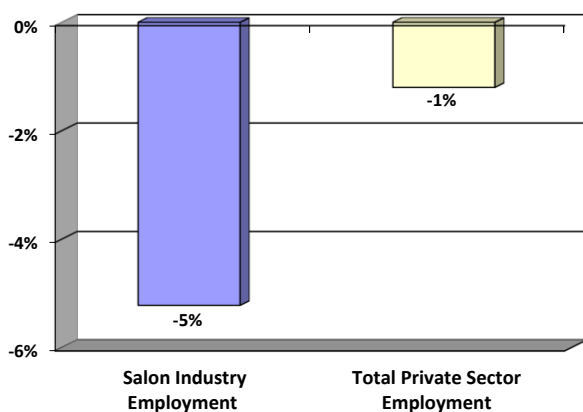


PORTRAIT OF THE ALABAMA SALON INDUSTRY

ALABAMA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$626 Million |
| Establishments with Employees, 2021: | 1,061 |
| Payroll Employees, 2021: | 4,176 |

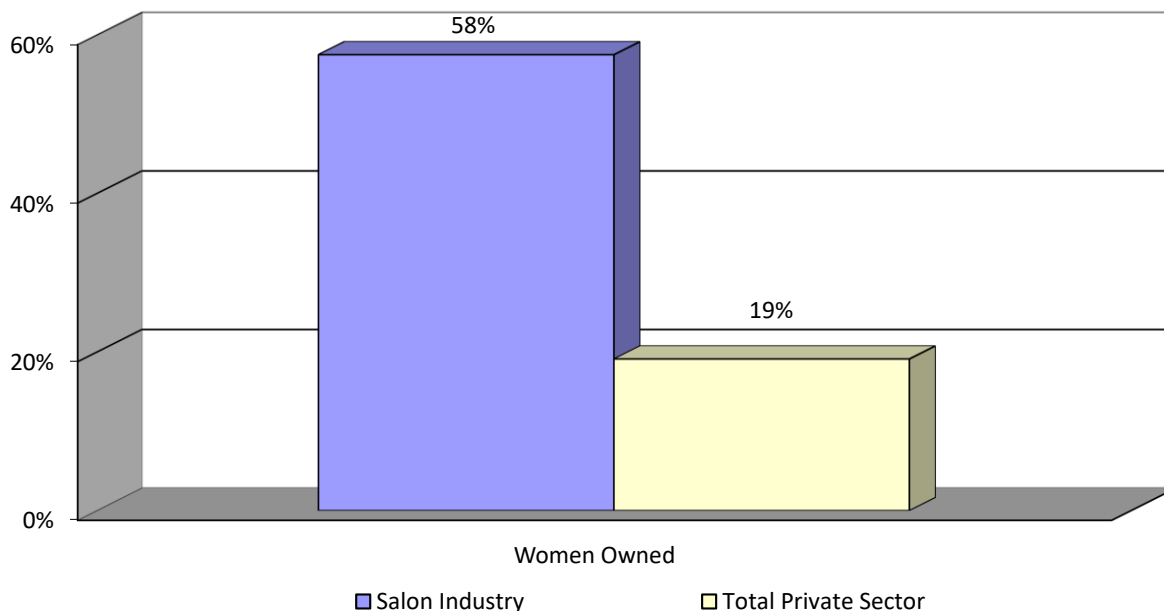
ALABAMA JOB GROWTH: 2019 TO 2021



ALABAMA SALON INDUSTRY TRENDS

- ⇒ The Alabama salon industry is an important component of the economy, generating \$626 million in annual sales and providing employment opportunities for more than 4,100 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Alabama salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Alabama fell 5%. In comparison, total private sector employment in the state declined 1% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Alabama salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-eight percent of Alabama salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.

BUSINESS OWNERSHIP: ALABAMA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



ALABAMA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | Jerry L. Carl (R) | 163 | 643 |
| 2 | Barry Moore (R) | 147 | 578 |
| 3 | Mike Rogers (R) | 139 | 549 |
| 4 | Robert B. Aderholt (R) | 107 | 422 |
| 5 | Mo Brooks (R) | 187 | 735 |
| 6 | Gary J. Palmer (R) | 194 | 762 |
| 7 | Terri A. Sewell (D) | 124 | 487 |
| Total | | 1,061 | 4,176 |

**Includes only establishments with payroll employees; 2021 data*

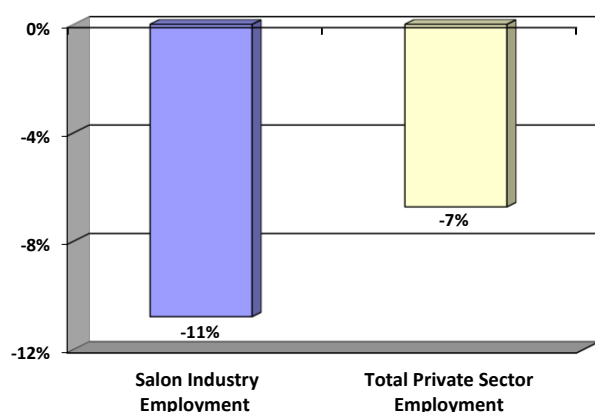
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE ALASKA SALON INDUSTRY

ALASKA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|--------------|
| Total Sales, 2020: | \$93 Million |
| Establishments with Employees, 2021: | 150 |
| Payroll Employees, 2021: | 761 |

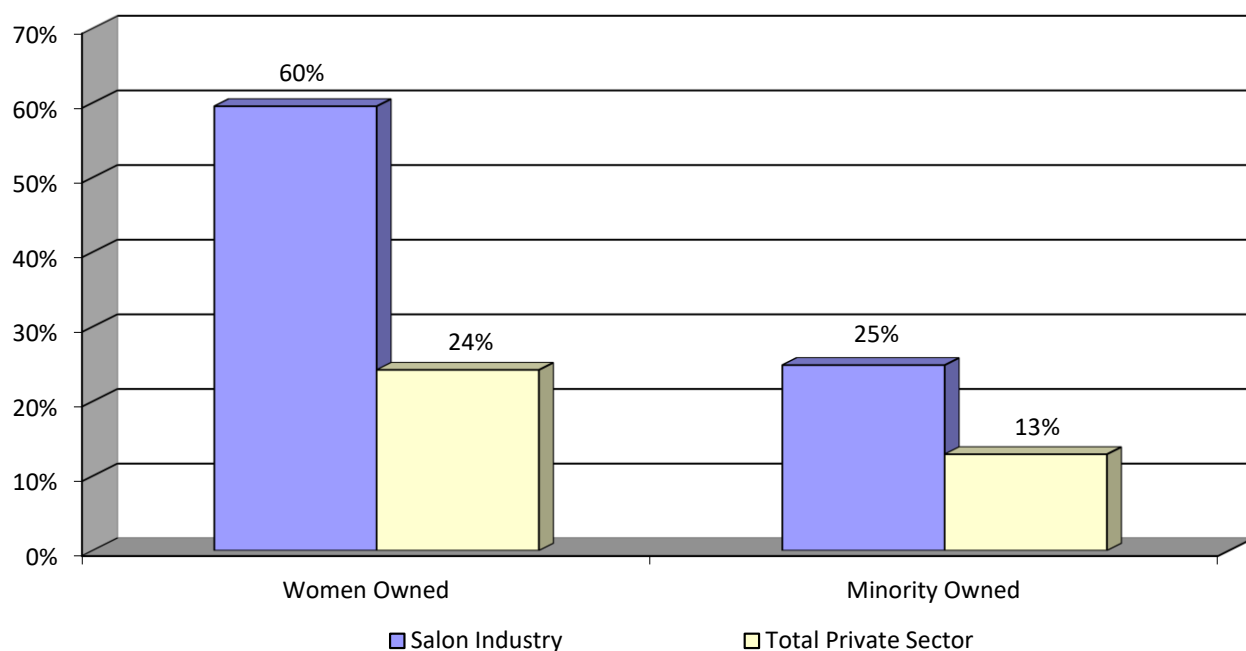
ALASKA JOB GROWTH: 2019 TO 2021



ALASKA SALON INDUSTRY TRENDS

- ⇒ The Alaska salon industry is an important component of the economy, generating \$93 million in annual sales and providing employment opportunities for more than 700 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Alaska salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Alaska fell 11%. In comparison, total private sector employment in the state declined 7% during the same period.
- ⇒ The Alaska salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty percent of Alaska salon businesses are owned by women, compared to only 24% of businesses in the state's overall private sector.
- ⇒ Twenty-five percent of businesses in the Alaska salon industry are owned by minorities, versus just 13% of total private sector businesses.

BUSINESS OWNERSHIP: ALASKA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



ALASKA’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|--------------------------|---------------------------|---------------------|
| At Large | Mary Sattler Peltola (D) | 150 | 761 |
| Total | | 150 | 761 |

**Includes only establishments with payroll employees; 2021 data*

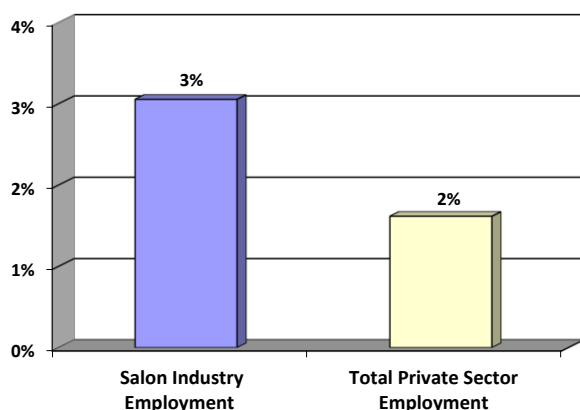
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE ARIZONA SALON INDUSTRY

ARIZONA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$1.1 Billion |
| Establishments with Employees, 2021: | 1,953 |
| Payroll Employees, 2021: | 10,261 |

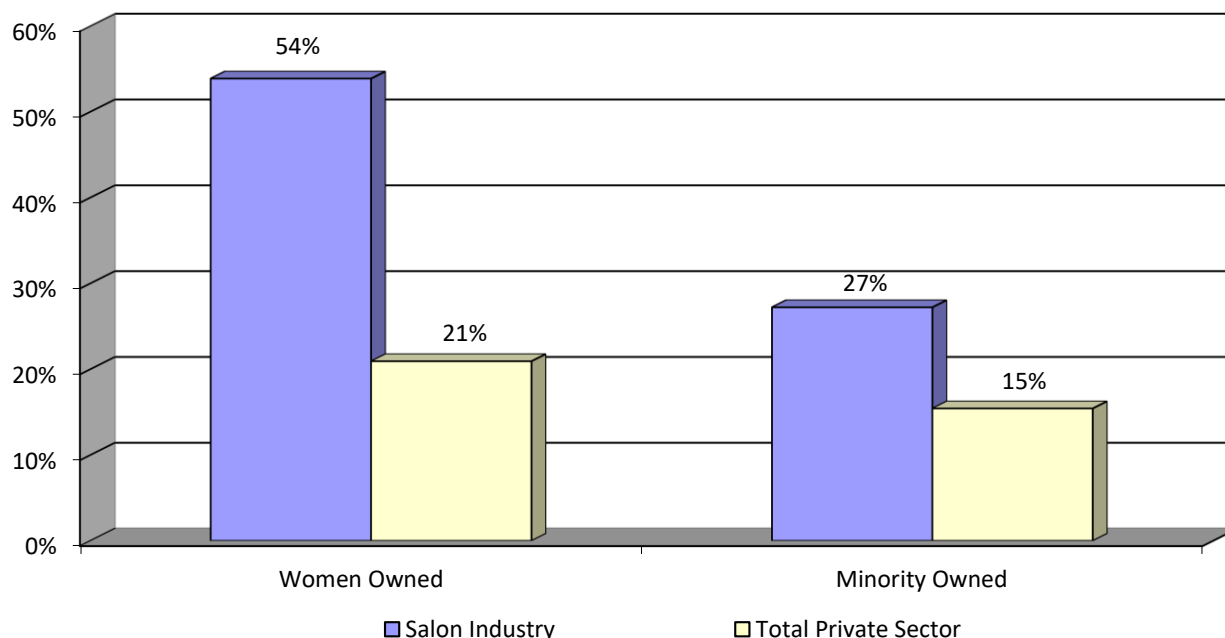
ARIZONA JOB GROWTH: 2019 TO 2021



ARIZONA SALON INDUSTRY TRENDS

- ⇒ The Arizona salon industry is an important component of the economy, generating \$1.1 billion in annual sales and providing employment opportunities for more than 10,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Arizona salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Arizona rose 3%. In comparison, total private sector employment in the state increased 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Arizona salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-four percent of Arizona salon businesses are owned by women, compared to only 21% of businesses in the state's overall private sector.
- ⇒ Twenty-seven percent of businesses in the Arizona salon industry are owned by minorities, versus just 15% of total private sector businesses.

BUSINESS OWNERSHIP: ARIZONA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



ARIZONA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|----------------------|---------------------------|---------------------|
| 1 | Tom O'Halleran (D) | 156 | 820 |
| 2 | Ann Kirkpatrick (D) | 265 | 1,390 |
| 3 | Raúl M. Grijalva (D) | 129 | 680 |
| 4 | Paul A. Gosar (R) | 164 | 863 |
| 5 | Andy Biggs (R) | 217 | 1,138 |
| 6 | David Schweikert (R) | 462 | 2,430 |
| 7 | Ruben Gallego (D) | 153 | 802 |
| 8 | Debbie Lesko (R) | 198 | 1,042 |
| 9 | Greg Stanton (D) | 209 | 1,097 |
| Total | | 1,953 | 10,261 |

**Includes only establishments with payroll employees; 2021 data*

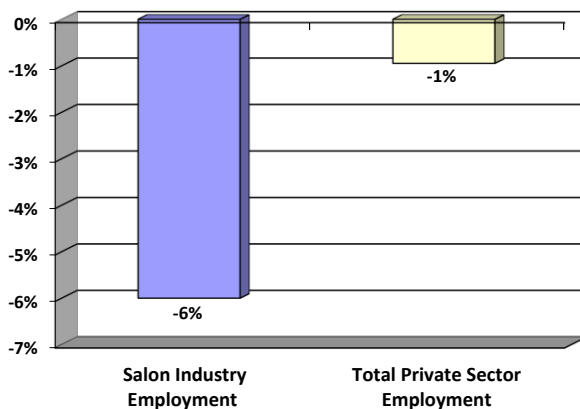
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE ARKANSAS SALON INDUSTRY

ARKANSAS SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$311 Million |
| Establishments with Employees, 2021: | 537 |
| Payroll Employees, 2021: | 1,824 |

ARKANSAS JOB GROWTH: 2019 TO 2021



ARKANSAS SALON INDUSTRY TRENDS

- ⇒ The Arkansas salon industry is an important component of the economy, generating \$311 million in annual sales and providing employment opportunities for more than 1,800 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Arkansas salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Arkansas fell 6%. In comparison, total private sector employment in the state declined 1% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Arkansas salon industry also gives individuals of all backgrounds the ability to start their own business.

ARKANSAS' SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-----------------------------|---------------------------|---------------------|
| 1 | Eric A. "Rick" Crawford (R) | 66 | 224 |
| 2 | J. French Hill (R) | 224 | 760 |
| 3 | Steve Womack (R) | 155 | 527 |
| 4 | Bruce Westerman (R) | 92 | 312 |
| Total | | 537 | 1,824 |

**Includes only establishments with payroll employees; 2021 data*

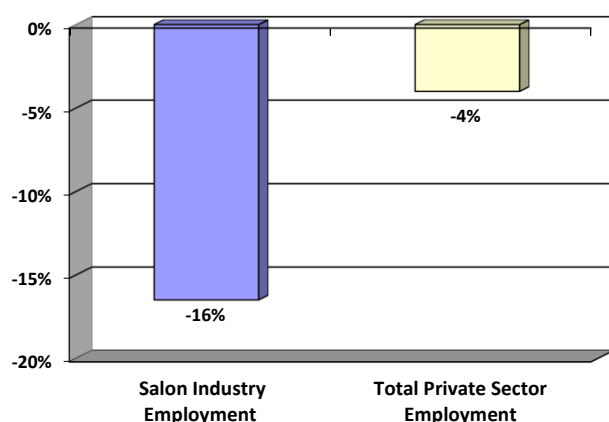
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE CALIFORNIA SALON INDUSTRY

CALIFORNIA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$6.6 Billion |
| Establishments with Employees, 2021: | 14,072 |
| Payroll Employees, 2021: | 55,768 |

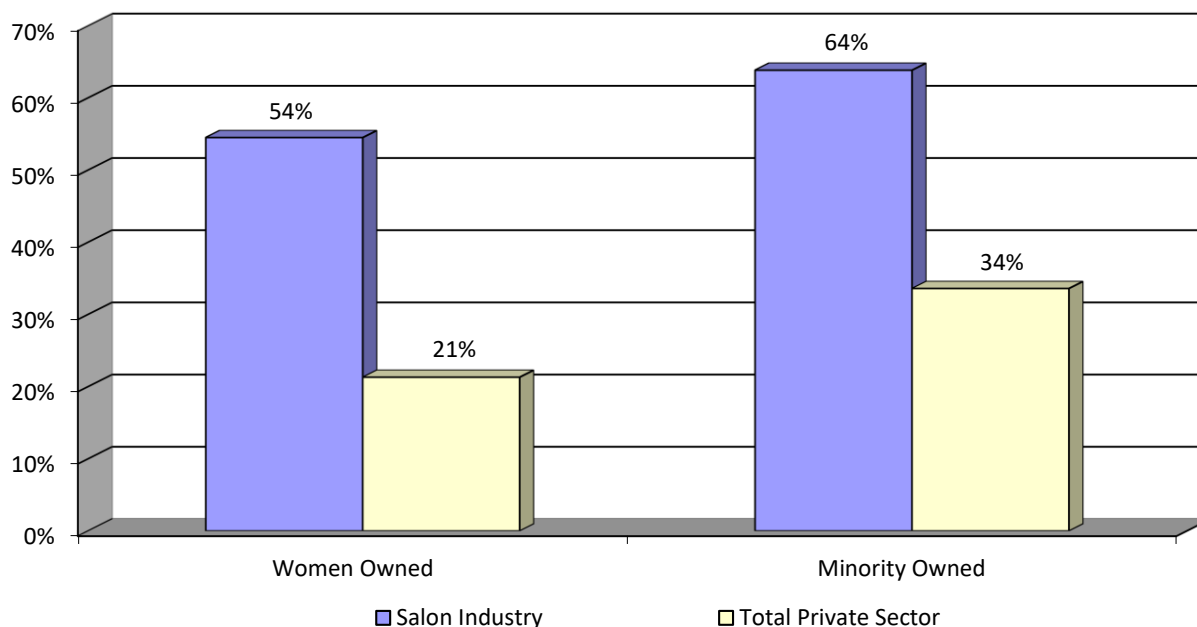
CALIFORNIA JOB GROWTH: 2019 TO 2021



CALIFORNIA SALON INDUSTRY TRENDS

- ⇒ The California salon industry is an important component of the economy, generating \$6.6 billion in annual sales and providing employment opportunities for more than 55,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the California salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in California fell 16%. In comparison, total private sector employment in the state declined 4% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the California salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-four percent of California salon businesses are owned by women, compared to only 21% of businesses in the state's overall private sector.
- ⇒ Sixty-four percent of businesses in the California salon industry are owned by minorities, versus just 34% of total private sector businesses.

BUSINESS OWNERSHIP: CALIFORNIA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



CALIFORNIA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------------|---------------------------|---------------------|
| 1 | Doug LaMalfa (R) | 155 | 615 |
| 2 | Jared Huffman (D) | 286 | 1,135 |
| 3 | John Garamendi (D) | 251 | 995 |
| 4 | Tom McClintock (R) | 244 | 967 |
| 5 | Mike Thompson (D) | 237 | 939 |
| 6 | Doris O. Matsui (D) | 225 | 892 |
| 7 | Ami Bera (D) | 271 | 1,076 |
| 8 | Jay Obernolte (R) | 118 | 467 |
| 9 | Jerry McNerney (D) | 222 | 878 |
| 10 | Josh Harder (D) | 191 | 755 |
| 11 | Mark DeSaulnier (D) | 407 | 1,613 |
| 12 | Nancy Pelosi (D) | 609 | 2,412 |
| 13 | Barbara Lee (D) | 344 | 1,365 |
| 14 | Jackie Speier (D) | 408 | 1,619 |
| 15 | Eric Swalwell (D) | 335 | 1,328 |
| 16 | Jim Costa (D) | 77 | 304 |
| 17 | Ro Khanna (D) | 313 | 1,241 |
| 18 | Anna G. Eshoo (D) | 498 | 1,973 |
| 19 | Zoe Lofgren (D) | 423 | 1,676 |
| 20 | Jimmy Panetta (D) | 184 | 729 |
| 21 | David G. Valadao (R) | 54 | 214 |
| 22 | Connie Conway (R) | 167 | 664 |
| 23 | Kevin McCarthy (R) | 104 | 414 |
| 24 | Salud O. Carbajal (D) | 176 | 696 |
| 25 | Mike Garcia (R) | 193 | 764 |
| 26 | Julia Brownley (D) | 209 | 827 |
| 27 | Judy Chu (D) | 453 | 1,794 |
| 28 | Adam B. Schiff (D) | 451 | 1,787 |
| 29 | Tony Cárdenas (D) | 115 | 455 |
| 30 | Brad Sherman (D) | 512 | 2,031 |
| 31 | Pete Aguilar (D) | 143 | 565 |
| 32 | Grace F. Napolitano (D) | 256 | 1,016 |
| 33 | Ted Lieu (D) | 632 | 2,505 |
| 34 | Jimmy Gomez (D) | 179 | 710 |
| 35 | Norma J. Torres (D) | 191 | 758 |
| 36 | Raul Ruiz (D) | 170 | 673 |
| 37 | Karen Bass (D) | 274 | 1,088 |
| 38 | Linda T. Sánchez (D) | 228 | 903 |
| 39 | Young Kim (R) | 274 | 1,084 |
| 40 | Lucille Roybal-Allard (D) | 141 | 559 |
| 41 | Mark Takano (D) | 132 | 524 |
| 42 | Ken Calvert (R) | 239 | 948 |
| 43 | Maxine Waters (D) | 183 | 724 |
| 44 | Nanette Diaz Barragán (D) | 90 | 359 |
| 45 | Katie Porter (D) | 306 | 1,212 |
| 46 | J. Luis Correa (D) | 185 | 734 |
| 47 | Alan S. Lowenthal (D) | 261 | 1,036 |
| 48 | Michelle Steel (R) | 411 | 1,627 |
| 49 | Mike Levin (D) | 388 | 1,538 |
| 50 | Darrell Issa (R) | 236 | 937 |
| 51 | Juan Vargas (D) | 165 | 654 |
| 52 | Scott H. Peters (D) | 441 | 1,749 |
| 53 | Sara Jacobs (D) | 314 | 1,243 |
| Total | | 14,072 | 55,768 |

*Includes only establishments with payroll employees; 2021 data

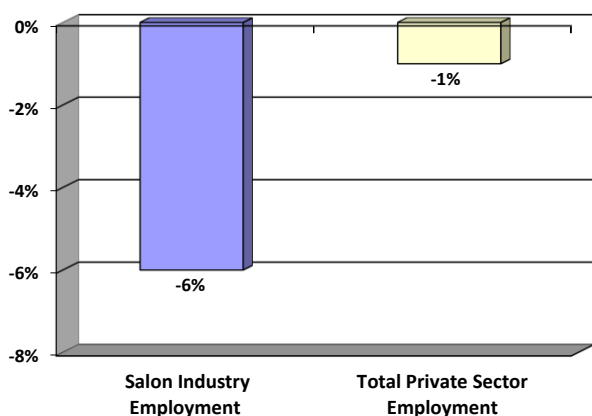
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE COLORADO SALON INDUSTRY

COLORADO SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$959 Million |
| Establishments with Employees, 2021: | 2,526 |
| Payroll Employees, 2021: | 11,974 |

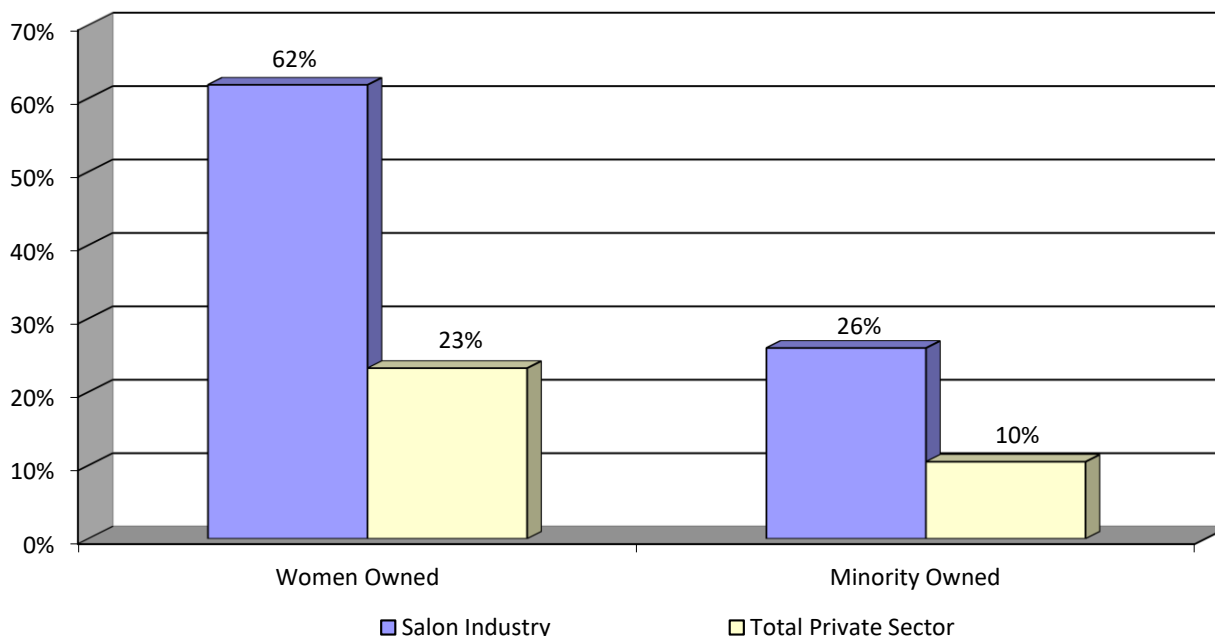
COLORADO JOB GROWTH: 2019 TO 2021



COLORADO SALON INDUSTRY TRENDS

- ⇒ The Colorado salon industry is an important component of the economy, generating \$959 million in annual sales and providing employment opportunities for nearly 12,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Colorado salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Colorado fell 6%. In comparison, total private sector employment in the state declined 1% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Colorado salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-two percent of Colorado salon businesses are owned by women, compared to only 23% of businesses in the state's overall private sector.
- ⇒ Twenty-six percent of businesses in the Colorado salon industry are owned by minorities, versus just 10% of total private sector businesses.

