



EXECUTIVE MANAGEMENT





ROBERT C. McNAIR FOUNDER, CHAIRMAN AND CHIEF EXECUTIVE OFFICER

Robert C. McNair, a leading businessman, sportsman and philanthropist in the city of Houston for more than 50 years, is the founder, chairman and chief executive officer of the Houston Texans. McNair is perhaps best known in the business community as the founder of Cogen Technologies, which was sold in 1999. Cogen was the largest privately-owned cogeneration company in the world, with aggregate capacity of 1,400 megawatts.

McNair serves as chairman of The McNair Group, headquartered in Houston, Texas, where he oversees an investment portfolio that includes interests in two cogeneration plants in the eastern United States. McNair owns Palmetto Partners, Ltd. and RCM Financial Services, L.P., private investment entities that manage the McNairs' private and public equity investments, and is a member of the Texas Business Hall of Fame.

Committed to bringing a National Football League team to Houston, McNair formed Houston NFL Holdings in 1998. On October 6, 1999, the NFL announced that the 32nd NFL franchise had been awarded to McNair, returning professional football to the city of Houston in 2002. McNair's efforts and influence have also played an integral role in bringing two Super Bowls to Reliant Stadium: Super Bowl XXXVIII in 2004 and Super Bowl LI, to be played in February of 2017. His Texans won their first AFC South title in 2011 and gave the city its first NFL playoff game in nearly 18 years, a 31-10 win against Cincinnati in the Wild Card round on January 7, 2012. The Texans claimed their second consecutive AFC South title in 2012 and finished the regular season 12-4, matching the most regular-season wins in the city of Houston's NFL history. McNair hired Bill O'Brien as the third head coach of the franchise in January 2014, ushering in a new era of Texans football following a disappointing 2013 campaign.

McNair is actively involved in NFL affairs serving as chairman of the Finance Committee and is a member of the Audit Committee.

As Founder and Chairman Emeritus of the AdvoCare Texas Bowl, McNair revived Houston's collegiate bowl game on December 28, 2006. The game now features teams from the Big 12 and SEC conferences and on average draws nearly 58,000 fans each year to NRG Stadium, 6th best among non-College Football Playoff bowls. McNair selected DePelchin Children's Center as the charity beneficiary of the Bowl game in 2006, and DePelchin has been awarded nearly \$700,000 in financial support and received more than \$13,000,000 in promotional value through the Texas Bowl partnership.

Stonerside Stable, a major thoroughbred horse farm in Kentucky, is also among McNair's successes. A 1,947-acre thoroughbred horse farm and racing stable, Stonerside was home to more than 275 racehorses, broodmares, yearlings and weanlings. From its inception in 1994, Stonerside

won 72 Graded Stakes races including Grade I wins in the Belmont, Breeders' Cup Mile, the Travers, the Haskell, the Hollywood Gold Cup, the Cigar Mile, the Carter, the Swaps, the Wood Memorial, the Matriarch and the Oak Leaf Stakes. Stonerside also has finished second and third in the Kentucky Derby and was the co-breeder of Fusaichi Pegasus, winner of the Derby in 2000. Stonerside has bred the winners of over \$50-million, including the 2008 Breeders' Cup Classic winner Raven's Pass and 2008 Champion American Juvenile colt Midshipman, the winner of the Breeders' Cup Juvenile. Stonerside was named breeder of the year in 2007 and 2008 by Kentucky horsemen. McNair served on the boards of the Breeders' Cup and Thoroughbred Owners and Breeders Association. He was awarded the Allan Bogan Memorial award for outstanding services to the Texas Thoroughbred Association. McNair is a member of the prestigious Jockey Club which governs the sport of thoroughbred racing. In October 2008 McNair sold Stonerside Farm and Racing Stable.

McNair is Chairman of The Robert and Janice McNair Foundation, The Robert and Janice McNair Educational Foundation in Forest City, NC, and the Houston Texans Foundation. The McNair Foundation was honored as the 2003 Outstanding Philanthropic Foundation by the Association of Fundraising Professionals, and in November 2004, the Foundation was honored by the Houston Independent School District with a Hall of Fame Award. Young Audiences of Houston awarded the Foundation its Houston Community Arts Partner Leadership Award in 2008. The McNair Foundation was honored by the Neuhaus Education Center in March 2012 for their loyal support over the past 15 years. The Foundation was one of several honored at the Mayor's Literacy Leadership Breakfast in May 2012 for their support of literacy training for adults. In March 2013, the Foundation was honored by Hermann Park Conservancy for support of its Centennial Gardens.

