

QUARTERBACK

THE INTERNATIONAL NEWSWEEKLY OF THE CONTRACT FURNITURE INDUSTRY

October 7, 1996

herman miller

STOCK OF THE WEEK MILLER KEEPS ROLLING ALONG

Herman Miller, Inc. continued its current win streak last week as it reported net sales for its first quarter increased 13.7 percent to \$342.5 million compared with \$301.1 million in the first three months of fiscal 1996. New orders soared 20.2 percent, to \$371.7 million from the \$309.2 million recorded in the first quarter of last year. The company said that net sales and new orders were the highest the company has ever recorded in a first quarter.



See page 3

Real World Chair Results



SIT DOWN AND SAVE

Seating Neutral Posture Ergonomics, a Bryan, Texas-based ergonomic chair manufacturer, scored a big coup for their products last week after seeing the results of a state of Washington study. Neutral Posture's chairs were found to help reduce injuries by more than 60% and workers' compensation costs by more than 90% over a 4-year period.

(Continued on page 5)



PRISON BLUES PRISONERS SCORE VICTORY AGAINST HONEST FOLKS - YET AGAIN

The criminal element in our society was richly rewarded last week after the Federal Prison Industries Board of Directors decided to authorize FPI to expand production of office seating from \$65 million this year to \$110 million by the year 2001. What a crime!

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NEWS

I WILL BE BACK!

Steelcase's chief executive officer, James P. Hackett, had a close brush with death after suffering a pulmonary embolism.

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HEARD ON THE SIDELINES

Michael Wolf

Go directly to Jail and hurt the seating biz

WE'VE CAUGHT THEM, we've tried them, we've found them guilty, we've locked them up, but don't think for a minute you're safe from them. IT'S PRISONERS we're talking about. You know, like the ones you've see on television who have just raped/murdered/molested or otherwise committed some federal crime. Think you've heard the last of them? NO WAY! These are the people (aka criminals) who will be providing hundreds of millions of dollars of seating to the federal government over the next 5 years. IF NOT FOR THEM, the government would have to buy their seating in the public markets - from you! OH SURE, the prisoners don't actually manufacturer all that much, instead they buy kits of parts from

\$110 million by 2001 - seems like a fairly large number to me.

various manufacturers and assemble them, then use contract furniture tactics to get federal agencies to purchase them. The whole thing really STINKS, because no matter how you slice it, or dice it (and some of these prisoners have done both) it's just plain unfair. IT'S bad for the tax payer, it's bad for the industry, and ultimately it's even bad for the prisoner (how many manufacturers have hired

former federal prisoners?). FPI, the group responsible for the dollar volume of sales (which, by the way only answers to itself) can set any ceiling it wants - and now it wants a lot. Last week the FPI Board of Directors authorized FPI to expand production of office seating to \$65 million this year; \$75 million next year; \$90 million in 1998; \$95 million in 1999; \$100 million at the turn; and \$110 million in 2001 (a real odyssey). But expect even more as the Board stated that it "recognizes that it is difficult to achieve exact levels each year. It is therefore understood that FPI may exceed the annual limits so long as the aggregate over the six-year period does not exceed the six-year approved total of \$535 million." LET'S SEE, \$110 million by 2001 - seems like a fairly large number to me. That's a compound annual growth rate of better than 15 percent! And much better than the historical growth rates BIFMA tracks. Imagine nearly doubling your seating sales in just 6 years! Pretty good considering only a handful of manufacturers have ever achieved that kind of number. Last July 30th, the president signed a Taxpayer Bill of Rights. You can be sure there's no mention of paying prisoners to do your job in that bill. ■

PLACES TO VISIT

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BRIEFLY NOTED

Michigan governor John Engler helped dedicate Haworth Inc.'s new \$35 million plant in Big Rapids, Michigan a week ago last Friday. Haworth began construction on the plant in July 1995. The plant employs 113 people, though that number will increase to 224 by the middle of next year and to as many as 340 by the year 2005. ■ Word is that Steelcase and the Merchandise Mart are close to signing a long-term deal which will keep Steelcase in the Mart and allow the Steelcase Design Partnership Companies to move up to the tenth floor adjacent to the mother-ship. The move is an attempt to lower administrative costs and help market the Partnership as an integral part of the product offering of Steelcase. If the deal is completed as it is now anticipated, 10th floor south tenants will have to be relocated to other areas. Teknion, a large tenant which would be displaced by the deal will turn up on the third floor next to Allsteel in the current Vecta showroom. No word on where the others will move. ■ Westinghouse Electric Corp. says it has begun a review that may result in job cuts at its corporate headquarters. The review is related to Westinghouse's sale of its defense electronics and Knoll Group office furniture units earlier this year. ■