BUSINESS OWNERSHIP: COLORADO'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



COLORADO'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|--------------------|---------------------------|---------------------|
| 1 | Diana DeGette (D) | 545 | 2,585 |
| 2 | Joe Neguse (D) | 433 | 2,051 |
| 3 | Lauren Boebert (R) | 275 | 1,304 |
| 4 | Ken Buck (R) | 372 | 1,763 |
| 5 | Doug Lamborn (R) | 293 | 1,387 |
| 6 | Jason Crow (D) | 311 | 1,474 |
| 7 | Ed Perlmutter (D) | 297 | 1,410 |
| Total | | 2,526 | 11,974 |

**Includes only establishments with payroll employees; 2021 data*

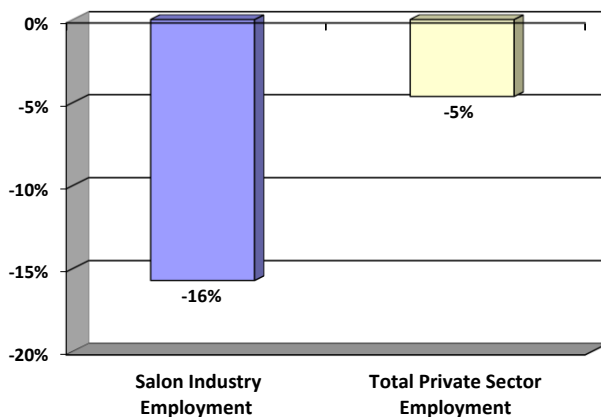
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE CONNECTICUT SALON INDUSTRY

CONNECTICUT SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$626 Million
 Establishments with Employees, 2021: 2,021
 Payroll Employees, 2021: 8,894

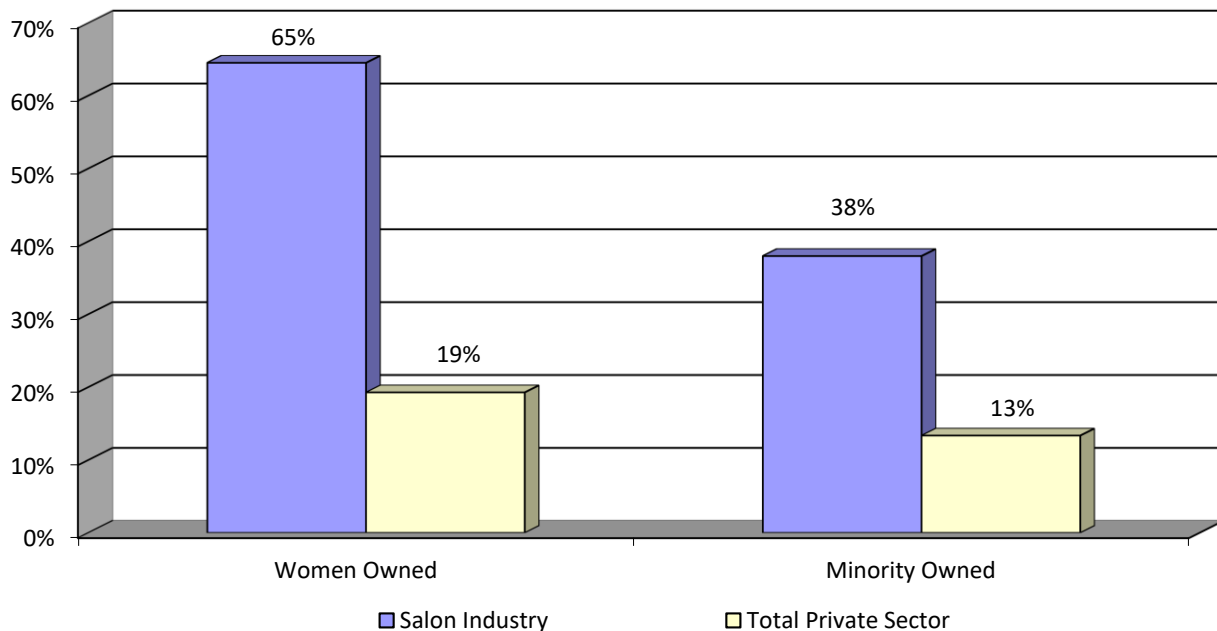
CONNECTICUT JOB GROWTH: 2019 TO 2021



CONNECTICUT SALON INDUSTRY TRENDS

- ⇒ The Connecticut salon industry is an important component of the economy, generating \$626 million in annual sales and providing employment opportunities for more than 8,800 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Connecticut salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Connecticut fell 16%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Connecticut salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-five percent of Connecticut salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Thirty-eight percent of businesses in the Connecticut salon industry are owned by minorities, versus just 13% of total private sector businesses.

BUSINESS OWNERSHIP: CONNECTICUT'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



CONNECTICUT'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------|---------------------------|---------------------|
| 1 | John B. Larson (D) | 397 | 1,746 |
| 2 | Joe Courtney (D) | 350 | 1,541 |
| 3 | Rosa L. DeLauro (D) | 383 | 1,686 |
| 4 | James A. Himes (D) | 478 | 2,104 |
| 5 | Jahana Hayes (D) | 413 | 1,816 |
| Total | | 2,021 | 8,894 |

**Includes only establishments with payroll employees; 2021 data*

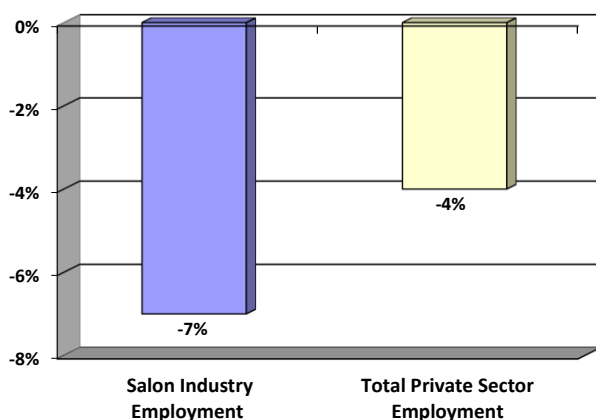
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE DELAWARE SALON INDUSTRY

DELAWARE SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$157 Million
 Establishments with Employees, 2021: 439
 Payroll Employees, 2021: 2,493

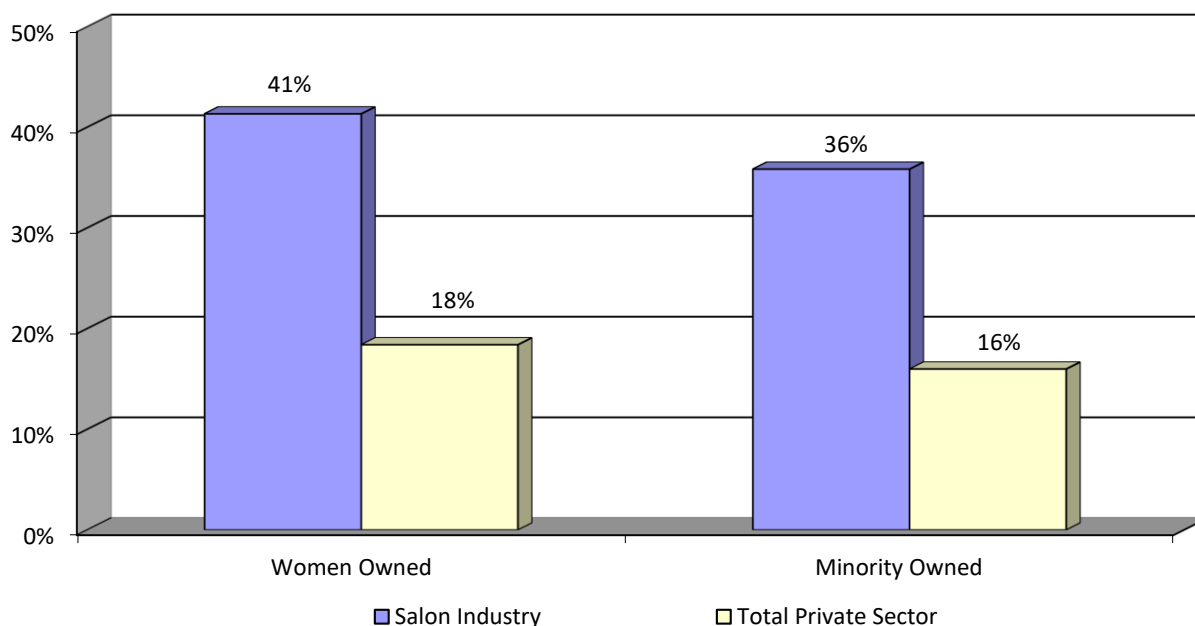
DELAWARE JOB GROWTH: 2019 TO 2021



DELAWARE SALON INDUSTRY TRENDS

- ⇒ The Delaware salon industry is an important component of the economy, generating \$157 million in annual sales and providing employment opportunities for more than 2,400 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Delaware salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Delaware fell 7%. In comparison, total private sector employment in the state declined 4% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Delaware salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Forty-one percent of Delaware salon businesses are owned by women, compared to only 18% of businesses in the state's overall private sector.
- ⇒ Thirty-six percent of businesses in the Delaware salon industry are owned by minorities, versus just 16% of total private sector businesses.

BUSINESS OWNERSHIP: DELAWARE'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



DELAWARE’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|--------------------------|---------------------------|---------------------|
| At Large | Lisa Blunt Rochester (D) | 439 | 2,493 |
| Total | | 439 | 2,493 |

**Includes only establishments with payroll employees; 2021 data*

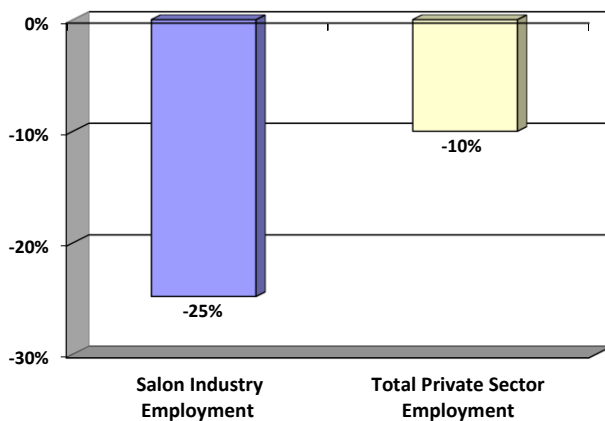
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE DISTRICT OF COLUMBIA SALON INDUSTRY

DISTRICT OF COLUMBIA SALON SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$166 Million |
| Establishments with Employees, 2021: | 263 |
| Payroll Employees, 2021: | 1,355 |

D.C. JOB GROWTH: 2019 TO 2021



DISTRICT OF COLUMBIA SALON INDUSTRY TRENDS

- ⇒ The District of Columbia salon industry is an important component of the economy, generating \$166 million in annual sales and providing employment opportunities for more than 1,300 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the District of Columbia salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in District of Columbia fell 25%. In comparison, total private sector employment in the District declined 10% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the District of Columbia salon industry also gives individuals of all backgrounds the ability to start their own business.

DISTRICT OF COLUMBIA’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------------|---------------------------|---------------------|
| Delegate | Eleanor Holmes Norton (D) | 263 | 1,355 |
| Total | | 263 | 1,355 |

**Includes only establishments with payroll employees; 2021 data*

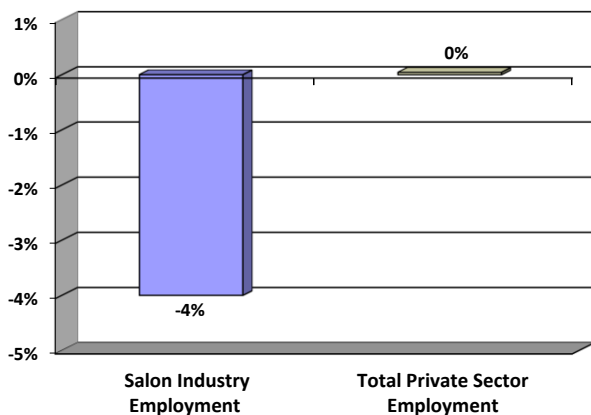
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE FLORIDA SALON INDUSTRY

FLORIDA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$4.2 Billion |
| Establishments with Employees, 2021: | 8,920 |
| Payroll Employees, 2021: | 30,299 |

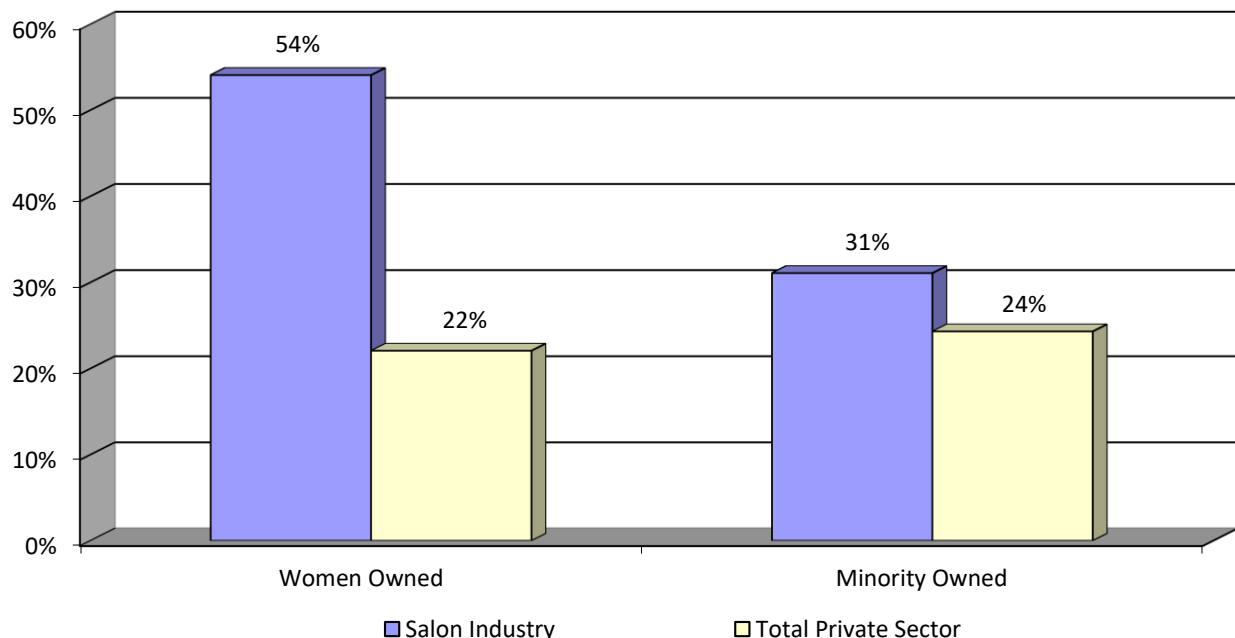
FLORIDA JOB GROWTH: 2019 TO 2021



FLORIDA SALON INDUSTRY TRENDS

- ⇒ The Florida salon industry is an important component of the economy, generating \$4.2 billion in annual sales and providing employment opportunities for more than 30,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Florida salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Florida fell 4%. In comparison, total private sector employment in the state was essentially unchanged during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Florida salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-four percent of Florida salon businesses are owned by women, compared to only 22% of businesses in the state's overall private sector.
- ⇒ Thirty-one percent of businesses in the Florida salon industry are owned by minorities, versus just 24% of total private sector businesses.

BUSINESS OWNERSHIP: FLORIDA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



FLORIDA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|--------------------------------|---------------------------|---------------------|
| 1 | Matt Gaetz (R) | 236 | 801 |
| 2 | Neal P. Dunn (R) | 198 | 671 |
| 3 | Kat Cammack (R) | 174 | 590 |
| 4 | John H. Rutherford (R) | 403 | 1,368 |
| 5 | Al Lawson, Jr (D) | 309 | 1,050 |
| 6 | Michael Waltz (R) | 321 | 1,091 |
| 7 | Stephanie N. Murphy (D) | 376 | 1,277 |
| 8 | Bill Posey (R) | 361 | 1,225 |
| 9 | Darren Soto (D) | 207 | 703 |
| 10 | Val Butler Demings (D) | 281 | 953 |
| 11 | Daniel Webster (R) | 239 | 811 |
| 12 | Gus M. Bilirakis (R) | 341 | 1,157 |
| 13 | Vacant Seat | 382 | 1,299 |
| 14 | Kathy Castor (D) | 396 | 1,344 |
| 15 | C. Scott Franklin (R) | 195 | 663 |
| 16 | Vern Buchanan (R) | 414 | 1,405 |
| 17 | W. Gregory Steube (R) | 199 | 675 |
| 18 | Brian J. Mast (R) | 351 | 1,192 |
| 19 | Byron Donalds (R) | 499 | 1,696 |
| 20 | Sheila Cherfilus-McCormick (D) | 457 | 1,551 |
| 21 | Lois Frankel (D) | 372 | 1,265 |
| 22 | Theodore E. Deutch (D) | 590 | 2,004 |
| 23 | Debbie Wasserman Schultz (D) | 390 | 1,326 |
| 24 | Frederica Wilson (D) | 288 | 978 |
| 25 | Mario Diaz-Balart (R) | 229 | 778 |
| 26 | Carlos A. Gimenez (R) | 229 | 779 |
| 27 | Maria Elvira Salazar (R) | 484 | 1,645 |
| Total | | 8,920 | 30,299 |

**Includes only establishments with payroll employees; 2021 data*

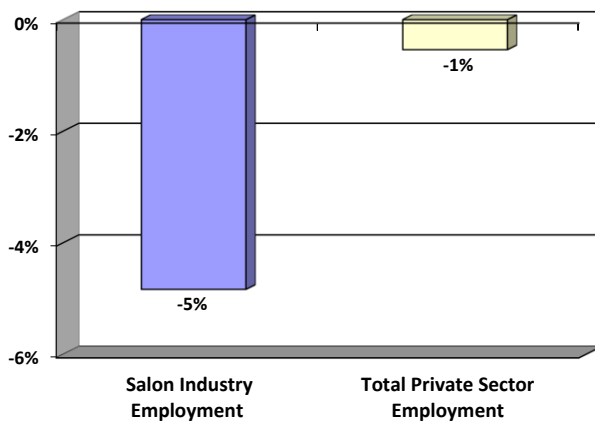
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE GEORGIA SALON INDUSTRY

GEORGIA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$2.0 Billion
 Establishments with Employees, 2021: 3,350
 Payroll Employees, 2021: 11,696

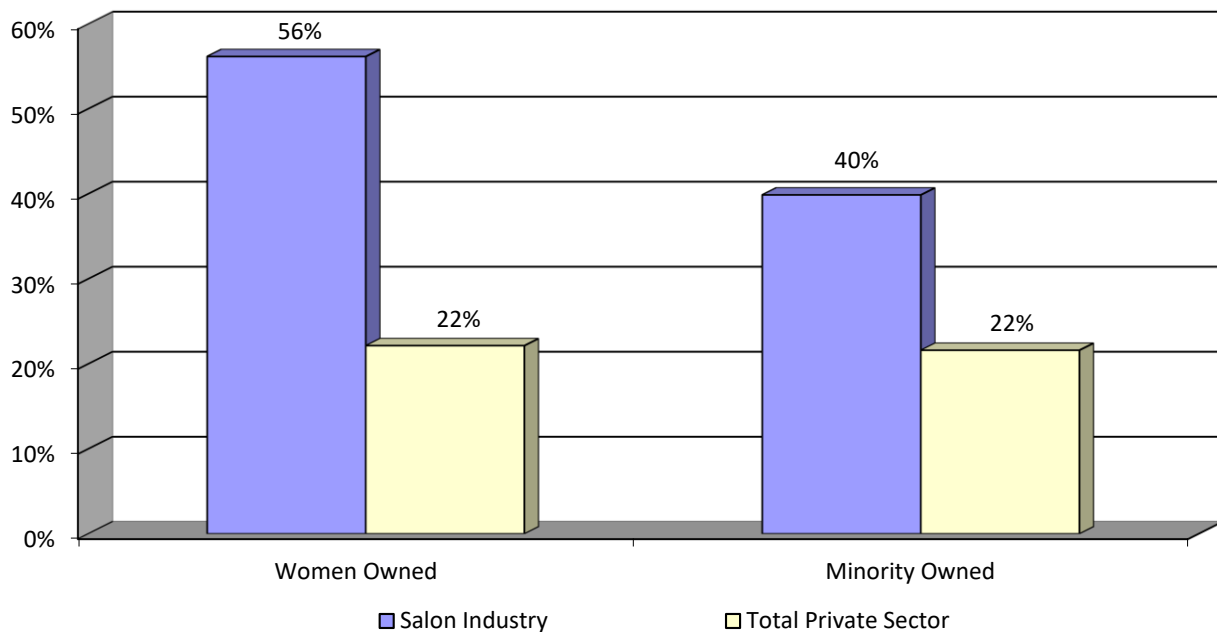
GEORGIA JOB GROWTH: 2019 TO 2021



GEORGIA SALON INDUSTRY TRENDS

- ⇒ The Georgia salon industry is an important component of the economy, generating \$2.0 billion in annual sales and providing employment opportunities for more than 11,600 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Georgia salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Georgia fell 5%. In comparison, total private sector employment in the state declined 1% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Georgia salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-six percent of Georgia salon businesses are owned by women, compared to only 22% of businesses in the state's overall private sector.
- ⇒ Forty percent of businesses in the Georgia salon industry are owned by minorities, versus just 22% of total private sector businesses.

BUSINESS OWNERSHIP: GEORGIA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



GEORGIA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|----------------------------------|---------------------------|---------------------|
| 1 | Earl L. "Buddy" Carter (R) | 213 | 743 |
| 2 | Sanford D. Bishop, Jr. (D) | 130 | 454 |
| 3 | A. Drew Ferguson IV (R) | 210 | 734 |
| 4 | Henry C. "Hank" Johnson, Jr. (D) | 193 | 673 |
| 5 | Nikema Williams (D) | 336 | 1,172 |
| 6 | Lucy McBath (D) | 536 | 1,873 |
| 7 | Carolyn Bourdeaux (D) | 317 | 1,108 |
| 8 | Austin Scott (R) | 121 | 424 |
| 9 | Andrew S. Clyde (R) | 211 | 738 |
| 10 | Jody B. Hice (R) | 205 | 716 |
| 11 | Barry Loudermilk (R) | 437 | 1,526 |
| 12 | Rick W. Allen (R) | 143 | 501 |
| 13 | David Scott (D) | 188 | 655 |
| 14 | Marjorie Taylor Greene (R) | 108 | 378 |
| Total | | 3,350 | 11,696 |

**Includes only establishments with payroll employees; 2021 data*

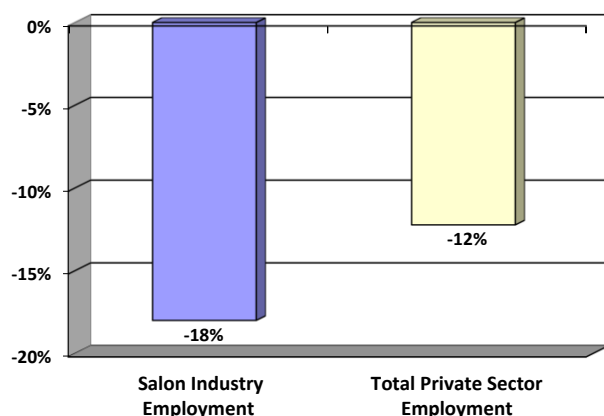
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE HAWAII SALON INDUSTRY

HAWAII SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$233 Million |
| Establishments with Employees, 2021: | 475 |
| Payroll Employees, 2021: | 1,797 |

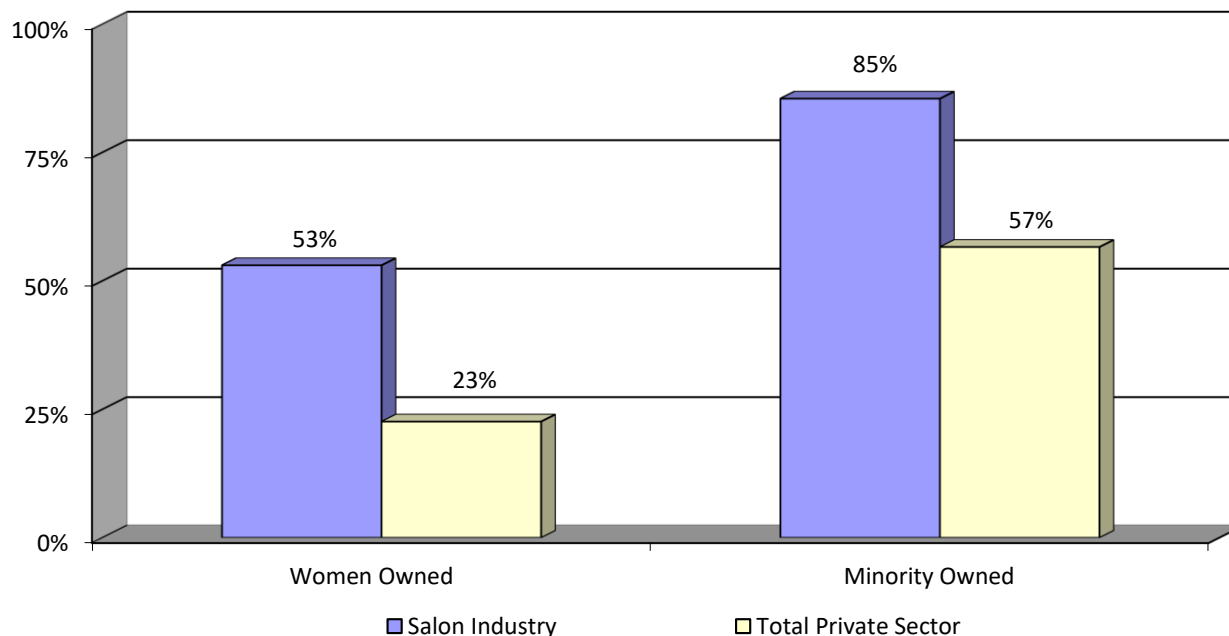
HAWAII JOB GROWTH: 2019 TO 2021



HAWAII SALON INDUSTRY TRENDS

- ⇒ The Hawaii salon industry is an important component of the economy, generating \$233 million in annual sales and providing employment opportunities for more than 1,700 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Hawaii salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Hawaii fell 18%. In comparison, total private sector employment in the state declined 12% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Hawaii salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-three percent of Hawaii salon businesses are owned by women, compared to only 23% of businesses in the state's overall private sector.
- ⇒ Eighty-five percent of businesses in the Hawaii salon industry are owned by minorities, versus just 57% of total private sector businesses.

BUSINESS OWNERSHIP: HAWAII'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



HAWAII'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------|---------------------------|---------------------|
| 1 | Ed Case (D) | 293 | 1,110 |
| 2 | Kaiali'i Kahele (D) | 182 | 687 |
| Total | | 475 | 1,797 |

**Includes only establishments with payroll employees; 2021 data*

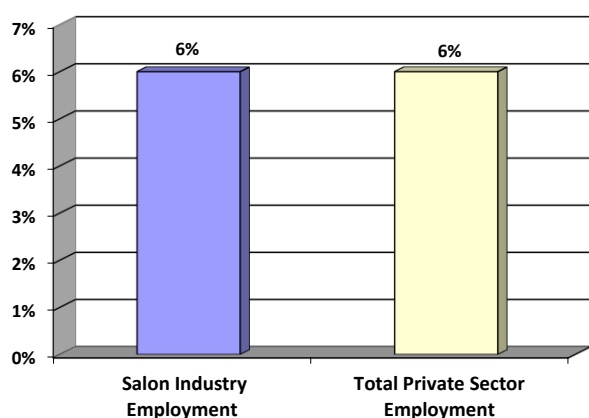
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE IDAHO SALON INDUSTRY

IDAHO SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$206 Million |
| Establishments with Employees, 2021: | 424 |
| Payroll Employees, 2021: | 2,021 |

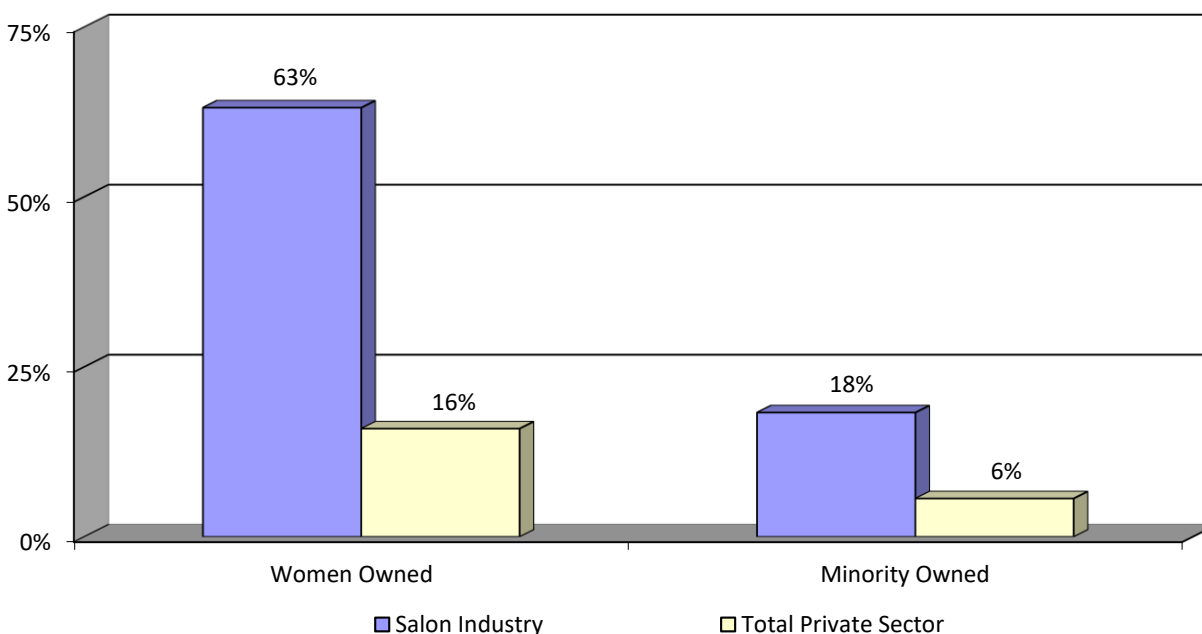
IDAHO JOB GROWTH: 2019 TO 2021



IDAHO SALON INDUSTRY TRENDS

- ⇒ The Idaho salon industry is an important component of the economy, generating \$206 million in annual sales and providing employment opportunities for more than 2,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Idaho salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Idaho increased 6%. In comparison, total private sector employment in the state rose 6% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Idaho salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-three percent of Idaho salon businesses are owned by women, compared to only 16% of businesses in the state's overall private sector.
- ⇒ Eighteen percent of businesses in the Idaho salon industry are owned by minorities, versus just 6% of total private sector businesses.

