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

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**FORM 8-K**

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**CURRENT REPORT**

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

**Date of Report (Date of earliest event reported): September 12, 2025**

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**LESLIE'S, INC.**

(Exact name of Registrant as Specified in Its Charter)

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**Delaware**  
(State or Other Jurisdiction  
of Incorporation)

**001-39667**  
(Commission File Number)

**20-8397425**  
(IRS Employer  
Identification No.)

**2005 East Indian School Road**  
**Phoenix, Arizona**  
(Address of Principal Executive Offices)

**85016**  
(Zip Code)

**Registrant's Telephone Number, Including Area Code: (602) 366-3999**

(Former Name or Former Address, if Changed Since Last Report)

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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:**

<b>Title of each class</b>	<b>Trading Symbol(s)</b>	<b>Name of each exchange on which registered</b>
Common stock, par value \$0.001 per share	LESL	The 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. ☐

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

*Appointment of Chief Financial Officer and Treasurer*

On September 16, 2025, Leslie’s, Inc. (the “Company”) announced that the Board of Directors of the Company (the “Board”) appointed Jeff White, age 40, as the Company’s Chief Financial Officer and Treasurer (in which capacity he will serve as the Company’s principal financial officer and principal accounting officer), effective as of October 5, 2025.

Mr. White has extensive experience in financial planning and analysis, accounting and financial reporting, tax, internal audit, investor relations, treasury, risk management, and real estate. Mr. White spent nearly nine years with Sportsman’s Warehouse Holdings, Inc. (Nasdaq: SPWH), an outdoor sporting goods retailer, where he most recently served as Chief Financial Officer from January 2022 and Secretary from September 2021 until August 2025, and as Vice President of Finance, Chief Accounting Officer and Interim Chief Financial Officer from September 2021 to January 2022. From August 2016 to September 2021, Mr. White served in various capacities including as the company's Senior Director, Finance and Accounting. Prior to Sportsman’s Warehouse, Mr. White served in various roles at KPMG LLP starting in August 2011, including Manager, Senior Associate, and Associate within the audit group.

Mr. White is a licensed certified public accountant (Utah) and holds a B.A. and master’s degree in accountancy from the University of Utah.

In connection with his appointment, Mr. White will receive a base salary of \$575,000 and a target bonus of 85% of his salary, in each case, starting on the Effective Date. Mr. White will not be eligible for any bonuses relating to the Company’s 2025 fiscal year. Mr. White was awarded an initial equity grant consisting of a total of 435,00 restricted stock units, with a grant date of October 5, 2025, subject to the terms and conditions set forth in the award agreement evidencing the award and approved by the Compensation Committee. Mr. White will receive a one-time sign-on bonus in the amount of \$295,000, which will be paid to him on the first regular payroll processing date after 30 days of employment. The foregoing description of Mr. White’s compensation does not purport to be complete and is qualified in its entirety by reference to the full text of the offer letter between Mr. White and the Company, effective as of October 5, 2025, a copy of which is attached hereto as Exhibit 10.1 and is incorporated herein by reference.

Mr. White will participate in the Company’s Executive Severance Pay Plan (the “Executive Severance Pay Plan”) consistent with other executives. The Executive Severance Pay Plan provides for payment of severance benefits to certain senior executives upon involuntary termination in specified circumstances. Mr. White will also receive other benefits generally available to the Company’s salaried employees.

Mr. White and his immediate family members are not party to any related party transactions for which disclosure would be required pursuant to Item 404(a) of Regulation S-K. There is no family relationship between Mr. White and any of the Company’s directors or executive officers, and there are no arrangements or understandings with other persons pursuant to which Mr. White was selected as an officer.

The Company also announced on September 16, 2025, that Tony Iskander has accepted an advisor role with the Company effective October 5, 2025 through January 3, 2026, to facilitate a smooth and orderly transition for Mr. White as the Company’s incoming Chief Financial Officer. As an advisor, Mr. Iskander will receive compensation in the amount of \$50,000 per month, for total compensation of \$150,000 through his appointment as an advisor, and he will not be eligible for any incentive and bonus programs and will not participate in the Company’s Executive Severance Pay Plan. The foregoing description does not purport to be complete and is qualified in its entirety by reference to the full text of the offer letter between Mr. Iskander and the Company, effective as of October 5, 2025, a copy of which is attached hereto as Exhibit 10.2 and is incorporated herein by reference.