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MANUFACTURERS

Miller sales jump 13.7 percent in latest quarter

Herman Miller, Inc. reported net sales for its first quarter of 1997 (ended August 31, 1996), increased 13.7 percent to \$342.5 million compared with \$301.1 million in the first three months of fiscal 1996. New orders increased 20.2 percent, to \$371.7 million from the \$309.2 million recorded in the first quarter of last year. The company said that net sales and new orders were the highest the company has ever recorded in a first quarter.

Net income for the quarter ended August 31, 1996, was \$15.6 million, or \$.64 per share, compared with \$12.0 million, or \$.48 per share, in the first quarter of last year. This was the highest level of net income ever reported in a first quarter in the company's history.

Net sales of international operations and exports from the United States increased 6.3 percent to \$58.4 million for the quarter ended August 31, 1996, compared with \$55.0 million last year. The increased sales resulted in a reduction in the company's net loss to \$.6 million from \$1.1 million in the same period of last year.

The company reported that the backlog of unfilled orders increased dramatically. On August 31, 1996, the backlog was \$185.8 million, compared with \$177.9 million in the first quarter of last year and \$156.6 million at June 1, 1996.

Brian C. Walker, chief financial officer, said, "This is the fifth consecutive quarter in which we have established new records for sales and earnings. We continue to have strong demand for our products in both domestic and international markets.

Increasing sales coupled with stringent cost containment measures are enabling us to continue to expand our profit margins at a faster rate than sales. In the first quarter net income increased 29.7 percent on a 13.7 percent increase in sales.

Once again, Miller's domestic U.S. sales continued to increase at a faster rate than the contract office furniture industry as a whole. Miller's Domestic United States sales increased 15.4 percent to \$284.1 million compared to \$246.1 million in the same period of last year. Excluding the impact of acquisitions, sales increased 11.5 percent.

"We are pleased with the improved performance of our international operations. We continue to have positive operating results in the United Kingdom and Canada. In addition, we had substantial improvements in Mexico compared to the second half of last year. The improvements in Mexico were the result of increased gross profit margins and ongoing cost reduction efforts," said Walker.

The company added that cash flow continued to be very strong with \$21.8 million of cash generated from operations in the first quarter. The strong cash flow coupled with a modest level of capital expenditures enabled the company to repurchase 854,700 shares of common stock for \$28.0 million. Walker said that "management and the Board of Directors believe the share repurchase program is an excellent means of returning value to our shareholders and preventing dilution." ■

MANUFACTURERS

Steelcase ceo sidelined with blood clot

Steelcase President James P. Hackett was hospitalized for the last week after suffering a pulmonary embolism caused by a blood clot in the leg.

Formation of blood clots in the leg and pelvic veins is a relatively common medical problem. These clots can then break off and travel to the lungs where they lodge in the pulmonary arteries. Blood clots in the lungs are called "pulmonary emboli." These can be life-threatening if they block too much of the blood flow to the lungs.

After arriving at Blodgett hospital in Grand Rapids, iv drugs were administered which help break-up the clots.

Hackett was due to be released from the hospital Friday, and will be convalescing at home for the next week.

Steelcase spokesman Peter Jeff told MMQB Thursday that Hackett still had a blood clot in one leg, which doctors say was showing improvement with oral medication.

Jeff added that "we expect him to be back in the office by October 14th."

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CONTRACT STATIONERS**CORPORATE GROWS SALES AND PROFITS**

Corporate Express, Inc. announced last week the results of its second quarter ended August 31, 1996.

In the quarter net income rose to \$11.2 million compared to \$5.8 million for the second quarter of fiscal 1995. Sales increased to \$602.4 million for the second quarter, ending August 31, 1996, from \$371.1 million in the same period of the prior year from \$371.1 million in the same period of the prior year.

Earnings per share were \$0.15 for the second quarter of fiscal 1996, compared to \$0.09 cents for the second quarter of fiscal 1995; a 67% increase.

"We are extremely pleased with our accomplishments during the quarter" explained Jirka Rysavy, Chairman and Chief Executive Officer. "The Company expanded nationally and internationally through acquisitions while increasing its market share through strong internal growth. We successfully finished the deployment of the 3.0 release of our software which establishes the foundation of our corporate supplier model, allowing us to significantly reduce procurement costs for our customers. All of our U.S. locations purchased before February 1996 now have access to our new three tier client server technology."

