

SUSAN S. LANIGAN

Career Summary

Thirty years professional experience, including more than 20 years as senior executive of three publicly-traded retail companies and current member of the board of directors of two publicly-traded companies. Managed significant stock and asset acquisitions, a \$7 billion leveraged buyout, subsequent public offerings, proxy challenge and day-to-day SEC, legal and board activities and board compliance.

Current Board Memberships

Kirkland's Inc. – KIRK (NASDAQ) – retailer of home décor, including furniture, accessories and gifts. Board member since June of 2016, chair of compensation committee and member of nominating and governance committee.

Simmons First National Corporation – SFNC (NASDAQ) – financial holding company, with over \$15 billion in assets, offering banking and credit services through retail locations in seven states. Board member since June of 2017, chair of nominating and governance and member of executive, compensation, risk and compliance committees.

Vi-Jon, LLC – an employee-owned private brand home and personal care product manufacturer headquartered in St. Louis, MO. Joined board in January, 2021, chair of nominating and governance committee, and member of compensation committee.

Prior board membership

Chair, Tennessee Education Lottery Corporation Board - Appointed by Governor in 2014. Highly successful, multi-billion-dollar education lottery corporation, the proceeds of which are used to fund college scholarships and other education programs in the state. Retired from board in summer 2021.

Career History

Chico's FAS, Fort Myers, Florida
Executive Vice President, General Counsel, Member of Executive Committee
May 2016 - July 1, 2018 (retired)

Temporary position with national women's apparel retailer with responsibility to manage proxy challenge by hostile investor, which was successfully defeated. Member of Executive Committee, responsibility to manage all legal, board and SEC matters, and to identify and train successor general counsel. Responsibility for risk management, global compliance and internal audit departments.

Dollar General Corporation, Goodlettsville, Tennessee
Executive Vice President, Member Senior Executive Team and General Counsel
July 2002 – May 2013 (retired)

Responsibilities:

- Senior executive of Fortune 200 public retailer with over 10,000 stores and over \$16 billion in revenues; reporting directly to chairman and CEO - responsibility for

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compliance, legal, risk management and insurance, internal audit, government relations, global compliance, community initiatives and corporate events.

- Legal and Compliance departments - Liaison with chairman, board of directors and board committees on SEC matters, corporate disclosure, corporate governance, board organization and governance, strategic planning, CEO succession and other management matters.
 - Highlights:
 - Internal legal management of leveraged buyout by private equity in 2007
 - Managed highly successful initial public offering in 2009 and subsequent secondary offerings
 - Managed transition to majority independent board of directors, including identifying, recruiting and onboarding five independent directors
 - Established SOX and Dodd Frank compliance programs
 - Established company-wide risk analysis and enterprise risk management program
 - Managed resolution and settlement of SEC investigation and shareholder litigation arising out of company's 2001 restatement of financials as well as settlement of shareholder derivative suit relating to LBO in 2007
- Risk management and claims administration department - responsible for company's self-insured and self-administered workers' compensation and general liability claims, a \$50 million annual program staffed by 40 adjusters and other insurance professionals.
- Global imports department - responsible for regulatory and corporate policy compliance for direct import of consumer products and foreign factory certification and audits, as well as customs, anti-dumping and other import compliance matters.
- Government affairs department - responsible for federal, state and local government affairs activities and strategy.
- Internal Audit department - responsible for all internal audit work, including SOX audit assistance, financial and operational audits and internal investigations.
- Charitable contributions/community initiatives department - managed all charitable efforts of the organization, including oversight of two 501(c)(3) foundations.

Zale Corporation, Irving, Texas

Senior Vice President, General Counsel and Secretary *January 1996 – June 2002*

Responsibilities:

- Liaison with chairman, board of directors and board committees on corporate governance, succession planning and corporate disclosure policies.
- Responsible for day-to-day management of legal department, including all legal matters, corporate secretary function, and board matters.

Turner Broadcasting System, Inc., Atlanta, GA
Senior Licensing Attorney - *July 1995 – January 1996*

Troutman Sanders, LLP, Atlanta, GA
Associate – general business litigator - *August 1988 – July 1995*

Nashville Public Radio – member, former chair, member of the executive committee
University of Georgia School of Law Board of Visitors - member
American Red Cross, Volunteer Region – former chair, member of the executive committee
Metropolitan Nashville Chamber of Commerce Board - former
University of Georgia Graduate School Advancement Board - former chair
ACT National Workforce Solutions Advisory Board - former
Dollar General Literacy Foundation Board – former chair
Cal Turner, Jr. Family Foundation Board

Education

University of Georgia School of Law, Athens, Georgia, J.D., *magna cum laude*, 1988
Member and notes editor, *Georgia Law Review*

University of Georgia, Athens, Georgia, B.A., *cum laude*, Journalism, 1984