequitable to require you to sign a release that would relieve any person from liability imposed by Minnesota Statutes 1973 Supplement, Sections 80C.01 to 80C.22.

With respect to the franchises governed by Minnesota law, SUPERCUTS will comply with Minnesota Statute 80C.14 subdivisions 3, 4 and 5 which require except in certain specific cases, that you be given 90 days notice of termination, with 60 days to cure, and 180 days notice of non-renewal of the Franchise Agreement.

ADDENDUM TO FDD REQUIRED BY THE STATE OF NEW YORK

All references to "Disclosure Document" shall be deemed to include the term "Disclosure Document" as used under New York law.

The State Cover Page is amended to include the following additional Risk Factors:

> INFORMATION COMPARING FRANCHISORS IS AVAILABLE. CALL THE STATE ADMINISTRATORS LISTED IN EXHIBIT E OR YOUR PUBLIC LIBRARY FOR SOURCES OF INFORMATION. REGISTRATION OF THIS FRANCHISE BY NEW YORK STATE DOES NOT MEAN THAT NEW YORK STATE RECOMMENDS IT OR HAS VERIFIED THE INFORMATION IN THIS FRANCHISE DISCLOSURE DOCUMENT. IF YOU LEARN THAT ANYTHING IN THE FRANCHISE DISCLOSURE DOCUMENT IS UNTRUE, CONTACT THE FEDERAL TRADE COMMISSION AND NEW YORK STATE DEPARTMENT OF LAW, BUREAU OF INVESTOR PROTECTION AND SECURITIES, 120 BROADWAY, 23RD FLOOR, NEW YORK, NEW YORK 10271. THE FRANCHISOR MAY, IF IT CHOOSES, NEGOTIATE WITH YOU ABOUT ITEMS COVERED IN THE FRANCHISE DISCLOSURE DOCUMENT. HOWEVER, THE FRANCHISOR CANNOT USE THE NEGOTIATING PROCESS TO PREVAIL UPON A PROSPECTIVE FRANCHISEE TO ACCEPT TERMS WHICH ARE LESS FAVORABLE THAN THOSE SET FORTH IN THIS FRANCHISE DISCLOSURE DOCUMENT.

Item 3 of this Disclosure Document is supplemented with the following: "Neither Franchisor, nor any person identified in Item 2 of this Disclosure Document has been convicted of a felony or pleaded *nolo contendere* to a felony charge or, within the ten year period immediately preceding the application for registration, has been convicted of a misdemeanor or pleaded *nolo contendere* to a misdemeanor charge or been held liable in a civil action by final judgment or been the subject of a material complaint or other legal proceeding if such misdemeanor conviction or charge or civil action, complaint or other legal proceeding involved violation of any franchise law, securities law, fraud, embezzlement, fraudulent conversion, restraint of trade, unfair or deceptive practices, misappropriation of property or comparable allegations."

Item 4 of this Disclosure Document is supplemented with the following: "During the ten (10) year period immediately preceding the date of this Disclosure Document, neither Franchisor, the Predecessor nor any officer or general partner of Franchisor has been adjudged bankrupt or reorganized due to insolvency or been a principal officer of any company or general partner in any partnership that was adjudged bankrupt or reorganized due to insolvency during or within one year after the period that such officer or general partner of Franchisor held such position in such company or partnership, or is subject to any pending bankruptcy or reorganization proceeding."

Item 17, Provision (d), of this Disclosure Document is amended to state that the franchisee may terminate the agreement on any grounds available under state law.

Provisions of general releases are mentioned in the Disclosure Document and specified in the Franchise Agreement. These releases are limited by the following: all rights enjoyed by you and any causes of action arising in your favor from the provisions of Article 33 of the General Business Law of the State of New York and the regulations issued under this law shall remain in force, it being the intent that the non-waiver provisions of the General Business Law of the State of New York Sections 687.4 and 687.5 be satisfied.

No assignment of the Franchise Agreement by us will be made except to an assignee who, in our good faith judgment, is willing and able to assume our obligations under the Franchise Agreement.

The choice of law of the Franchise Agreement should not be considered a waiver of any right conferred upon either you or us by the General Business Law of the State of New York, Article 33.

ADDENDUM TO FRANCHISE AGREEMENT REQUIRED BY THE STATE OF NEW YORK

Notwithstanding any provision of the Franchise Agreement, all rights enjoyed by Franchisee and any causes of action arising in its favor from the provisions of Article 33 of the General Business Law of the State of New York and the regulations issued thereunder shall remain in force, it being the intent of this proviso that the non-waiver provisions of the General Business Law of the State of New York Sections 687.4 and 687.5 be satisfied.

The following sentence is added to the end of Sections 4.04, 13.06, and 13.08:

> Our right to obtain injunctive relief exists only after proper proofs are made and the appropriate authority has granted such relief.

The following sentence is added to Section 10.01:

> We will not assign our rights under this Agreement, except to an assignee who in our good faith and judgment is willing and able to assume our obligations under this Agreement.

The following sentence is added to the end of Section 10.03:

> Any provision in this Agreement requiring you to sign a general release of claims against us does not release any claim you may have under New York General Business Law, Article 33, Sections 680-695.

The following sentence is added to the end of Section 15.02:

> Notwithstanding the foregoing, the New York Franchises Law shall govern any claim arising under that law.

ADDENDUM TO DEVELOPMENT AGREEMEN
REQUIRED BY THE STATE OF NEW YORK

Notwithstanding any provision of the Development Agreement, all rights enjoyed by Developer and any causes of action arising in its favor from the provisions of Article 33 of the General Business Law of the State of New York and the regulations issued thereunder shall remain in force, it being the intent of this proviso that the non-waiver provisions of the General Business Law of the State of New York Sections 687.4 and 687.5 be satisfied.

The following sentence is added to the end of Section 13.C.:

> Our right to obtain injunctive relief exists only after proper proofs are made and the appropriate authority has granted such relief.

The following sentence is added to Section 12.A.:

> We will not assign our rights under this Agreement, except to an assignee who in our good faith and judgment is willing and able to assume our obligations under this Agreement.

The following sentence is added to the end of Section 13.E.:

> Notwithstanding the foregoing, the New York Franchises Law shall govern any claim arising under that law.

ADDENDUM TO SUPERCUTS, INC.
DEVELOPMENT RIGHTS RIDER
FOR THE STATE OF NORTH DAKOTA

This Addendum pertains to franchises sold in the State of North Dakota and is for the purpose of complying with North Dakota statutes and regulations. Notwithstanding anything which may be contained in the body of the Development Rights Rider to the contrary, the Development Rights Rider is amended as follows:

1. Section 1 of the Development Rights Rider is the same as written with the following addition to that paragraph:

Such representations are not intended to nor shall they act as a release, estoppel or waiver of any liability as prohibited under the North Dakota Franchise Investment Law.

Initials:

Franchisor: ________

Developer: ________

ADDENDUM TO SUPERCUTS, INC.
FRANCHISE DISCLOSURE DOCUMENT
FOR THE STATE OF NORTH DAKOTA

The following information applies to franchises and franchisees subject to North Dakota statutes and regulations. The Item number corresponds to the Item in the main body of the Franchise Disclosure Document

Item 17

Covenants not to compete upon termination or expiration of the Franchise Agreement may be unenforceable in the State of North Dakota except in certain circumstances provided by law;

The execution of a general release upon renewal, assignment or termination will be inapplicable to franchises operating under the North Dakota Franchise Investment Law.

Arbitration of disputes at a location that is remote from the site of the franchisees' business will be inapplicable to franchises operating under the North Dakota Franchise Investment Law.

North Dakota franchisees are not required to consent to the jurisdiction of courts outside of North Dakota.

North Dakota franchisees are not required to consent to liquidated damages or termination penalties.

It is unfair and inequitable to specify your Franchise Agreement be governed by the laws of a state other than North Dakota.

North Dakota franchisees are not required to consent to a trial by jury.

North Dakota franchisees are not required to consent to a waiver of exemplary and punitive damages.

It is unfair and inequitable to require North Dakota franchisees to consent to a limitation of claims. The statute of limitations under North Dakota law applies.

ADDENDUM TO SUPERCUTS, INC.
FRANCHISE AGREEMENT
FOR THE STATE OF NORTH DAKOTA

This Addendum pertains to franchises sold in the State of North Dakota and is for the purpose of complying with North Dakota statutes and regulations. Notwithstanding anything which may be contained in the body of the Franchise Agreement to the contrary, the Franchise Agreement is amended as follows:

The North Dakota Securities Commissioner has held the following to be unfair, unjust, or inequitable to North Dakota franchisees (Section 51-19-09, N.D.C.C.):

A. Restrictive Covenants: Franchise disclosure documents which disclose the existence of covenants restricting competition contrary to Section 9-08-06, N.D.C.C., without further disclosing that such covenants will be subject to this statute.

