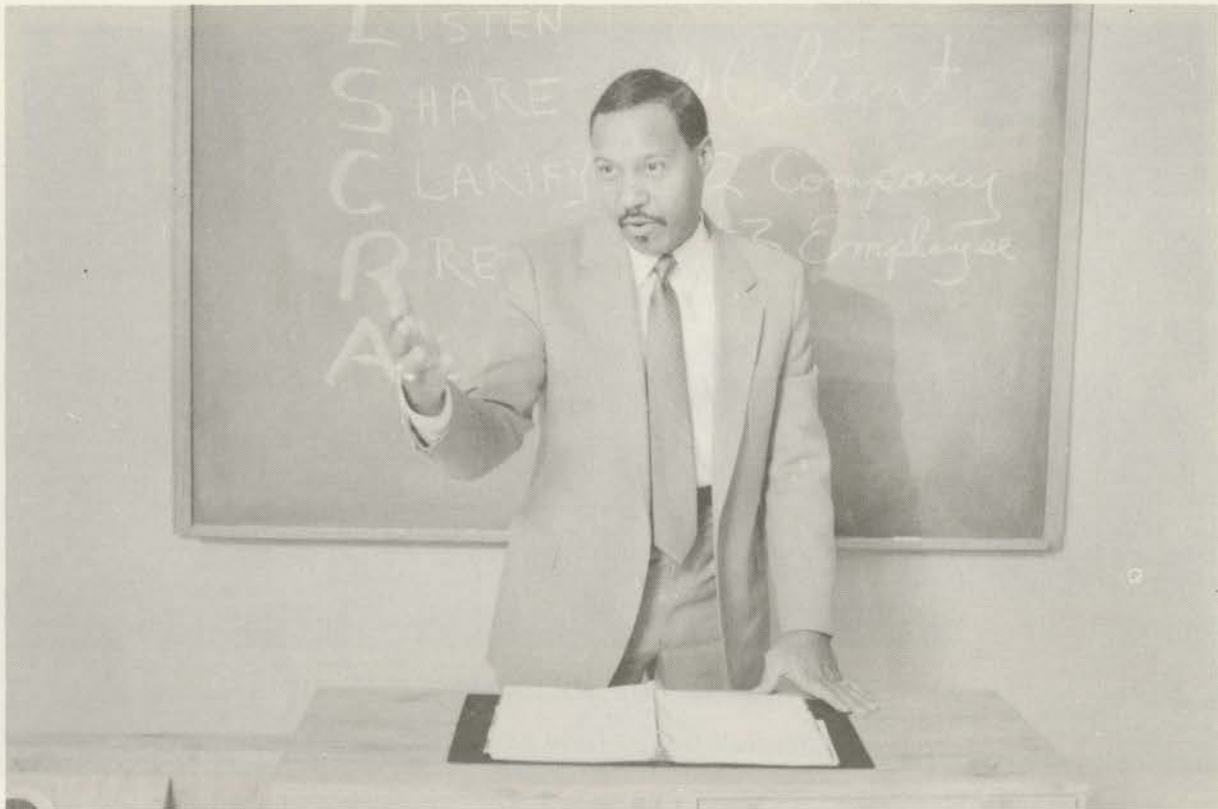




THE JOHNNY GUILLORY ORGANIZATION / JOPACO INC.

A nationally respected authority on the care and styling of textured hair, Mr. Johnny Guillory is the owner of the Northwest's two largest salons that specialize in the care and styling of textured hair. Mr. Guillory began his hairdressing career in 1964 and in 1972 he and his wife Pattee, operating under the corporate name of Jopaco, established their first salon in Seattle's Rainier Valley. Mr. Guillory opened his second salon, Emerald City Hair Designers, in downtown Seattle in 1986.

At Jopaco we feel the achievements of an organization are the result of the combined efforts of each individual in the organization working toward common objectives. These objectives should be realistic, should be clearly understood by everyone in the organization, and should reflect the organization's basic character and personality.

If the organization is to fulfill its objectives, it should strive to meet certain other fundamental requirements:

FIRST, there should be highly capable, innovative people at all levels throughout the organization. Moreover, these people should have the opportunity -- through continuing programs of training and education -- to upgrade their skills and capabilities. Techniques that are good today will be outdated in the future, and people should always be looking for new and better ways to do their work. We emphasize this through our training program at our downtown facility where all our stylists are instructed in the most efficient way to serve their clients.

SECOND, the organization should have objectives and leadership which generate enthusiasm at all levels. There can be no place, especially among the people charged with management responsibility, for half-hearted interest or half-hearted effort.

THIRD, the organization should conduct its affairs with uncompromising honesty and integrity. People at every level should be expected to adhere to the highest standards of business ethics, and to understand that anything less is totally unacceptable. We are experienced professional hair designers. Our primary job is to provide service to our clients and over the years our salons have established a solid reputation for dealing fairly and honestly with our clients.

We welcome you to visit our salons at 3404 Rainier Ave. South (725-6111) or at our downtown salon located in the Melbourne Tower Bldg. 1511 3rd Ave. Suite 300 (464-HAIR).