
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549**

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of report (Date of earliest event reported): June 21, 2023



Academy Sports and Outdoors, Inc.

(Exact name of registrant as specified in its charter)

Delaware (State or other jurisdiction of incorporation)	001-39589 (Commission File No.)	85-1800912 (I.R.S. Employer Identification No.)
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**1800 North Mason Road
Katy, Texas 77449**

(Address of principal executive offices including Zip Code)

(281) 646-5200

(Registrant's telephone number, including area code)

Not Applicable

(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

<u>Title of each class</u>	<u>Trading Symbol(s)</u>	<u>Name of each exchange on which registered</u>
Common Stock, \$0.01 par value per share	ASO	Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging Growth Company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On June 21, 2023, the Board of Directors of Academy Sports and Outdoors, Inc. (the “Company”) approved the appointment of Matthew (Matt) M. McCabe as the Company’s new Executive Vice President and Chief Merchandising Officer, effective as of June 25, 2023. As a result, effective as of such time, Steven (Steve) P. Lawrence transitioned out of the role of Chief Merchandising Officer of the Company. Mr. Lawrence assumed the role of Chief Executive Officer of the Company on June 1, 2023 and continued to serve as the Company’s Chief Merchandising Officer until his successor was effectively appointed.

Item 8.01 Other Events.

On June 22, 2023, the Company announced the appointment of Matthew (Matt) M. McCabe, 52, as the Company’s Executive Vice President and Chief Merchandising Officer, effective as of June 25, 2023, succeeding Mr. Steve Lawrence in this role as of such time. Mr. McCabe reports directly to Mr. Lawrence. A copy of the press release announcing the appointment is attached as Exhibit 99.1 to this Current Report on Form 8-K and is incorporated herein by reference.

Mr. McCabe joined the Company in December 2016 as Vice President, Divisional Merchandise Manager of Athletics and Licensed Apparel and served as Senior Vice President, General Merchandise Management of Footwear from September 2017 to June 2023. Prior to joining the Company, Mr. McCabe served as Vice President at Golfsmith International, where he led the apparel, footwear and soft consumables buying and private brand business. Prior to Golfsmith International, Mr. McCabe held various leadership roles at The Bon Ton Department Stores, Bachrach, Sears & Roebuck Co., and Mark Shale. Mr. McCabe holds a Bachelor of Science from Miami University.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

Exhibit No.	Description of Exhibit
<u>99.1</u>	Press Release, dated June 22, 2023.
104	Cover Page Interactive Data File (embedded within the Inline XBRL document).

Signatures

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

ACADEMY SPORTS AND OUTDOORS, INC.

June 27, 2023

By: /s/ Rene G. Casares

Name: Rene G. Casares

Title: Senior Vice President, General Counsel and Secretary



**Academy Sports + Outdoors Announces Promotion of
Matt McCabe to Executive Vice President and Chief Merchandising Officer**

KATY, TEXAS (June 22, 2023) – Academy Sports + Outdoors, Inc. (“Academy” or the “Company”) (Nasdaq: ASO) today announced that Matt McCabe has been promoted to Executive Vice President and Chief Merchandising Officer effective June 25, 2023, succeeding Steve Lawrence, who recently transitioned to Chief Executive Officer. Mr. McCabe will report directly to Mr. Lawrence.

Mr. McCabe has served as Academy’s Senior Vice President, General Merchandise Manager, Footwear since September 2017. He joined the Company in December 2016 as Vice President, Divisional Merchandise Manager, Athletic and Licensed Apparel. Prior to joining Academy, he served as Vice President at Golfsmith International, where he led the apparel, footwear, and soft consumables buying and private brand businesses. He has also held various merchant leadership roles at The Bon Ton Department Stores, Bachrach, Sears & Roebuck Co., and Mark Shale. Matt earned his Bachelor of Science from Miami University.

“I am proud to announce the promotion of Matt McCabe to Chief Merchandising Officer,” says Steve Lawrence, Academy Sports + Outdoors Chief Executive Officer. “He has been instrumental in growing the Footwear category during his tenure as GMM with the addition of several new brands such as Hey Dude and Birkenstock along with an improved shopping experience both in-store and online. The combination of his broad industry experience coupled with his knowledge of Academy should make his transition to Chief Merchandising Officer seamless. I’m excited to partner with Matt and the entire merchant organization as we continue to deliver on our mission to provide fun for all by strengthening our merchandising through meaningful assortment, powerful brands, and compelling value.”

In his new role, Mr. McCabe will oversee merchandising, planning & allocation, visual merchandising, and private label product development & sourcing.

“I’m humbled and excited for the opportunity to lead our merchant organization into the future,” said Mr. McCabe. “Under Steve’s leadership, we established a clear market position with strong and localized assortments, value-based differentiation, and refined our merchandising strategies and processes, and I am confident that we can continue to accelerate our growth and take market share in key categories as we help customers have fun out there.”

About Academy Sports + Outdoors

Academy is a leading full-line sporting goods and outdoor recreation retailer in the United States. Originally founded in 1938 as a family business in Texas, Academy has grown to 269 stores across 18 states. Academy’s mission is to provide “Fun for All”, and Academy fulfills this mission with a localized merchandising strategy and value proposition that strongly connects with a broad range of consumers. Academy’s product assortment focuses on key categories of outdoor, apparel, footwear and sports & recreation through both leading national brands and a portfolio of private label brands.

Forward Looking Statements

This press release contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These forward-looking statements are based on Academy's current expectations and are not guarantees of future performance. You can identify these forward-looking statements by the use of words such as "expects," "continues," "will," "should," "future," "forward," or the negative version of these words or other comparable words. The forward-looking statements include, among other things, statements regarding Academy's expectations regarding its future performance and are subject to various risks, uncertainties, assumptions, or changes in circumstances that are difficult to predict or quantify. Actual results may differ materially from these expectations. Important factors that could cause actual results to differ materially from those in the forward-looking statements are set forth in Academy's filings with the SEC, including Academy's most recently filed Annual Report on Form 10-K, under the caption "Risk Factors," as may be updated from time to time in our periodic filings with the SEC. Any forward-looking statement in this press release speaks only as of the date of this release. Academy undertakes no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by any applicable securities laws.

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