

Executive Biographies

Jim Weber **President and CEO**

Jim Weber joined Brooks Sports as president and CEO in April 2001. With an impressive track record of successfully building consumer product brands in the sports and leisure industry, Weber possesses a particular knack for brand strategy and market development. His professional repertoire includes such positions as chairman and CEO of Sims Sports, president of O'Brien International, vice president of The Coleman Company, and various roles with The Pillsbury Company. Anchoring his career with sound business and financial planning, Weber also spent time prior to joining Brooks as managing director of U.S. Bancorp Piper Jaffray Seattle Investment Banking practice and on the Brooks Sports board of directors. Weber received a master's of business administration degree with high distinction from The Tuck School at Dartmouth College and a bachelor's degree from the University of Minnesota.

David Bohan **Executive Vice President and COO**

David Bohan joined Brooks Sports in June 2001. He is responsible for directing the company's global finance, operations, and product development to support continual growth. Bohan brings an extensive and successful career in finance and management. Prior to joining Brooks, he was CFO of edge2net Inc., a Kirkland, Wash.-based telecommunications company. Before edge2net, he held a variety of financial and general management positions at AT&T Wireless, formerly McCaw Cellular Communications Inc. Bohan has vast experience in developing and implementing growth plans and financial strategies along with building reporting and control systems. He received a bachelor's degree in business administrations from Loyola Marymount University in Los Angeles.

Hamish Stewart **Senior Vice President, International and Apparel Operations**

Hamish Stewart joined Brooks Sports in 1991. He currently serves as Senior Vice President, International and Apparel Operations, and is responsible for directing the company's global operations to support continual growth and development. In that role, Stewart manages Brooks' apparel team, including research and development, factory sourcing, and product management, as well as all Brooks international partners. Stewart brings international experience with global business perspective and multicultural understanding, in addition to a record of improving revenues and margins in rapidly changing economic climates. Prior to joining Brooks, Stewart logged nine years of retail experience with the UK's largest sporting goods retailer. Stewart attended Leicester University in the U.K., with a concentration in Accounting.

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Pete Humphrey
Vice President, Footwear Research and Development

Pete Humphrey joined Brooks Sports in 1999. He currently manages all operating and financial functions of Brooks' footwear department including product development, Future Concepts, international development, the Footwear Biomechanics & Validation Lab, 3D and CAD, pattern engineering, costing, materials, and special make-ups. Prior to Brooks, Humphrey worked for Pentland Sports Group as category manager for cleated footwear, which included baseball, soccer, and football shoes. He also worked at specialty running shop Athlete's House in Nashville, Tenn. Humphrey holds a bachelor's degree from Baldwin-Wallace College. He is also a Brooks Chariot Award winner, an esteemed honor granted annually to one employee who has made a significant, long-lasting (some might say "legendary") impression on the Brooks brand.

Rick Wilhelm
Vice President, Sales for Specialty Retail Accounts

Rick Wilhelm joined Brooks Sports in February 1997. His current responsibilities include overseeing the independent sales agencies, managing all sales aspects at the specialty retail channels, and providing strategic market feedback to Brooks' footwear development team. During his Brooks tenure, Wilhelm has served as Brand Warrior, Western regional sales manager and director of specialty running account sales. Prior to joining Brooks, Wilhelm spent seven years as a buyer and manager at an industry-leading specialty running store in Seattle, an experience that today helps him develop relevant retail sales programs and promotions. Wilhelm ran Cross Country and Track for the University of California, Irvine, where he earned a bachelor's degree in economics.

Dave Larson
Vice President, Marketing

Dave Larson joined Brooks Sports in 2003. With more than 20 years of industry experience and a decorated track record of high profile marketing programs for companies including Nike, Reebok, and Women's Tennis Association (WTA), Larson is responsible for developing global marketing strategies for the Brooks brand and all of its products. His principal areas of focus include assessing the customer profile and target for brand communication; directing the creative team to deliver the look, feel, and voice of the brand; and executing grass-roots programs that communicate Brooks' leadership in the performance running market. Larson holds a bachelor's degree in political science from Stanford University.

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Laurie Hayward
Vice President, Customer Operations

Laurie Hayward joined Brooks in May 1998. Currently, she manages Brooks' customer supply chain, including logistics, distribution, and domestic and international customer service. Her responsibilities focus on all activities necessary to provide best-in-class operations and service between the time Brooks products leave the factories to the time they reach end consumers. A long time athlete, Hayward played professional volleyball in Switzerland and coached Division 1 college volleyball prior to her time at Brooks. Hayward earned a bachelor's degree in psychology from the University of Washington. In 2006, she received a Brooks Chariot Award, an esteemed honor granted annually to one employee who has made a significant, long-lasting (some might say "legendary") impression on the Brooks brand.

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