B. Situs of Arbitration Proceedings: Franchise agreements providing that the parties must agree to arbitrate disputes at a location that is remote from the site of the franchisee's business.

C. Restriction on Forum: Requiring North Dakota franchisees to consent to the jurisdiction of courts outside of North Dakota.

D. Liquidated Damages and Termination Penalties: Requiring North Dakota franchisees to consent to liquidated damages or termination penalties.

E. Applicable Laws: Franchise agreements which specify that any claims arising under the North Dakota franchise law will be governed by the laws of a state other than North Dakota.

F. Waiver of Trial by Jury: Requiring North Dakota franchisees to consent to the waiver of a trial by jury.

G. Waiver of Exemplary and Punitive Damages: Requiring North Dakota franchisees to consent to a waiver of exemplary and punitive damages.

H. General Release: Requiring North Dakota franchisees to execute a general release of claims as a condition of renewal or transfer of a franchise.

I. Limitation of Claims: Requiring that North Dakota franchisees to consent to a limitation of claims. The statute of limitations under North Dakota law applies.

J. Enforcement of Agreement: Requiring that North Dakota franchisees to pay all costs and expenses incurred by the franchisor in enforcing the agreement. The prevailing party in any enforcement action is entitled to recover all costs and expenses including attorney's fees.

Initials:

Franchisor: ________

Franchisee: ________

ADDENDUM TO SUPERCUTS, INC.
DEVELOPMENT AGREEMENT
FOR THE STATE OF NORTH DAKOTA

This Addendum pertains to franchises sold in the State of North Dakota and is for the purpose of complying with North Dakota statutes and regulations. Notwithstanding anything which may be contained in the body of the Development Agreement to the contrary, the Development Agreement is amended as follows:

The North Dakota Securities Commissioner has held the following to be unfair, unjust, or inequitable to North Dakota franchisees (Section 51-19-09, N.D.C.C.):

A. Restrictive Covenants: Franchise disclosure documents which disclose the existence of covenants restricting competition contrary to Section 9-08-06, N.D.C.C., without further disclosing that such covenants will be subject to this statute.

B. Situs of Arbitration Proceedings: Franchise agreements providing that the parties must agree to arbitrate disputes at a location that is remote from the site of the franchisee's business.

C. Restriction on Forum: Requiring North Dakota franchisees to consent to the jurisdiction of courts outside of North Dakota.

D. Liquidated Damages and Termination Penalties: Requiring North Dakota franchisees to consent to liquidated damages or termination penalties.

E. Applicable Laws: Franchise agreements which specify that any claims arising under the North Dakota franchise law will be governed by the laws of a state other than North Dakota.

F. Waiver of Trial by Jury: Requiring North Dakota franchisees to consent to the waiver of a trial by jury.

G. Waiver of Exemplary and Punitive Damages: Requiring North Dakota franchisees to consent to a waiver of exemplary and punitive damages.

H. General Release: Requiring North Dakota franchisees to execute a general release of claims as a condition of renewal or transfer of a franchise.

I. Limitation of Claims: Requiring that North Dakota franchisees to consent to a limitation of claims. The statute of limitations under North Dakota law applies.

J. Enforcement of Agreement: Requiring that North Dakota franchisees to pay all costs and expenses incurred by the franchisor in enforcing the agreement. The prevailing party in any enforcement action is entitled to recover all costs and expenses including attorney's fees.

Initials:

Franchisor: ________

Developer: ________

ADDENDUM TO FDD REQUIRED BY THE STATE OF RHODE ISLAND

Even though our Franchise Agreement says the laws of Minnesota apply, the Rhode Island Franchise Investment Law may supersede the Franchise Agreement because the Rhode Island Franchise Investment Law provides that "a provision in a franchise agreement restricting jurisdiction or venue to a forum outside Rhode Island or requiring the application of laws of another state is void with respect to a claim otherwise enforceable under the Act."

ADDENDUM TO FRANCHISE AGREEMENT
REQUIRED BY THE STATE OF RHODE ISLAND

Notwithstanding Section 15.02 of the Franchise Agreement, Section 19-28.1-14 of the Rhode Island Franchise Investment Act (the "Act") provides that a provision in the Franchise Agreement restricting jurisdiction or venue to a forum outside Rhode Island or requiring the application of the laws of another state is void with respect to a claim otherwise enforceable under the Act.

ADDENDUM TO SUPERCUTS, INC.
DEVELOPMENT RIGHTS RIDER
FOR THE COMMONWEALTH OF VIRGINIA

This Addendum pertains to franchises sold in the Commonwealth of Virginia and is for the purpose of complying with Virginia statutes and regulations. Notwithstanding anything which may be contained in the body of the Development Rights Rider to the contrary, the Development Rights Rider is amended as follows:

1. The following sentence is hereby added to the end of Section 10 of the Development Rights Rider:

> Pursuant to Section 13.1-564 of the Virginia Retail Franchising Act, it is unlawful for a franchisor to cancel a franchise without reasonable cause. If any grounds for default or termination stated in the Development Rights Rider does not constitute "reasonable cause," as that term may be defined in the Virginia Retail franchising Act or the laws of Virginia, that provision may not be enforceable.

Initials:

Franchisor: ________

Developer: ________

ADDENDUM TO SUPERCUTS, INC.
FRANCHISE AGREEMENT
<u>FOR THE COMMONWEALTH OF VIRGINIA</u>

This Addendum pertains to franchises sold in the Commonwealth of Virginia and is for the purpose of complying with Virginia statutes and regulations. Notwithstanding anything which may be contained in the body of the Franchise Agreement to the contrary, the Franchise Agreement is amended as follows:

1. The following language is added at the end of Section 13.02 of the Franchise Agreement:

   Pursuant to Section 13.1-564 of the Virginia Retail Franchising Act, it is unlawful for a franchisor to cancel a franchise without reasonable cause. If any grounds for default or termination stated in the Franchise Agreement do not constitute "reasonable cause," as that term may be defined in the Virginia Retail Franchising Act or the laws of Virginia, that provision may not be enforceable.

<u>Initials</u>:

Franchisor: ________

Franchisee: ________

ADDENDUM TO SUPERCUTS, INC.
FRANCHISE DISCLOSURE DOCUMENT
FOR THE COMMONWEALTH OF VIRGINIA

The following information applies to franchises and franchisees subject to Virginia statutes and regulations. The Item number corresponds to the Item in the main body of the Franchise Disclosure Document.

Item 17.

Pursuant to Section 13.1-564 of the Virginia Retail Franchising Act, it is unlawful for a franchisor to cancel a franchise without reasonable cause. If any grounds for default or termination stated in the Development Rights Rider or the Franchise Agreement do not constitute "reasonable cause," as that term may be defined in the Virginia Retail Franchising Act or the laws of Virginia, that provision may not be enforceable.

ADDENDUM TO FDD REQUIRED BY THE STATE OF WASHINGTON

In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, Chapter 19.100 RCW will prevail.

RCW 19.100.180 may supersede the Franchise Agreement in your relationship with us, including in the areas of termination and renewal of your franchise. There also may be court decisions that may supersede this Agreement in your relationship with us, including in the areas of termination and renewal of your franchise.

In any arbitration or mediation involving a franchise purchased in Washington, the arbitration or mediation site will be either in the state of Washington, or in a place mutually agreed upon at the time of the arbitration or mediation, or as determined by the arbitrator or mediator at the time of arbitration or mediation. In addition, if litigation is not precluded by the Franchise Agreement, a franchisee may bring an action or proceeding arising out of or in connection with the sale of franchises, or a violation of the Washington Franchise Investment Protection Act, in Washington.

A release or waiver of rights executed by a franchisee may not include rights under the Washington Franchise Investment Protection Act or any rule or order thereunder except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel. Provisions such as those which unreasonably restrict or limit the statute of limitations period for claims under the Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.

Transfer fees are collectable to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.

Pursuant to RCW 49.62.020, a noncompetition covenant is void and unenforceable against an employee, including an employee of a franchisee unless the employee's earnings from the party seeking enforcement, when annualized, exceed $100,000 per year (an amount that will be adjusted annually for inflation). In addition, a noncompetition covenant is void and unenforceable against an independent contractor of a franchisee under RCW 49.62.030 unless the independent contractor's earnings from the party seeking enforcement, when annualized, exceed $250,000 per year (an amount that will be adjusted annually for inflation). As a result, any provisions contained in the Franchise Agreement or elsewhere that conflict with these limitations are void and unenforceable in Washington.

RCW 49.62.060 prohibits a franchisor from restricting, restraining, or prohibiting a franchisee from (i) soliciting or hiring any employee of a franchisee of the same franchisor or (ii) soliciting or hiring any employee of the franchisor. As a result, any such provisions contained in the Franchise Agreement or elsewhere are void and unenforceable in Washington.