The McNairs have given generously to a wide array of charitable, scientific, literary, educational and religious organizations through the Robert and Janice McNair Foundation. Major support has been given to scholarship programs at Baylor College of Medicine's MD/PhD Program, the University of South Carolina, Columbia College, Rice University, Austin College, Virginia Tech and Houston Community College. Educational initiatives supported include the HISD Fine Arts Program, Project GRAD, Teach for America, Neuhaus Education Center and local charter schools. Contributions to the community include the McNair Asian Elephant Habitat at the Houston Zoo, the jogging trail at Discovery Green, Equestrian Center for the San Jacinto Girl Scouts, McNair Cub Scout Adventure World, the Computer Training Center Room for the United Way, McNair Hall and McNair Plaza at Houston Baptist University, and sponsorship of community outreach programs for the Houston Symphony, Houston Grand Opera, Museum of Fine Arts, Houston and



ROBERT C. MCNAIR

Young Audiences. The McNairs endowed the Janice and Robert McNair Chair in Public Policy at the James A. Baker III Institute for Public Policy at Rice University, which currently is held by the founding director, The Honorable Edward P. Djerejian. The McNairs turned their philanthropic focus to medical research in 2007 and gave a transformational gift to establish the McNair Medical Institute at Baylor College of Medicine to fund the McNair Scholars Program which recruits top physicians/scientists in the fields of juvenile diabetes, breast and pancreatic cancer and the neurosciences. Additional McNair Scholars Programs were established at M.D. Anderson, Menninger Clinic, Texas Children's Hospital and Texas Heart Institute.

The McNairs adopted three horses for the Houston Police Department's Mounted Patrol and renamed the horses Texan Star, Cushing 56 and J.J. Watt 99. Major donations were made in 2013-14 to the AD Players Theater, the Nau Center for Texas Cultural Heritage, the United Way 2-1-1 Capital Campaign, the Star of Hope Family Place, Houston Parks Bayou Greenways 2020 and Houston Zoo for their Phase II African Forest campaign.

McNair is the recipient of many awards, including the Anti-Defamation League's Torch of Liberty Award, the Northwest University Outstanding Business Leader Award, the Association for Private Enterprise Education's Herman W. Lay Memorial Award, the Distinguished American Award from the Houston Chapter of the National Football Foundation, the Distinguished Citizen Award from the Rotary Club of Houston, The South Main Center Association City Builder Award, the Houston Advertising Federation Annual Trailblazer Award recognizing him for significantly enhancing the overall image of Houston both locally and globally, the Distinguished Citizen Award from the Sam Houston Area Council of the Boy Scouts of America, The Denton A. Cooley Leadership Award from the Texas Heart Institute, the Freedoms Foundation at Valley Forge National Award for Outstanding Patriotism, Responsible Citizenship and Community Involvement and the Fellowship of Christian Athletes President and Mrs. George H. W. Bush Community Impact Award. In June 2005, Rice University announced that the newest building on the campus, the 167,000-square-foot home of the Jesse H. Jones Graduate School of Management, had been officially named Janice and Robert McNair Hall by the Rice Board of Trustees. In January 2006, the McNairs were the recipients of the Texas Association of Partners in Education Award for the Texas Outstanding Sports Partnership. In October 2007, the Baylor College of Medicine bestowed their first Pink Ribbon Hero Award for Ambassadorship on the McNairs for their support of past Pink Ribbon Houses and for their commitment to the fight against cancer. In April 2009 the McNairs were honored at the annual KIPP Academy dinner as devoted supporters of education for inner city and underprivileged youth. In May 2009 McNair was named Entrepreneur of the Decade by the Houston Technology Center. In November 2009 McNair was awarded the James A. Baker III Prize for Excellence in Leadership which recognizes nationally and internationally renowned leaders for their excellence in public service and civic life. In December 2009 McNair received