BUSINESS OWNERSHIP: IDAHO'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



IDAHO'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | Russ Fulcher (R) | 216 | 1,030 |
| 2 | Michael K. Simpson (R) | 208 | 991 |
| Total | | 424 | 2,021 |

**Includes only establishments with payroll employees; 2021 data*

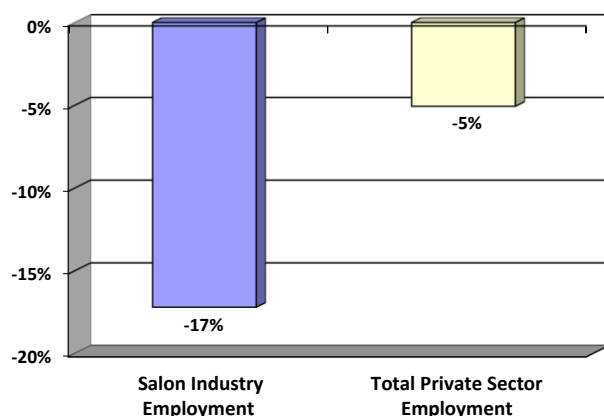
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE ILLINOIS SALON INDUSTRY

ILLINOIS SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$2.0 Billion |
| Establishments with Employees, 2021: | 4,111 |
| Payroll Employees, 2021: | 19,293 |

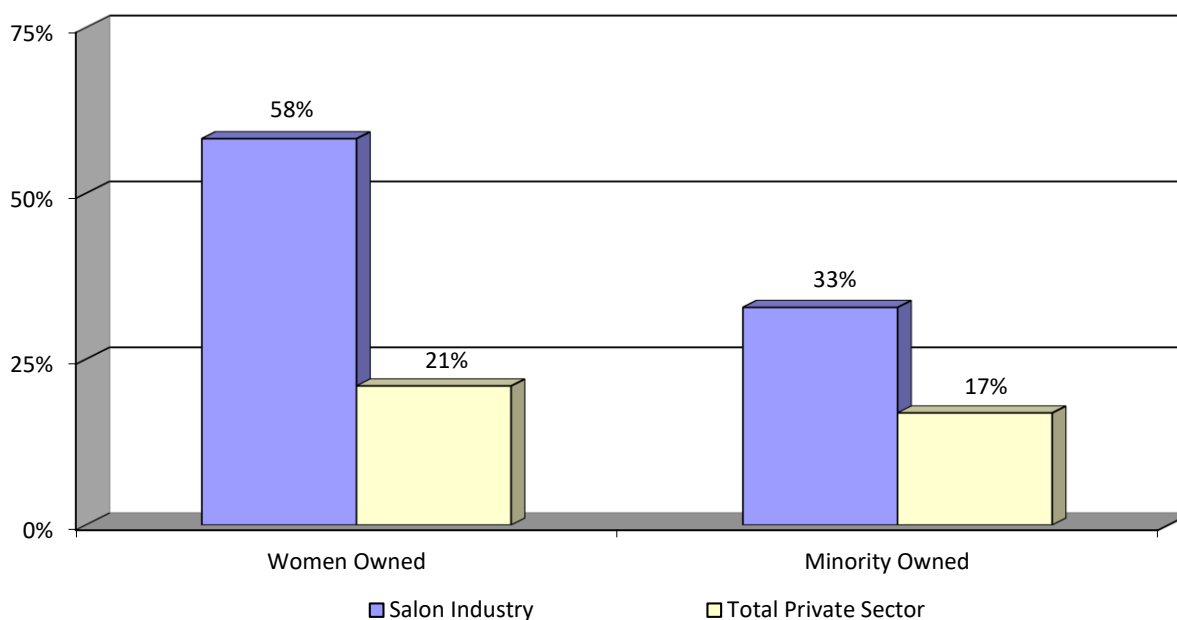
ILLINOIS JOB GROWTH: 2019 TO 2021



ILLINOIS SALON INDUSTRY TRENDS

- ⇒ The Illinois salon industry is an important component of the economy, generating \$2.0 billion in annual sales and providing employment opportunities for more than 19,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Illinois salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Illinois fell 17%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Illinois salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-eight percent of Illinois salon businesses are owned by women, compared to only 21% of businesses in the state's overall private sector.
- ⇒ Thirty-three percent of businesses in the Illinois salon industry are owned by minorities, versus just 17% of total private sector businesses.

BUSINESS OWNERSHIP: ILLINOIS' SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



ILLINOIS' SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-----------------------------|---------------------------|---------------------|
| 1 | Bobby L. Rush (D) | 141 | 661 |
| 2 | Robin Kelly (D) | 117 | 551 |
| 3 | Marie Newman (D) | 228 | 1,069 |
| 4 | Jesús G. "Chuy" García (D) | 159 | 747 |
| 5 | Mike Quigley (D) | 354 | 1,659 |
| 6 | Sean Casten (D) | 343 | 1,610 |
| 7 | Danny K. Davis (D) | 322 | 1,511 |
| 8 | Raja Krishnamoorthi (D) | 332 | 1,558 |
| 9 | Janice D. Schakowsky (D) | 388 | 1,819 |
| 10 | Bradley Scott Schneider (D) | 318 | 1,492 |
| 11 | Bill Foster (D) | 237 | 1,111 |
| 12 | Mike Bost (R) | 144 | 674 |
| 13 | Rodney Davis (R) | 172 | 809 |
| 14 | Lauren Underwood (D) | 329 | 1,543 |
| 15 | Mary E. Miller (R) | 86 | 405 |
| 16 | Adam Kinzinger (R) | 156 | 732 |
| 17 | Cheri Bustos (D) | 134 | 630 |
| 18 | Darin LaHood (R) | 152 | 711 |
| Total | | 4,111 | 19,293 |

**Includes only establishments with payroll employees; 2021 data*

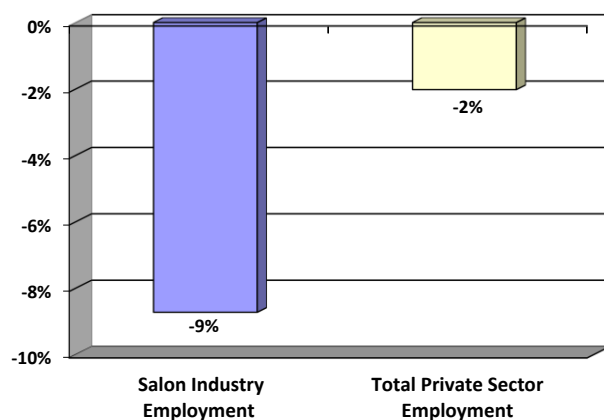
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE INDIANA SALON INDUSTRY

INDIANA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$785 Million |
| Establishments with Employees, 2021: | 1,596 |
| Payroll Employees, 2021: | 7,906 |

INDIANA JOB GROWTH: 2019 TO 2021



INDIANA SALON INDUSTRY TRENDS

- ⇒ The Indiana salon industry is an important component of the economy, generating \$785 million in annual sales and providing employment opportunities for more than 7,900 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Indiana salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Indiana fell 9%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Indiana salon industry also gives individuals of all backgrounds the ability to start their own business.

INDIANA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | Frank J. Mrvan (D) | 230 | 1,142 |
| 2 | Vacant Seat | 181 | 895 |
| 3 | Jim Banks (R) | 236 | 1,169 |
| 4 | James R. Baird (R) | 172 | 853 |
| 5 | Victoria Spartz (R) | 252 | 1,246 |
| 6 | Greg Pence (R) | 123 | 609 |
| 7 | André Carson (D) | 124 | 612 |
| 8 | Larry Bucshon (R) | 142 | 703 |
| 9 | Trey Hollingsworth (R) | 137 | 678 |
| Total | | 1,596 | 7,906 |

**Includes only establishments with payroll employees; 2021 data*

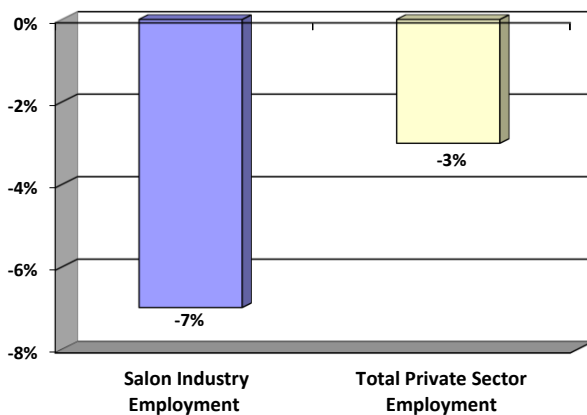
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE IOWA SALON INDUSTRY

IOWA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$371 Million
 Establishments with Employees, 2021: 876
 Payroll Employees, 2021: 3,957

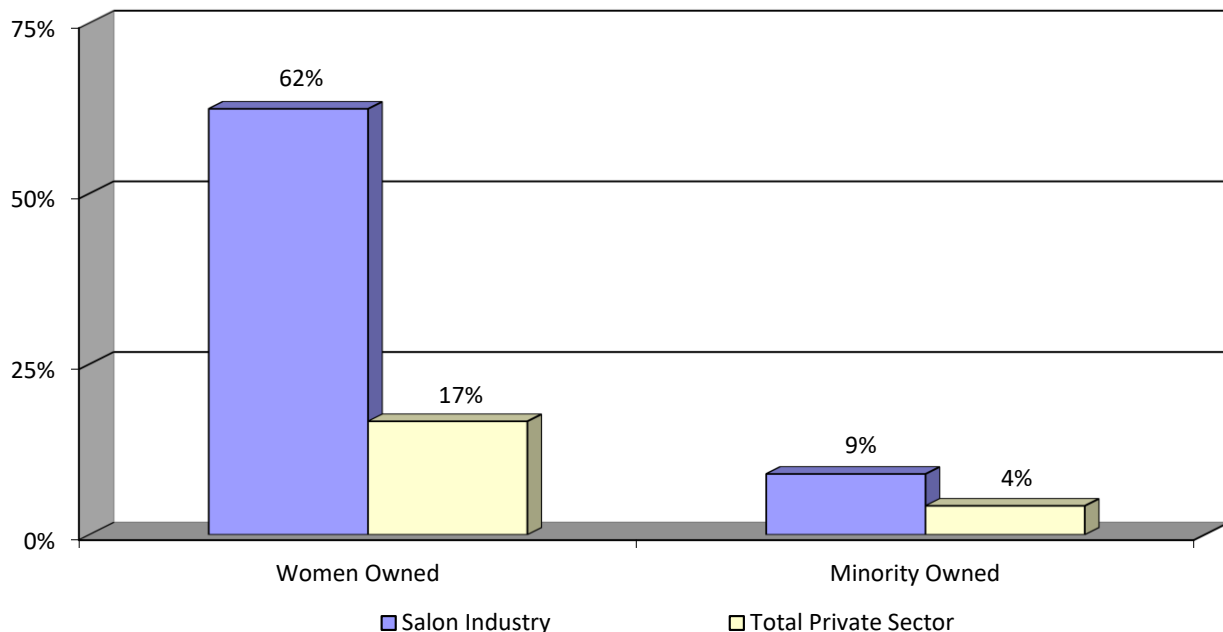
IOWA JOB GROWTH: 2019 TO 2021



IOWA SALON INDUSTRY TRENDS

- ⇒ The Iowa salon industry is an important component of the economy, generating \$371 million in annual sales and providing employment opportunities for more than 3,900 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Iowa salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Iowa fell 7%. In comparison, total private sector employment in the state declined 3% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Iowa salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-two percent of Iowa salon businesses are owned by women, compared to only 17% of businesses in the state's overall private sector.
- ⇒ Nine percent of businesses in the Iowa salon industry are owned by minorities, versus just 4% of total private sector businesses.

BUSINESS OWNERSHIP: IOWA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



IOWA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------------|---------------------------|---------------------|
| 1 | Ashley Hinson (R) | 166 | 751 |
| 2 | Mariannette Miller-Meeks (R) | 230 | 1,038 |
| 3 | Cynthia Axne (D) | 259 | 1,172 |
| 4 | Randy Feenstra (R) | 221 | 996 |
| Total | | 876 | 3,957 |

**Includes only establishments with payroll employees; 2021 data*

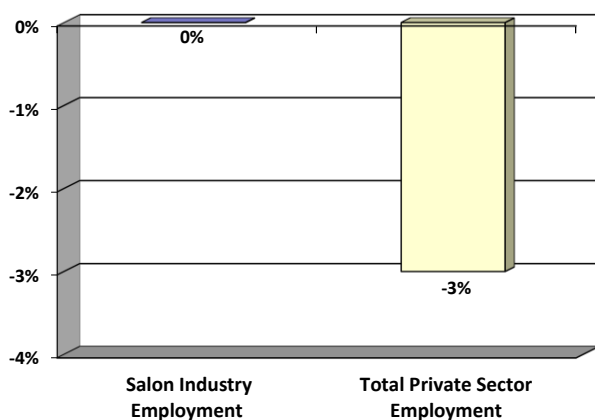
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE KANSAS SALON INDUSTRY

KANSAS SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$329 Million
Establishments with Employees, 2021: 723
Payroll Employees, 2021: 4,526

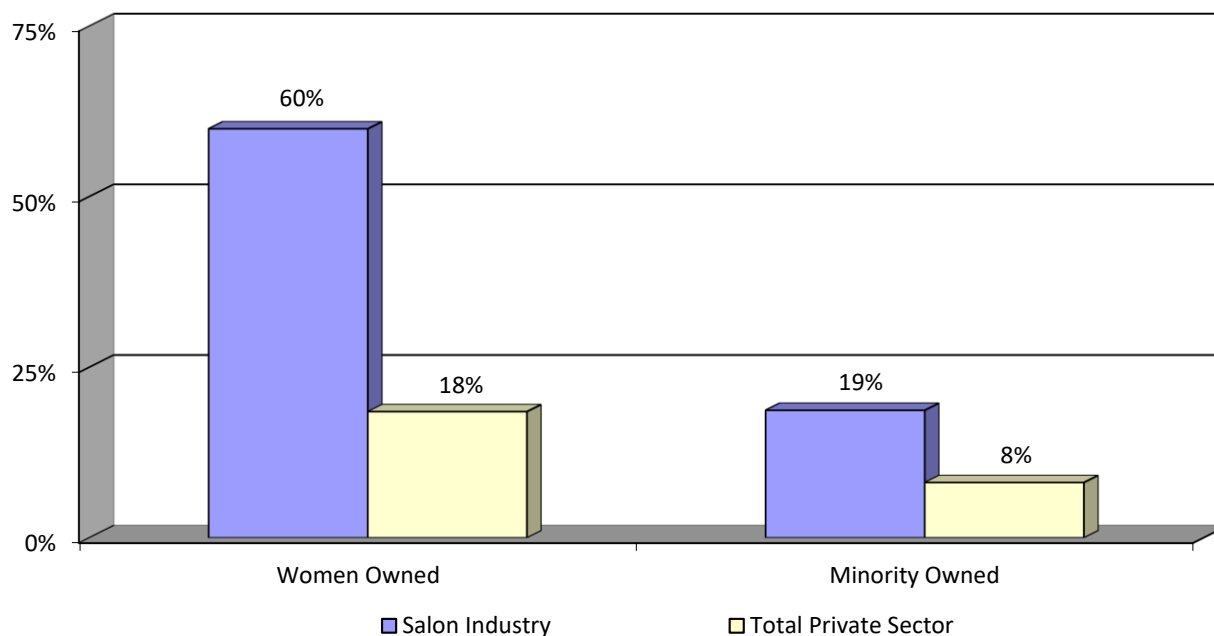
KANSAS JOB GROWTH: 2019 TO 2021



KANSAS SALON INDUSTRY TRENDS

- ⇒ The Kansas salon industry is an important component of the economy, generating \$329 million in annual sales and providing employment opportunities for more than 4,500 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Kansas salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Kansas remained flat. In comparison, total private sector employment in the state declined 3% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Kansas salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty percent of Kansas salon businesses are owned by women, compared to only 18% of businesses in the state's overall private sector.
- ⇒ Nineteen percent of businesses in the Kansas salon industry are owned by minorities, versus just 8% of total private sector businesses.

BUSINESS OWNERSHIP: KANSAS' SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



KANSAS' SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|--------------------|---------------------------|---------------------|
| 1 | Tracey Mann (R) | 187 | 1,169 |
| 2 | Jake LaTurner (R) | 146 | 915 |
| 3 | Sharice Davids (D) | 237 | 1,487 |
| 4 | Ron Estes (R) | 153 | 956 |
| Total | | 723 | 4,526 |

**Includes only establishments with payroll employees; 2021 data*

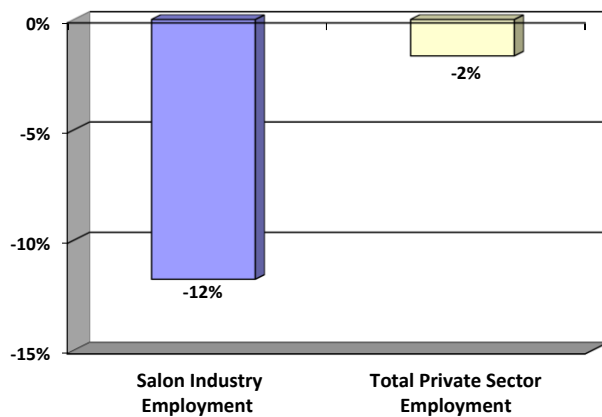
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE KENTUCKY SALON INDUSTRY

KENTUCKY SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$470 Million
 Establishments with Employees, 2021: 863
 Payroll Employees, 2021: 3,486

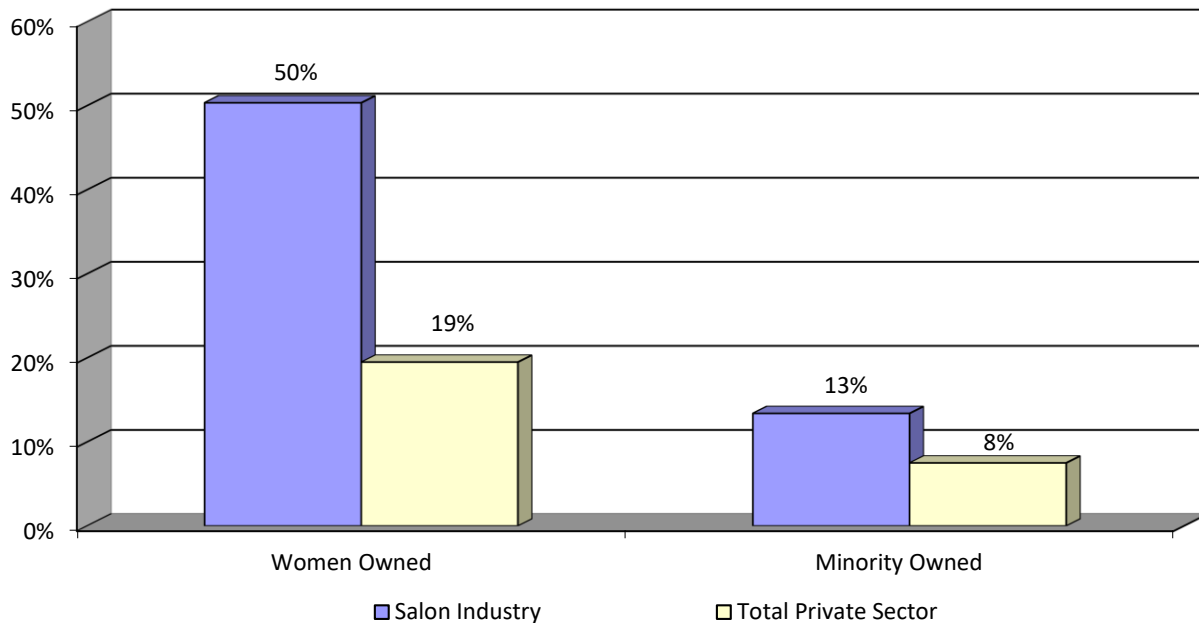
KENTUCKY JOB GROWTH: 2019 TO 2021



KENTUCKY SALON INDUSTRY TRENDS

- ⇒ The Kentucky salon industry is an important component of the economy, generating \$470 million in annual sales and providing employment opportunities for more than 3,400 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Kentucky salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Kentucky fell 12%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Kentucky salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty percent of Kentucky salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Thirteen percent of businesses in the Kentucky salon industry are owned by minorities, versus just 8% of total private sector businesses.

BUSINESS OWNERSHIP: KENTUCKY'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



KENTUCKY'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------|---------------------------|---------------------|
| 1 | James Comer (R) | 112 | 454 |
| 2 | Brett Guthrie (R) | 156 | 629 |
| 3 | John A. Yarmuth (D) | 207 | 838 |
| 4 | Thomas Massie (R) | 182 | 736 |
| 5 | Harold Rogers (R) | 56 | 226 |
| 6 | Andy Barr (R) | 149 | 603 |
| Total | | 863 | 3,486 |

**Includes only establishments with payroll employees; 2021 data*

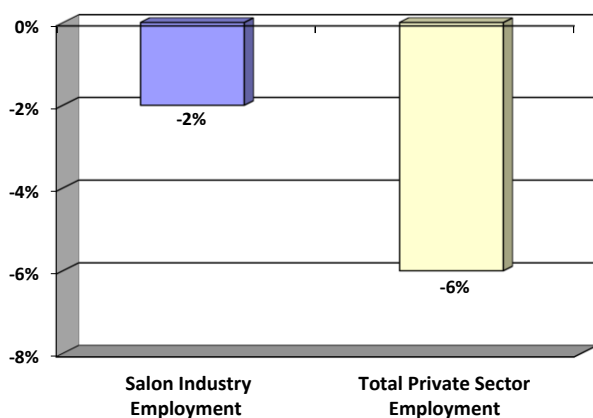
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE LOUISIANA SALON INDUSTRY

LOUISIANA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$701 Million |
| Establishments with Employees, 2021: | 1,336 |
| Payroll Employees, 2021: | 4,661 |

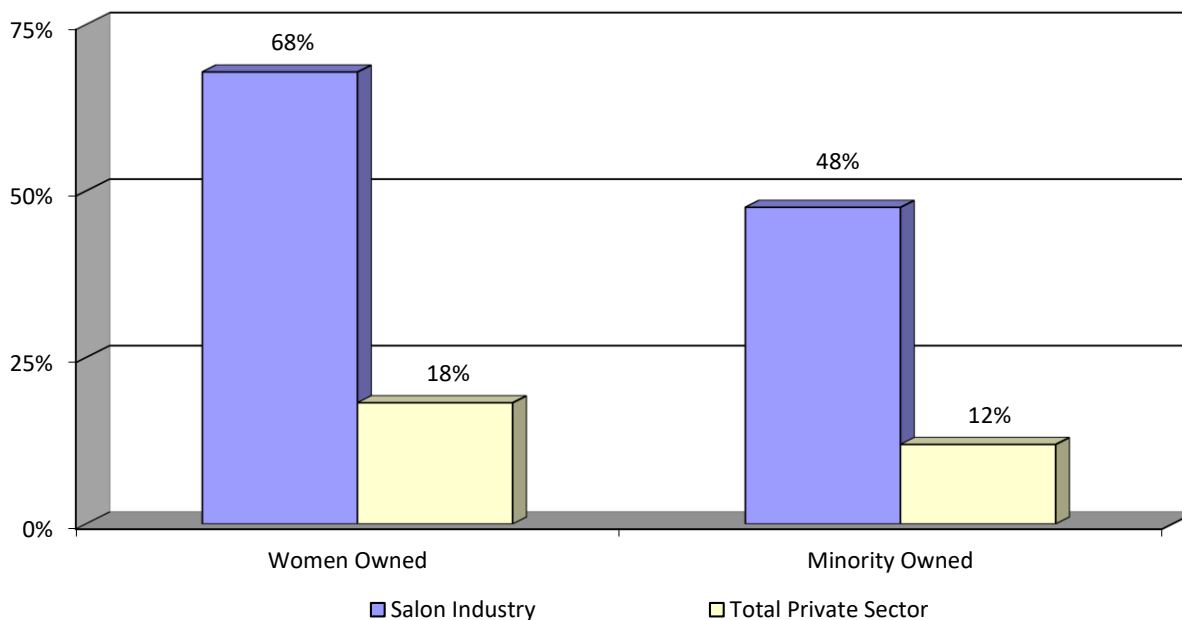
LOUISIANA JOB GROWTH: 2019 TO 2021



LOUISIANA SALON INDUSTRY TRENDS

- ⇒ The Louisiana salon industry is an important component of the economy, generating \$701 million in annual sales and providing employment opportunities for more than 4,600 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Louisiana salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Louisiana fell 2%. In comparison, total private sector employment in the state declined 6% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Louisiana salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-eight percent of Louisiana salon businesses are owned by women, compared to only 18% of businesses in the state's overall private sector.
- ⇒ Forty-eight percent of businesses in the Louisiana salon industry are owned by minorities, versus just 12% of total private sector businesses.

BUSINESS OWNERSHIP: LOUISIANA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



LOUISIANA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|--------------------|---------------------------|---------------------|
| 1 | Steve Scalise (R) | 287 | 1,001 |
| 2 | Troy A. Carter (D) | 235 | 821 |
| 3 | Clay Higgins (R) | 191 | 666 |
| 4 | Mike Johnson (R) | 150 | 522 |
| 5 | Julia Letlow (R) | 127 | 443 |
| 6 | Garret Graves (R) | 346 | 1,209 |
| Total | | 1,336 | 4,661 |

**Includes only establishments with payroll employees; 2021 data*

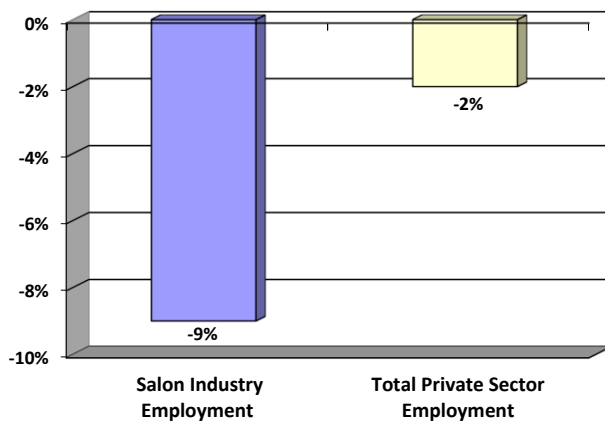
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE MAINE SALON INDUSTRY

MAINE SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$146 Million
 Establishments with Employees, 2021: 373
 Payroll Employees, 2021: 1,388

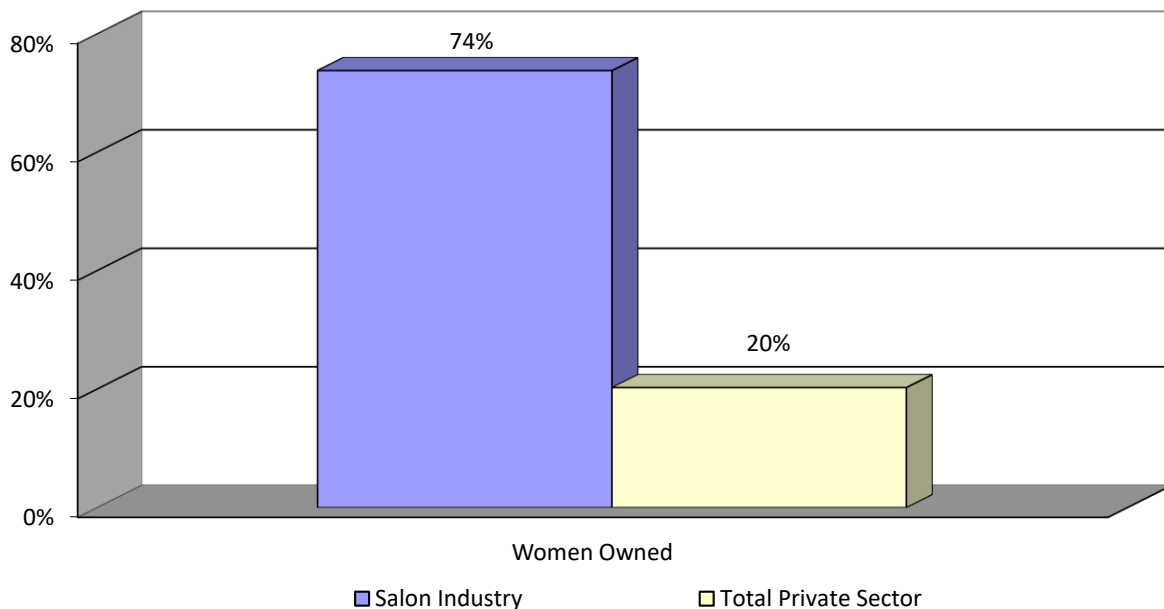
MAINE JOB GROWTH: 2019 TO 2021



MAINE SALON INDUSTRY TRENDS

- ⇒ The Maine salon industry is an important component of the economy, generating \$146 million in annual sales and providing employment opportunities for more than 1,300 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Maine salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Maine fell 9%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Maine salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Seventy-four percent of Maine salon businesses are owned by women, compared to only 20% of businesses in the state's overall private sector.