ADDENDUM TO FRANCHISE AGREEMENT
REQUIRED BY THE STATE OF WASHINGTON

In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, Chapter 19.100 RCW will prevail.

RCW 19.100.180 may supersede the Franchise Agreement in your relationship with us, including in the areas of termination and renewal of your franchise. There also may be court decisions that may supersede this Agreement in your relationship with us, including in the areas of termination and renewal of your franchise.

In any arbitration or mediation involving a franchise purchased in Washington, the arbitration or mediation site will be either in the state of Washington, or in a place mutually agreed upon at the time of the arbitration or mediation, or as determined by the arbitrator or mediator at the time of arbitration or mediation. In addition, if litigation is not precluded by the Franchise Agreement, a franchisee may bring an action or proceeding arising out of or in connection with the sale of franchises, or a violation of the Washington Franchise Investment Protection Act, in Washington.

A release or waiver of rights executed by a franchisee may not include rights under the Washington Franchise Investment Protection Act or any rule or order thereunder except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel. Provisions such as those which unreasonably restrict or limit the statute of limitations period for claims under the Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.

Transfer fees are collectable to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.

Pursuant to RCW 49.62.020, a noncompetition covenant is void and unenforceable against an employee, including an employee of a franchisee unless the employee's earnings from the party seeking enforcement, when annualized, exceed $100,000 per year (an amount that will be adjusted annually for inflation). In addition, a noncompetition covenant is void and unenforceable against an independent contractor of a franchisee under RCW 49.62.030 unless the independent contractor's earnings from the party seeking enforcement, when annualized, exceed $250,000 per year (an amount that will be adjusted annually for inflation). As a result, any provisions contained in the Franchise Agreement or elsewhere that conflict with these limitations are void and unenforceable in Washington.

RCW 49.62.060 prohibits a franchisor from restricting, restraining, or prohibiting a franchisee from (i) soliciting or hiring any employee of a franchisee of the same franchisor or (ii) soliciting or hiring any employee of the franchisor. As a result, any such provisions contained in the Franchise Agreement or elsewhere are void and unenforceable in Washington.

ADDENDUM TO DEVELOPMENT AGREEMENT
REQUIRED BY THE STATE OF WASHINGTON

In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, Chapter 19.100 RCW will prevail.

RCW 19.100.180 may supersede the Development Agreement in your relationship with us, including in the areas of termination and renewal of your franchise. There also may be court decisions that may supersede this Agreement in your relationship with us, including in the areas of termination and renewal of your franchise.

In any arbitration or mediation involving a franchise purchased in Washington, the arbitration or mediation site will be either in the state of Washington, or in a place mutually agreed upon at the time of the arbitration or mediation, or as determined by the arbitrator or mediator at the time of arbitration or mediation. In addition, if litigation is not precluded by the Development Agreement, a franchisee may bring an action or proceeding arising out of or in connection with the sale of franchises, or a violation of the Washington Franchise Investment Protection Act, in Washington.

A release or waiver of rights executed by a franchisee may not include rights under the Washington Franchise Investment Protection Act or any rule or order thereunder except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel. Provisions such as those which unreasonably restrict or limit the statute of limitations period for claims under the Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.

Transfer fees are collectable to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.

Pursuant to RCW 49.62.020, a noncompetition covenant is void and unenforceable against an employee, including an employee of a franchisee unless the employee's earnings from the party seeking enforcement, when annualized, exceed $100,000 per year (an amount that will be adjusted annually for inflation). In addition, a noncompetition covenant is void and unenforceable against an independent contractor of a franchisee under RCW 49.62.030 unless the independent contractor's earnings from the party seeking enforcement, when annualized, exceed $250,000 per year (an amount that will be adjusted annually for inflation). As a result, any provisions contained in the Development Agreement or elsewhere that conflict with these limitations are void and unenforceable in Washington.

RCW 49.62.060 prohibits a franchisor from restricting, restraining, or prohibiting a franchisee from (i) soliciting or hiring any employee of a franchisee of the same franchisor or (ii) soliciting or hiring any employee of the franchisor. As a result, any such provisions contained in the Development Agreement or elsewhere are void and unenforceable in Washington.

FOR RESIDENTS OF ALL STATES LISTED IN THIS ADDENDUM

Notwithstanding Section XXIII of the Franchise Agreement to the contrary, the applicable Addendum to the Franchise Agreement above shall not be merged with or into, or superseded by, the Franchise Agreement. In the event of any conflict between the Franchise Agreement and this Addendum, this Addendum shall be controlling. Except as otherwise expressly stated in the Franchise Agreement, no other amendments or modifications of the Franchise Agreement are intended or made by the parties.

Applicable State: ____________________________ Date: ________________

IN WITNESS WHEREOF, the parties below have duly executed and delivered this Addendum on the day and year first above written.

FRANCHISEE:

____

____

[OR]

____
Corporate Name, Partnership or Limited Liability Company

By:_________________________________

Title:______________________________

FRANCHISOR:

SUPERCUTS, INC.

By:__________________________________

Title:________________________________

OWNERS (SHAREHOLDERS/PARTNERS/ MEMBERS):

____

____

EXHIBIT H

STATE AGENCIES AND AGENTS FOR SERVICE OF PROCESS

EXHIBIT H

LIST OF STATE AGENCIES/AGENTS FOR SERVICE OF PROCESS

Listed here are the names, addresses and telephone numbers of the state agencies having responsibility for franchising disclosure/registration laws. We may not yet be registered to sell franchises in any or all of these states.

If a state is not listed, we have not appointed an agent for service of process in that state in connection with the requirements of the franchise laws. There may be states in addition to those listed below in which we have appointed an agent for service of process.

There also may be additional agents appointed in some of the states listed.

California

Commissioner of the Department of Financial
Protection and Innovation:
Toll Free: 1 (866) 275-2677

Los Angeles

Suite 750
320 West 4th Street
Los Angeles, California 90013-2344
(213) 576-7500

Sacramento

2101 Arena Boulevard
Sacramento, California 95834
(916) 445-7205

San Diego

1350 Front Street, Rm. 2034
San Diego, California 92101-3697
(619) 525-4233

San Francisco

One Sansome Street, Suite 600
San Francisco, California 94105-2980
(415) 972-8559

Hawaii

(for service of process)
Commissioner of Securities
Business Registration Division
Department of Commerce
and Consumer Affairs
335 Merchant Street, Room 205
Honolulu, Hawaii 96813
(808) 586-2722

(for other matters)
Commissioner of Securities
Business Registration Division
Department of Commerce
and Consumer Affairs
335 Merchant Street, Room 205
Honolulu, Hawaii 96813
(808) 586-2722

Illinois

Illinois Attorney General
500 South Second Street
Springfield, Illinois 62706
(217) 782-4465

Indiana

(for service of process)

Indiana Secretary of State
201 State House
200 West Washington Street
Indianapolis, Indiana 46204
(317) 232-6531

(state agency)

Indiana Secretary of State
Securities Division
Room E-111
302 West Washington Street
Indianapolis, IN 46204
(317)232-6681

Maryland

(state agency)

Office of the Attorney General-
Securities Division
200 St. Paul Place
Baltimore, Maryland 21202-2021
(410) 576-6360

(for service of process)

Maryland Securities Commissioner
at the Office of Attorney General-
Securities Division
200 St. Paul Place
Baltimore, Maryland 21202-2021
(410) 576-6360

Michigan

Corporations Division
Franchise
P.O. Box 30054
Lansing, MI 48909
(517) 373-7117

Minnesota

Minnesota Department of Commerce
85 7th Place East, Suite 280
St. Paul, Minnesota 55101
(651) 539-1600

New York

(for service of process)

New York Department of State
Division of Corporations, State Records & Uniform Commercial Code
One Commerce Plaza
99 Washington Ave., 6th Floor
Albany, New York 12231
(518) 474-4770

(for other matters)

New York State Department of Law
Investor Protection and Securities Bureau
120 Broadway, 23rd Floor
New York, New York 10271-0332
(212) 416-8000

North Dakota

(state agency)

North Dakota Securities Department
600 East Boulevard Avenue State Capitol
Fifth Floor Dept 414
Bismarck, North Dakota 58505-0510
(701) 328-4712

(for service of process)

Securities Commissioner
600 East Boulevard Avenue State Capitol
Fifth Floor Dept 414
Bismarck, North Dakota 58505-0510
(701) 328-4712

Oregon

Oregon Division of Finance and Corporate Securities
350 Winter Street NE, Room 410
Salem, Oregon 97301-3881
(503) 378-4387

Rhode Island

Securities Division
Department of Business Regulations
1511 Pontiac Avenue
John O. Pastore Complex-Building 69-1
Cranston, RI 02920
(401) 462-9500

South Dakota

Department of Labor and Regulation
Division of Insurance Securities Regulation
124 S. Euclid, Suite 104
Pierre, SD 57501
(605) 773-3563

Virginia

(for service of process)

Clerk, State Corporation Commission
1300 East Main Street
Richmond, Virginia 23219
(804) 371-9733

(for other matters)

State Corporation Commission
Division of Securities and Retail Franchising
1300 East Main Street
Ninth Floor
Richmond, Virginia 23219
(804) 371-9051

Washington

(for service of process)

Director Department of Financial Institutions
Securities Division
150 Israel Road SW
Tumwater, Washington 98501

(for other matters)

Department of Financial Institutions
Securities Division
P. O. Box 9033
Olympia, Washington 98501-9033
(360) 902-8760

Wisconsin

Commissioner of Securities
345 W. Washington Ave., 4th Floor
Madison, Wisconsin 53703
(608) 266-8557

EXHIBIT I

Franchisee Participation Agreement

EXHIBIT 1

Form of
FRANCHISEE PARTICIPATION AGREEMENT

WHEREAS, ______________________________, a Franchisee ("Participant") owns and operates a _____________ pursuant to a franchise arrangement with _________________ ("Franchisor").