the inaugural Rotary Lombardi Humanitarian Award. In February 2010 Janice and Bob McNair received the Encore for Excellence Award from the High School for the Visual and Performing Arts for their support of the fine arts in the Houston Independent School District. In April 2010, the McNairs received the Kezia DePelchin Award for their support of the DePelchin Children's Center and long history of philanthropic efforts in the Houston area. In May 2010, McNair was inducted into the South Carolina Athletic Hall of Fame. McNair also is a founder of the Cotswold project, a revitalization project focused on downtown Houston. The Association of Fundraising Professionals honored the McNairs at their National Philanthropy Day Luncheon on November 3, 2010 with their Maurice Hirsch Award for Philanthropy, the highest recognition given to honor an individual or family for their exceptional generosity and outstanding civic and charitable responsibility. The McNairs were selected to be featured as Houston Treasures in The Social Book – 2011, a Houston publication. McNair was honored by the Junior Achievement of Southeast Texas as a member of the Class of 2011 Laureates, JA Hall of Achievement in April 2011. Texas Children's Cancer Center honored the McNairs as the 2011 Community Champions in September 2011. The McNairs were honored to serve as headliners of the Escape Family Resource Center's annual Celebrity Serve Benefit in April 2012. In October 2012, the McNairs were honored at the 10th Anniversary of McNair Hall at Rice University. McNair was one of the Men of Distinction honored at the May 2013 luncheon benefitting medical research and treatment for children in the Texas Medical Center. Bob and Janice McNair were Honorary Co-Chairs of the Impact a Hero Gala in May 2013 and the Honorary Campaign Chairs for raising money for the American Cancer Society's Hope Lodge Houston. They were the Community Partners Honorees along with the Houston Texans at the Houston Symphony's Centennial Opening Night in September 2013. In November 2013, they were the Honorary Event Chairs for the DePelchin Children's Center Gala. Houston Community College Foundation honored the McNairs with their Crystal Eagle Award in February 2014.

McNair is a current or past member of the Boards of Trustees of a number of institutions, including Rice University; Baylor College of Medicine; the Texas Heart Institute; Houston Grand Opera; the Museum of Fine Arts, Houston; the Greater Houston Partnership; the Greater Houston Convention and Visitors Bureau; the Free Enterprise Institute; the Sigma Chi Foundation and the Federal Reserve Banks of Dallas and Houston, and the World Presidents' Organization.

Born in Tampa, Florida, McNair and his wife, Janice Suber McNair, have been residents of Houston since 1960. Mr. McNair graduated from the University of South Carolina in Columbia in 1958 with a bachelor of science degree, and Mrs. McNair is a 1959 graduate of Columbia College in Columbia, South Carolina. In 1999, Mr. McNair received an honorary doctor of humane letters degree from the University of South Carolina. In May 2010, he was presented with an honorary doctor of humanities in Medicine from Baylor College of Medicine.



D. CAL McNAIR **VICE CHAIRMAN AND CHIEF OPERATING OFFICER**

D. Cal McNair was named vice chairman of the Houston Texans in January 2008 and assumed the additional role of chief operating officer in April 2012. He has been a limited partner of the Texans since 2001. McNair also serves as the vice chairman of Palmetto Partners, Ltd., the private equity investing arm of The McNair Group.

McNair, who has been actively involved with the football operations of the Texans franchise since its inception, attends NFL meetings as part of team management and serves on the NFL Investment Committee. He has been part of the Texans' search committee in several key hires throughout franchise history, including current head coach Bill O'Brien in 2014, General Manager and Executive Vice President of Football Operations Rick Smith in 2006, former head coach Gary Kubiak in 2006 and former defensive coordinator Wade Phillips in 2011.

Those hires have paid dividends for the Texans, with Smith and Kubiak working together to build the franchise's first two AFC South championship teams in 2011 and 2012. The hiring of Phillips, who was named the 2011 PFW/PFWA Assistant Coach of the Year, helped bring about the third-largest defensive turnaround in modern NFL history from 2010-11 and played a major

role in the franchise's first ever playoff berth.

Prior to 2001, McNair worked at Cogen Technologies for 11 years. In 1987, he was hired as one of the company's first employees. After beginning his tenure with Cogen, McNair helped oversee the construction of several major power plants in the eastern United States, managing those assets in the areas of financial analysis and project management.

McNair is a member of the board of trustees of The Robert and Janice McNair Foundation, as well as the Robert and Janice McNair Educational Foundation. He is a director and vice president of the Houston Texans Foundation, a member of the United Way's prestigious Alexis de Tocqueville Society and a current or past member of the Amegy Bank Advisory Board, Houston Zoo Board, the Fort Worth Zoo Board and the All Saints Episcopal School Board in Fort Worth.

McNair attended the University of Texas at Austin, where he was a four-year member of the Longhorn football team. He earned a Master of Business Administration degree from the Rice University Jesse H. Jones Graduate School of Management.

Born in Houston, McNair attended Cypress-Fairbanks High School. McNair has six children. He resides in Houston with his wife, Hannah.

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RICK SMITH EXECUTIVE VICE PRESIDENT OF FOOTBALL OPERATIONS AND GENERAL MANAGER

Rick Smith oversees all football-related operations and the player acquisition process as Houston

Texans Executive Vice President of Football Operations and General Manager. Smith is in his ninth season as General Manager and fourth as Executive Vice President of Football Operations.