**Item 9.01 Financial Statements and Exhibits.**

**(d) Exhibits**

Exhibit No.	Description
10.1	<u>Offer Letter, dated as of September 12, 2025, by and between Leslie's Poolmart, Inc. and Jeff White</u>
10.2	<u>Offer Letter, dated as of September 16, 2025, by and between Leslie's Poolmart, Inc. and Tony Iskander</u>
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.

LESLIE'S, INC.

Date: September 16, 2025

By: /s/ Benjamin Lindquist

Name: Benjamin Lindquist

Title: Senior Vice President, General Counsel & Corporate Secretary

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Leslie's Poolmart Inc.  
2005 E. Indian School Rd.  
Phoenix, AZ 85016

602.366.3999  
602.366.3944 f  
lesliespool.com

September 12, 2025

Dear Jeff,

I am very pleased to extend to you the following offer to join Leslie's Poolmart, Inc. (the "Company") as our Chief Financial Officer & Treasurer, reporting directly to Jason McDonell, Chief Executive Officer. We look forward to having you join our company, and I am confident that you will be able to make significant contributions to support our growth at Leslie's.

**Effective Date:** October 5, 2025.

**Base Salary:** Your annual base salary will be \$575,000, less normal withholdings, paid consistently with the Company's standard payroll practices.

**Sign-On Bonus & Relocation:** You will receive a one-time sign-on bonus of \$295,000, less standard withholdings and deductions, which will be paid on the first regular payroll processing date after 30 days of employment. Your sign-on bonus is subject to the terms and conditions of the Sign-On Bonus Agreement provided to you with this Offer Letter.

**Bonus Incentive:** Your incentive bonus will be based upon the annual results of the Company's financial performance for the fiscal year and is governed by the Company's bonus plan. Your target bonus payment is 85% of your annual base salary, for an annual target bonus of \$488,750. Additional details about this incentive plan can be found in the Annual Incentive Plan ("AIP") document. For clarity, you will not be eligible for any incentive bonus for fiscal year 2025.

**Long-Term Incentive:** At Leslie's, we value the specialized knowledge and significant contributions of our top performers. To align your success with the company's, you'll have the opportunity to share in the ownership, financial success, and personal wealth generation of being a Leslie's shareholder. Subject to approval by the Compensation Committee of the Leslie's, Inc. Board of Directors (the "Compensation Committee"), you will be eligible for annual equity grants under the Leslie's, Inc. 2020 Amended and Restated Omnibus Incentive Plan. Your FY26 annual grant will consist of 555,000 shares, the actual number of shares to be adjusted to reflect the previously announced potential reverse stock split, if approved by the Company's shareholders and as then determined by the Company's Board of Directors (the "Reverse Stock Split")<sup>[1]</sup>, which are 50% time based RSUs and 50% Performance Stock Units ("PSUs"), and are typically approved in December of each year. RSU and PSU terms and conditions will be determined by the Compensation Committee in its sole discretion.

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Subject to the approval of the Compensation Committee, you will be eligible for an initial FY25 grant of 185,000 shares (the actual number of shares to be adjusted to reflect the Reverse Stock Split<sup>[2]</sup>) comprised of RSUs and a one-time sign-on equity grant of 250,000 shares (the actual number of shares to be adjusted to reflect the Reverse Stock Split<sup>[3]</sup>) comprised of RSUs, all vesting over a 3-year period. This grant will be brought before the Compensation Committee for approval, following your acceptance of this offer letter.

<sup>[1]</sup>As an example, if the Company's Board of Directors determines to effect a 1 for 20 reverse split, the 555,000 shares will convert to 27,750 shares.

<sup>[2]</sup>As an example, if the Company's Board of Directors determines to effect a 1 for 20 reverse split, the 185,000 shares will convert to 9,250 shares.

<sup>[3]</sup> As an example, if the Company's Board of Directors determines to effect a 1 for 20 reverse split, the 250,000 shares will convert to 12,500 shares.

**Benefits Program:** You will be eligible to participate in Leslie's standard fringe benefits program, subject to and on a basis consistent with the terms and conditions of any such plans. Such benefits include health & welfare insurance, company-paid basic life and disability insurance, our executive physical program, our 401(k) retirement savings plan, four (4) weeks of vacation, and certain paid holidays, among other perks. Health insurance eligibility will begin immediately after your employment start date, while eligibility for other fringe benefits may be subject to additional qualifying criteria. You will receive more detailed information about our benefits program from Leslie's Human Resources.

**Executive Severance Program:** You will be eligible to participate in the Leslie's Executive Severance Pay Program, with terms and conditions outlined in the Executive Severance Pay Program agreement provided to you.