WHEREAS, Franchisor and Stored Value Solutions, Inc. ("SVS") have entered into that certain Services Agreement (the "Services Agreement") dated May 30, 2020 for SVS to provide services in connection with Franchisor's gift card program whereby gift cards are issued to the customers for use as gift certificates, promotional cards and store credit; and

WHEREAS, the Services Agreement provides that Participant may participate in Franchisor's closed-loop prepaid card program (the "gift card program") by executing this Participation Agreement.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Franchisee hereby covenants and agrees to SVS as follows:

1. Participation in Gift Card Program. By entering into this Agreement, Participant elects and agrees to participate in the gift card program and agrees to be bound by the terms and provisions of the Services Agreement applicable to Participant, as the same may be amended from time to time, including without limitation, its obligation to make payment of all amounts owed by Participant in connection with the gift card program.
2. ACH Authorization. Participant understands and agrees that amounts due and owing from Participant to SVS and to Franchisor in connection with the gift card program will be automatically debited from Participant's designated bank account(s) by ACH. Participant understands and agrees that SVS is acting as settlement agent for Participant and other participants in the gift card program for the settlement of gift card redemptions between gift card program participants. Accordingly, SVS will initiate ACH debits from and credits to Participant's designated bank account(s) for amounts due to/from Participant resulting from Participant's participation in the gift card program. Participant also will complete and sign an ACH authorization form, in the form provided by SVS, and will send the original to Participant's bank and a copy to SVS. While the gift card program is in effect, Participant will provide updated information and forms as requested by SVS, including, such information and forms as needed for any new locations opened by Participant.
3. Funding. Participant acknowledges, agrees and understands that proper funding of its designated bank account(s) for the gift card program is necessary to ensure fair and efficient administration of the gift card program. Participant agrees to ensure that its bank accounts are properly funded for the ACH settlement process and for ACH debits of settlement fees owed to SVS.
4. Confidentiality. Participant acknowledges that the Services Agreement is confidential and that Participant may be provided access to other Confidential Information of SVS. Participant agrees to maintain the confidentiality of all SVS Confidential Information in accordance with the confidentiality provisions in the Services Agreement.
5. No Assignment. This Participation Agreement is not assignable, in whole or in part, without the prior written approval of Franchisor and SVS.
6. Miscellaneous All capitalized terms not defined herein shall have the meaning attributable thereto in the Services Agreement.

IN WITNESS WHEREOF, the undersigned has executed this Participation Agreement as of the __ day of _________, 20__.

Franchisee PARTICIPANT:_________________	Address:________________________________
By:____________________________________	________________________________
Printed Name:___________________________	________________________________
Title:__________________________________	________________________________

EXHIBIT J

Gift Card Participation Agreement

PARTICIPATION AGREEMENT

This Participation Agreement (the "Agreement") is made by and between Regis Corporation ("Regis") and the following franchisee (the "Participant"):

Individual Name(s): ____

Entity Name (if any): ______________________________________

WHEREAS, Participant owns and operates the hair salon(s) set forth on Exhibit A hereto (the "Store(s)") pursuant to a franchise agreement(s) ("Franchise Agreement") with Regis, or one of its subsidiaries or affiliates ("Franchisor").

WHEREAS, Regis and SVS have entered into that certain Services Agreement (the "Services Agreement") dated April 1, 2005, for SVS to provide services in connection with Franchisor's Cash Card Program whereby Cash Cards are issued to customers for use as gift certificates, promotional cards and store credit; and

WHEREAS, the Services Agreement provides that Participant may participate in the Cash Card Program by executing this Participation Agreement.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Participant hereby covenants and agrees as follows:

1. Participation in Cash Card Program. By entering into this Agreement, Participant elects and agrees to participate in the Cash Card Program and agrees to be bound by the terms and provisions of the Services Agreement applicable to Participant, as the same may be amended from time to time, including without limitation, its obligation to make payment of all amounts owed by Participant in connection with the Cash Card Program. If Participant elects to supply its own terminal device, then there will be a) a per terminal fee of $45.00 for each software application download and b) an annual fee of $15.00 per terminal for software maintenance.

2. ACH Authorization. Participant understands and agrees that amounts due and owing from Participant to SVS and Regis as set forth on the attached Exhibit B in connection with the Cash Card Program will be automatically debited from Participant's designated bank account(s) by ACH. Participant understands and agrees that SVS is acting as settlement agent for Participant and other participants in the Cash Card Program for the settlement of Cash Card redemptions between Cash Card Program participants. Accordingly, SVS will initiate ACH debits from and credits to Participant's designated bank account(s) for amounts due to/from Participant for redemptions of Cash Cards. In order to set up the ACH settlement process, Participant will complete and transmit electronically to SVS an information spreadsheet in the form provided by SVS. Participant also will complete and sign an ACH Authorization Form, in the form provided by SVS, and will send the original to Participant's bank and a copy to SVS. While the Cash Card Program is in effect, Participant will promptly provide updated information and forms to SVS and Regis, including new contact information and such information and forms as needed for any new stores opened by Participant.

3. Funding. Participant acknowledges, agrees and understands that proper funding of its designated bank account(s) for the Cash Card Program is necessary to ensure fair and efficient administration of the Cash Card Program. Participant agrees to ensure that its bank accounts are properly funded for the ACH settlement process and for ACH debits of settlement fees owed to SVS. On the first of each month Participant will have access to the Funds Movement ACH Report, which will delineate ACH debit amounts, and on the sixth of each month SVS will debit each account accordingly.

4. Insufficient Funds Recovery Account. Franchisor shall designate an account to cover failed ACH transactions associated with the Cash Card Program (the "Account"). The Account shall be funded by the applicable fees set forth on Exhibit B. If Participant's designated bank account does not have enough funds to cover a timely ACH transaction by SVS, then SVS may make withdrawals from the Account, including withdrawals to cover penalties for returned ACH transactions.

5. Penalties. Participant agrees that it shall be solely responsible for any and all amounts assessed as penalties and fees for Participant's returned ACH transactions and for any funding discrepancies caused by Participant.

6. Closed Stores. In the event that Participant closes a store or Participant's participation terminates for any reason whatsoever, Participant acknowledges that its obligations under this Agreement, including without limitation its liability for unfunded obligations, penalties, and fees, survive and in any event survive termination of this Agreement, the Services Agreement, and any Franchise Agreement.

7. Deficit Position. If Participant is in a deficit position with respect to its financial obligations under this Agreement, the Franchise Agreement, the Cash Card Program, or the Account, Franchisor may: (a) terminate this Agreement; (b) place a hold on any credits due to Participant and may apply such credits in Franchisor's discretion to satisfy Participant's indebtedness or any portion thereof; (c) prevent Participant from activating additional Cash Cards; (d) refuse to ship additional Cash Cards and Cash Card Carriers to Participant; and/or (e) repossess any Cash Cards and Cash Card Carriers in Participant's possession or control.

8. Franchise Agreement. If Participant fails to perform its obligations under the terms of this Agreement, then Franchisor may, in addition to the remedies set forth herein, exercise any and all remedies available pursuant to the terms of each of Participant's Franchise Agreements.

9. Cash Cards and Carriers. Participant shall purchase Cash Cards and Cash Card Carriers exclusively through Regis. Participant shall submit such request to Regis. Regis will ship Cash Cards and Cash Card Carriers and invoice Participant with payment terms net 15 days from receipt of invoice.

10. Confidentiality. Participant acknowledges that the Services Agreement is confidential and that Participant may be provided access to other Confidential Information of SVS. Participant agrees to maintain the confidentiality of all SVS Confidential Information in accordance with the confidentiality provisions in the Services Agreement. SVS agrees to maintain the confidentiality of all Participant Confidential Information in accordance with the confidentiality provisions of the Services Agreement.