Named general manager by owner Bob McNair on June 5, 2006, Smith's appointment made him the youngest general manager in the NFL at 36. Since then, Smith has assembled and led a football operations staff that prides itself on providing players and coaches with the tools needed for success on and off the field, regardless of scheme.

Smith adheres to several principles that have shaped his tenure and laid the team's foundation of talent and depth: Build through the draft and supplement through free agency and trades. Give players and coaches the tools they need to succeed. Trust your evaluation of talent and character. Believe in the process. Stay true to your board. Determine value independent of need.

Smith's leadership, vision and success have garnered recognition by the league. NFL Commissioner Roger Goodell appointed Smith to the NFL's prestigious Competition Committee on Dec. 5, 2008. His peers honored him with the Tank Younger Award in 2008, presented annually by the Fritz Pollard Alliance for outstanding work in an NFL front office. Smith was an original member of the General Managers Advisory Committee, which provides advice and other feedback to the NFL Football Operations department on the integrity of the game, expansion of technology and other ways to improve the league.

From day one, Smith and his staff rolled up their sleeves and scoured the free agent, draft and trade markets for players who would thrive with the Texans; solely focused on transforming their 2-14 team into a perennial contender. The transformation culminated in back-to-back AFC South crowns and the franchise's first two playoff berths in 2011 and 2012.

Smith and his staff have been able to adapt and find the right personnel to fit changing schemes and coaching staffs throughout his tenure. He was faced with both heading into the 2014 draft following a disappointing 2013 season.

In his eighth draft with the Texans and first with new Head Coach Bill O'Brien, Smith selected 10 players who fit the credo he established when he arrived in Houston, "We're looking for tough, smart, physical players with high character who are competitive and pas-

sionate about football."

The Texans selected South Carolina two-time All-America defensive end Jadeveon Clowney first overall and grabbed UCLA guard Xavier Su'a-Filo with the first pick in the second round. Iowa tight end C.J. Fiedorowicz was taken with the first pick of the third round and Smith traded up with Philadelphia to take Notre Dame nose tackle Louis Nix III with the 83rd pick. Houston selected six players on the final day of the draft: Pittsburgh quarterback Tom Savage in the fourth round, Alabama defensive end Jeffrey Pagan, LSU running back Alfred Blue and Auburn fullback Jay Prosch in the sixth round, and Vanderbilt cornerback Andre Hal and Memphis safety Lonnie Ballentine in the seventh.

The Texans won their second consecutive AFC South division crown in 2012 and advanced to the Divisional round of the playoffs in 2011 and 2012, compiling a 22-10 regular season record that tied for the second-best mark in the AFC. Houston set a franchise mark with a 12-4 record in 2012; a 10-win improvement under Smith's leadership. Smith's tenure in Houston began with a 6-10 record, followed by a pair of 8-8 records in 2007 and 2008. In 2009, the Texans posted the first winning season in franchise history, narrowly missing the playoffs at 9-7. Houston bounced back from a 6-10 mark in 2010, going 10-6 in 2011, winning the AFC South and securing a playoff berth, both franchise firsts.

Collectively, the Texans' current roster, all acquired by Smith, with the exception of Andre Johnson, has earned 26 Pro Bowl selections, 18 first- or second-team Associated Press All-Pro distinctions, one Defensive Player of the Year award and one Defensive Rookie of the Year award.

Smith's seven first-round picks, between 2007-13, have combined to start 347 of the 366 games they have played. Three of the six have earned All-Pro honors: left tackle Duane Brown, linebacker Brian Cushing and defensive end J.J. Watt. Watt, the 11th overall pick in 2011, was named the 2012 Defensive Player of the Year following one of the best defensive performances in NFL history and a league-leading 20.5 sacks. Cushing was selected 15th overall in 2009 and went on to be named the AP Defensive Rookie of the Year and earn second-team All-Pro honors twice. Brown is widely considered one of the best left tackles in the NFL and is the first lineman in franchise history to earn All-Pro recognition, doing so in 2011 and 2012.

Unrestricted free agents have also thrived in Houston on Smith's watch. Cornerback Johnathan Joseph, who helped turn the Texans' defense around after signing



RICK SMITH

from Cincinnati in 2011, has been to the league's all-star game twice since joining the Texans. Former defensive end Antonio Smith signed with Houston in 2009 and set career highs in sacks in 2011 and 2012, earning a trip to the Pro Bowl following the 2011 season. Former left guard Wade Smith signed with the Texans in 2010 from Kansas City and made the first Pro Bowl of his career in 2012, his 10th season.

Smith also orchestrated the trades that brought quarterback Matt Schaub from Atlanta in 2007 and center Chris Myers from Denver in 2008. Both earned multiple Pro Bowl berths with the franchise. He has also executed 11 draft-day trades in the last eight years.