BUSINESS OWNERSHIP: MAINE'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



MAINE’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------|---------------------------|---------------------|
| 1 | Chellie Pingree (D) | 247 | 919 |
| 2 | Jared F. Golden (D) | 126 | 469 |
| Total | | 373 | 1,388 |

**Includes only establishments with payroll employees; 2021 data*

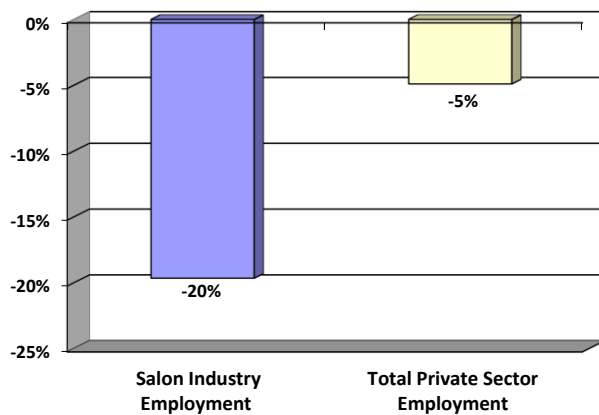
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE MARYLAND SALON INDUSTRY

MARYLAND SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$1.0 Billion
 Establishments with Employees, 2021: 2,036
 Payroll Employees, 2021: 11,238

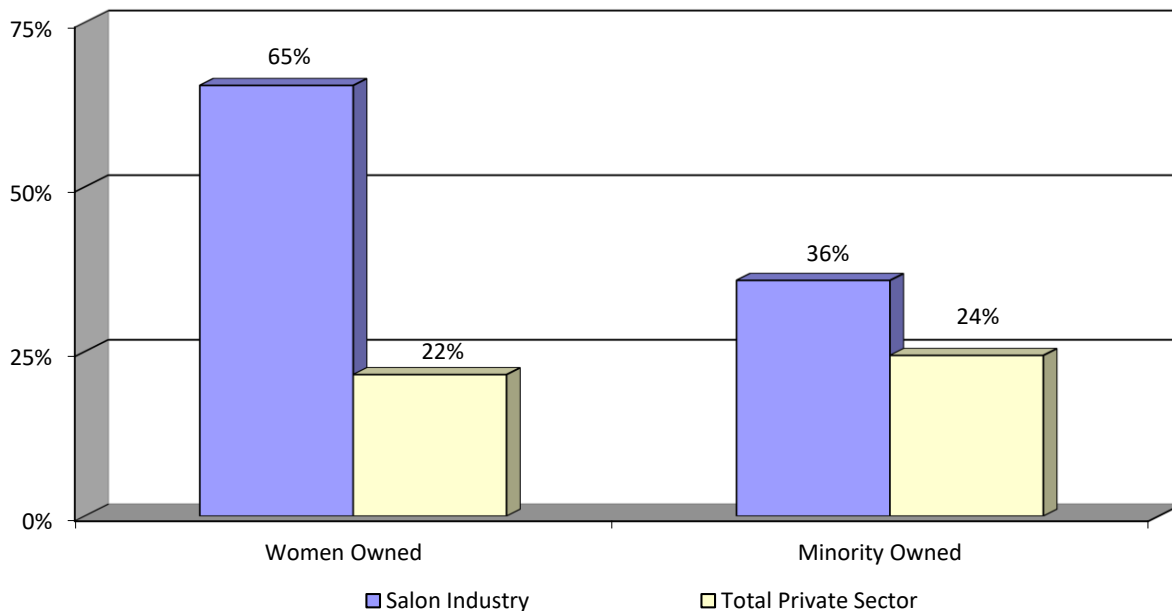
MARYLAND JOB GROWTH: 2019 TO 2021



MARYLAND SALON INDUSTRY TRENDS

- ⇒ The Maryland salon industry is an important component of the economy, generating \$1.0 billion in annual sales and providing employment opportunities for more than 11,200 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Maryland salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Maryland fell 20%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Maryland salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-five percent of Maryland salon businesses are owned by women, compared to only 22% of businesses in the state's overall private sector.
- ⇒ Thirty-six percent of businesses in the Maryland salon industry are owned by minorities, versus just 24% of total private sector businesses.

BUSINESS OWNERSHIP: MARYLAND'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



MARYLAND'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-------------------------------|---------------------------|---------------------|
| 1 | Andy Harris (R) | 327 | 1,804 |
| 2 | C. A. Dutch Ruppersberger (D) | 216 | 1,193 |
| 3 | John P. Sarbanes (D) | 281 | 1,551 |
| 4 | Anthony G. Brown (D) | 192 | 1,059 |
| 5 | Steny H. Hoyer (D) | 233 | 1,284 |
| 6 | David J. Trone (D) | 239 | 1,321 |
| 7 | Kweisi Mfume (D) | 220 | 1,216 |
| 8 | Jamie Raskin (D) | 328 | 1,811 |
| Total | | 2,036 | 11,238 |

**Includes only establishments with payroll employees; 2021 data*

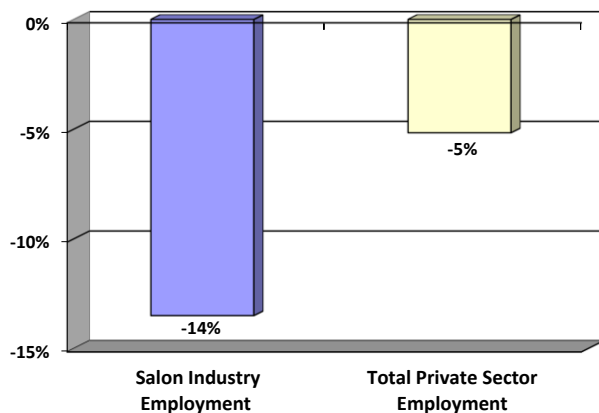
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE MASSACHUSETTS SALON INDUSTRY

MASSACHUSETTS SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$1.2 Billion
 Establishments with Employees, 2021: 3,571
 Payroll Employees, 2021: 17,727

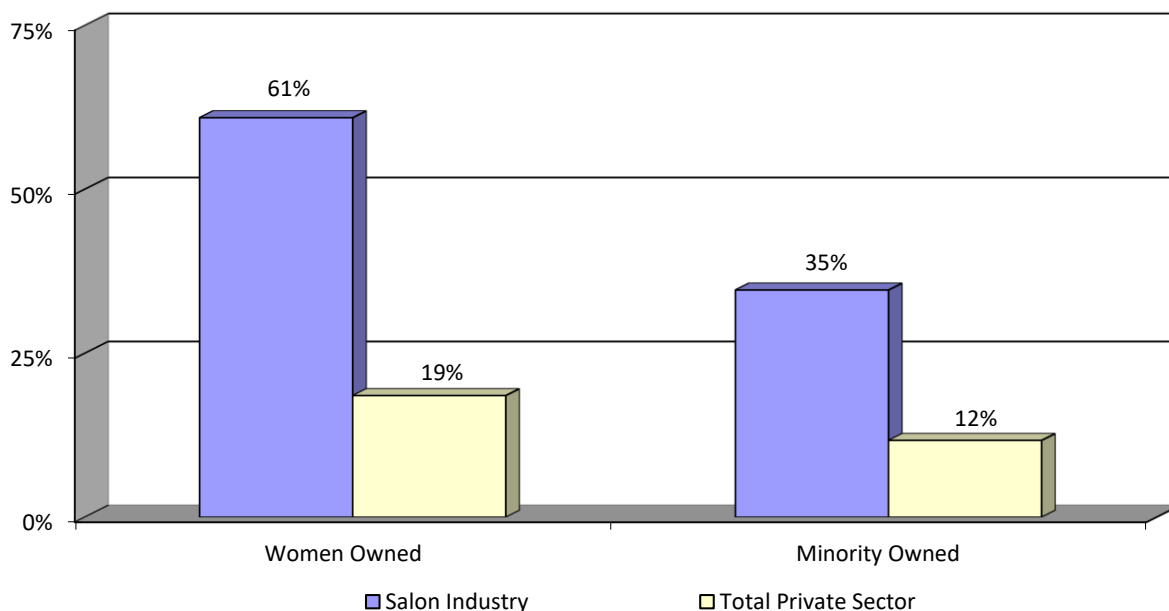
MASSACHUSETTS JOB GROWTH: 2019 TO 2021



MASSACHUSETTS SALON INDUSTRY TRENDS

- ⇒ The Massachusetts salon industry is an important component of the economy, generating \$1.2 billion in annual sales and providing employment opportunities for more than 17,700 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Massachusetts salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Massachusetts fell 14%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Massachusetts salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-one percent of Massachusetts salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Thirty-five percent of businesses in the Massachusetts salon industry are owned by minorities, versus just 12% of total private sector businesses.

BUSINESS OWNERSHIP: MASSACHUSETTS' SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



MASSACHUSETTS' SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | Richard E. Neal (D) | 279 | 1,383 |
| 2 | James P. McGovern (D) | 282 | 1,397 |
| 3 | Lori Trahan (D) | 318 | 1,577 |
| 4 | Jake Auchincloss (D) | 500 | 2,483 |
| 5 | Katherine Clark (D) | 381 | 1,893 |
| 6 | Seth Moulton (D) | 514 | 2,551 |
| 7 | Ayanna Pressley (D) | 414 | 2,057 |
| 8 | Stephen F. Lynch (D) | 486 | 2,413 |
| 9 | William R. Keating (D) | 397 | 1,972 |
| Total | | 3,571 | 17,727 |

**Includes only establishments with payroll employees; 2021 data*

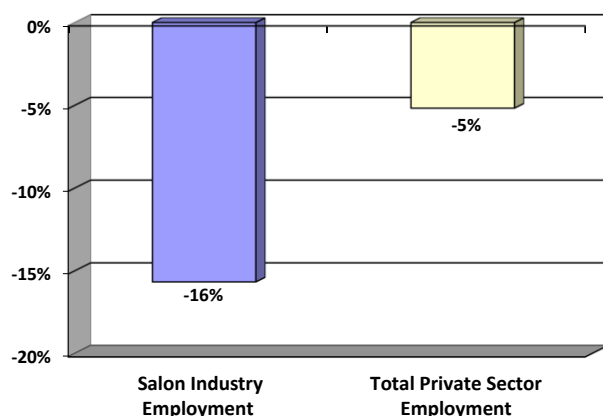
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE MICHIGAN SALON INDUSTRY

MICHIGAN SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$1.3 Billion
 Establishments with Employees, 2021: 1,889
 Payroll Employees, 2021: 11,386

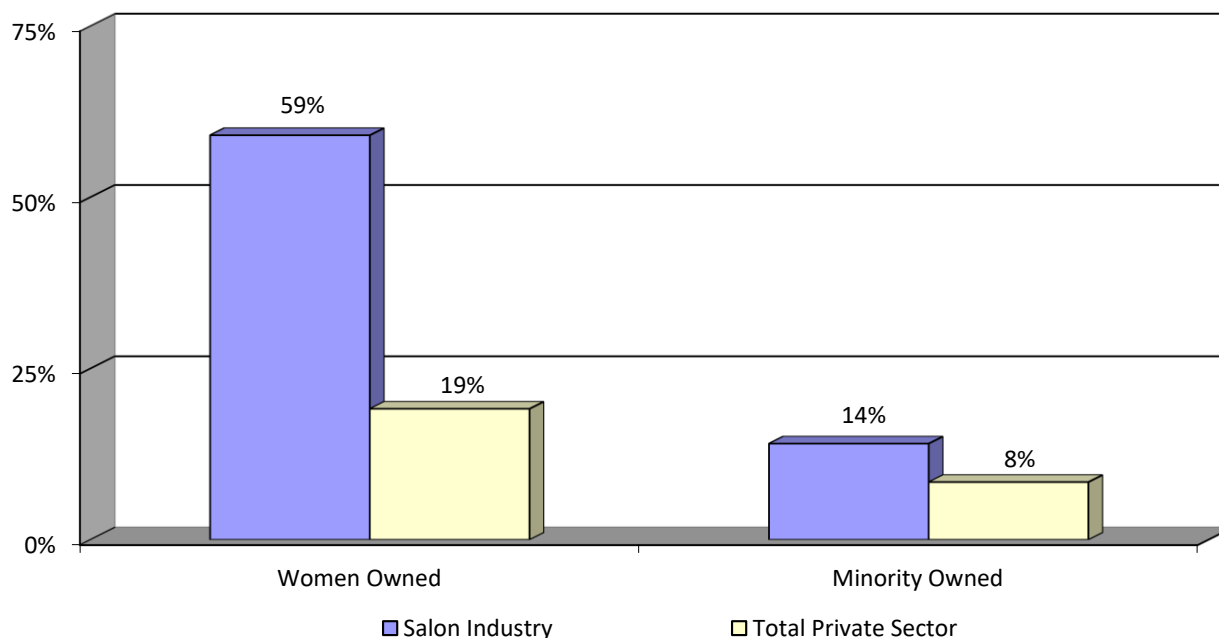
MICHIGAN JOB GROWTH: 2019 TO 2021



MICHIGAN SALON INDUSTRY TRENDS

- ⇒ The Michigan salon industry is an important component of the economy, generating \$1.3 billion in annual sales and providing employment opportunities for more than 11,300 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Michigan salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Michigan fell 16%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Michigan salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-nine percent of Michigan salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Fourteen percent of businesses in the Michigan salon industry are owned by minorities, versus just 8% of total private sector businesses.

BUSINESS OWNERSHIP: MICHIGAN'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



MICHIGAN'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | Jack Bergman (R) | 120 | 726 |
| 2 | Bill Huizenga (R) | 143 | 863 |
| 3 | Peter Meijer (R) | 138 | 830 |
| 4 | John R. Moolenaar (R) | 112 | 675 |
| 5 | Daniel Kildee (D) | 90 | 544 |
| 6 | Fred Upton (R) | 133 | 803 |
| 7 | Tim Walberg (R) | 109 | 658 |
| 8 | Elissa Slotkin (D) | 142 | 858 |
| 9 | Andy Levin (D) | 196 | 1,180 |
| 10 | Lisa C. McClain (R) | 144 | 866 |
| 11 | Haley M. Stevens (D) | 212 | 1,276 |
| 12 | Debbie Dingell (D) | 161 | 968 |
| 13 | Rashida Tlaib (D) | 80 | 484 |
| 14 | Brenda L. Lawrence (D) | 109 | 655 |
| Total | | 1,889 | 11,386 |

**Includes only establishments with payroll employees; 2021 data*

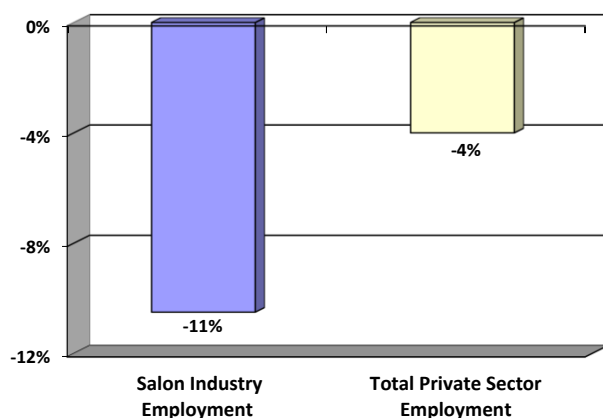
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE MINNESOTA SALON INDUSTRY

MINNESOTA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$798 Million
 Establishments with Employees, 2021: 1,960
 Payroll Employees, 2021: 11,528

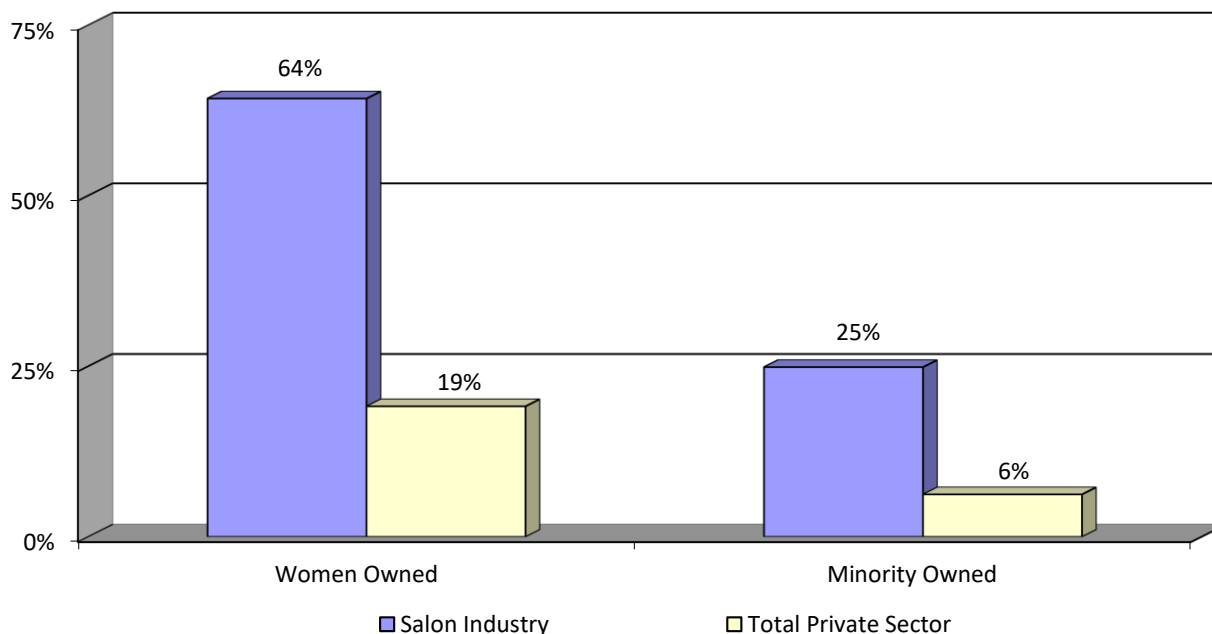
MINNESOTA JOB GROWTH: 2019 TO 2021



MINNESOTA SALON INDUSTRY TRENDS

- ⇒ The Minnesota salon industry is an important component of the economy, generating \$798 million in annual sales and providing employment opportunities for more than 11,500 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Minnesota salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Minnesota fell 11%. In comparison, total private sector employment in the state declined 4% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Minnesota salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-four percent of Minnesota salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Twenty-five percent of businesses in the Minnesota salon industry are owned by minorities, versus just 6% of total private sector businesses.

BUSINESS OWNERSHIP: MINNESOTA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



MINNESOTA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | Brad Finstad (R) | 196 | 1,151 |
| 2 | Angie Craig (D) | 251 | 1,479 |
| 3 | Dean Phillips (D) | 343 | 2,016 |
| 4 | Betty McCollum (D) | 283 | 1,667 |
| 5 | Ilhan Omar (D) | 286 | 1,684 |
| 6 | Tom Emmer (R) | 239 | 1,404 |
| 7 | Michelle Fischbach (R) | 183 | 1,078 |
| 8 | Pete Stauber (R) | 178 | 1,049 |
| Total | | 1,960 | 11,528 |

**Includes only establishments with payroll employees; 2021 data*

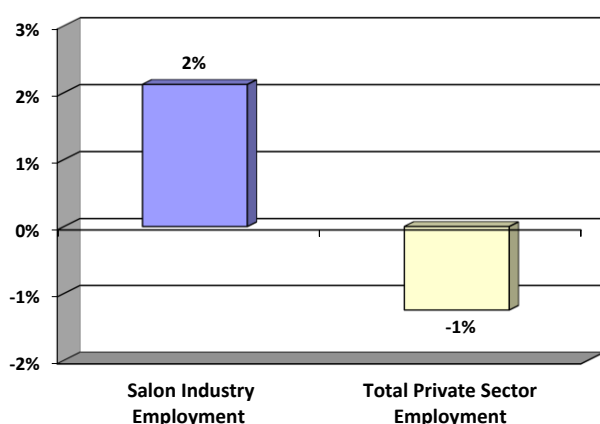
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE MISSISSIPPI SALON INDUSTRY

MISSISSIPPI SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$343 Million
 Establishments with Employees, 2021: 459
 Payroll Employees, 2021: 1,636

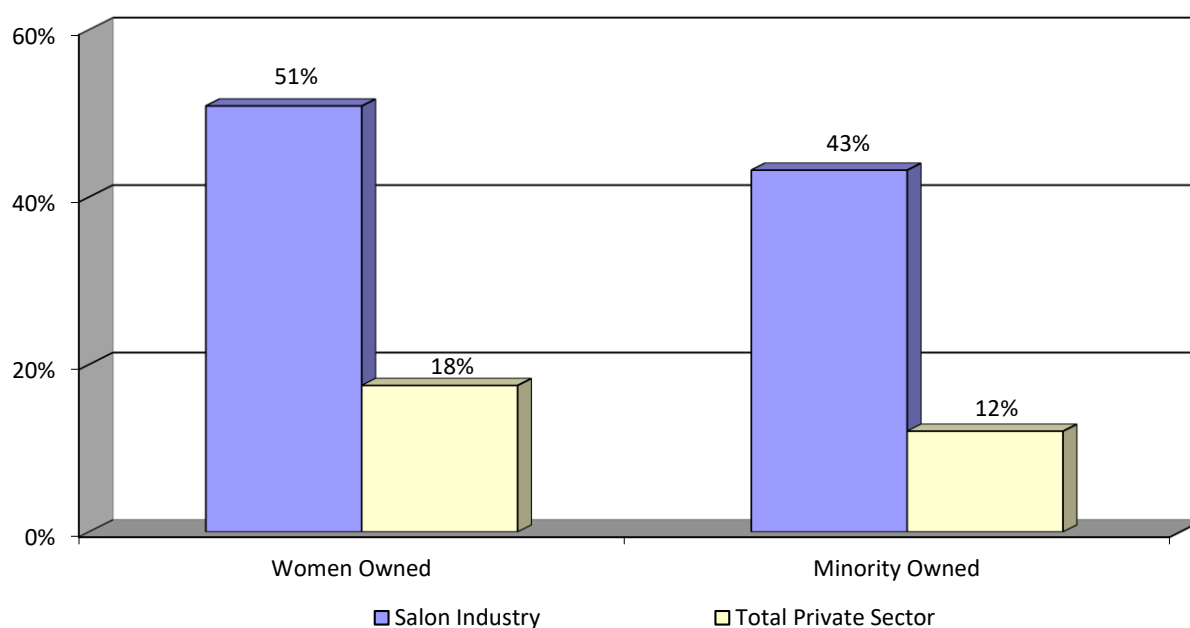
MISSISSIPPI JOB GROWTH: 2019 TO 2021



MISSISSIPPI SALON INDUSTRY TRENDS

- ⇒ The Mississippi salon industry is an important component of the economy, generating \$343 million in annual sales and providing employment opportunities for more than 1,600 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Mississippi salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Mississippi rose 2%. In comparison, total private sector employment in the state declined 1% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Mississippi salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-one percent of Mississippi salon businesses are owned by women, compared to only 18% of businesses in the state's overall private sector.
- ⇒ Forty-three percent of businesses in the Mississippi salon industry are owned by minorities, versus just 12% of total private sector businesses.

BUSINESS OWNERSHIP: MISSISSIPPI'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



MISSISSIPPI'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | Trent Kelly (R) | 145 | 519 |
| 2 | Bennie G. Thompson (D) | 96 | 342 |
| 3 | Michael Guest (R) | 120 | 429 |
| 4 | Steven Palazzo (R) | 97 | 346 |
| Total | | 459 | 1,636 |

**Includes only establishments with payroll employees; 2021 data*

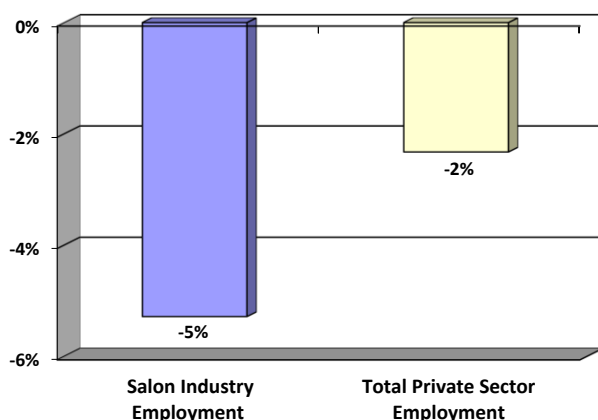
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE MISSOURI SALON INDUSTRY

MISSOURI SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$766 Million |
| Establishments with Employees, 2021: | 1,558 |
| Payroll Employees, 2021: | 7,853 |

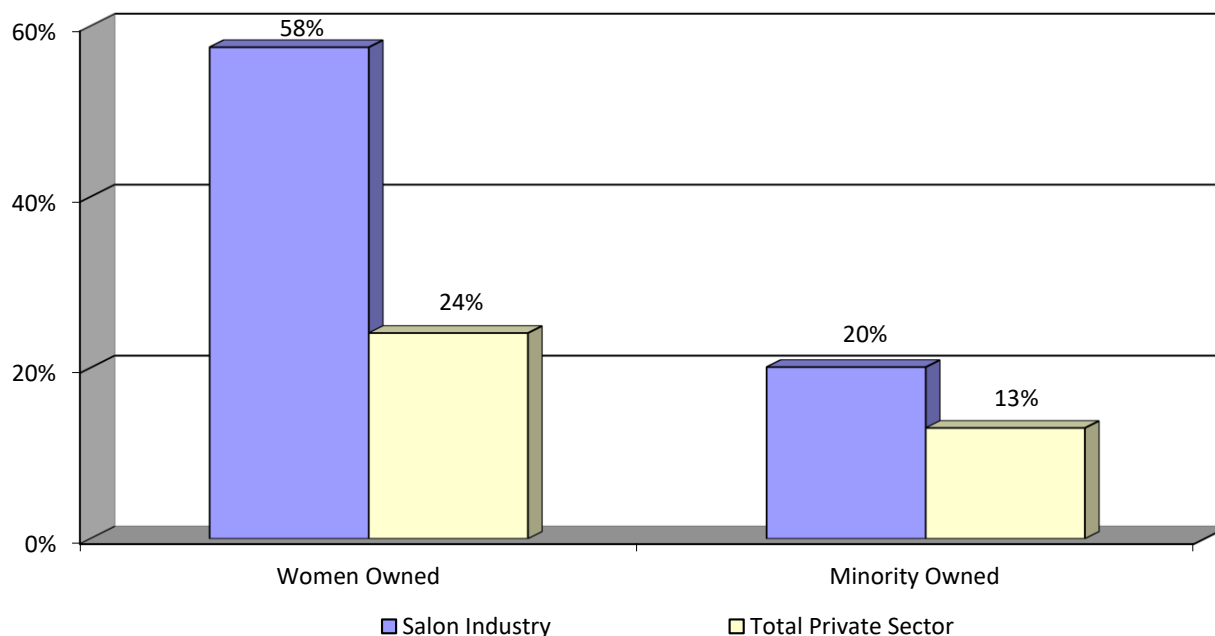
MISSOURI JOB GROWTH: 2019 TO 2021



MISSOURI SALON INDUSTRY TRENDS

- ⇒ The Missouri salon industry is an important component of the economy, generating \$766 million in annual sales and providing employment opportunities for more than 7,800 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Missouri salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Missouri fell 5%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Missouri salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-eight percent of Missouri salon businesses are owned by women, compared to only 24% of businesses in the state's overall private sector.
- ⇒ Twenty percent of businesses in the Missouri salon industry are owned by minorities, versus just 13% of total private sector businesses.