11. No Assignment. This Participation Agreement is not assignable, in whole or in part, without the prior written approval of Franchisor and SVS.

12. Miscellaneous All capitalized terms not defined herein shall have the meaning attributable thereto in the Services Agreement.

IN WITNESS WHEREOF, the undersigned have executed this Participation Agreement as of the ____ day of __________, 20__.

FRANCHISEE:______________________________

By:______________________________

Printed Name:______________________________

Title:______________________________

Address:______________________________

____

____

____

REGIS CORPORATION

By: ______________________________
Its: ______________________________

EXHIBIT A

STORES

1. Brand:

____

2. Store Nos.:

____

____

____

____

____

____

____

____

____

____

____

____

____

____

____

____

____

____

____

____

____

____

EXHIBIT B

FEES

Franchise Gift Card Fee Schedule

Description	**Cost**
Non-sufficient Funds Recovery	$.05 per card
Transaction Fee	$.07 per transaction
Communication Fee	$.0225 per transaction
Franchisee Fee	$0.05 per transaction
Software download fee, if applicable	$45 per download
Annual software maintenance fee, if applicable	$15 per terminal

EXHIBIT K

Guarantee of Regis Corporation

GUARANTEE OF PERFORMANCE

For value received Regis Corporation, a Minnesota Corporation located at 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416, absolutely and unconditionally guarantees to assume the duties and obligations of Supercuts, Inc., a Delaware corporation located at 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416 (the "Franchisor"), under its franchise registration in each state where the franchise is registered, and under its Franchise Agreement identified in its 2022-2023 Franchise Disclosure Document, as it may be amended, and as that Franchise Agreement may be entered into with franchisees and amended, modified or extended from time to time. This guarantee continues until all such obligations of the Franchisor under its franchise registrations and the Franchise Agreement are satisfied or until the liability of Franchisor to its franchisees under the Franchise Agreement has been completely discharged, whichever first occurs. The Guarantor is not discharged from liability if a claim by a franchisee against the Franchisor remains outstanding. Notice of acceptance is waived. The Guarantor does not waive receipt of notice of default on the part of the Franchisor. This guarantee is binding on the Guarantor and its successors and assigns.

The Guarantor signs this guarantee at Minneapolis, Minnesota on the 29th day of October, 2022.

Guarantor:

REGIS CORPORATION

By: Kersten Zupfer
Name: Kersten Zupfer
Title: EVP & Chief Financial Officer

EXHIBIT L

AGREEMENT FOR PURCHASE AND SALE OF ASSETS

AGREEMENT FOR PURCHASE AND SALE OF ASSETS

THIS AGREEMENT is made and entered into as of the ____ day of ____________________, 20___, by and between SUPERCUTS CORPORATE SHOPS, INC., a Delaware corporation [and/or REGIS CORP., a Minnesota corporation] ("Seller"), _________., a _____________ ("Buyer"), and SUPERCUTS, INC., a Delaware corporation ("Franchisor").

RECITALS

A. Seller owns the hair care store(s) set forth on Exhibit A hereto (the "Stores"). Seller also owns certain furniture, fixtures, equipment (excluding the P.O.S. and all related equipment), leasehold improvements, inventory and supplies, and retail inventory located at the Stores (the "Assets"). Seller's cash and accounts receivable are excluded from the Assets.

B. Seller desires to sell the Assets to Buyer on an "as is" basis and to cause Franchisor to enter into a standard Supercuts Development Rights Rider (the "Development Rights Rider") and Supercuts Franchise Agreements and Subleases (the "Franchise Agreements") with respect to the Stores. Buyer desires to purchase the Assets from Seller on an "as is" basis and to enter into the Franchise Agreements with Franchisor with respect to the Stores and to develop additional Supercuts store(s) pursuant to the Development Rights Rider (the "New Stores"), all on the following terms and conditions.

NOW, THEREFORE, in consideration of mutual covenants, agreements and considerations set forth herein, the parties agree as follows:

1. Purchase and Sale.

1.1 Assets. On and subject to the terms and conditions of this Agreement, Buyer agrees to purchase the Assets from Seller and Seller agrees to sell the Assets to Buyer on an "as is" basis on the Closing Date.

1.2 Purchase Price.

(a) The purchase price for the Assets is ___Thousand and no/100 Dollars ($) payable on the Closing Date by an electronic transfer of funds to Seller.

(b) In addition, Buyer shall reimburse Seller on the Closing Date an amount of $______ which is the security deposit paid to the landlord.

1.3 Allocation of Purchase Price. Buyer and Seller agree that the purchase price for the Assets shall be allocated based on fair market value.

1.4 Obligations of Seller. All liabilities of Seller shall be paid by Seller. Buyer shall assume no liabilities or obligations of Seller except as specifically set forth herein, and shall not be liable for any liabilities arising from operation of the Store prior to the Closing Date, including but not limited to litigation, employment disputes, landlord disputes, material claims by customers, and payment due to vendors (whether known or unknown by the parties at the Closing Date, as long as they arise solely from facts existent prior to the Closing Date). Seller shall indemnify Buyer from any such obligations arising prior to Closing Date.

1.5 Obligations of Buyer.

A. Buyer agrees to assume, pay and perform each and every obligation of Seller in connection with the operations of the business conducted at the Store, accruing on and after the Closing Date, and to indemnify and hold Seller harmless from any such obligations.

B. Buyer agrees that if any Store is not a Supercuts store, Buyer shall convert such Store to the then-current design for Supercuts stores, by engaging Seller's designated vendor (which may be Seller or its affiliate) to provide construction management services and furniture, fixture, and equipment coordination services pursuant to Seller's designated vendor's then-current standard agreement and fee. Buyer will be responsible for all costs and expenses of such Store conversion.

C. Buyer confirms that it remains subject to the Non-Disclosure Agreement between Buyer and Regis Corporation dated _____________, 20___, pursuant to which it has agreed to hold confidential all Confidential Information (as defined thereby), including the existence of this Agreement and the transaction contemplated thereby.

D. Buyer agrees to attend, complete, and pass the Franchisor's orientation training to be held in Seller's corporate office prior to the Closing Date.

E. Buyer understands and agrees that all styling staff hired to work at the Store must attend the Franchisor's Hair Stylist Academy training prior to working in the Store.

1.6 Prorations. All operating costs relating to the business conducted at the Store, including, but not limited to, rent, shall be allocated between Seller and Buyer based upon the Closing Date, such that Seller shall pay that portion of the operating costs and receive that portion of the income pertaining to that period of time up to, and, including the day prior to the Closing

Date and Buyer shall pay that portion of the operating costs and receive that portion of the income on and after the Closing Date.

2. The Closing. The transaction provided for herein shall be closed by overnight delivery of documents prior to the Closing Date. The Closing Date is scheduled to occur within one hundred eighty (180) days of the date of this Agreement at a mutually agreed upon date between the parties (the "Closing Date"). Seller and Franchisor have no obligation to close the transaction contemplated under this Agreement unless and until Buyer and its Affiliates are in good standing, including having paid all amounts owed, under all other agreements with Seller, Franchisor, and their respective affiliates.

3. Instruments of Transfer; Further Assurances. On the Closing Date, upon receipt of the purchase price, Seller shall deliver to Buyer a Bill of Sale transferring to Buyer its interest in the Assets, and signed Franchise Agreements.

4. Representations and Warranties of Seller. Seller represents and warrants to Buyer that Seller is a corporation duly organized and validly existing under the laws of the State of Delaware, with all requisite power to own, operate and lease its property and to execute and deliver this Agreement

5. Representations and Warranties of Buyer.

(a) Buyer represents and warrants to the Seller that Buyer is a ___________ duly organized and validly existing under the laws of the State of ____________, with all requisite power to own, operate and lease its property.

(b) Buyer represents and warrants to Seller and Franchisor that Buyer has all right, power, and authority to execute and deliver this Agreement on its own behalf and on behalf of its Affiliates as defined in Section 9(e) below.

(b) Buyer's Federal Employer Identification Number (FEIN) is _________.

6. Financial Representations. Neither Seller nor its parent and/or affiliates including Franchisor make any representation, warranty, guarantee, covenant, commitment, or other promise as to the future performance of the Store. Any profit or loss experienced by the Buyer may vary from any profit or loss experienced by the Seller. The purchase price is not based on any sales-related data. Buyer agrees to and acknowledges the terms of this Paragraph.

7. Termination. Seller will have the right to terminate this Agreement if the closing does not occur within the terms of Paragraph 2.

8. Covenants of Seller.

(a) Seller agrees to use its best efforts to cause the transactions contemplated by this Agreement to be consummated.