Smith places a premium on college free agents. The most well-known college free agent success story in Texans history is running back Arian Foster. Undrafted out of Tennessee in 2009, Foster signed with Houston and spent most of his rookie season on the practice squad. Foster started 2010 with a 231-yard effort against Indianapolis and went on to have the best season ever by an undrafted running back, winning the 2010 rushing title, All-Pro honors and the first of three consecutive Pro Bowl nods. He has risen from practice squad player to one of the most complete backs in the NFL.

Smith has found a way to consistently strengthen Houston's roster and is continuing to build upon a foundation of talent and depth with the cornerstones of scrupulous evaluation, opportunistic free agency signings, smart trades and a methodical draft strategy.

2011 tested these principles unlike any other year. The Texans faced a drastically shortened 2011 offseason, a complete defensive scheme change, and a glut of injured starters, including season-ending injuries to starting and backup quarterbacks, Schaub and Matt Leinart, and Pro Bowler Mario Williams. In addition, All-Pro wide receiver Johnson missed more than half the season due to injury.

Smith's principles and commitment to the Texans' player acquisition strategy withstood the storm. Most notably was the play of rookie fifth-round draft pick T.J. Yates. Yates was pressed into action following the losses of Schaub and Leinart and became the first rookie quarterback to orchestrate comeback wins in his first two starts since 1968, including Houston's playoff-clinching victory at Cincinnati in Week 13.

The Texans finished 2011 with the NFL's second-ranked defense, a dramatic improvement over the unit that ranked 30th in the NFL in 2010. Houston's 91.2-yard improvement was the third-greatest leap for a defense from one year to the next since 1970. On offense, Houston set a franchise rushing record for the second straight season and ranked second in the NFL with

153.0 rushing yards per game.

In his former role leading the Denver Broncos pro personnel department, the franchise posted the league's fifth-best regular-season record from 2000-05, going 61-35 (.635). The 61 wins were the most of any AFC West team during that span, 10 more than the next closest team, Kansas City. Denver was one of only four teams in the NFL to reach the playoffs each season from 2003-05.

Before moving into the front office, Smith spent four years as the Broncos' assistant defensive backs coach and earned two Super Bowl rings while helping guide a unit that consistently ranked as one of the league's best. The team won more games from 1996-98 (46) than any club during that three-year period.

Smith joined the Broncos on April 3, 1996, following a two-year stint as defensive backs coach at his alma mater, Purdue University. He spent a short time at TCU prior to joining the Broncos.

A 1992 graduate of Purdue, Smith began his coaching career as a graduate assistant with the Boilermakers, serving as the school's assistant strength and conditioning coordinator. After serving as the team's graduate assistant tight ends coach for one season, Smith was hired as the secondary coach, becoming the youngest full-time position coach in the Big Ten Conference at the time at the age of 24. In 2012, Smith was honored by his alma mater with the Distinguished Alumnus Award.

Smith started at strong safety and was a defensive captain for Purdue as a senior in 1991. A native of Petersburg, Va., he attended Meadowdale High School in Dayton, Ohio. Smith is also a member of the Fellowship of Christian Athletes.

Smith supports several schools in the community, including Awty International and The Regis School of the Sacred Heart, and serves on the Board of Directors for Pro-Vision Academy, a charter school that provides young people in the greater Houston area with academic, social and economic opportunities in hopes of inspiring purpose and optimism. He and his wife, Tiffany, co-chaired the charter school's first Cornerstone Luncheon in May 2014, helping raise more than \$300,000 at the event. The Smith Family also gives time and resources to many other local charities throughout Houston, including the Linda Lorelle Scholarship Fund, Susie Bean Gives, the United Way and the Children's Museum of Houston.

Rick and Tiffany Smith live in Houston with their sons, Robert LaMar and Christian LaMar, and daughter, Avery Jordan.





JAMEY ROOTES PRESIDENT

Jamey Rootes serves as president of the Houston Texans and is responsible for all business functions of the club. Since joining the Texans,

Rootes has overseen the team's efforts to secure stadium naming rights and sponsorship, coordinated radio and TV broadcasting relationships, engineered the club's successful ticket and suite sales campaigns, led the creation and launch of the team's identity and developed the team's highly-acclaimed customer service strategy.