BUSINESS OWNERSHIP: MISSOURI'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



MISSOURI'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | Cori Bush (D) | 185 | 935 |
| 2 | Ann Wagner (R) | 327 | 1,647 |
| 3 | Blaine Luetkemeyer (R) | 221 | 1,113 |
| 4 | Vicky Hartzler (R) | 157 | 791 |
| 5 | Emanuel Cleaver (D) | 195 | 983 |
| 6 | Sam Graves (R) | 218 | 1,097 |
| 7 | Billy Long (R) | 184 | 930 |
| 8 | Jason Smith (R) | 71 | 358 |
| Total | | 1,558 | 7,853 |

**Includes only establishments with payroll employees; 2021 data*

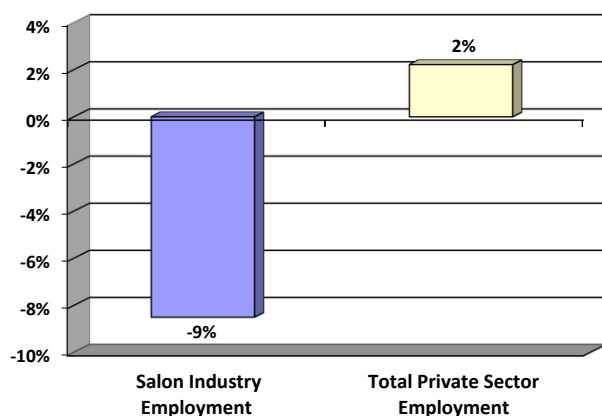
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE MONTANA SALON INDUSTRY

MONTANA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$123 Million |
| Establishments with Employees, 2021: | 242 |
| Payroll Employees, 2021: | 889 |

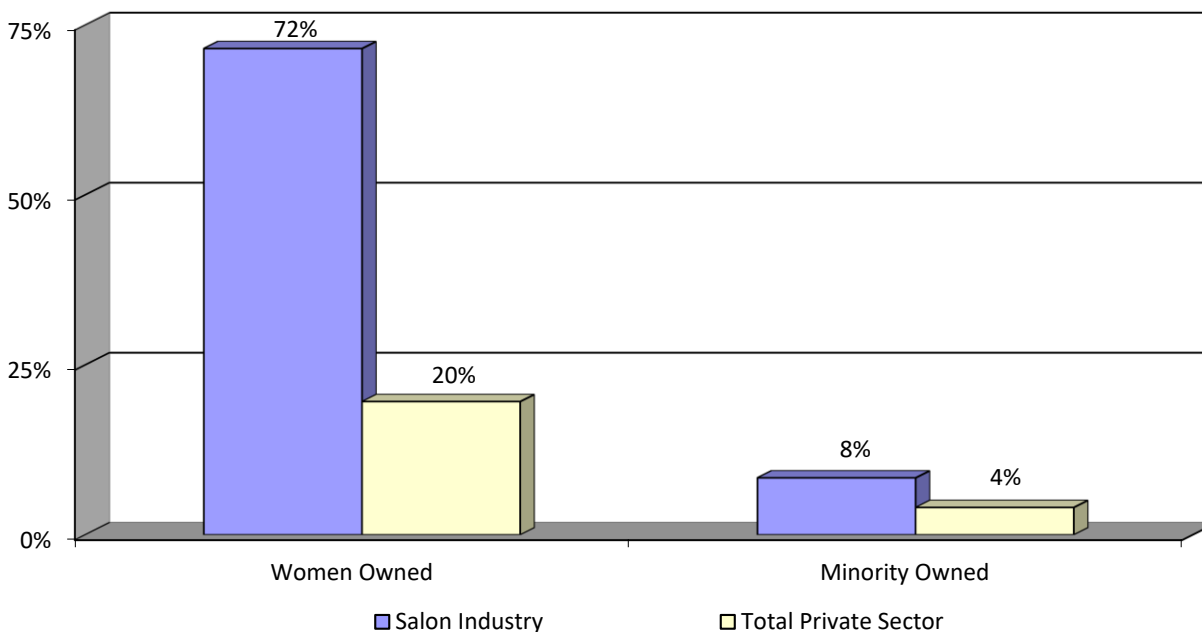
MONTANA JOB GROWTH: 2019 TO 2021



MONTANA SALON INDUSTRY TRENDS

- ⇒ The Montana salon industry is an important component of the economy, generating \$123 million in annual sales and providing employment opportunities for more than 800 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Montana salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Montana fell 9%. In comparison, total private sector employment in the state rose 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Montana salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Seventy-two percent of Montana salon businesses are owned by women, compared to only 20% of businesses in the state's overall private sector.
- ⇒ Eight percent of businesses in the Montana salon industry are owned by minorities, versus just 4% of total private sector businesses.

BUSINESS OWNERSHIP: MONTANA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



MONTANA’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-------------------------------|---------------------------|---------------------|
| At Large | Matthew M. Rosendale, Sr. (R) | 242 | 889 |
| Total | | 242 | 889 |

**Includes only establishments with payroll employees; 2021 data*

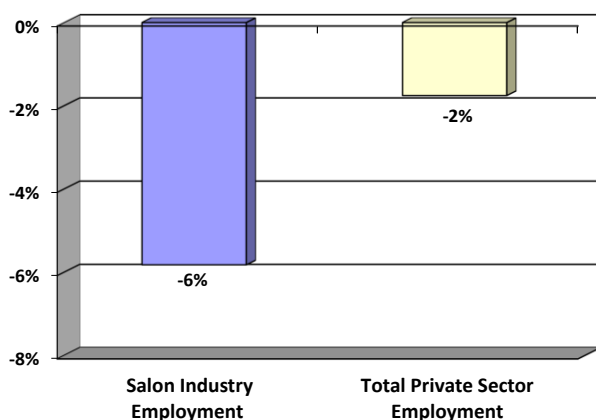
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE NEBRASKA SALON INDUSTRY

NEBRASKA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$265 Million
Establishments with Employees, 2021: 726
Payroll Employees, 2021: 3,009

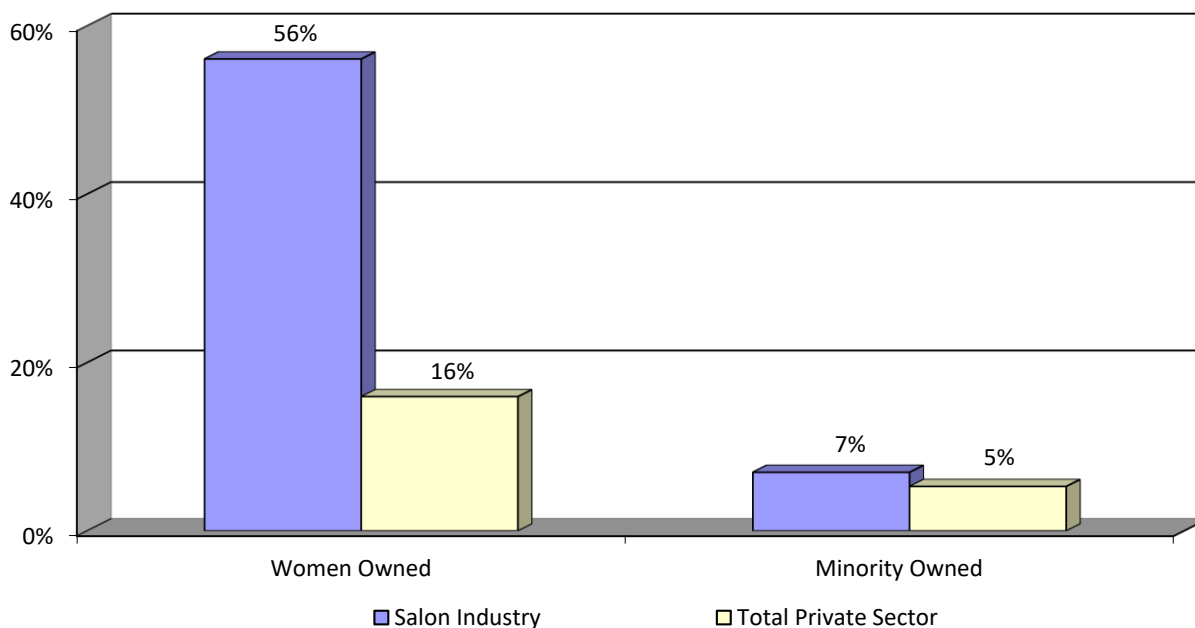
NEBRASKA JOB GROWTH: 2019 TO 2021



NEBRASKA SALON INDUSTRY TRENDS

- ⇒ The Nebraska salon industry is an important component of the economy, generating \$265 million in annual sales and providing employment opportunities for more than 3,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Nebraska salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Nebraska fell 6%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Nebraska salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-six percent of Nebraska salon businesses are owned by women, compared to only 16% of businesses in the state's overall private sector.
- ⇒ Seven percent of businesses in the Nebraska salon industry are owned by minorities, versus just 5% of total private sector businesses.

BUSINESS OWNERSHIP: NEBRASKA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



NEBRASKA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------|---------------------------|---------------------|
| 1 | Mike Flood (R) | 240 | 995 |
| 2 | Don Bacon (R) | 289 | 1,196 |
| 3 | Adrian Smith (R) | 197 | 818 |
| Total | | 726 | 3,009 |

**Includes only establishments with payroll employees; 2021 data*

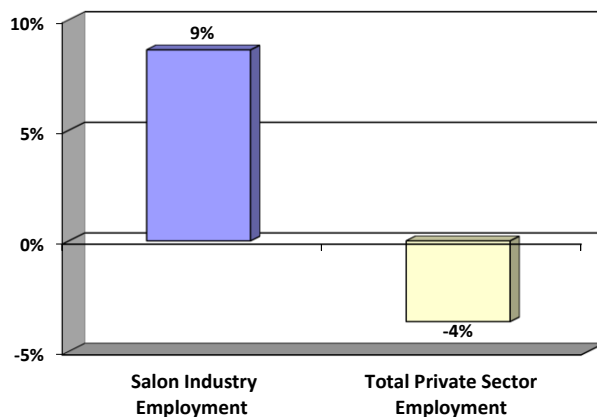
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE NEVADA SALON INDUSTRY

NEVADA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$506 Million
 Establishments with Employees, 2021: 725
 Payroll Employees, 2021: 3,675

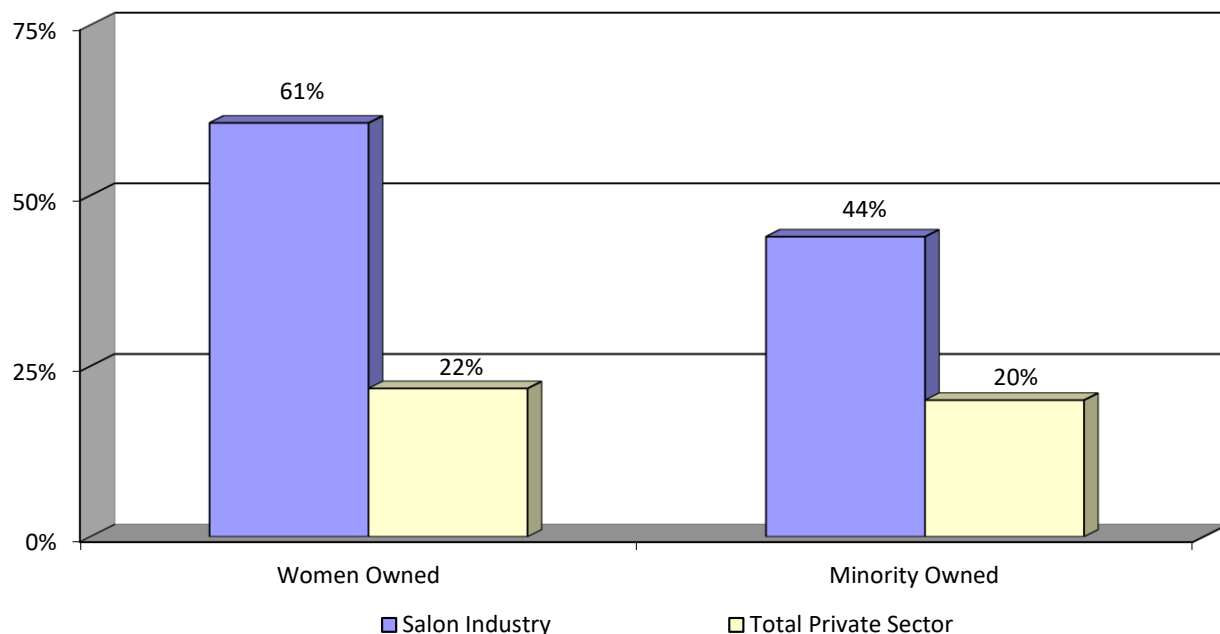
NEVADA JOB GROWTH: 2019 TO 2021



NEVADA SALON INDUSTRY TRENDS

- ⇒ The Nevada salon industry is an important component of the economy, generating \$506 million in annual sales and providing employment opportunities for more than 3,600 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Nevada salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Nevada increased 9%. In comparison, total private sector employment in the state declined 4% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Nevada salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-one percent of Nevada salon businesses are owned by women, compared to only 22% of businesses in the state's overall private sector.
- ⇒ Forty-four percent of businesses in the Nevada salon industry are owned by minorities, versus just 20% of total private sector businesses.

BUSINESS OWNERSHIP: NEVADA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



NEVADA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------|---------------------------|---------------------|
| 1 | Dina Titus (D) | 212 | 1,076 |
| 2 | Mark Amodei (R) | 171 | 865 |
| 3 | Susie Lee (D) | 232 | 1,178 |
| 4 | Steven Horsford (D) | 110 | 556 |
| Total | | 725 | 3,675 |

**Includes only establishments with payroll employees; 2021 data*

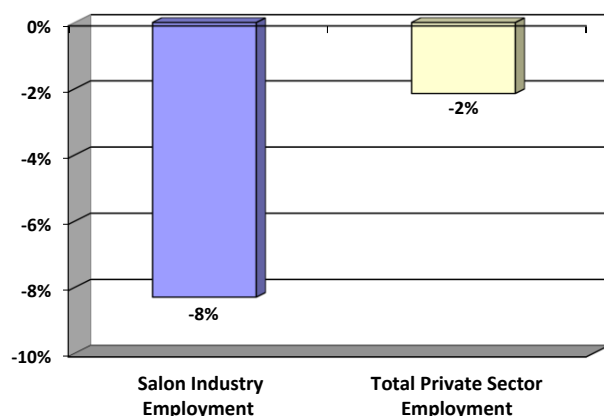
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE NEW HAMPSHIRE SALON INDUSTRY

NEW HAMPSHIRE SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$225 Million
 Establishments with Employees, 2021: 604
 Payroll Employees, 2021: 2,885

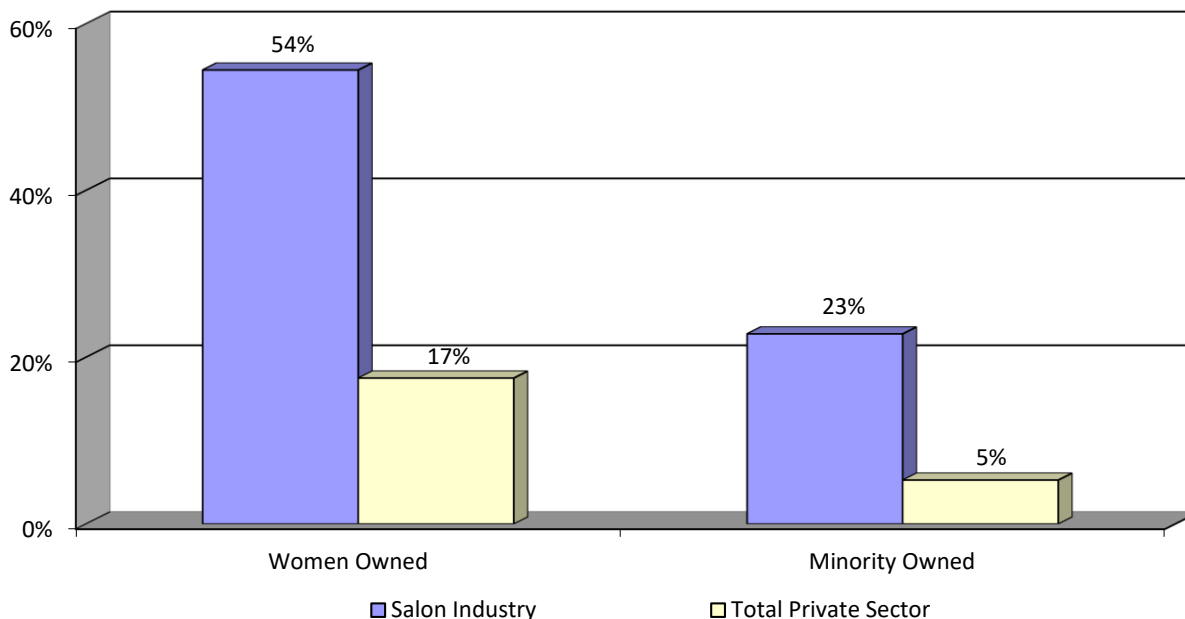
NEW HAMPSHIRE JOB GROWTH: 2019 TO 2021



NEW HAMPSHIRE SALON INDUSTRY TRENDS

- ⇒ The New Hampshire salon industry is an important component of the economy, generating \$225 million in annual sales and providing employment opportunities for more than 2,800 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the New Hampshire salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in New Hampshire fell 8%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ The New Hampshire salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-four percent of New Hampshire salon businesses are owned by women, compared to only 17% of businesses in the state's overall private sector.
- ⇒ Twenty-three percent of businesses in the New Hampshire salon industry are owned by minorities, versus just 5% of total private sector businesses.

BUSINESS OWNERSHIP: NEW HAMPSHIRE'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



NEW HAMPSHIRE’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------|---------------------------|---------------------|
| 1 | Chris Pappas (D) | 336 | 1,603 |
| 2 | Ann Kuster (D) | 268 | 1,282 |
| Total | | 604 | 2,885 |

**Includes only establishments with payroll employees; 2021 data*

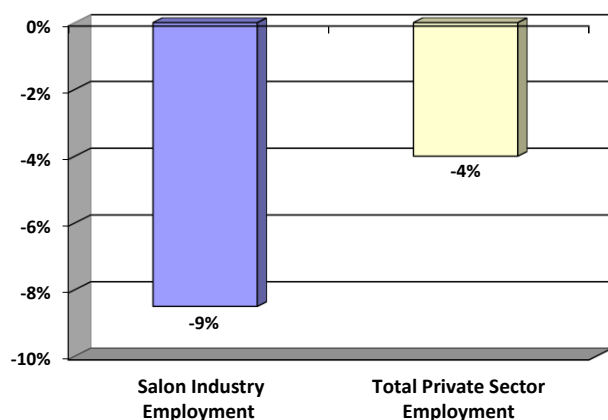
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE NEW JERSEY SALON INDUSTRY

NEW JERSEY SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$1.5 Billion
 Establishments with Employees, 2021: 5,901
 Payroll Employees, 2021: 29,152

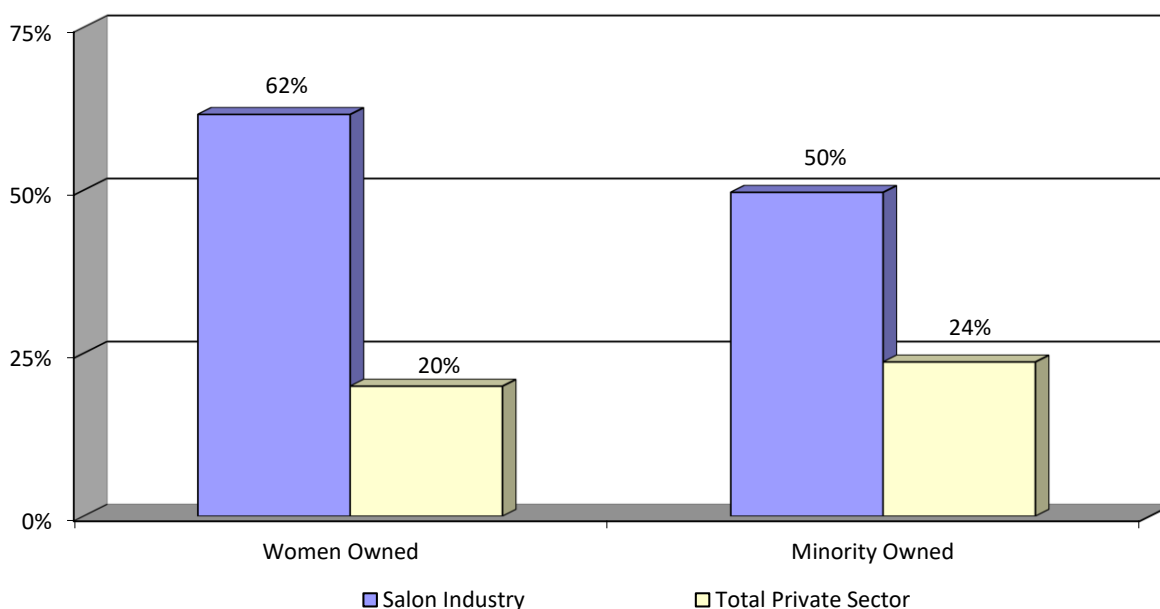
NEW JERSEY JOB GROWTH: 2019 TO 2021



NEW JERSEY SALON INDUSTRY TRENDS

- ⇒ The New Jersey salon industry is an important component of the economy, generating \$1.5 billion in annual sales and providing employment opportunities for more than 29,100 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the New Jersey salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in New Jersey fell 9%. In comparison, total private sector employment in the state declined 4% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the New Jersey salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-two percent of New Jersey salon businesses are owned by women, compared to only 20% of businesses in the state's overall private sector.
- ⇒ Fifty percent of businesses in the New Jersey salon industry are owned by minorities, versus just 24% of total private sector businesses.

BUSINESS OWNERSHIP: NEW JERSEY'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



NEW JERSEY'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------------|---------------------------|---------------------|
| 1 | Donald Norcross (D) | 417 | 2,061 |
| 2 | Jefferson Van Drew (R) | 422 | 2,083 |
| 3 | Andy Kim (D) | 528 | 2,607 |
| 4 | Christopher H. Smith (R) | 485 | 2,396 |
| 5 | Josh Gottheimer (D) | 608 | 3,006 |
| 6 | Frank Pallone, Jr. (D) | 477 | 2,357 |
| 7 | Tom Malinowski (D) | 623 | 3,075 |
| 8 | Albio Sires (D) | 392 | 1,936 |
| 9 | Bill Pascrell, Jr. (D) | 557 | 2,750 |
| 10 | Donald Payne, Jr. (D) | 345 | 1,703 |
| 11 | Mikie Sherrill (D) | 592 | 2,924 |
| 12 | Bonnie Watson Coleman (D) | 456 | 2,254 |
| Total | | 5,901 | 29,152 |

**Includes only establishments with payroll employees; 2021 data*

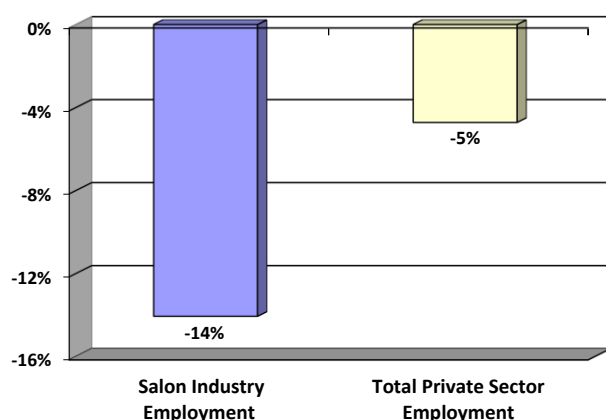
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE NEW MEXICO SALON INDUSTRY

NEW MEXICO SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$184 Million
 Establishments with Employees, 2021: 397
 Payroll Employees, 2021: 1,479

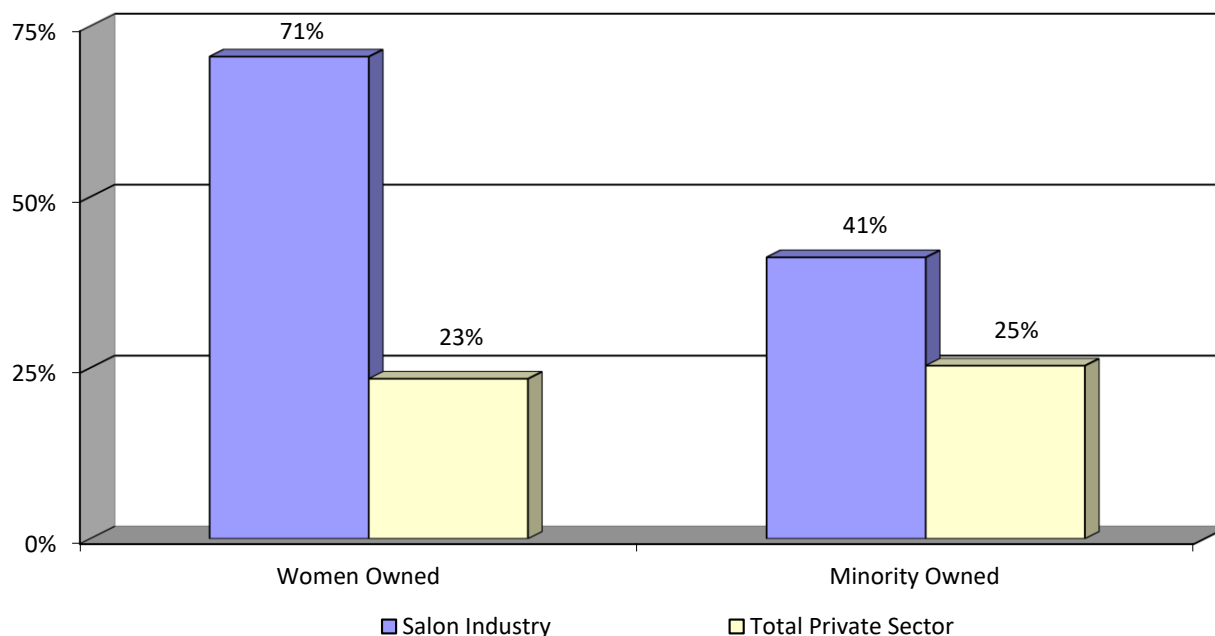
NEW MEXICO JOB GROWTH: 2019 TO 2021



NEW MEXICO SALON INDUSTRY TRENDS

- ⇒ The New Mexico salon industry is an important component of the economy, generating \$184 million in annual sales and providing employment opportunities for more than 1,400 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the New Mexico salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in New Mexico fell 14%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the New Mexico salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Seventy-one percent of New Mexico salon businesses are owned by women, compared to only 23% of businesses in the state's overall private sector.
- ⇒ Forty-one percent of businesses in the New Mexico salon industry are owned by minorities, versus just 25% of total private sector businesses.

BUSINESS OWNERSHIP: NEW MEXICO'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



NEW MEXICO'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|----------------------------|---------------------------|---------------------|
| 1 | Melanie A. Stansbury (D) | 183 | 682 |
| 2 | Yvette Herrell (R) | 89 | 332 |
| 3 | Teresa Leger Fernandez (D) | 125 | 465 |
| Total | | 397 | 1,479 |

**Includes only establishments with payroll employees; 2021 data*

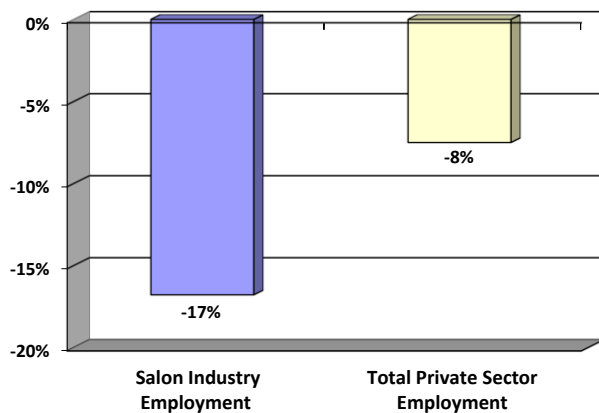
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE NEW YORK SALON INDUSTRY

NEW YORK SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$3.0 Billion
 Establishments with Employees, 2021: 10,640
 Payroll Employees, 2021: 45,847

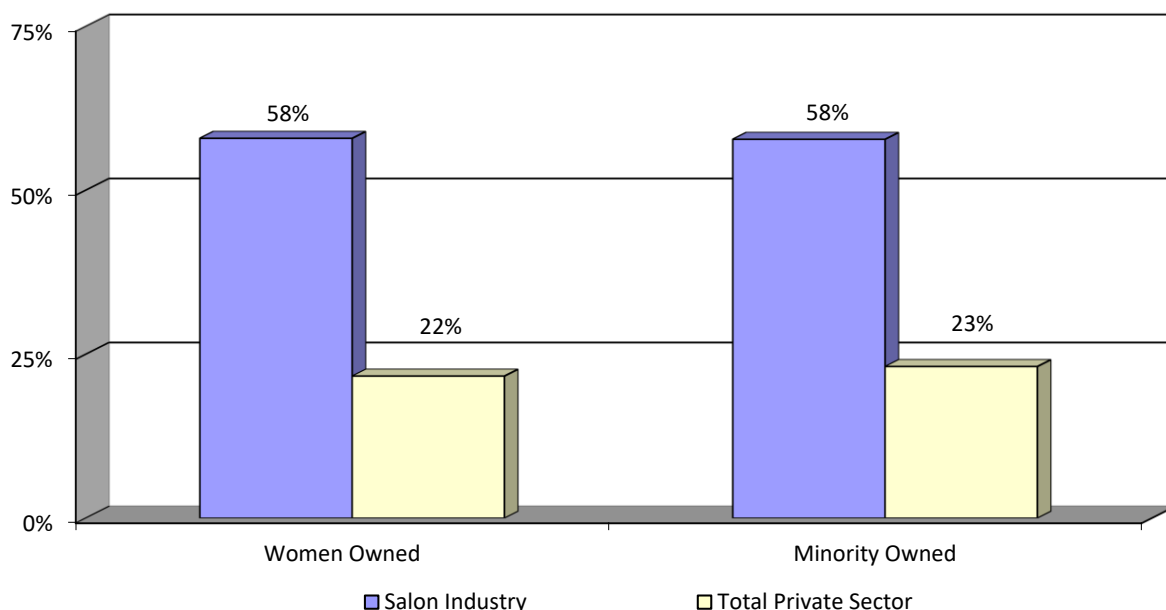
NEW YORK JOB GROWTH: 2019 TO 2021



NEW YORK SALON INDUSTRY TRENDS

- ⇒ The New York salon industry is an important component of the economy, generating \$3.0 billion in annual sales and providing employment opportunities for more than 45,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the New York salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in New York fell 17%. In comparison, total private sector employment in the state declined 8% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the New York salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-eight percent of New York salon businesses are owned by women, compared to only 22% of businesses in the state's overall private sector.
- ⇒ Fifty-eight percent of businesses in the New York salon industry are owned by minorities, versus just 23% of total private sector businesses.