(b) Seller will cause Franchisor to enter into the Franchise Agreements for the Stores with Buyer.

9. Covenants of Buyer.

(a) Buyer will faithfully perform on a timely basis all of its obligations required herein.

(b) Prior to the Closing Date, Buyer agrees to enter into the Franchise Agreements and personal guarantees thereof for the Store(s) with Franchisor.

(c) Buyer agrees that the Supercuts Development Rights Rider will apply to all Stores acquired hereunder and will obligate Buyer to develop New Stores during the Development Schedule as set forth in the Development Rights Rider and Buyer will enter into a separate Supercuts Franchise Agreement for each Store acquired hereunder and New Store developed under the Development Rights Rider.

(d) (i) Buyer, on its own behalf and on behalf of all of its parents, subsidiaries, affiliates, joint ventures, and partners (collectively, the "Affiliates") that are, as of the Closing Date, parties to franchise agreements with Franchisor and its affiliates under any brand, agrees that:

(a) effective as of the Closing Date, Buyer and its Affiliates will purchase exclusively from Seller's designated or approved suppliers (which may be Seller and its affiliates) all Products for use and resale at all of their respective hair salons (regardless of brand) that are the subject of existing franchise agreements with Franchisor and its affiliates as of the Closing Date (the "Existing Franchise Agreements");

(b) the Existing Franchise Agreements are hereby amended to require Buyer and its Affiliates to purchase all Products exclusively from Seller's designated suppliers (which may be Seller and its affiliates);

(iii) Buyer's and its Affiliates' obligations under Sections 9(d) shall survive expiration or termination of this Agreement.

(e) Buyer represents that it has the authority delegated from each and all of its Affiliates to agree on their behalf to the Product purchasing restrictions specified in Sections 9 (e) for the Existing Franchise Agreements and acknowledges that Seller and Franchisor are proceeding with the transaction contemplated by this Agreement in reliance on such representations. In addition, if the parties agree that Buyer's Affiliate(s) will enter into any Franchise Agreement described in Sections 9 (e), then Buyer represents and warrants that it has the authority to bind its Affiliates to the restrictions in Sections 9 (e). Any failure by Buyer and its Affiliates to comply with these Product purchasing restrictions will be deemed a breach of all the Existing Franchise Agreements.

10. Survival of Representations. All statements by or on behalf of any of the parties hereto contained in this Agreement or any certificates or other instrument delivered by or on behalf of Seller in connection with the transaction contemplated hereby shall survive the Closing.

11. Entire Agreement. This Agreement supersedes all previous agreements among the parties and contains the entire understanding and agreement among them with respect to its subject matter. This Agreement cannot be amended, modified or supplemented in any respect except by a subsequent written agreement entered into by all parties. Without limiting the generality of the foregoing, in the event of a conflict between the terms of this Agreement and the terms of the Development Rights Rider, any Franchise Agreement or any Existing Franchise Agreement, in particular with respect to the Product purchasing restrictions, the terms of this Agreement will prevail.

12. Waivers and Notices. Any failure by any party to this Agreement to comply with any of its obligations, agreements or covenants hereunder may be waived by Seller in the case of a default by Buyer and by Buyer in the case of a default by Seller. The failure of any party to insist in any instance upon performance of any term or condition of this Agreement shall not be construed as a waiver of any future performance. All waivers under this Agreement and all notices, consents, demands, requests, approvals and other communications which are required or may be given hereunder of thereunder shall be in writing and shall be deemed to have been duly given if delivered or mailed certified first class mail, postage prepaid:

(a) If to Buyer:

(b) If to Seller:
Supercuts Corporate Shops, Inc.
3701 Wayzata Boulevard, Suite 500
Minneapolis, MN 55416
Attention: President

or to such other person or persons at such address or addresses as may be designated by written notice to the other parties hereunder.

13. Benefits. All the terms of this Agreement shall be binding upon and inure to the benefit of and be enforceable by the parties hereto and their successors and assigns.

14. Arbitration. All disputes between the parties relating to (i) this Agreement; (ii) the transaction contemplated thereby; or (iii) negotiations leading up to execution of this Agreement, shall be resolved by arbitration in Minneapolis, Minnesota, pursuant to the rules of the American Arbitration Association then in effect. The arbitrators shall have the power to award costs, including reasonable attorneys' fees, as they deem appropriate. This Agreement shall be construed in accordance with the laws of the State where the Stores are located.

15. Expenses. Whether or not the transactions contemplated hereby are consummated, each of the parties hereto shall pay his or their own expenses incurred in connection with the authorization, preparation, execution or performance of this Agreement and all transactions contemplated hereby, including without limitation, all fees and expenses of agents, representatives, legal counsel and accountants.

16. Facsimile Signatures; Counterparts. This Agreement may be executed and delivered by electronic signature (e.g. DocuSign). The delivery of an executed copy of this Agreement or of any amendment hereto, made by facsimile or electronic transmission (e.g. DocuSign) or as a .pdf attachment to an email by any party to an authorized recipient of the other party hereto shall constitute effective delivery of such document by such transmitting party to such receiving party, and any executed facsimile or emailed copy so delivered shall be deemed equivalent to an executed original. This Agreement and any amendments thereto may be signed in two or more counterparts, and all counterpart signatures, taken together, shall constitute one executed original.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

SELLER:

SUPERCUTS CORPORATE SHOPS, INC.

By:_____________________________________

FRANCHISOR:

SUPERCUTS, INC.

By:_____________________________________
Scott Sullivan, Vice President

BUYER:
on its own behalf and on behalf of all of its Affiliates

By:_____________________________________
Print Name:
Title:

By:_____________________________________
Print Name:
Title:

EXHIBIT A
The Stores

EXHIBIT M

BUILDPOINT SOLUTIONS GROUP INC.
SERVICES AGREEMENT

BUILDPOINT SOLUTIONS GROUP INC.
SERVICE AGREEMENT

This Consulting Services Agreement (this "Agreement") is made as of September 16, 2021 by and between BuildPoint Solutions Group Inc. ("BSG") and the Client/Owner set forth below ("Client").

1. BASIC INFORMATION

Client/Owner Name:
Address:
City/State/Zip:
Phone:

Project Address:
City/State/Zip:

Select One or Both of the Following, By Checking the Applicable Box and Initialing Adjacent Thereto:

☐ _____ Construction Management Services as described in ***Exhibit A – Basic Package***

☐ _____ Post-Construction Services as described in ***Exhibit B- Standard Package***

2. SCOPE OF SERVICES: BSG will perform the services indicated in the box checked above and described in Exhibits A and B attached hereto. Exhibit A and Exhibit B as applicable, are hereby incorporated into this Agreement. Client agrees to sign any contracts BSG receives from outside vendors unless the contract varies materially in scope of work or cost adversely to Client from an applicable estimate.

3. PAYMENT:

   (a) Construction Management Services. Client shall pay BSG (i) a non-refundable payment of $5,500 upon execution of this Agreement.

   (b) Post-Construction Services. Client shall pay BSG a non-refundable payment of $2,000 upon execution of this Agreement.

4. DEVELOPMENT COSTS: Client is solely responsible for payment of all fees, costs, and expenses associated with: (a) architectural services, plans, and specifications for the premises; (b) building, utility, sign, health, business, and other required permits, licenses, and approvals; (c) construction, decoration, materials, and services; (d) FFE, inventory, signs, freight, insurance, and installation charges; and (e) all other costs and expenses incurred in developing the store/location.

5. TRAVEL AND EXPENSES: Client shall reimburse BSG for all reasonable expenses related to the performance of any services that require BSG to travel. Client must approve all travel in advance and reimburse upon the submission of appropriate receipts and invoices.

6. CLIENT ACKNOWLEDGEMENT. Client acknowledges that BSG's obligation under this Agreement shall be limited to providing the services designated in the applicable Exhibit to this Agreement in coordination with Client's selected and approved architect and general contractor. Client acknowledges and agrees that BSG is not responsible for and shall not be liable for the performance, acts, omissions, or breaches of contract of any party providing goods or services to the project, including, any architect, contractor, vendor, or supplier, and BSG is not responsible for the actual construction of the project, the installation of FFE therein, delays of any kind (including delays in obtaining permits, licenses, approvals, construction, installation, or delivery) errors or omissions in construction, installation, or design, cost overruns or change orders, or any incidental or consequential costs, expenses, losses, liabilities, injuries, or damages whatsoever. BSG will not provide services if this project is not under contract with, and under the direct supervision and control of a general contractor licensed to work or where general contractor's license has expired in the city and state where the project is located. Client understands and acknowledges that BSG's services are not intended to provide a "turn-key" service to Client. BSG is not responsible for ensuring that the Store/Site to be renovated/constructed complies with applicable building standards or legal requirements, including, but not limited to, architectural, structural, mechanical, electrical, plumbing, accessibility (including without limitation those under the Americans with Disabilities Act), and other related standards. Client understands that any estimate with regard to cost of the project or a portion thereof provided by BSG is only a non-binding estimate and such shall not constitute a representation or warranty of any kind. Client shall be responsible for all charges even if such charges exceed an applicable estimate.