**Terms & Conditions:** Once you complete the required disclosures and authorization documents, a background check will be performed. This offer of employment is contingent on the satisfactory completion of the pre-hire screening process, including your timely participation and cooperation in all steps necessary to complete the background check and our approval of the results.

As we must include in all offers of employment, we mention that your employment is at-will, and therefore, your employment and compensation can be terminated, with or without cause, and with or without notice, at any time, at your option or the Company's option. Although other terms and conditions of employment may change, this at-will employment relationship, as defined above, will remain in effect throughout your employment with the Company. This letter does not represent an employment contract, rather an offer of employment and description of benefits.

We would be extremely pleased to have you join the Leslie's team, as we sincerely believe that you will find succeeding with the team to be very gratifying and personally rewarding. We have a great deal of confidence in you, and I recognize your ability to add significant value to our business.

If there is anything that I can do to help you with this important decision, please let me know.

Sincerely yours,

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Jason McDonell  
Chief Executive Officer

Accepted by Jeff White

/s/ Jeff White	9/12/2025
_____	_____
Jeff White	Date

/s/ Jason McDonell	9/12/2025
_____	_____
Jason McDonell	Date

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Leslie's Poolmart Inc.  
2005 E. Indian School Rd.  
Phoenix, AZ 85016

602.366.3999  
602.366.3944 f  
lesliespool.com

September 16, 2025

This Employment Offer ("Offer") is made effective as of October 5, 2025 ("Effective Date"), by and between Leslie's Poolmart, Inc. (the "Company") and Tony Iskander ("Employee" or "you").

**Position Details:** Effective as of the Effective Date, Employee will transition to the role of Advisor.

**Term of Employment:** The term of this Offer shall begin on the Effective Date and, except as otherwise earlier terminated pursuant to this Offer, shall terminate on January 3, 2026 (the "Term").

**Duties and Devotion of Time:** Employee shall have such duties and obligations as are reasonably determined by the Company's CEO and CFO, including, but not limited to, advisory services relating to the Company's finance and accounting department and other projects Employee has been working on for the Company. Employee will devote such amount of time under this Agreement as is reasonably necessary to satisfy and fulfill Employee's duties and obligations hereunder, or as otherwise directed by the CEO and CFO.

**Base Compensation:** Your compensation will be \$50,000 per fiscal month, for a total compensation of \$150,000, less normal withholdings, paid in monthly installments on the first payroll date in each fiscal month.

**Incentive Programs:** Notwithstanding anything to the contrary, and for the avoidance of doubt, with respect to the monthly bonus program in which Employee participated immediately prior to the Effective Date, the Employee is no longer eligible to receive monthly bonus payments in this Advisor role. Employee is also not eligible to participate in other Company incentive programs, including, but not limited to, the Annual Incentive Program and Long-Term Incentive Program. Further, Employee will not be eligible for any severance payments, benefits, or other terms of any executive severance plan, or similar program at the Company as a result of the transition to Advisor or the termination of that role for any reason, except as set forth below.

**Benefits Program:** You will continue to be eligible to participate in the Company's standard benefits package during the advisory period, subject to and consistent with the terms of each plan. These benefits currently include health & welfare insurance, our 401(k) retirement savings plan, vacation and paid sick leave accrual, and certain paid holidays, among other perks.

With regard to your vacation and paid sick leave accrual: your accrual rate for these benefits will remain the same, but the hours you accrue will be prorated based on actual hours worked during each two-week payroll period.

As we must include in all offers of employment, we mention that your employment remains at-will, and therefore, your employment can be terminated, with or without cause, and with or without notice, at any time, at your option or the Company's option. Although other terms and conditions of employment may change, this

at-will employment relationship, as defined above, will remain in effect throughout your employment with the Company. This Offer does not represent an employment contract, but rather an offer of employment and description of benefits.

Notwithstanding the forgoing, in the event the Company terminates your employment, after the date hereof, with or without Cause (as defined in the Company’s Amended & Restated 2020 Omnibus Incentive Plan) and not by reason of your resignation prior to January 3, 2026, subject to your execution of a release of claims in a form mutually agreed upon by you and the Company, and such release becoming effective and irrevocable in accordance with its terms within 30 days following your termination of employment, the Company will continue to pay to you your base compensation as set forth above (subject to applicable withholdings) through the end of the Term in accordance with the timing of the payments as set forth above.

Accepted by Tony Iskander:

/s/ Tony Iskander	9/16/2025
_____	_____
Tony Iskander	Date

/s/ Jason McDonell	9/16/2025
_____	_____
Jason McDonell	Date

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