BUSINESS OWNERSHIP: NEW YORK'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



NEW YORK'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------------|---------------------------|---------------------|
| 1 | Lee M. Zeldin (R) | 494 | 2,127 |
| 2 | Andrew R. Garbarino (R) | 468 | 2,016 |
| 3 | Thomas R. Suozzi (D) | 729 | 3,140 |
| 4 | Kathleen M. Rice (D) | 646 | 2,783 |
| 5 | Gregory W. Meeks (D) | 260 | 1,122 |
| 6 | Grace Meng (D) | 514 | 2,215 |
| 7 | Nydia M. Velázquez (D) | 478 | 2,061 |
| 8 | Hakeem Jeffries (D) | 249 | 1,073 |
| 9 | Yvette D. Clarke (D) | 329 | 1,417 |
| 10 | Jerrold Nadler (D) | 797 | 3,433 |
| 11 | Nicole Malliotakis (R) | 579 | 2,497 |
| 12 | Carolyn Maloney (D) | 1,080 | 4,652 |
| 13 | Adriano Espaillat (D) | 318 | 1,369 |
| 14 | Alexandria Ocasio-Cortez (D) | 443 | 1,908 |
| 15 | Ritchie Torres (D) | 222 | 958 |
| 16 | Jamaal Bowman (D) | 391 | 1,685 |
| 17 | Mondaire Jones (D) | 536 | 2,310 |
| 18 | Sean Patrick Maloney (D) | 346 | 1,490 |
| 19 | Patrick Ryan (D) | 210 | 905 |
| 20 | Paul Tonko (D) | 232 | 999 |
| 21 | Elise M. Stefanik (R) | 109 | 470 |
| 22 | Claudia Tenney (R) | 130 | 559 |
| 23 | Joseph Sempolinski (R) | 131 | 565 |
| 24 | John Katko (R) | 221 | 951 |
| 25 | Joseph D. Morelle (D) | 248 | 1,068 |
| 26 | Brian Higgins (D) | 239 | 1,028 |
| 27 | Chris Jacobs (R) | 243 | 1,045 |
| Total | | 10,640 | 45,847 |

*Includes only establishments with payroll employees; 2021 data

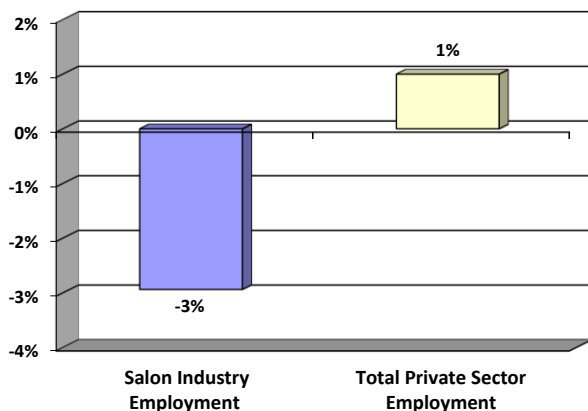
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE NORTH CAROLINA SALON INDUSTRY

NORTH CAROLINA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$1.5 Billion
 Establishments with Employees, 2021: 2,707
 Payroll Employees, 2021: 10,771

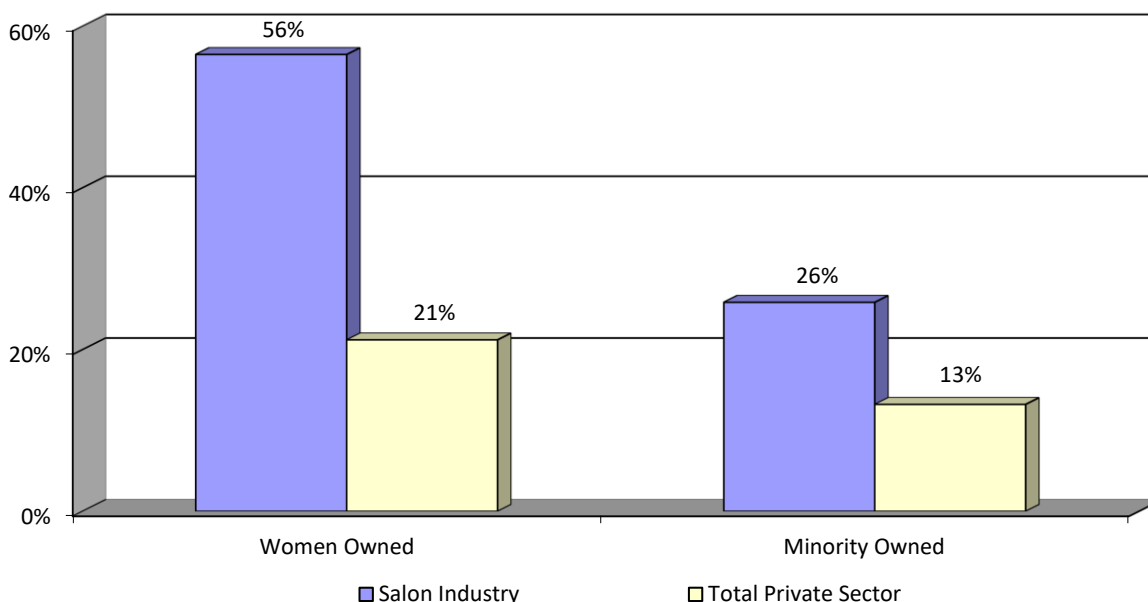
NORTH CAROLINA JOB GROWTH: 2019 TO 2021



NORTH CAROLINA SALON INDUSTRY TRENDS

- ⇒ The North Carolina salon industry is an important component of the economy, generating \$1.5 billion in annual sales and providing employment opportunities for more than 10,700 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the North Carolina salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in North Carolina fell 3%. In comparison, total private sector employment in the state rose 1% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the North Carolina salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-six percent of North Carolina salon businesses are owned by women, compared to only 21% of businesses in the state's overall private sector.
- ⇒ Twenty-six percent of businesses in the North Carolina salon industry are owned by minorities, versus just 13% of total private sector businesses.

BUSINESS OWNERSHIP: NORTH CAROLINA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



NORTH CAROLINA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------|---------------------------|---------------------|
| 1 | G. K. Butterfield (D) | 140 | 555 |
| 2 | Deborah K. Ross (D) | 169 | 671 |
| 3 | Gregory F. Murphy (R) | 190 | 755 |
| 4 | David Price (D) | 295 | 1,174 |
| 5 | Virginia Foxx (R) | 175 | 695 |
| 6 | Kathy E. Manning (D) | 181 | 721 |
| 7 | David Rouzer (R) | 135 | 536 |
| 8 | Richard Hudson (R) | 130 | 519 |
| 9 | Dan Bishop (R) | 351 | 1,397 |
| 10 | Patrick T. McHenry (R) | 191 | 760 |
| 11 | Madison Cawthorn (R) | 161 | 641 |
| 12 | Alma S. Adams (D) | 303 | 1,204 |
| 13 | Ted Budd (R) | 287 | 1,142 |
| Total | | 2,707 | 10,771 |

**Includes only establishments with payroll employees; 2021 data*

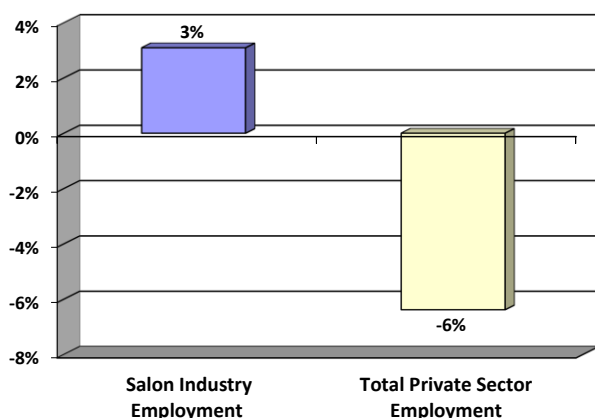
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE NORTH DAKOTA SALON INDUSTRY

NORTH DAKOTA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$108 Million
Establishments with Employees, 2021: 306
Payroll Employees, 2021: 1,402

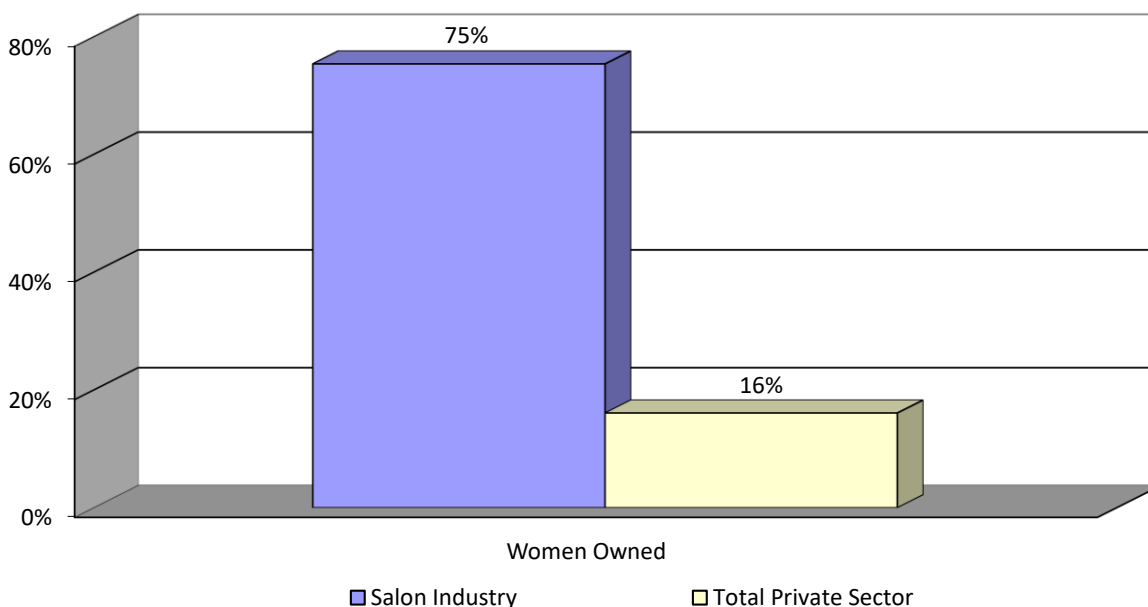
NORTH DAKOTA JOB GROWTH: 2019 TO 2021



NORTH DAKOTA SALON INDUSTRY TRENDS

- ⇒ The North Dakota salon industry is an important component of the economy, generating \$108 million in annual sales and providing employment opportunities for more than 1,400 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the North Dakota salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in North Dakota rose 3%. In comparison, total private sector employment in the state declined 6% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the North Dakota salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Seventy-five percent of North Dakota salon businesses are owned by women, compared to only 16% of businesses in the state's overall private sector.

BUSINESS OWNERSHIP: NORTH DAKOTA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



NORTH DAKOTA’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------|---------------------------|---------------------|
| At Large | Kelly Armstrong (R) | 306 | 1,402 |
| Total | | 306 | 1,402 |

**Includes only establishments with payroll employees; 2021 data*

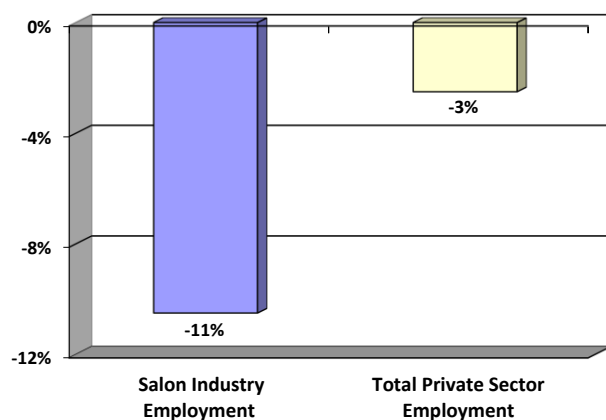
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE OHIO SALON INDUSTRY

OHIO SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$1.5 Billion |
| Establishments with Employees, 2021: | 3,575 |
| Payroll Employees, 2021: | 20,577 |

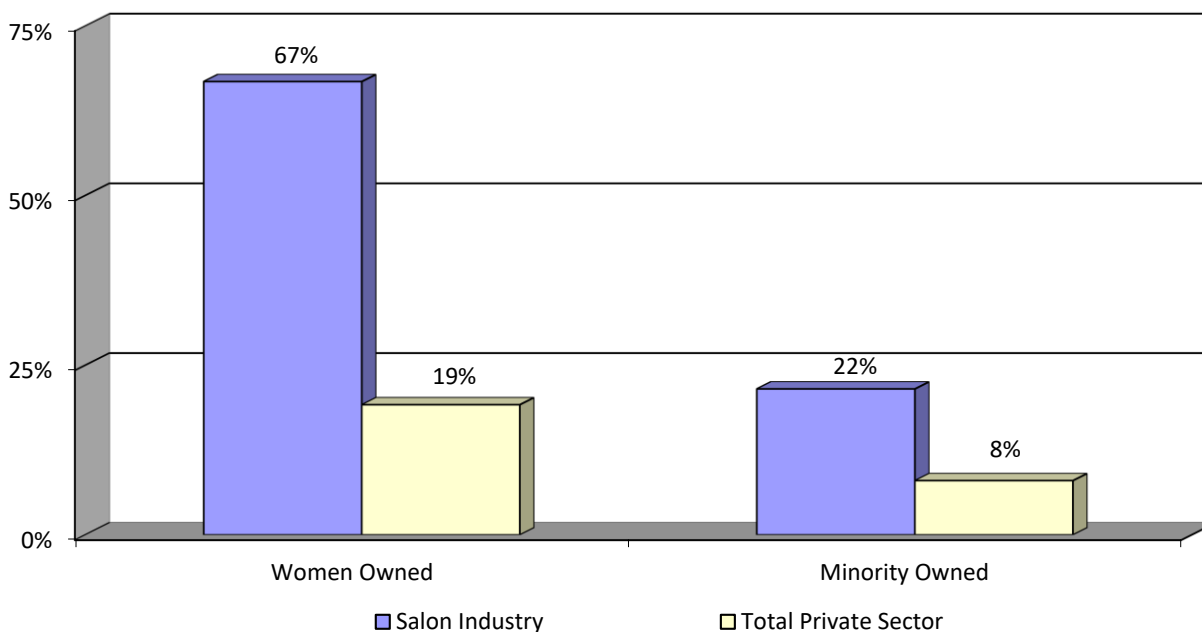
OHIO JOB GROWTH: 2019 TO 2021



OHIO SALON INDUSTRY TRENDS

- ⇒ The Ohio salon industry is an important component of the economy, generating \$1.5 billion in annual sales and providing employment opportunities for more than 20,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Ohio salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Ohio fell 11%. In comparison, total private sector employment in the state declined 3% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Ohio salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-seven percent of Ohio salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Twenty-two percent of businesses in the Ohio salon industry are owned by minorities, versus just 8% of total private sector businesses.

BUSINESS OWNERSHIP: OHIO'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



OHIO'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|----------------------|---------------------------|---------------------|
| 1 | Steve Chabot (R) | 240 | 1,383 |
| 2 | Brad Wenstrup (R) | 233 | 1,339 |
| 3 | Joyce Beatty (D) | 134 | 773 |
| 4 | Jim Jordan (R) | 209 | 1,201 |
| 5 | Robert E. Latta (R) | 218 | 1,256 |
| 6 | Bill Johnson (R) | 202 | 1,165 |
| 7 | Bob Gibbs (R) | 266 | 1,534 |
| 8 | Warren Davidson (R) | 203 | 1,166 |
| 9 | Marcy Kaptur (D) | 170 | 979 |
| 10 | Michael Turner (R) | 191 | 1,099 |
| 11 | Shontel M. Brown (D) | 234 | 1,350 |
| 12 | Troy Balderson (R) | 239 | 1,374 |
| 13 | Tim Ryan (D) | 193 | 1,114 |
| 14 | David Joyce (R) | 368 | 2,120 |
| 15 | Mike Carey (R) | 155 | 891 |
| 16 | Anthony Gonzalez (R) | 318 | 1,832 |
| Total | | 3,575 | 20,577 |

**Includes only establishments with payroll employees; 2021 data*

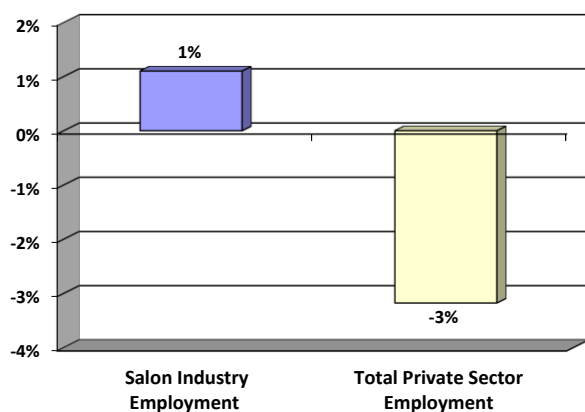
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE OKLAHOMA SALON INDUSTRY

OKLAHOMA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$443 Million
 Establishments with Employees, 2021: 685
 Payroll Employees, 2021: 3,122

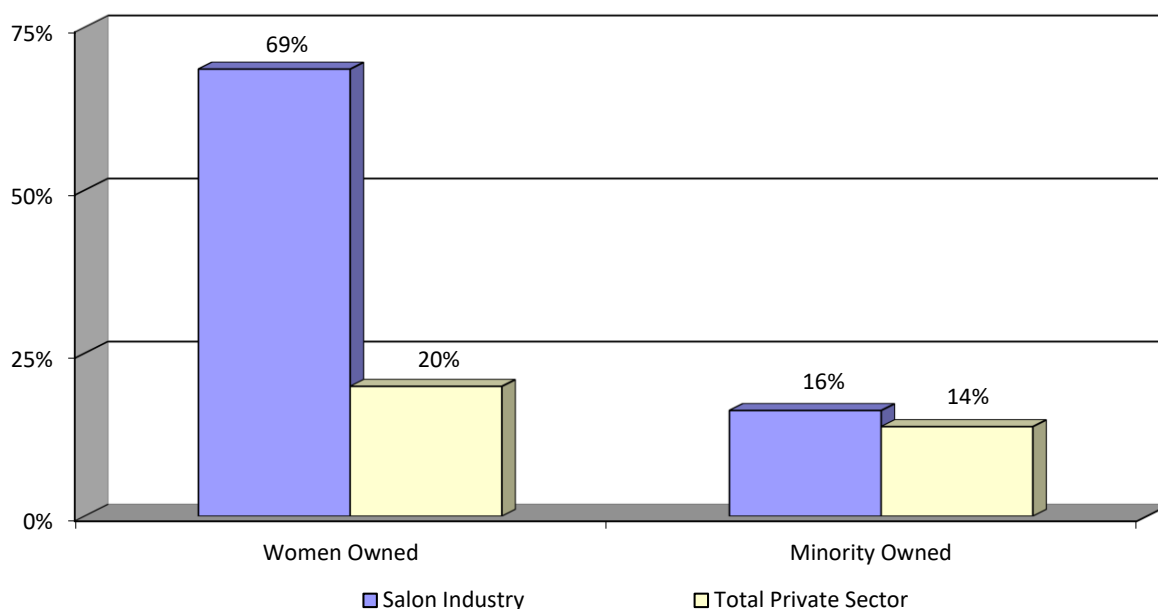
OKLAHOMA JOB GROWTH: 2019 TO 2021



OKLAHOMA SALON INDUSTRY TRENDS

- ⇒ The Oklahoma salon industry is an important component of the economy, generating \$443 million in annual sales and providing employment opportunities for more than 3,100 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Oklahoma salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Oklahoma rose 1%. In comparison, total private sector employment in the state declined 3% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Oklahoma salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-nine percent of Oklahoma salon businesses are owned by women, compared to only 20% of businesses in the state's overall private sector.
- ⇒ Sixteen percent of businesses in the Oklahoma salon industry are owned by minorities, versus 14% of total private sector businesses.

BUSINESS OWNERSHIP: OKLAHOMA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



OKLAHOMA’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-----------------------|---------------------------|---------------------|
| 1 | Kevin Hern (R) | 229 | 1,042 |
| 2 | Markwayne Mullin (R) | 57 | 259 |
| 3 | Frank Lucas (R) | 101 | 461 |
| 4 | Tom Cole (R) | 94 | 429 |
| 5 | Stephanie I. Bice (R) | 204 | 930 |
| Total | | 685 | 3,122 |

**Includes only establishments with payroll employees; 2021 data*

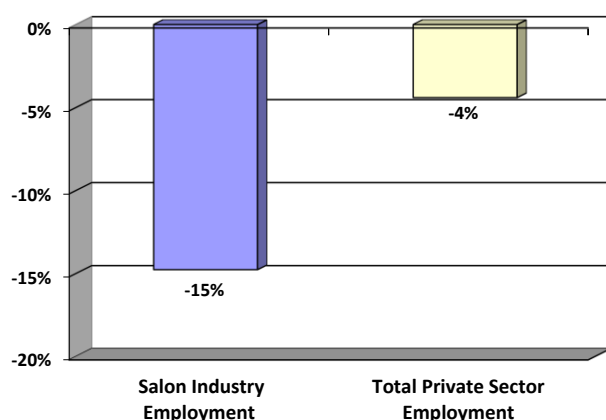
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE OREGON SALON INDUSTRY

OREGON SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$503 Million
 Establishments with Employees, 2021: 1,118
 Payroll Employees, 2021: 4,912

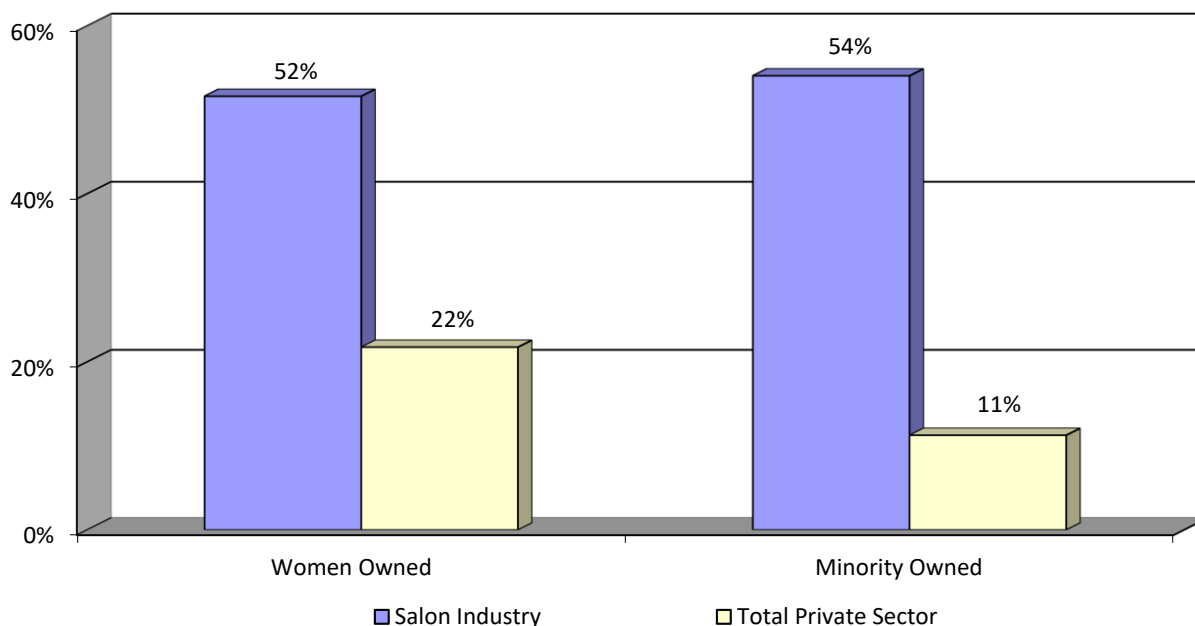
OREGON JOB GROWTH: 2019 TO 2021



OREGON SALON INDUSTRY TRENDS

- ⇒ The Oregon salon industry is an important component of the economy, generating \$503 million in annual sales and providing employment opportunities for more than 4,900 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Oregon salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Oregon fell 15%. In comparison, total private sector employment in the state declined 4% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Oregon salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-two percent of Oregon salon businesses are owned by women, compared to only 22% of businesses in the state's overall private sector.
- ⇒ Fifty-four percent of businesses in the Oregon salon industry are owned by minorities, versus just 11% of total private sector businesses.

BUSINESS OWNERSHIP: OREGON'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



OREGON'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|----------------------|---------------------------|---------------------|
| 1 | Suzanne Bonamici (D) | 295 | 1,297 |
| 2 | Cliff Bentz (R) | 145 | 636 |
| 3 | Earl Blumenauer (D) | 322 | 1,414 |
| 4 | Peter DeFazio (D) | 125 | 550 |
| 5 | Kurt Schrader (D) | 231 | 1,015 |
| Total | | 1,118 | 4,912 |

**Includes only establishments with payroll employees; 2021 data*

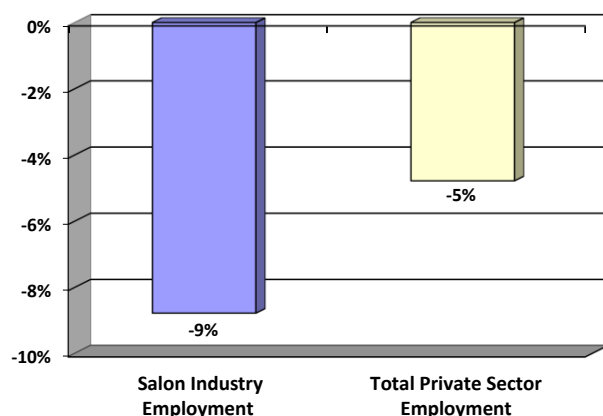
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE PENNSYLVANIA SALON INDUSTRY

PENNSYLVANIA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$1.7 Billion
 Establishments with Employees, 2021: 6,509
 Payroll Employees, 2021: 32,042

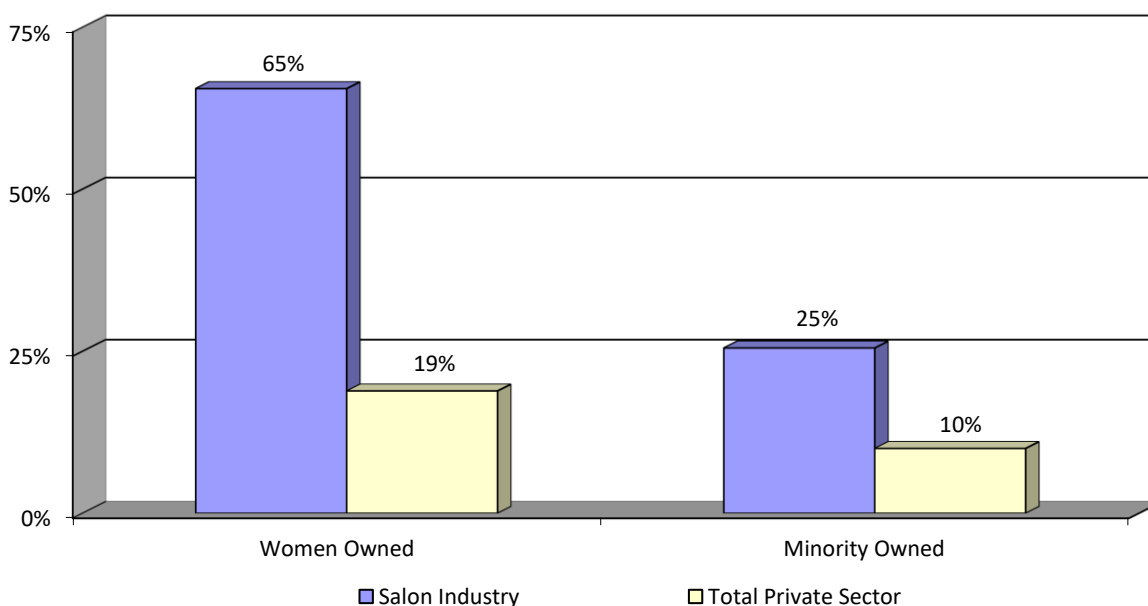
PENNSYLVANIA JOB GROWTH: 2019 TO 2021



PENNSYLVANIA SALON INDUSTRY TRENDS

- ⇒ The Pennsylvania salon industry is an important component of the economy, generating \$1.7 billion in annual sales and providing employment opportunities for more than 32,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Pennsylvania salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Pennsylvania fell 9%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Pennsylvania salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-five percent of Pennsylvania salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Twenty-five percent of businesses in the Pennsylvania salon industry are owned by minorities, versus just 10% of total private sector businesses.