7. NO WARRANTY: Client agrees and understands that BSG makes no warranties, express or implied, regarding this project, the leased premises, or its development and construction. BSG does not assume any responsibility for construction cost overruns or costs associated with delays (including, without limitation, rent commencement). All costs, late fees, rent, rent commencement charges, and the like associated with the project and the premises are the sole responsibility of the Client. Nothing contained in this Agreement is intended, nor shall the same be deemed or construed, to make the BSG in any way responsible for any debts, obligations, or losses of Client.

8. LIMITATION OF LIABILITY: Each party waives any claims for indirect, consequential, special, punitive, or exemplary damages, including, without limitation, lost revenue or profit, even if a party has knowledge of the possibility of such damages. In no event shall BSG's liability to Client with respect to the project or this Agreement exceed an amount equal to the lesser of the fee paid by Client and Five Thousand Dollars ($5,500.00).

9. OTHER AGREEMENTS AND SUBLEASE: Nothing in this Agreement shall be construed to abrogate or modify the obligations of the Client under any other agreement, including any Franchise Agreement, or any Sublease associated with Client's premises.

10. TO PROCEED: Sign, date and scan this Agreement and return via e-mail to: dspaulding@buildpointusa.com

IN WITNESS WHEREOF the parties hereto have executed this Agreement effective as of the date first above written.

CLIENT:	**BuildPoint Solutions Group Inc.:**
Signed: ______________________	Signed: ______________________
Print Name: ______________________	Print Name: ______________________
Title: ______________________	Title: ______________________
Date: ______________________	Date: ______________________

Exhibit "A"

Construction Management Services

BSG's "Construction Management Services" include the following:

1. Determine communication strategy based on project scope and timelines.

2. Provide Client with a preliminary construction estimate based on the initial information received and historical data.

3. Consult with the Client on construction related lease requirements, if any.

4. Consult with the Client on the sign package requirements and the sign review/approval process.

5. Advise the Client as to how to set up utilities for the premises (gas, electric, water, sewer, etc.). It is the responsibility of the Client to transfer all applicable utilities into their name and pay all associated fees. Utilities need to be set up prior to construction start.

6. The Project Manager shall recommend qualified general contractors to bid the project, review construction bids with the Client and consult in selecting a general contractor for the project. Selection is based on pricing, reputation, ability to perform, etc. The actual selection of the general contractor is the responsibility of the Client. The Client shall sign a contract directly with the selected general contractor. *Note: BSG recommends utilizing AIA (American Institute of Architects) contract documents.*

7. Provide Client with a revised construction estimate based on general contractor pricing, vendor quotes, and additional information.

8. Consult with the Client to obtain the required building permit(s) from state and local authorities. Client's architect or general contractor shall submit all required documents to the applicable jurisdiction(s) for review and manage the permit approval process. Once the permit is approved by the jurisdiction(s), it is the responsibility of the Client or the general contractor to pay all fees required to secure such permit(s). Failure to do so may delay the start of construction.

9. The Project Manager shall regularly review site conditions and work progress with the Client and general contractor in an effort to avoid non-compliance with the approved plans, construction delays, or additional costs. Means of review will be by photos provided by the general contractor. Review will also include regular phone conversations and e-mail communication with the Client, general contractor and other parties (if required).

10. Consult with the Client on processing general contractor payment applications. Payments should be disbursed per the construction contract guidelines.

11. Consult with the Client on FFE operation, maintenance, and troubleshooting.

12. Consult with the Client to produce a punch list indicating all shortcomings and deficiencies in relation to the approved plans, addenda, change orders, and construction contract. The Project Manager shall review all punch list items with the Client and general contractor. It is the Client's responsibility to ensure that the general contractor completes all punch list items prior to leaving the premises after construction completion.

13. Consult with the Client in obtaining the final approvals from the necessary agencies for premises occupancy. The general contractor is responsible for contacting all required agencies to make final inspections for the purpose of obtaining the occupancy certificate (or equal documentation).

14. Consult with the Client regarding construction warranty work the general contractor may be required to provide. For FFE warranty information, the Client should contact the Project Coordinator for a period of 12 months following completion.

15. Consult with the Client to verify that the proper documentation is received from the general contractor (lien releases, inspection reports, warranty statements, etc.) prior to project closeout.

<u>Exhibit "B"</u>

<u>Post-Construction Services</u>

BSG's "<u>Post-Construction Services</u>" include the following:

1. Schedule call with Client for closeout process, and assist in collection of any Tennent Improvement Allowance

2. Work with general contractors to ensure that specific closeout requirements are achieved. Further, BSG will review all costs, processes and information presented to ensure contract terms have been met.

3. Prior to the expiration of a general contractor's warranty, BSG will interview management/staff to review completed construction so to determine whether there are any current material defects or workmanship issues that should be addressed by warranty. BSG will also seek confirmation that warranty inspections have been completed, that warranty maintenance procedures have been adhered to and operational and that any maintenance manuals are in place and updated.

GENERAL NOTES RELEVANT TO ALL SERVICES

1. All design changes to the construction documents shall be made prior to obtaining final bids and signing the construction contract. Changes made after signing the contract may result in additional costs. NO CHANGES ARE TO BE MADE WITHOUT NOTIFYING THE PROJECT MANAGER AND OBTAINING WRITTEN APPROVAL FROM THE BSG, AND IF REQUIRED BY THE MASTER LEASE, THE LANDLORD.

2. All locally furnished and approved FFE should be made available to the general contractor as needed to maintain the construction schedule. No unapproved FFE will be installed.

3. Construction costs can be influenced by local governing regulations and requirements, Landlord's design criteria, and actual site conditions. The general contractor shall include all known items in the final bid. However, because of timing, unforeseen circumstances, inspector requirements, etc., some items may be added to the total construction cost via approved change orders.

4. If your Project Manager needs to visit the premises during the construction process, additional costs may be incurred.

5. BSG and its affiliates may from time to time receive allowances, discounts and/or benefits from certain suppliers and/or service providers.

BuildPoint Solutions Group

PROJECT MANAGEMENT & BID PACKAGE PROGRAMS

There are two options to choose from.

❑The Standard Package provides comprehensive project management from beginning to end and offers the best value.

❑The Basic Package covers the basics and handles the day-to-day tasks to ensure your project is built right, for the right price.

5 PHASES OF SUPPORT		*BASIC PACKAGE	*STANDARD PACKAGE
DESIGN PHASE	Coordinate site survey / property condition assesment to verify lease space dimensions and conditions.		✔
	Coordinate construction documents with preferred vendor architect.		✔
	Coordinate approvals & permits with landlord & the governing authorities		✔
BID PHASE	Source and vett general contractors	✔	✔
	Issue Request For Proposal and answer contractor questions.	✔	✔
	Qualify bids and provide comparative summary analysis for Owner review.	✔	✔
CONTRACT PHASE	Issue AIA contract and coordinate execution between GC and Owner.	✔	✔
	Assist with SBA financing documents and requirements between Bank, Owner and GC for inclusion into final AIA contract.	✔	✔
CONSTRUCTION PHASE	Lead weekly construction update meetings between GC, Owner and Spec'd vendors.	✔	✔
	Provide weekly photos, budget and progress updates thru Job Tracker.	✔	✔
	Review all change orders with owner and provide additional detail and impacts as needed.	✔	✔
	Assist in the coordination of all required vendor installs, including Owner Supplied Items.	✔	✔
	Review and approve GC payment applications and distribute to owner/bank.	✔	✔
	Ensure all contract, construction and compliance requirements are met.	✔	✔
PROJECT CLOSE-OUT	Assist in final project compliance signoff.		✔
	Collect all final lien waivers and warranty paperwork from GC.		✔
	Collect all paperwork for Operation and Maintenace manuals (O&M).		✔
	Provide all required closeout documents to Landlord to ensure payment of Tenant Improvement Allowance.		✔
	Ensure all payments are made to all parties to complete project.		✔
		$5,500	$7,500

EXHIBIT N

OPERATIONS MANUAL

TABLE OF CONTENTS

The Manual's table of contents currently is as follows:

BOOK 1 CONTENTS

BOOK 2 CONTENTS

BOOK 3 CONTENTS

BOOK 4 CONTENTS

INTERVIEWING
- INTERVIEW CHECKLIST
- INTERVIEW QUESTIONS

PERFORMANCE DOCUMENTS
- RECEPTIONIST SELF-EVALUATION
- STYLIST SELF-EVALUATION
- ASSISTANT/SHIFT MANAGER SELF-EVALUATION
- MANAGER SELF-EVALUATION
- PERFORMANCE REVIEW
- DOCUMENTATION FORM
- SEPARATION FORM
- EXIT INTERVIEW

EXHIBIT O

LEASE ADDENDUM

EXHIBIT O
LEASE ADDENDUM

This Lease Addendum (the "Addendum") is made as of the ___ day of _____________, _20____, by and between ____, as Lessor or Landlord ("Landlord") and _____________________________________ as Lessee or Tenant ("Tenant").