Under Rootes' leadership, the Texans have earned many distinctions, including numerous "Crystal Awards" for marketing excellence. J.D. Power & Associates recognized the team for providing the best fan experience in the NFL and even featured the Texans as a service success story in their book entitled "Satisfaction." The Texans were also recognized with Sports Business Journal's PRISM Award, which is given annually to the top major professional sports team based on business excellence criteria. After securing back-to-back AFC South Championships in 2011 and 2012, the Texans have extended their sell-out streak to 122 consecutive home games, a Houston NFL record and a testament to the quality of service and entertainment provided by the organization on game day. As a result, the Texans have consistently been recognized as one of the most valuable professional sports franchises both in the NFL and globally, as measured by a variety of business publications. In 2012, the Houston Texans were recognized as one of Houston's "Best Places to Work" by the Houston Business Journal. In 2013, the Texans were recognized by the Houston Chronicle as one of "Houston's Top Workplaces."

Rootes was selected twice by SportsBusiness Journal as a member of its distinguished "Forty Under 40" list of leading sports executives. Following the 2013 season,

Rootes was named a finalist for Executive of the Year by the Stadium Business Awards. Rootes maintains an active role in the community and serves on a number of boards, including the Greater Houston Partnership, the Houston Food Bank, the Presbyterian School and the Greater Houston Convention and Visitors Bureau. He also oversees the activities of the Houston Texans Foundation, which generated more than \$1 million in 2013 to benefit youth and families in the Houston area. Since inception, the Texans have helped raise more than \$20 million through annual fundraising events, disaster response programs, the United Way and partnerships with non-profit organizations on game day.

Prior to joining the Texans, Rootes helped to launch Major League Soccer as president and general manager of the Columbus Crew. During his tenure, the Crew was consistently among the league's strongest teams both on and off the field, and Rootes was recognized as Executive of the Year in 1996 and Marketing Executive of the Year in 1999. Rootes helped lead the construction of Crew Stadium in 1999, which was the first stadium of its type in the United States. This facility earned distinction as America's Foremost Sports Facility of the Year and led to the development of numerous soccer-specific stadiums across the United States over the past decade, including BBVA Compass Stadium in Houston.

A native of Stone Mountain, Ga., Rootes attended Clemson University and was a member of the Tigers' soccer team that captured two NCAA titles. He also served as Student Body President. While earning a master's of business administration at Indiana University, he served as an assistant soccer coach for the Hoosiers. Rootes previously held positions at IBM and Procter & Gamble before entering sports. He lives in West University with his wife, Melissa, and their children, Christopher and Caroline.





SCOTT SCHWINGER

**McNAIR GROUP PRESIDENT AND CHIEF EXECUTIVE OFFICER,
TEXANS CHIEF FINANCIAL OFFICER**

Scott Schwinger serves as President and CEO of the McNair Group and as Chief Financial Officer for the

Texans.

For the past 20 years, Schwinger has held positions with various companies owned, directly or indirectly, by Robert C. McNair including President of Palmetto Partners Ltd., RCM Financial Services, L.P., and Vice President of Cogen Technologies. In April 2010, he was named the CEO of The McNair Group. In his role, he oversees the investment and management activities for The McNair Group of companies which include portfolios of public and private equities and certain operating companies. Schwinger also serves as managing director of EMC Holdings, L.L.C., a private energy investment fund.

Schwinger oversees a staff of more than thirty and is responsible for the management of all McNair Group companies. His duties include investment management, deal structuring, financial reporting, budgeting, treasury, risk management, management information

systems and all debt and equity financings. Specific areas of investment focus include real estate, energy, healthcare and financials.

He provided the financial analysis support beginning in 1998 to bring professional football back to Houston. Schwinger also served on the Houston Super Bowl XXXVIII Host Committee, Inc. Since the award of the team in 1999, Schwinger has successfully coordinated and structured debt financings totaling \$675 million, one of the largest and most successful series of financings to date for a professional sports team.

Schwinger earned a Bachelor of Arts in mathematics from Vanderbilt University and a Master's of Business Administration from the University of Texas at Austin. In the community, he serves on the boards of the YES Prep Public Schools, The Make-A-Wish Foundation and The Endowment Fund. He is also a member of the Young Presidents Organization. He and his wife, Becca, both native Houstonians, are the parents of sons, Corbin and Charley, and daughter, Cara.



SUZIE THOMAS

**EXECUTIVE VICE PRESIDENT, GENERAL COUNSEL AND
CHIEF ADMINISTRATIVE OFFICER**

Suzie Thomas joined the Houston Texans and The McNair Group in March 2000. She oversees the legal,

human resources and business administration functions for both groups and holds positions with various other entities in The McNair Group.

Thomas previously served as general counsel and vice president of human resources of Corporate Brand Foods America, Inc., a meat processing business that was subsequently purchased by Tyson Foods. Prior to CBFA, Thomas spent 16 years at Weatherford International, Inc., an international energy service and manufacturing company, the last 12 years as senior vice president and general counsel. She started her legal career as an associate attorney at Baker Botts L.L.P. in Houston.