BUSINESS OWNERSHIP: PENNSYLVANIA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



PENNSYLVANIA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|--------------------------|---------------------------|---------------------|
| 1 | Brian K. Fitzpatrick (R) | 331 | 1,632 |
| 2 | Brendan F. Boyle (D) | 297 | 1,464 |
| 3 | Dwight Evans (D) | 355 | 1,747 |
| 4 | Madeleine Dean (D) | 350 | 1,725 |
| 5 | Mary Gay Scanlon (D) | 301 | 1,483 |
| 6 | Chrissy Houlahan (D) | 456 | 2,244 |
| 7 | Susan Wild (D) | 418 | 2,060 |
| 8 | Matt Cartwright (D) | 483 | 2,380 |
| 9 | Daniel Meuser (R) | 279 | 1,374 |
| 10 | Scott Perry (R) | 270 | 1,329 |
| 11 | Lloyd Smucker (R) | 302 | 1,489 |
| 12 | Fred Keller (R) | 414 | 2,037 |
| 13 | John Joyce (R) | 401 | 1,973 |
| 14 | Guy Reschenthaler (R) | 410 | 2,020 |
| 15 | Glenn Thompson (R) | 388 | 1,910 |
| 16 | Mike Kelly (R) | 322 | 1,585 |
| 17 | Conor Lamb (D) | 333 | 1,639 |
| 18 | Michael F. Doyle (D) | 397 | 1,952 |
| Total | | 6,509 | 32,042 |

**Includes only establishments with payroll employees; 2021 data*

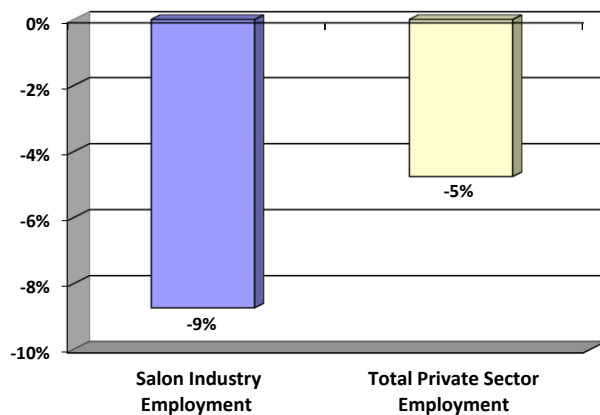
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE RHODE ISLAND SALON INDUSTRY

RHODE ISLAND SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$162 Million
 Establishments with Employees, 2021: 520
 Payroll Employees, 2021: 1,828

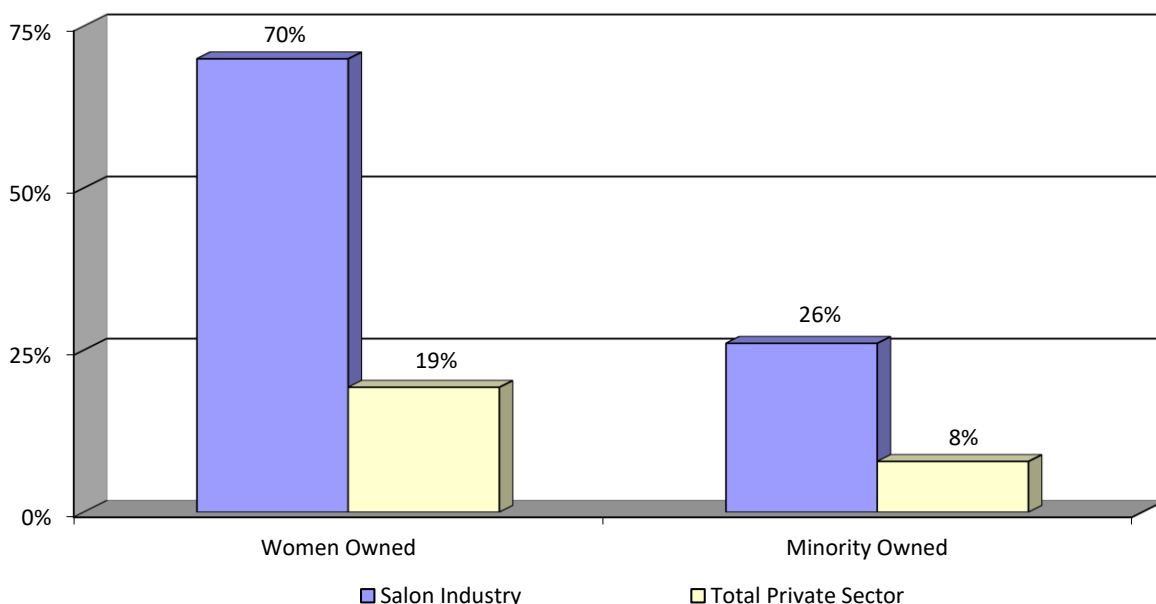
RHODE ISLAND JOB GROWTH: 2019 TO 2021



RHODE ISLAND SALON INDUSTRY TRENDS

- ⇒ The Rhode Island salon industry is an important component of the economy, generating \$162 million in annual sales and providing employment opportunities for more than 1,800 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Rhode Island salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Rhode Island fell 9%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Rhode Island salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Seventy percent of Rhode Island salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Twenty-six percent of businesses in the Rhode Island salon industry are owned by minorities, versus just 8% of total private sector businesses.

BUSINESS OWNERSHIP: RHODE ISLAND'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



RHODE ISLAND’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------|---------------------------|---------------------|
| 1 | David Cicilline (D) | 265 | 933 |
| 2 | Jim Langevin (D) | 255 | 895 |
| Total | | 520 | 1,828 |

**Includes only establishments with payroll employees; 2021 data*

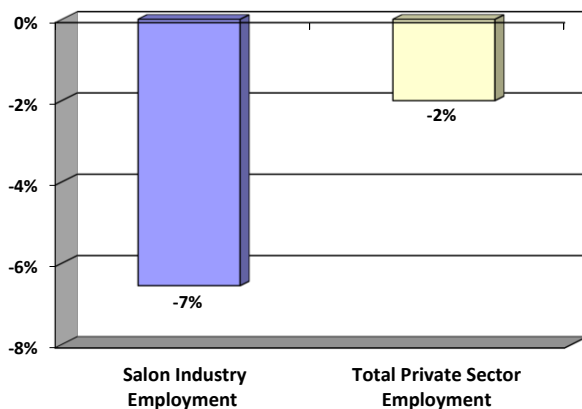
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE SOUTH CAROLINA SALON INDUSTRY

SOUTH CAROLINA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$702 Million
 Establishments with Employees, 2021: 1,200
 Payroll Employees, 2021: 4,936

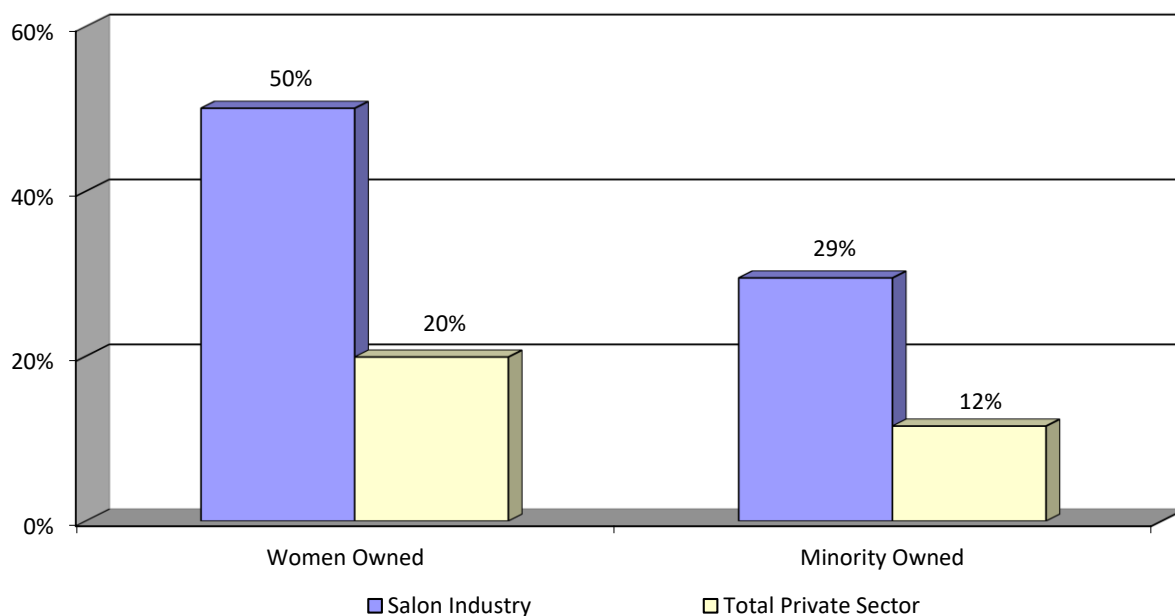
SOUTH CAROLINA JOB GROWTH: 2019 TO 2021



SOUTH CAROLINA SALON INDUSTRY TRENDS

- ⇒ The South Carolina salon industry is an important component of the economy, generating \$702 million in annual sales and providing employment opportunities for more than 4,900 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the South Carolina salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in South Carolina fell 7%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the South Carolina salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty percent of South Carolina salon businesses are owned by women, compared to only 20% of businesses in the state's overall private sector.
- ⇒ Twenty-nine percent of businesses in the South Carolina salon industry are owned by minorities, versus just 12% of total private sector businesses.

BUSINESS OWNERSHIP: SOUTH CAROLINA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



SOUTH CAROLINA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------------|---------------------------|---------------------|
| 1 | Nancy Mace (R) | 263 | 1,083 |
| 2 | Joe Wilson (R) | 159 | 652 |
| 3 | Jeff Duncan (R) | 121 | 499 |
| 4 | William R. Timmons IV (R) | 194 | 799 |
| 5 | Ralph Norman (R) | 106 | 437 |
| 6 | James E. Clyburn (D) | 193 | 795 |
| 7 | Tom Rice (R) | 163 | 671 |
| Total | | 1,200 | 4,936 |

**Includes only establishments with payroll employees; 2021 data*

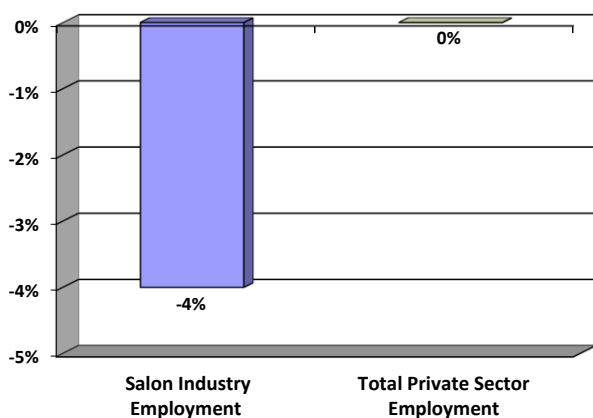
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE SOUTH DAKOTA SALON INDUSTRY

SOUTH DAKOTA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$95 Million
 Establishments with Employees, 2021: 187
 Payroll Employees, 2021: 1,059

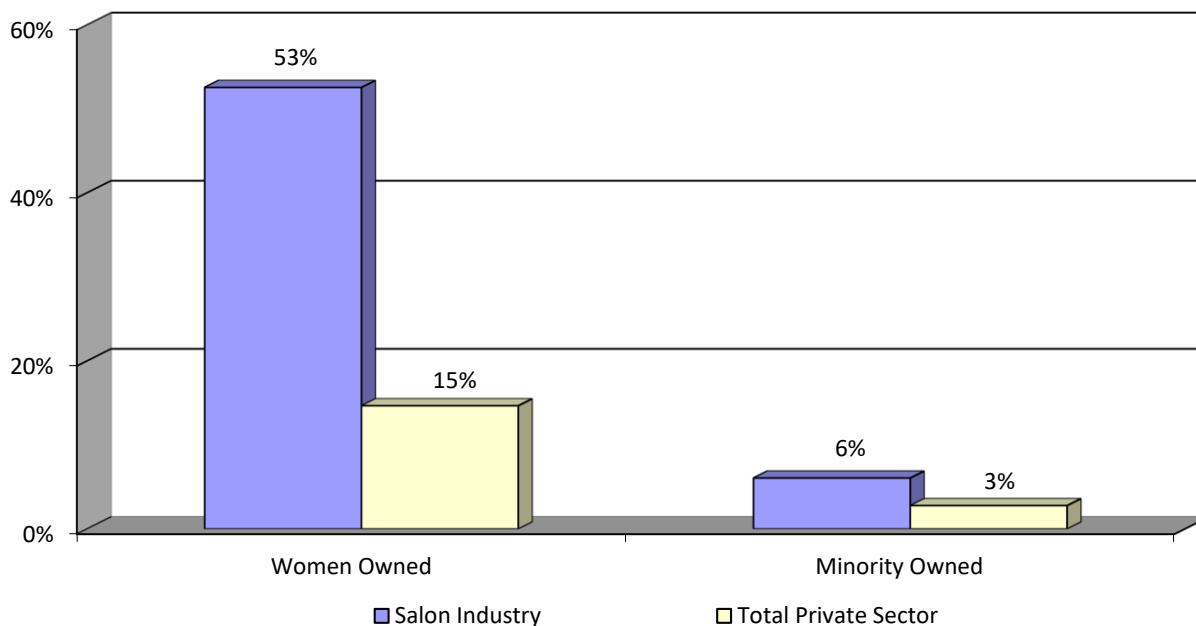
SOUTH DAKOTA JOB GROWTH: 2019 TO 2021



SOUTH DAKOTA SALON INDUSTRY TRENDS

- ⇒ The South Dakota salon industry is an important component of the economy, generating \$95 million in annual sales and providing employment opportunities for more than 1,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the South Dakota salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in South Dakota fell 4%. In comparison, total private sector employment in the state remained flat during the same period.
- ⇒ The state's salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-three percent of South Dakota salon businesses are owned by women, compared to only 15% of businesses in the state's overall private sector.
- ⇒ Six percent of businesses in the South Dakota salon industry are owned by minorities, versus just 3% of total private sector businesses.

BUSINESS OWNERSHIP: SOUTH DAKOTA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



SOUTH DAKOTA’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-------------------|---------------------------|---------------------|
| At Large | Dusty Johnson (R) | 187 | 1,059 |
| Total | | 187 | 1,059 |

**Includes only establishments with payroll employees; 2021 data*

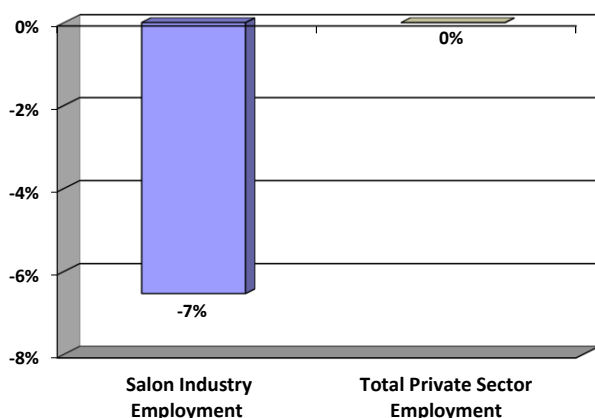
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE TENNESSEE SALON INDUSTRY

TENNESSEE SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$1.0 Billion |
| Establishments with Employees, 2021: | 1,303 |
| Payroll Employees, 2021: | 8,144 |

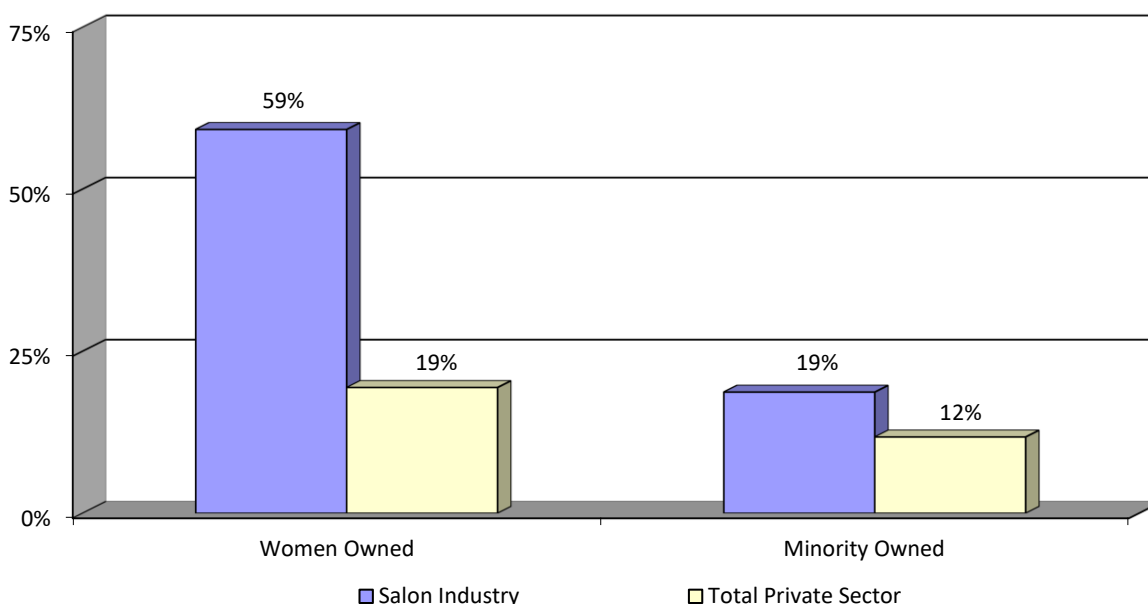
TENNESSEE JOB GROWTH: 2019 TO 2021



TENNESSEE SALON INDUSTRY TRENDS

- ⇒ The Tennessee salon industry is an important component of the economy, generating \$1.0 billion in annual sales and providing employment opportunities for more than 8,100 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Tennessee salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Tennessee fell 7%. In comparison, total private sector employment in the state remained flat during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Tennessee salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-nine percent of Tennessee salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Nineteen percent of businesses in the Tennessee salon industry are owned by minorities, versus just 12% of total private sector businesses.

BUSINESS OWNERSHIP: TENNESSEE'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



TENNESSEE'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-----------------------|---------------------------|---------------------|
| 1 | Diana Harshbarger (R) | 128 | 800 |
| 2 | Tim Burchett (R) | 178 | 1,113 |
| 3 | Chuck Fleischmann (R) | 130 | 811 |
| 4 | Scott DesJarlais (R) | 104 | 653 |
| 5 | Jim Cooper (D) | 191 | 1,196 |
| 6 | John W. Rose (R) | 114 | 711 |
| 7 | Mark E. Green (R) | 137 | 859 |
| 8 | David Kustoff (R) | 187 | 1,169 |
| 9 | Steve Cohen (D) | 133 | 832 |
| Total | | 1,303 | 8,144 |

**Includes only establishments with payroll employees; 2021 data*

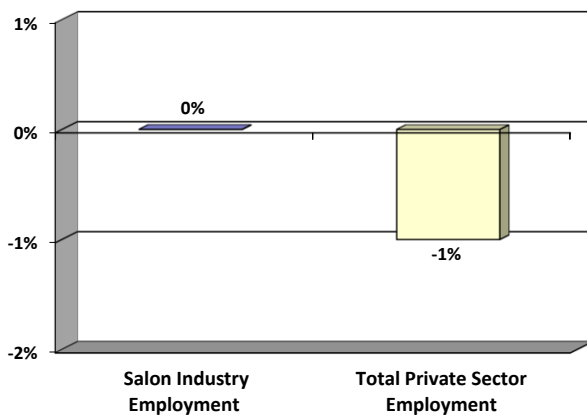
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE TEXAS SALON INDUSTRY

TEXAS SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$5.0 Billion |
| Establishments with Employees, 2021: | 7,258 |
| Payroll Employees, 2021: | 35,467 |

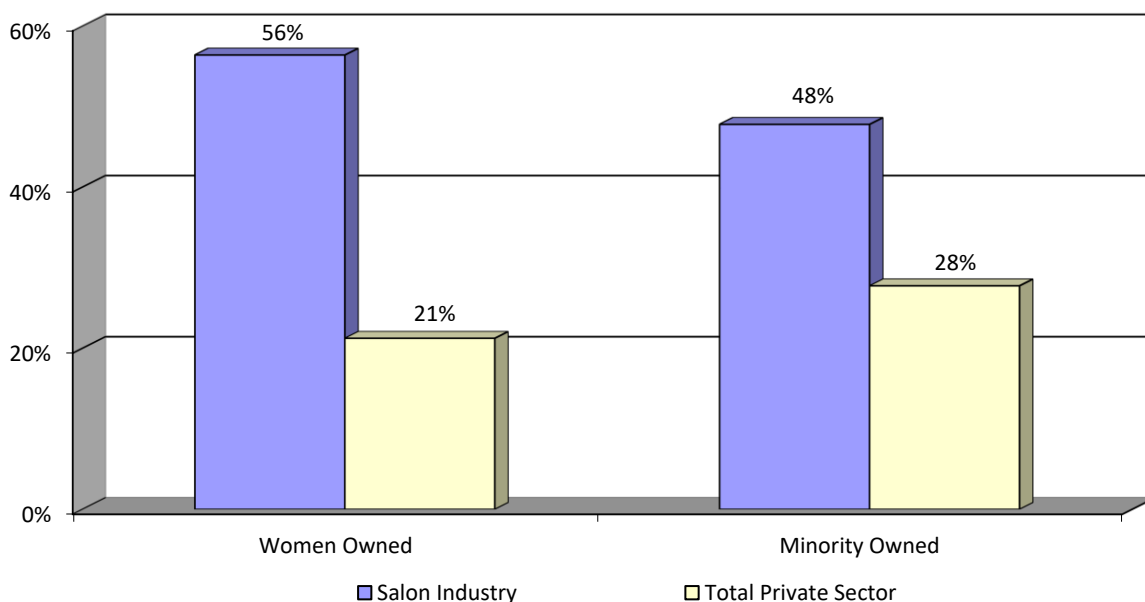
TEXAS JOB GROWTH: 2019 TO 2021



TEXAS SALON INDUSTRY TRENDS

- ⇒ The Texas salon industry is an important component of the economy, generating \$5.0 billion in annual sales and providing employment opportunities for more than 35,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Texas salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Texas remained flat. In comparison, total private sector employment in the state declined 1% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Texas salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-six percent of Texas salon businesses are owned by women, compared to only 21% of businesses in the state's overall private sector.
- ⇒ Forty-eight percent of businesses in the Texas salon industry are owned by minorities, versus just 28% of total private sector businesses.

BUSINESS OWNERSHIP: TEXAS'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



TEXAS'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|---------------------------|---------------------------|---------------------|
| 1 | Louie Gohmert (R) | 126 | 616 |
| 2 | Dan Crenshaw (R) | 309 | 1,508 |
| 3 | Van Taylor (R) | 277 | 1,355 |
| 4 | Pat Fallon (R) | 109 | 535 |
| 5 | Lance Gooden (R) | 84 | 408 |
| 6 | Jake Ellzey (R) | 216 | 1,057 |
| 7 | Lizzie Fletcher (D) | 359 | 1,754 |
| 8 | Kevin Brady (R) | 221 | 1,078 |
| 9 | Al Green (D) | 156 | 761 |
| 10 | Michael T. McCaul (R) | 302 | 1,474 |
| 11 | August Pfluger (R) | 150 | 731 |
| 12 | Kay Granger (R) | 229 | 1,118 |
| 13 | Ronny Jackson (R) | 115 | 562 |
| 14 | Randy K. Weber, Sr. (R) | 184 | 900 |
| 15 | Vicente Gonzalez (D) | 147 | 717 |
| 16 | Veronica Escobar (D) | 177 | 866 |
| 17 | Pete Sessions (R) | 209 | 1,021 |
| 18 | Sheila Jackson Lee (D) | 133 | 648 |
| 19 | Jodey C. Arrington (R) | 143 | 700 |
| 20 | Joaquin Castro (D) | 194 | 948 |
| 21 | Chip Roy (R) | 398 | 1,945 |
| 22 | Troy E. Nehls (R) | 276 | 1,350 |
| 23 | Tony Gonzales (R) | 192 | 939 |
| 24 | Beth Van Duyne (R) | 384 | 1,878 |
| 25 | Roger Williams (R) | 292 | 1,426 |
| 26 | Michael Burgess (R) | 246 | 1,204 |
| 27 | Michael Cloud (R) | 173 | 844 |
| 28 | Henry Cuellar (D) | 135 | 660 |
| 29 | Sylvia R. Garcia (D) | 65 | 317 |
| 30 | Eddie Bernice Johnson (D) | 132 | 644 |
| 31 | John Carter (R) | 269 | 1,313 |
| 32 | Colin Z. Allred (D) | 273 | 1,332 |
| 33 | Marc Veasey (D) | 128 | 624 |
| 34 | Mayra Flores (D) | 105 | 511 |
| 35 | Lloyd Doggett (D) | 207 | 1,014 |
| 36 | Brian Babin (R) | 145 | 710 |
| Total | | 7,258 | 35,467 |

*Includes only establishments with payroll employees; 2021 data

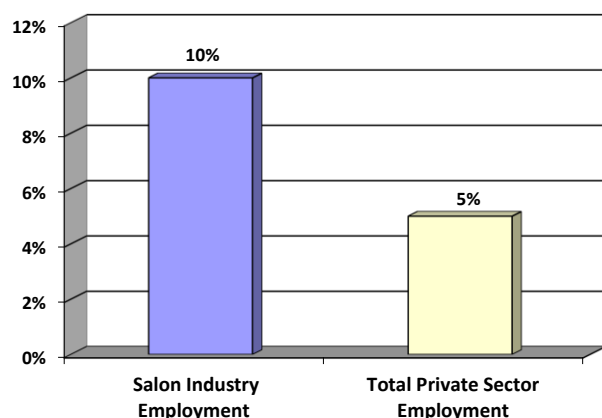
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE UTAH SALON INDUSTRY

UTAH SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$391 Million |
| Establishments with Employees, 2021: | 1,179 |
| Payroll Employees, 2021: | 5,241 |

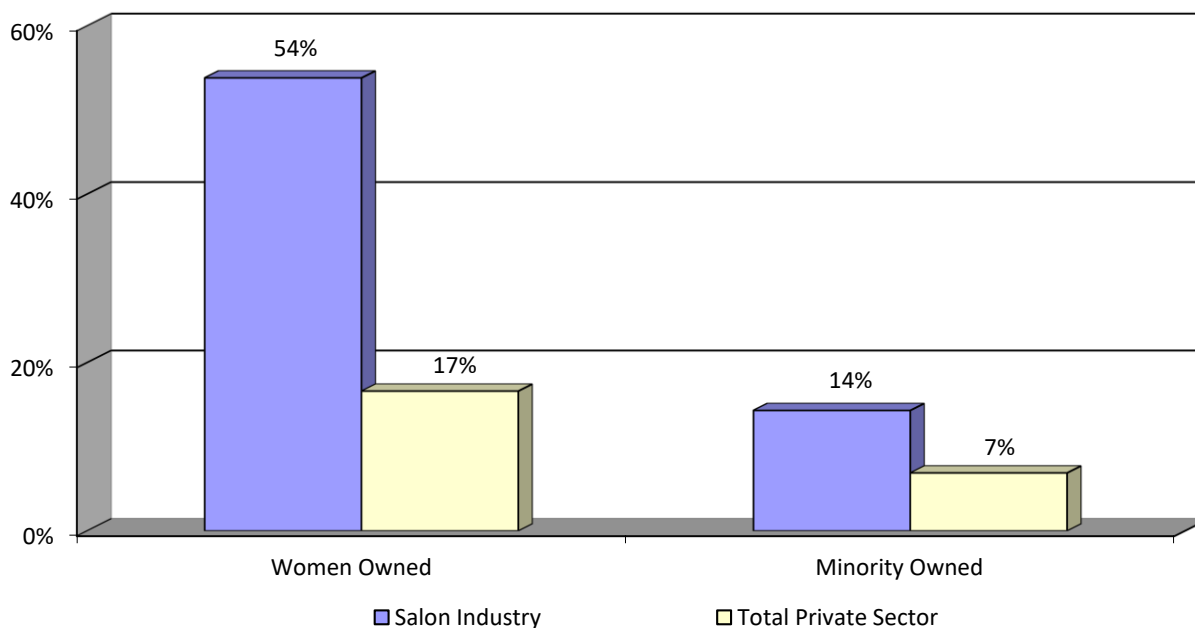
UTAH JOB GROWTH: 2019 TO 2021



UTAH SALON INDUSTRY TRENDS

- ⇒ The Utah salon industry is an important component of the economy, generating \$391 million in annual sales and providing employment opportunities for more than 5,200 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Utah salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Utah rose 10%. In comparison, total private sector employment in the state increased 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Utah salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-four percent of Utah salon businesses are owned by women, compared to only 17% of businesses in the state's overall private sector.
- ⇒ Fourteen percent of businesses in the Utah salon industry are owned by minorities, versus just 7% of total private sector businesses.

