

Sherman's Mentors



Ashley Shepherd

HR Manager MBTI: INFP

Expertise:

- Improving Culture
- Driving Employee Engagement
- Management & Leadership Development
- Career Growth & Identifying Opportunities

Ashley has been with Sherman's since 2013. Currently our HR Manager, she is responsible for helping our managers coach & lead their teams effectively, while ensuring our culture is alive and well throughout the company. Ashley is fiercely passionate about helping our employees thrive and reach their potential. She can help you learn to connect with your coworkers and inspire them to achieve their goals.



Bill McGinnis

Facilities & Maintenance Manager MBTI: ISTP

Expertise:

- Project Management
- Accountability
- Organization & Prioritization
- Leadership

Bill has been with Sherman's since 2007. Currently our Facilities & Maintenance Manager, he oversees our maintenance & IT teams. He is very skilled at juggling multiple high-priority projects, hitting deadlines, and following through on his commitments. Bill can help you learn to prioritize, get a better grasp on task management, and lead a team with diverse responsibilities.

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Brad Lutz

General Sales Manager MBTI: INFP

Expertise:

- Leadership
- Team Development
- Problem Solving
- Resourcefulness

Brad has been with Sherman's since 2011. Currently our General Sales Manager, he is responsible for leading, coordinating, and coaching our sales teams. Brad believes in living by the golden rule, being consistent in all his decisions, and making our customers happy they chose Sherman's. He can teach you how to lead by connecting with your team and how to model Core Value behaviors.



Christopher Hunt

Vice President of Operations MBTI: ESTJ

Expertise:

- Direct Communication
- Negotiation Skills
- Effectiveness & Execution
- Uncovering Facts & Solving Problems

Chris has been with Sherman's since 2014. He oversees merchandising for our largest product category as well as delivery operations. Chris has worked hard on improving his own leadership capabilities over the years and leads a diverse team of direct reports. Known for being a direct communicator, Chris can help you learn to tailor your communication with others and meet them where they're at.

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John Willis

Director of Finance MBTI: ESTJ

Expertise:

- Problem Solving & Identifying Obstacles
- Process Development & Improvement
- Reporting & Analyzing Data
- Business Systems & Software

John has been with Sherman's since 1997. He oversees all of our internal accounting and systems management, from our point of sale system to our inventory control. Before his current role, John was a Sales Professional and Sales Manager. Throughout his vast experience, John has learned to excel at process improvement, cost savings, and problem-solving. John can help you learn to see what others often miss.



Jay Upchurch

Appliance Merchandiser MBTI: INFJ

Expertise:

- Organization & Time Management
- Critical Thinking & Decision Making
- Sales & Training
- Communication & Leadership

Jay has been with Sherman's since 2018. In his current role, he is responsible for purchasing, managing, and training teams on appliances, which is our largest product category. Before joining Sherman's, Jay's 20+ years of sales experience and appliance expertise led to a strong management career at Sears. He had over 60 direct reports at one time and was also a national store manager trainer for 3 years. As your mentor, Jay can help you learn to become more organized, train effectively, communicate clearly, and improve your leadership skills.

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Tasha Scott

Director of Merchandise- Furniture & Mattresses MBTI: ISTJ

Expertise:

- Getting Things Done
- Conducting Trainings
- Analyzing Processes & Procedures
- Overcoming Obstacles & Challenges

Tasha has been with Sherman's since 1999. She oversees all aspects of our furniture categories, from buying to visual merchandising. Before her current role, Tasha was a Sales Professional and Peoria Store Manager. Tasha excels at managing large projects and getting things done. She is well known for conducting informative and well organized trainings. Tasha can help you learn to question things, think outside the box, and consider unique perspectives.



Tony Hnilicka

Vice President of Sales MBTI: ENFP

Expertise:

- Leadership
- Sales Process
- Conducting Meetings & Public Speaking
- Developing Relationships

Tony has been with Sherman's since 2008. He oversees our entire sales organization and Marketing department. Before his current role, Tony was a Sales Professional, Assistant Store Manager in Peoria, Peoria Store Manager, Normal Sales Manager, and Director of Sales. An extremely hard and humble worker, Tony is well known for his strong interpersonal relationship skills, passion for executing projects, and living out our Core Values. Tony can help you learn how to become a role model for others.

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Andrew Rice

Clearance Center Store Manager MBTI: INTJ

Expertise:

- Self Discipline & Accountability
- Goal Oriented & Focused Growth
- Productivity & Structure
- Support & Perspective

Andrew has been with Sherman's since 2017. Currently the Clearance Center Manager, he leads the sales team and runs daily operations for this unique store. Andrew approaches obstacles and opportunities with grit, honesty, and humility. He actively seeks to learn and improve his skill sets while pursuing personal and strategic goals. Andrew can help you learn accountability, determine challenge areas, and develop progress objectives for meaningful growth.



Scott Bullard

Appliance Service Manager MBTI: ENTJ

Expertise:

- Solution Oriented
- Holistic & Strategic Thinking
- Development & Training
- Guidance & Encouragement

Scott has been with Sherman's since 2002. Currently the Appliance Service Manager, he provides a high level of support for technicians, ensures timely and thorough repairs for customers, and of course, shares numerous dad jokes along the way. With Scott's extensive experience, he's passionately committed to development and advancement, guiding and growing more technicians to a level 4 position than ever before in Sherman's history. As your mentor, Scott can help you effectively identify strengths and areas for improvement, navigate team dynamics, and directly confront your challenges.

Sherman's Mentors



Kayla Hopple

Marketing Manager MBTI: ESTJ

Expertise:

- Candid Communication
- Learning Confidence & Taking Ownership
- Project Management
- Precision & Organization

Kayla has been with Sherman's since 2017. Currently the Marketing Manager, she executes store promotions, coordinates website management, and brings every aspect of the Sherman's brand to life. Kayla confidently facilitates multiple projects and is an energetic, dependable collaborator who takes pride in seeing others succeed. As a candid communicator, she engages in honest conversations that balance care with assertiveness. Kayla can help you learn project management, how to prioritize development, navigate crucial conversations, and how to genuinely connect with others.

If you're interested in the opportunity to learn from any of these seasoned leaders, please sign up at <https://www.shermansportal.com/mentor-program>. Each mentor is available to help up to two employees at a time. You should expect your mentor to work with you for several weeks or months. If you have questions, please contact the HR department.