WHEREAS, The parties hereto acknowledge and agree that Tenant is a party to a "Supercuts" hair salon franchise agreement (the "Franchise Agreement") with Supercuts, Inc., a Delaware corporation with its principal place of business at 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416 (the "Franchisor"). Pursuant to the Franchise Agreement, Tenant agreed to cause the provisions contained in this Addendum to be made a part of the lease agreement between Tenant and Landlord, a copy of which is attached hereto and incorporated herein by reference (the "Lease").

WHEREAS, In order to induce Tenant to enter into the Lease, and for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Landlord and Tenant hereby agree to the following additional terms and provisions of the Lease, and further agree that, to the extent that the terms and provisions of the Lease conflict with the terms and provisions of this Addendum, the terms and provisions of this Addendum shall control:

1. Notice of Default. Upon the occurrence of any default by Tenant under the terms and provisions of the Lease, Landlord shall concurrently give written notice of such default to Tenant at the address specified in the Lease and to Franchisor and its successors and assigns at the address set forth above or such other address as may be designated in writing by Franchisor.

2. Franchisor's Right to Enter Leased Premises. Franchisor shall have the right to enter the leased premises to conduct inspections at any time during regular business hours. Upon the occurrence of any default by Tenant under the terms and provisions of the Lease and/or the Franchise Agreement, Franchisor shall have the right, but not the obligation, to enter the leased premises to remove signage and to otherwise make such modifications and/or alterations to the leased premises that Franchisor deems reasonably necessary to protect its proprietary marks and distinguishing characteristics of its franchised locations.

3. Consent to Lease Amendments. Franchisor has the right to approve any amendments to the Lease between Landlord and Tenant. Tenant is prohibited from renewing or extending the term of the Lease, assigning the Lease, or subleasing the premises without Franchisor's consent.

4. Assumption of Lease. Landlord hereby consents to the assignment by Tenant of its right, title and interest in the Lease to Franchisor pursuant to the Franchise Agreement. Accordingly, in the event of a default by the Franchisee of the terms or provisions of the Lease or the Franchise Agreement, or upon the expiration or termination of the Franchise Agreement, Franchisor (or its parent or affiliates) shall have the right (but not the obligation) to assume Tenant's rights and obligations under the Lease, but Franchisor must exercise such right not more than fifteen (15) business days after the later of: (a) the expiration of any cure period under the Lease or Franchise Agreement without cure by Tenant; or (b) the receipt of written notice by Franchisor of such default under the Lease. Nothing herein will require Franchisor to exercise its option or to cure any default of Tenant under the Lease, but only gives Franchisor the option to assume Tenant's future rights and obligations under the Lease.

5. Third Party Beneficiary. The Landlord hereby acknowledges that Franchisor is intended to be a third-party beneficiary under the Lease and this Addendum.

Dated: _________________________, _20_____

"Landlord"

By: _____________________________________

Its: _____________________________________

Dated: _________________________, _20_____

"Tenant"

By: _____________________________________

Its: _____________________________________

SUPERCUTS®

FRANCHISE DISCLOSURE DOCUMENT

EXHIBIT P: STATE EFFECTIVE DATES

SUPERCUTS, INC.

STATE EFFECTIVE DATES

The following states have franchise laws that require that the Franchise Disclosure Document be registered or filed with the state, or be exempt from registration: California, Hawaii, Illinois, Indiana, Maryland, Michigan, Minnesota, New York, North Dakota, Rhode Island, South Dakota, Virginia, Washington, and Wisconsin.

This document is effective and may be used in the following states, where the document is filed, registered or exempt from registration, as of the Effective Date stated below:

State	Effective Date
California	
Hawaii	
Illinois	
Indiana	
Maryland	
Michigan	November 11, 2022
Minnesota	
New York	
North Dakota	
Rhode Island	
South Dakota	
Virginia	
Washington	
Wisconsin	

In all other states, the effective date of this Franchise Disclosure Document is the issuance date of November 11, 2022.

Other states may require registration, filing, or exemption of a franchise under other laws, such as those that regulate the offer and sale of business opportunities or seller-assisted marketing plans.

EXHIBIT Q

RECEIPTS

RECEIPT

SUPERCUTS, INC.

This disclosure document summarizes certain provisions of the franchise agreement and other information in plain language. Read this disclosure document and all agreements carefully.

If Supercuts, Inc. offers you a franchise, it must provide this disclosure document to you 14 calendar-days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale. [However, some state franchise laws may require Supercuts, Inc. to give you this disclosure document at least 10 business days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale.]

If Supercuts, Inc. does not deliver this disclosure document on time or if it contains a false or misleading statement, or a material omission, a violation of federal law and state law may have occurred and should be reported to the Federal Trade Commission, Washington, D.C. 20580 and the appropriate state agency identified on Exhibit H.

The franchisor is Supercuts, Inc. located at 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416. Its telephone number is 952-947-7777.

Issuance Date: November 11, 2022

The following franchise sellers for this offering have a principal business office of 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416 with a contact number of 952-947-7777. If any of these franchise sellers have had or will have dealings with you, the name of that person will appear below.

____

____

Supercuts, Inc. authorizes the respective state agents identified on Exhibit H to receive service of process for it in the particular states.

I received a disclosure document from Supercuts, Inc. dated as of November 11, 2022 that included the following exhibits:

A. Financial Statements
B. Franchise Agreement
C. Sublease
D. Development Agreement
E. Franchisee Listing / Departing Franchisees
F. Franchisee Questionnaire
G. State Specific Addenda
H. State Agencies and Agents for Service of Process
I. Point of Sale System Rental Agreement
J. Gift Card Participation Agreement
K. Agreements for Purchase and Sale of Assets
L. Buildpoint Solutions Group Inc. Services Agreement
M. Operations Manual Table of Contents
N. Lease Addendum
P. State Effective Dates
Q. Receipts

Signed: ____________________________
Print Name: ____________________________
Address: ____________________________
City: ____________ State/Zip: __________
Telephone: __(________)________________
Dated: ____________________________

Signed: ____________________________
Print Name: ____________________________
Address: ____________________________
City: ____________ State/Zip: __________
Telephone: __(________)________________
Dated: ____________________________

RECEIPT

SUPERCUTS, INC.

This disclosure document summarizes certain provisions of the franchise agreement and other information in plain language. Read this disclosure document and all agreements carefully.

If Supercuts, Inc. offers you a franchise, it must provide this disclosure document to you 14 calendar-days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale. [However, some state franchise laws may require Supercuts, Inc. to give you this disclosure document at least 10 business days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale.]

If Supercuts, Inc. does not deliver this disclosure document on time or if it contains a false or misleading statement, or a material omission, a violation of federal law and state law may have occurred and should be reported to the Federal Trade Commission, Washington, D.C. 20580 and the appropriate state agency identified on Exhibit H.

The franchisor is Supercuts, Inc. located at 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416. Its telephone number is 952-947-7777.

Issuance Date: November 11, 2022

The following franchise sellers for this offering have a principal business office of 3701 Wayzata Boulevard, Suite 500, Minneapolis, Minnesota 55416 with a contact number of 952-947-7777. If any of these franchise sellers have had or will have dealings with you, the name of that person will appear below.

____

____

Supercuts, Inc. authorizes the respective state agents identified on Exhibit H to receive service of process for it in the particular states.

I received a disclosure document from Supercuts, Inc. dated as of November 11, 2022 that included the following exhibits:

A. Financial Statements
B. Franchise Agreement
C. Sublease
D. Development Agreement
E. Franchisee Listing / Departing Franchisees
F. Franchisee Questionnaire
G. State Specific Addenda
H. State Agencies and Agents for Service of Process
I. Point of Sale System Rental Agreement
J. Gift Card Participation Agreement
K. Agreements for Purchase and Sale of Assets
L. Buildpoint Solutions Group Inc. Services Agreement
M. Operations Manual Table of Contents
N. Lease Addendum
P. State Effective Dates
Q. Receipts

Signed: ____________________	Signed: ____________________
Print Name: __________________	Print Name: __________________
Address: ____________________	Address: ____________________
City: ________ State/Zip: _______	City: ________ State/Zip: _______
Telephone: (____)____________	Telephone: (____)____________
Dated: _____________________	Dated: _____________________