BUSINESS OWNERSHIP: UTAH'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



UTAH'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|--------------------|---------------------------|---------------------|
| 1 | Blake D. Moore (R) | 273 | 1,211 |
| 2 | Chris Stewart (R) | 322 | 1,431 |
| 3 | John R. Curtis (R) | 287 | 1,276 |
| 4 | Burgess Owens (R) | 298 | 1,323 |
| Total | | 1,179 | 5,241 |

**Includes only establishments with payroll employees; 2021 data*

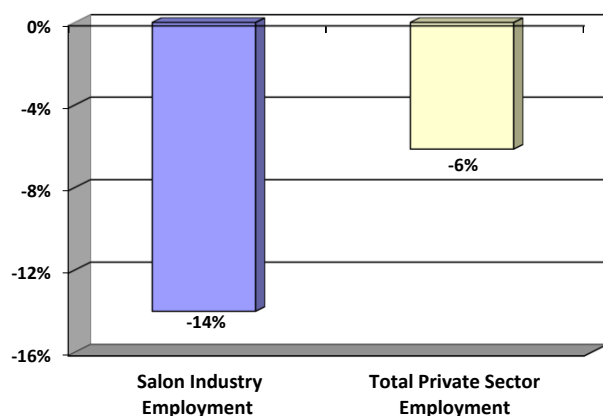
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE VERMONT SALON INDUSTRY

VERMONT SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|--------------|
| Total Sales, 2020: | \$68 Million |
| Establishments with Employees, 2021: | 182 |
| Payroll Employees, 2021: | 679 |

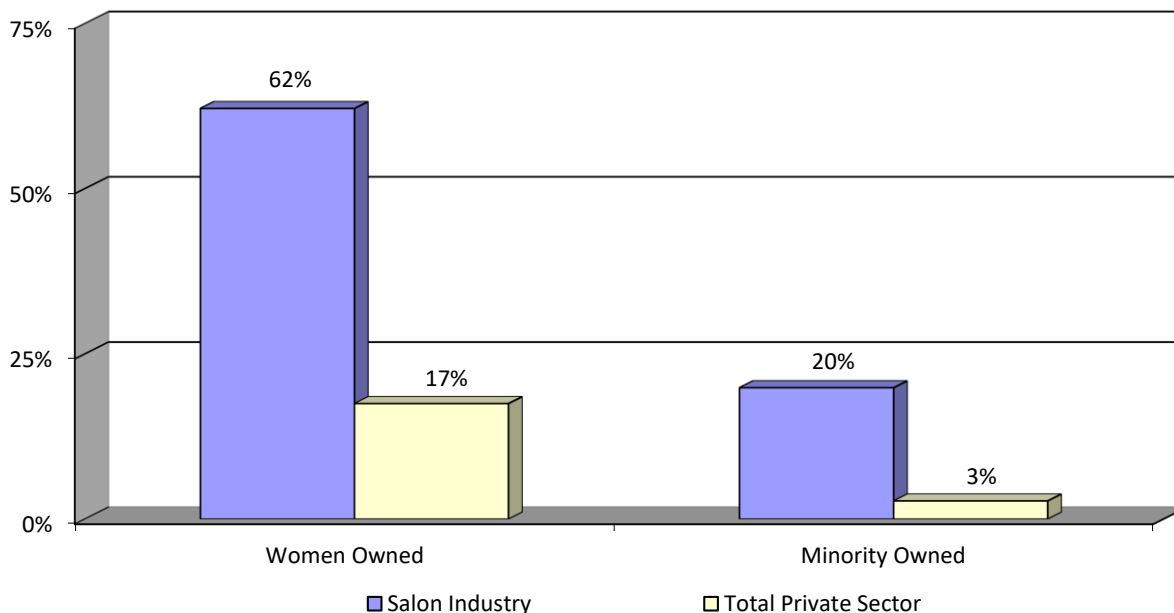
VERMONT JOB GROWTH: 2019 TO 2021



VERMONT SALON INDUSTRY TRENDS

- ⇒ The Vermont salon industry is an important component of the economy, generating \$68 million in annual sales and providing employment opportunities for more than 600 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Vermont salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Vermont fell 14%. In comparison, total private sector employment in the state declined 6% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Vermont salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-two percent of Vermont salon businesses are owned by women, compared to only 17% of businesses in the state's overall private sector.
- ⇒ Twenty percent of businesses in the Vermont salon industry are owned by minorities, versus just 3% of total private sector businesses.

BUSINESS OWNERSHIP: VERMONT'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



VERMONT'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-----------------|---------------------------|---------------------|
| At Large | Peter Welch (D) | 182 | 679 |
| Total | | 182 | 679 |

**Includes only establishments with payroll employees; 2021 data*

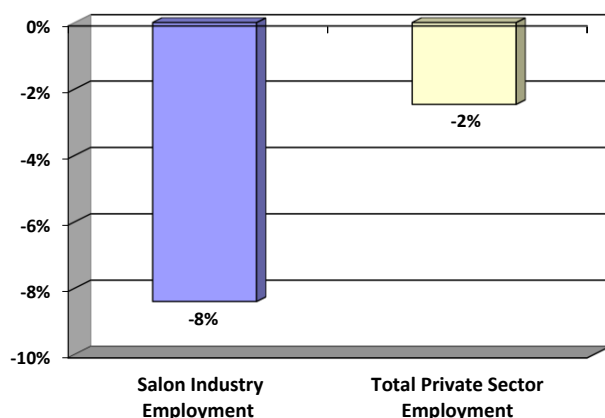
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE VIRGINIA SALON INDUSTRY

VIRGINIA SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|---------------|
| Total Sales, 2020: | \$1.4 Billion |
| Establishments with Employees, 2021: | 3,344 |
| Payroll Employees, 2021: | 15,444 |

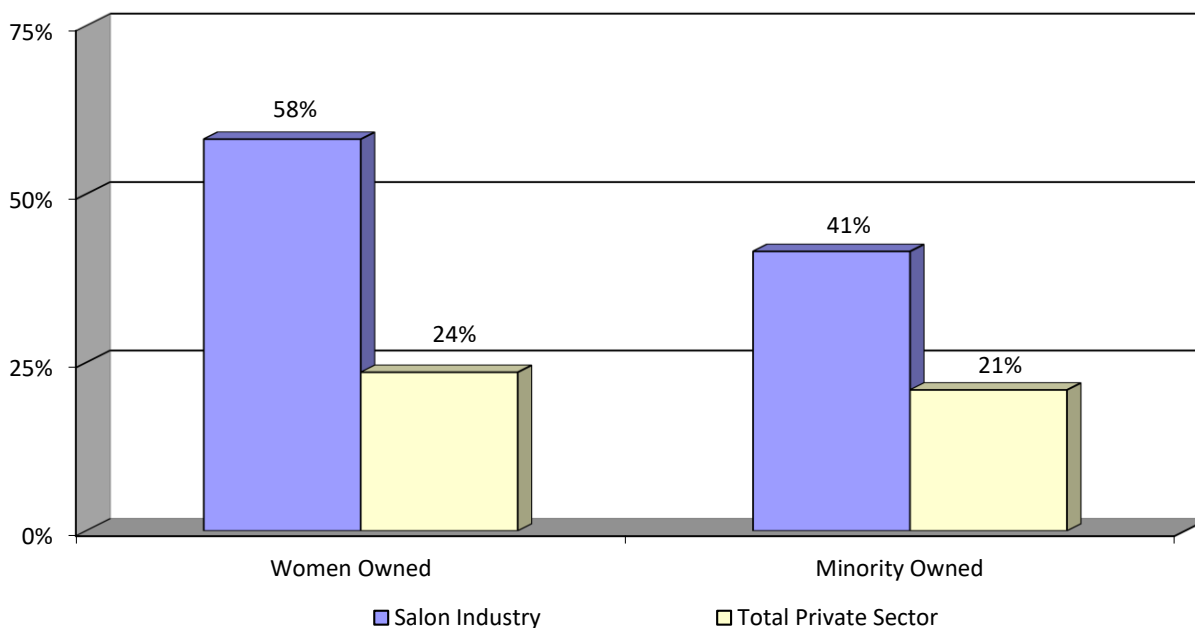
VIRGINIA JOB GROWTH: 2019 TO 2021



VIRGINIA SALON INDUSTRY TRENDS

- ⇒ The Virginia salon industry is an important component of the economy, generating \$1.4 billion in annual sales and providing employment opportunities for more than 15,000 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Virginia salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Virginia fell 8%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Virginia salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-eight percent of Virginia salon businesses are owned by women, compared to only 24% of businesses in the state's overall private sector.
- ⇒ Forty-one percent of businesses in the Virginia salon industry are owned by minorities, versus just 21% of total private sector businesses.

BUSINESS OWNERSHIP: VIRGINIA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



VIRGINIA'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|------------------------------|---------------------------|---------------------|
| 1 | Robert J. Wittman (R) | 352 | 1,627 |
| 2 | Elaine G. Luria (D) | 390 | 1,801 |
| 3 | Bobby Scott (D) | 272 | 1,258 |
| 4 | A. Donald McEachin (D) | 251 | 1,159 |
| 5 | Bob Good (R) | 217 | 1,001 |
| 6 | Ben Cline (R) | 233 | 1,074 |
| 7 | Abigail Davis Spanberger (D) | 357 | 1,647 |
| 8 | Donald S. Beyer, Jr. (D) | 384 | 1,772 |
| 9 | H. Morgan Griffith (R) | 163 | 753 |
| 10 | Jennifer Wexton (D) | 399 | 1,844 |
| 11 | Gerald E. Connolly (D) | 327 | 1,509 |
| Total | | 3,344 | 15,444 |

**Includes only establishments with payroll employees; 2021 data*

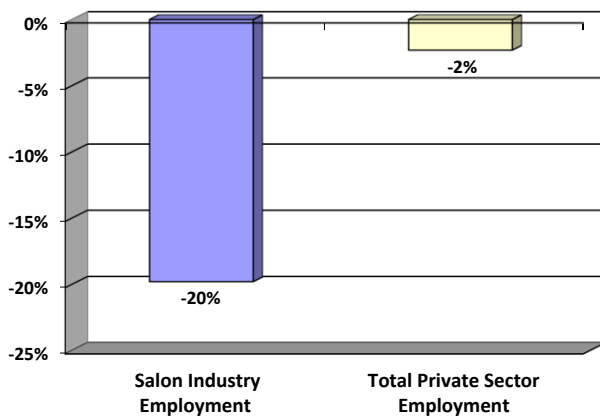
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE WASHINGTON SALON INDUSTRY

WASHINGTON SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$1.1 Billion
 Establishments with Employees, 2021: 2,883
 Payroll Employees, 2021: 13,519

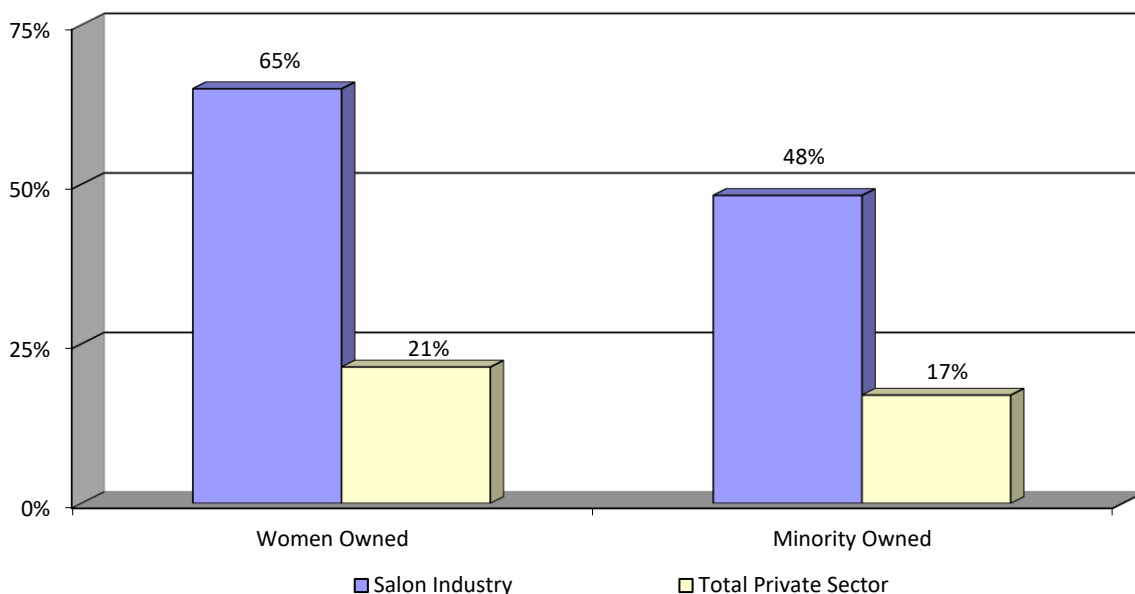
WASHINGTON JOB GROWTH: 2019 TO 2021



WASHINGTON SALON INDUSTRY TRENDS

- ⇒ The Washington salon industry is an important component of the economy, generating \$1.1 billion in annual sales and providing employment opportunities for more than 13,500 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Washington salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Washington fell 20%. In comparison, total private sector employment in the state declined 2% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Washington salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-five percent of Washington salon businesses are owned by women, compared to only 21% of businesses in the state's overall private sector.
- ⇒ Forty-eight percent of businesses in the Washington salon industry are owned by minorities, versus just 17% of total private sector businesses.

BUSINESS OWNERSHIP: WASHINGTON'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



WASHINGTON'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|----------------------------|---------------------------|---------------------|
| 1 | Suzan DelBene (D) | 339 | 1,588 |
| 2 | Rick Larsen (D) | 309 | 1,451 |
| 3 | Jaime Herrera Beutler (R) | 246 | 1,152 |
| 4 | Dan Newhouse (R) | 173 | 811 |
| 5 | Cathy McMorris Rodgers (R) | 197 | 924 |
| 6 | Derek Kilmer (D) | 266 | 1,249 |
| 7 | Pramila Jayapal (D) | 423 | 1,985 |
| 8 | Kim Schrier (D) | 266 | 1,247 |
| 9 | Adam Smith (D) | 404 | 1,894 |
| 10 | Marilyn Strickland (D) | 259 | 1,217 |
| Total | | 2,883 | 13,519 |

**Includes only establishments with payroll employees; 2021 data*

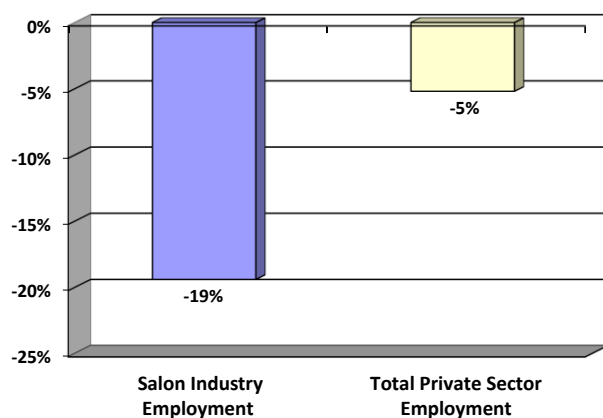
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE WEST VIRGINIA SALON INDUSTRY

WEST VIRGINIA SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$137 Million
 Establishments with Employees, 2021: 291
 Payroll Employees, 2021: 1,167

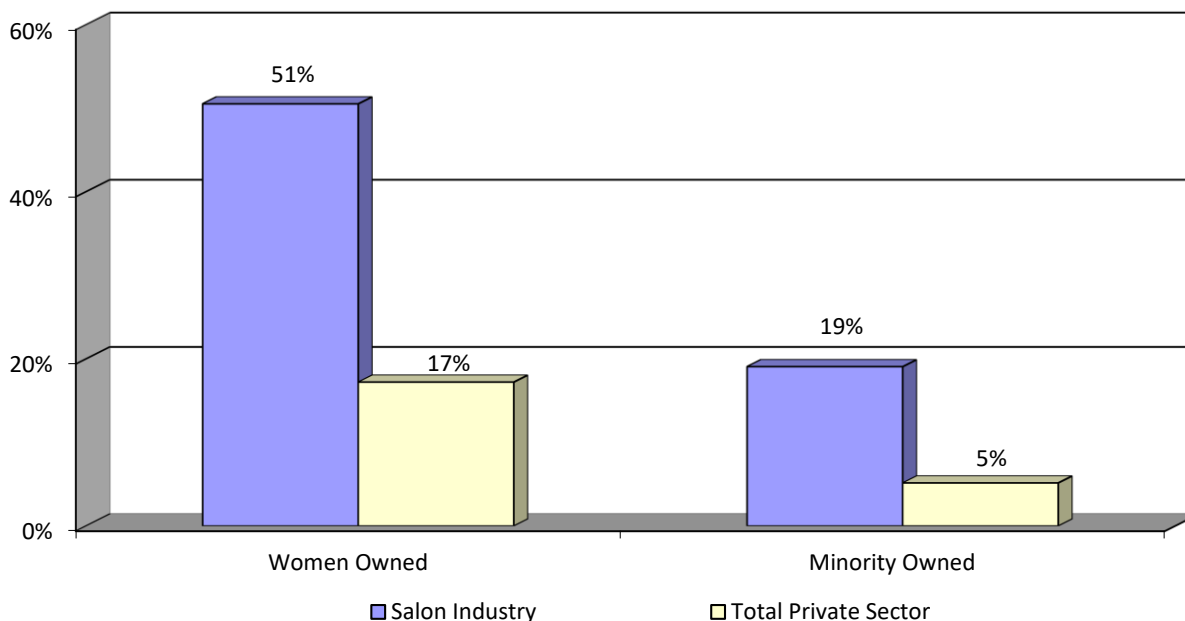
WEST VIRGINIA JOB GROWTH: 2019 TO 2021



WEST VIRGINIA SALON INDUSTRY TRENDS

- ⇒ The West Virginia salon industry is an important component of the economy, generating \$137 million in annual sales and providing employment opportunities for more than 1,100 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the West Virginia salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in West Virginia fell 19%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the West Virginia salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Fifty-one percent of West Virginia salon businesses are owned by women, compared to only 17% of businesses in the state's overall private sector.
- ⇒ Nineteen percent of businesses in the West Virginia salon industry are owned by minorities, versus just 5% of total private sector businesses.

BUSINESS OWNERSHIP: WEST VIRGINIA'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



WEST VIRGINIA’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-------------------------|---------------------------|---------------------|
| 1 | David McKinley (R) | 130 | 520 |
| 2 | Alexander X. Mooney (R) | 83 | 332 |
| 3 | Carol D. Miller (R) | 78 | 315 |
| Total | | 291 | 1,167 |

**Includes only establishments with payroll employees; 2021 data*

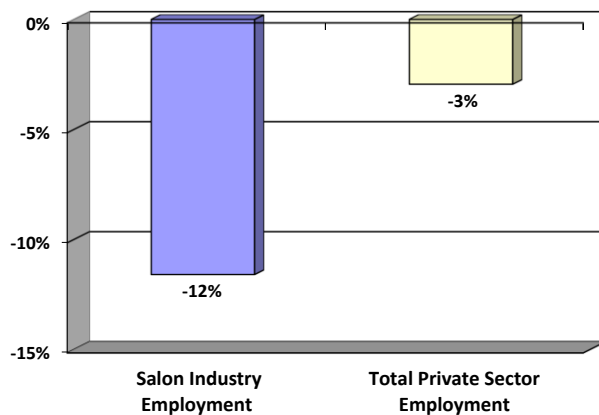
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE WISCONSIN SALON INDUSTRY

WISCONSIN SALON INDUSTRY SNAPSHOT

Total Sales, 2020: \$746 Million
 Establishments with Employees, 2021: 2,009
 Payroll Employees, 2021: 10,784

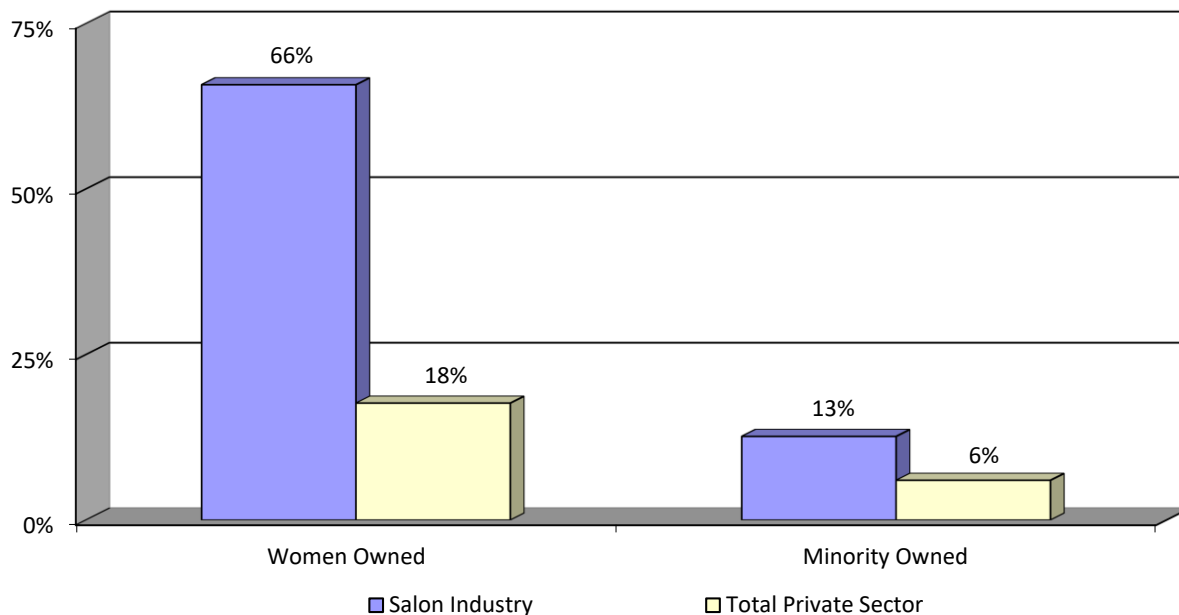
WISCONSIN JOB GROWTH: 2019 TO 2021



WISCONSIN SALON INDUSTRY TRENDS

- ⇒ The Wisconsin salon industry is an important component of the economy, generating \$746 million in annual sales and providing employment opportunities for more than 10,700 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Wisconsin salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Wisconsin fell 12%. In comparison, total private sector employment in the state declined 3% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Wisconsin salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Sixty-six percent of Wisconsin salon businesses are owned by women, compared to only 18% of businesses in the state's overall private sector.
- ⇒ Thirteen percent of businesses in the Wisconsin salon industry are owned by minorities, versus just 6% of total private sector businesses.

BUSINESS OWNERSHIP: WISCONSIN'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



WISCONSIN'S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|-----------------------|---------------------------|---------------------|
| 1 | Bryan Steil (R) | 245 | 1,316 |
| 2 | Mark Pocan (D) | 283 | 1,521 |
| 3 | Ron Kind (D) | 237 | 1,270 |
| 4 | Gwen Moore (D) | 169 | 907 |
| 5 | Scott Fitzgerald (R) | 241 | 1,293 |
| 6 | Glenn Grothman (R) | 289 | 1,550 |
| 7 | Thomas P. Tiffany (R) | 274 | 1,472 |
| 8 | Mike Gallagher (R) | 271 | 1,455 |
| Total | | 2,009 | 10,784 |

**Includes only establishments with payroll employees; 2021 data*

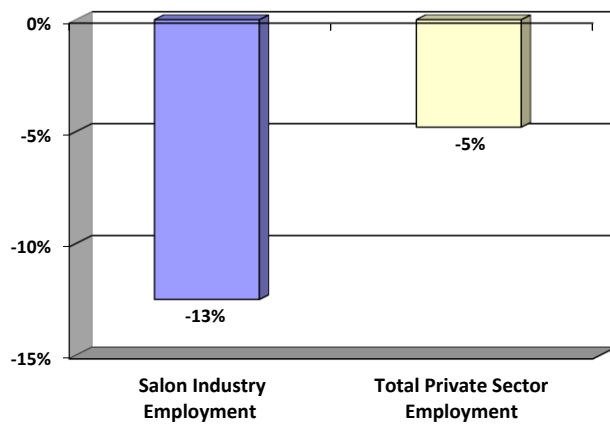
Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

PORTRAIT OF THE WYOMING SALON INDUSTRY

WYOMING SALON INDUSTRY SNAPSHOT

| | |
|--------------------------------------|--------------|
| Total Sales, 2020: | \$61 Million |
| Establishments with Employees, 2021: | 121 |
| Payroll Employees, 2021: | 420 |

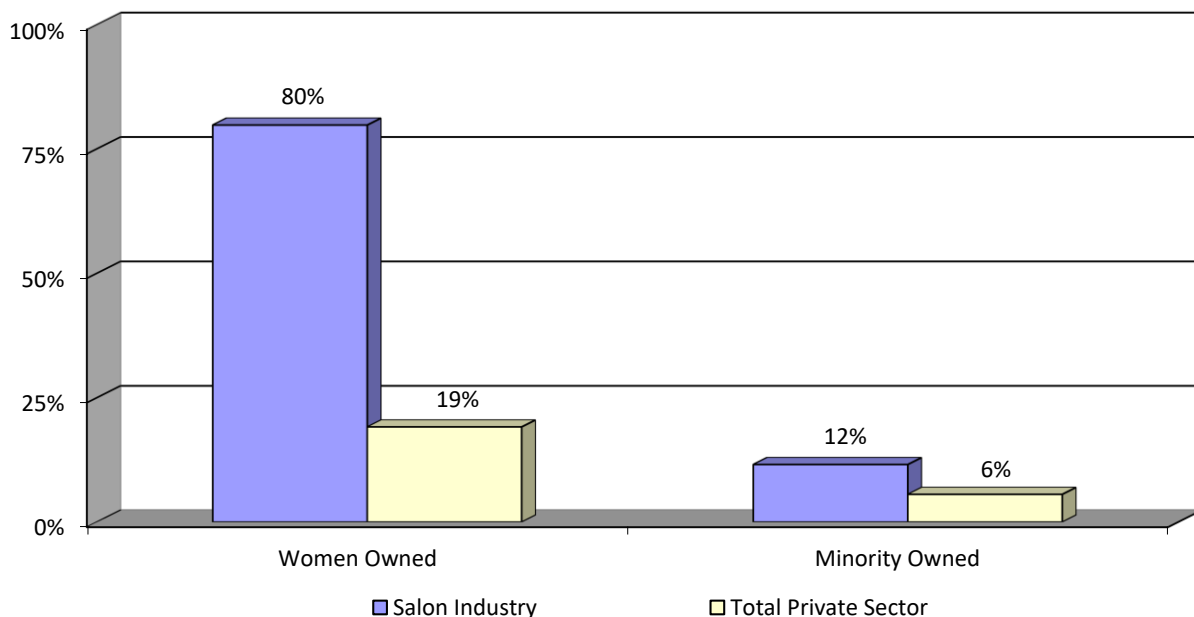
WYOMING JOB GROWTH: 2019 TO 2021



WYOMING SALON INDUSTRY TRENDS

- ⇒ The Wyoming salon industry is an important component of the economy, generating \$61 million in annual sales and providing employment opportunities for more than 400 individuals.
- ⇒ The coronavirus pandemic had a significant impact on the Wyoming salon industry.
- ⇒ Between 2019 and 2021, the number of salon industry jobs in Wyoming fell 13%. In comparison, total private sector employment in the state declined 5% during the same period.
- ⇒ In addition to providing jobs in a challenging economic environment, the Wyoming salon industry also gives individuals of all backgrounds the ability to start their own business.
- ⇒ Eighty percent of Wyoming salon businesses are owned by women, compared to only 19% of businesses in the state's overall private sector.
- ⇒ Twelve percent of businesses in the Wyoming salon industry are owned by minorities, versus just 6% of total private sector businesses.

BUSINESS OWNERSHIP: WYOMING'S SALON INDUSTRY VS. TOTAL PRIVATE SECTOR



WYOMING’S SALON INDUSTRY BY CONGRESSIONAL DISTRICT

| Congressional District | Representative | Number of Establishments* | Number of Employees |
|------------------------|----------------|---------------------------|---------------------|
| At Large | Liz Cheney (R) | 121 | 420 |
| Total | | 121 | 420 |

**Includes only establishments with payroll employees; 2021 data*

Source: Professional Beauty Association estimates, based on data from the Bureau of Labor Statistics & U.S. Census Bureau