Thomas earned her law degree from the University of Houston's Bates College of Law and her undergraduate degree in Spanish from the University of Texas. Thomas is a member of the State Bar of Texas. Thomas received the 2004 University of Houston Law Center's Corporate Sector Award and the 2005 Houston Business Journal Award for Best General Counsel with a staff of two to ten. Thomas also serves on the Board of Directors of Child Advocates, Inc.

Thomas resides in Houston.





JOHN SCHRIEVER **SENIOR VICE PRESIDENT, TICKETING AND** **EVENT MANAGEMENT**

John Schriever is in his 15th year with the Texans and his 30th in the professional sports industry. Schriever has been part of the sales and service of more than 39 million tickets to sporting events during his career. He started with the Texans in July 2000 as Director of Ticket Operations and was promoted to Vice President, Ticketing and Event Management in July 2003, and Senior Vice President, Ticketing and Event Management in June 2011. Schriever oversees all aspects of ticketing and event services for the Texans and Lone Star Sports and Entertainment.

Schriever began his sports business career with the Texas Rangers Baseball Club in 1984 as a season ticket sales intern. He became a full-time staff member in the spring of 1985 and was promoted to Director of Ticket Operations prior to the 1989 season. The Rangers underwent a variety of changes during Schriever's 12-year tenure with the franchise: the team was pur-

chased by an ownership group headed by George W. Bush, acquired pitcher Nolan Ryan, closed Arlington Stadium, opened The Ballpark in Arlington and hosted the 1995 Major League Baseball All-Star Game.

During the summer of 1996, Schriever worked with the Atlanta Committee for the Olympic Games at the Summer Olympics. He worked in ticketing as a customer service manager at Fulton County Stadium and Olympic Stadium.

Following the Olympic Games, Schriever joined the Texas Motor Speedway in Ft. Worth as Director of Tickets. He was part of the management staff that opened the Speedway in the spring of 1997 to a debut crowd of more than 200,000 for its inaugural Winston Cup race.

Schriever is a graduate of Stephen F. Austin State University, where he earned a degree in business management. He and his wife, Dana, who holds a degree in teaching from the University of Texas, have two children, Nicholas and Sarah.



GREG GRISSOM **VICE PRESIDENT, CORPORATE DEVELOPMENT**

Greg Grissom was named Houston Texans Vice President, Corporate Development in April 2012 but has been a part of the team's business operations staff since the inaugural 2002 season. He first joined the Texans as a corporate sales manager before being promoted to director of corporate development in 2006, and senior director of corporate development in May 2011.

Grissom oversees the Texans' corporate partnerships, sales of all related properties, contract negotiations and account services of the team's partners. He has nearly two decades of experience in sports sponsorship sales, planning, execution and event marketing.

Before joining the Texans, Grissom worked for Enron Corp., as a sports marketing specialist and spent more than four years with the Houston Astros as an account services manager and later as the club's promotions coordinator.

Grissom represents the Texans on the Board of Directors of the Gulf Coast Chapter of the Juvenile Diabetes Research Foundation. A native of Austin, he attended Baylor University. He lives in Houston with his wife, Jamie, and their daughter, Campbell, and son, Sam.



MARILAN LOGAN VICE PRESIDENT AND CHIEF ACCOUNTING OFFICER

Marilan Logan is in her 15th year with the Houston Texans and serves as the franchise's Vice President and Chief Accounting Officer, managing all aspects of financial matters for the Texans and Lone Star Sports & Entertainment organizations. Logan joined the Texans as the team's controller in February 2000 and was promoted to vice president and controller in April 2007 before assuming her current position in September 2011.

Logan came to the Texans after serving as controller/treasurer for the Houston Aeros Hockey Club, Aerodromes Ice Rinks, and the Houston Aeros Foundation for two seasons.

Prior to joining the Houston Aeros, Logan was the controller for the Houston Oilers (now Tennessee Titans) from 1978-97. Her responsibilities included accounting for player contracts, maintaining the club's financial records and aiding club management with special projects. Prior to the Oilers, she was a cost accounting specialist for Reed Tool Company.

Marilan and her husband, Rick, have a daughter, Sandy; two sons, Jeff and Roy; and two grandsons, Kyle and Todd. The couple resides in Humble.



CHRIS OLSEN VICE PRESIDENT, FOOTBALL ADMINISTRATION

Chris Olsen is in his eighth season with the Texans and fifth as the team's vice president of football administration. Olsen's primary responsibility with the Texans is to work closely with General Manager and Executive Vice President Rick Smith on negotiating player contracts and managing the salary cap.

Prior to joining the Texans' staff, Olsen spent 13 years working at the National Football League office in New York. Olsen served as the manager of labor operations with the NFL Management Council from 1999-2006. He was responsible for reviewing and analyzing player contracts to ensure teams were in compliance with the Collective Bargaining Agreement (CBA) and salary cap, and also provided assistance to club executives pertaining to player-related areas of the CBA. He also served as a League liaison to the NFL Players Association regarding player contract matters, served as a national game representative, as well as an instant replay communicator.

Olsen began his tenure with the NFL in 1994 as an analyst in the player personnel department. He was pro-

moted to coordinator in 1998 and became responsible for all facets of the player petition process on special eligibility for the NFL Draft (underclassman prospects), including coordinating player evaluations for the College Advisory Committee. He produced annual reports for the Competition Committee and reviewed player contracts to ensure their compliance with the NFL's Constitution and By-Laws.

Olsen began working in professional sports during his senior year in college with the Springfield Indians Hockey Club of the AHL in 1989-90, where he served as a public relations/marketing intern. After spending a brief time working for Ark-Asset Management Company, a financial services firm in New York City, he continued his sports career in 1992 while in graduate school by serving as a public relations/marketing intern for the Hartford Whalers of the NHL. Prior to joining the NFL, he worked for the New Jersey State Golf Association.

Olsen is a native of Little Silver, N.J. He earned his degree in business administration from Western New England College in 1990 and earned a master's degree in sports management from Springfield College in 1997. Olsen and his wife, Kim, reside in Houston.





JEFF SCHMITZ VICE PRESIDENT, INFORMATION TECHNOLOGY

Jeff Schmitz is entering his 13th season with the Texans. Schmitz was promoted to vice president of information technology in 2013 after serving as senior director and director of information technology from 2008-12.

Schmitz, who joined the McNair group in March 1997, held positions in the treasury and accounting departments before moving into the IT department as manager of information technology in 2001.

Schmitz is responsible for leading all facets of technology

for the Houston Texans and The McNair Group, including infrastructure, information systems, development, information security and support. During his tenure, Schmitz led teams responsible for stadium infrastructure design, data center design, voice and data service, unified communication, information security, compliance and software implementations.

Schmitz earned a bachelor of business administration in accounting from Pittsburg State University in Kansas. He lives in Missouri City with his wife, Leslie, and their daughters, Courtney and Hannah.



GREG WATSON VICE PRESIDENT, FINANCE

Greg Watson joined The McNair Group and the Houston Texans in November 1999 after working as an international finance associate in the energy industry. In his current position as vice president of finance, Watson is involved in all aspects of the team's debt and equity financing activities, long-range financial forecasting and special project analyses.

His other responsibilities include deal sourcing, due diligence and deal structuring for The McNair Group private equity investments.

Watson earned his bachelor of arts in political science from Vanderbilt University and his MBA with a focus on finance and entrepreneurship from the University of Texas. He and his wife, Cathy, both native Houstonians, live in Houston with their children, Claire, William and Gardner.



DOUG WEST VICE PRESIDENT, FOOTBALL OPERATIONS

Doug West is in his 19th season in the NFL and his eighth with the Texans. West was named vice president of football operations in April 2014.

West, who previously served as director of football operations since September 2010, oversees team travel, training camp and game day operations, which include all aspects dealing directly on the field with the game, Texans and the visiting team.

On game day, West is responsible for overseeing the sideline communication equipment as well as instant replay equipment. He serves as the team liaison with the NFL, the officials and the visiting team; he also handles catering in all Texan areas.

West oversees the team practice facility and Texan areas in NRG Stadium, including scheduling, cleaning and maintenance. He is responsible for maintaining the day-to-day football operations budget as well as planning for future large expenditures and projects.

West joined the Texans as football operations manager in August 2007, overseeing team travel planning and lodging throughout the year. Prior to joining the Texans, West worked with Reebok as an NFL glove and footwear specialist, beginning in 2004. From 1993-03, West was the head equipment manager for the Denver Broncos, where he worked with general manager Rick Smith.

West was the head equipment manager from 1988-90 at the University of Northern Colorado before taking on the same role for the Birmingham Fire of the World League of American Football from 1991-92 under head coach Chan Gailey.

West earned a bachelor's degree in social sciences from Colorado State in 1988, where he was a student equipment manager for the football team for four years. He has three sons, Gunnar, Griffin and Graham, and a stepdaughter, Grace. He and his wife, Stacy, reside in Houston.