"Together with the new technology I believe the most significant measure of the progress is our ability to keep improving operating margins by reducing operating expenses in the second and third year after an acquisition is completed. Improvements in the first year are much easier because increased buying power alone should help performance. The operating margin for our warehouses at least two years old increased 250 basis points during last year and reached 9% in the second quarter compared to 6.5% in the same period of the previous year."

Corporate Express currently operates in over 500 locations, including 100 distribution centers, utilizing a fleet of approximately 7,000 delivery vehicles, and employs over 14,000 people in the United States, Canada, the United Kingdom, Australia, New Zealand and Germany.

Corporate Express Inc.

(in thousands, except share and per share data)

RESULTS OF OPERATIONS - 3 MONTHS	August 31, 1996	August 26, 1995
NET SALES	\$602,382	\$371,058
GROSS PROFIT	151,002	96,135
WAREHOUSE OPERATIONS AND SELLING EXPENSE	108,496	70,309
CORPORATE GENERAL AND ADMINISTRATION EXPENSE	19,684	10,515
NET INTEREST INCOME EXPENSE AND OTHER	4,045	4,979
NET INCOME BEFORE INCOME TAXES	18,777	10,332
INCOME TAX EXPENSE	7,942	4,128
INCOME BEFORE MINORITY INTEREST	10,835	6,204
MINORITY INTEREST	(330)	449
NET INCOME	\$11,165	\$5,755
NET INCOME PER COMMON SHARE	\$0.15	\$0.09
WEIGHTED AVG COMMON SHARES OUTSTANDING	76,205,000	64,510,000

COMPONENT CHANNEL**New component mfg. born**

A new supplier of components to the remanufactured office furniture business took form last week. Arthur Maxwell, ceo of Affordable Interior Systems, Inc. said that his company was beginning a new venture to be named "Partsko." Maxwell said that Partsko will be focused on the sale and distribution of components used in the manufacture and remanufacture of office furniture systems. Introduction to the industry will take place at the Office Furniture Recyclers show in Grand Rapids, MI. The company said it will begin accepting orders on October 16th.

According to Bruce Platzman, vp of Partsko, "We have focused on areas that will assure clients of top quality and real savings. All of our parts are made in the U.S. and provide the consistency and durability that is missing in components made off shore. Plus, in an industry where cleanliness is a must, we are guaranteeing parts free of cutting oil and grease." Other features include free shipping and a guarantee that any parts listed in the catalog will be in stock and ready for shipment. The company plans to focus initially on the U.S. and Canada. ■

SUPERSTORES**Depot sees higher earnings ahead**

Office Depot President David Fuente said last Monday that the company could post higher earnings in the third quarter than previously predicted. Fuente made the remarks at a press luncheon announcing the launch of Office Depot's first store in France, Fuente said, "I stick to my previous estimate, but we possibly might better it."

Fuente predicted in early September that Office Depot would report third-quarter earnings of 20 to 21 cents a share. At that time, Office Depot announced it was merging with Staples Inc. in a transaction valued at \$3.36 billion. The Office Depot-Staples merger, while expected to be completed, also has yet to receive U.S. Federal Trade Commission approval. ■

REMANUFACTURING CHANNEL**Open Plan Systems makes acquisition**

Open Plan Systems last week said it has acquired Lansing, Mich., Immaculate Eagle Inc., doing business as TFM Remanufactured Office Furniture. The company expects TFM, a remanufacturer of office workstations, to generate 1996 revenues of about \$7 million based on information provided by TFM. Open Plan is principally a remanufacturer of Herman Miller office workstations.

At the same time, Open Plan Systems Inc. said on Tuesday it expects third quarter earnings per share to be below \$0.10 a share, which is below the company's and analysts' forecasts.

The company expects revenues in the quarter of \$4.5 million, which is 33 percent more than a year ago, but less than the company had previously expected.

Open Plan said it is optimistic about its fourth quarter prospects as the company combines operations with TFM Remanufactured Office Furniture. ■

Coming in December

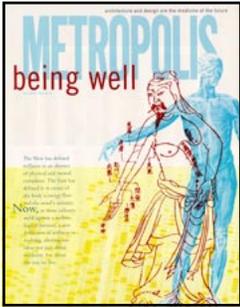
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reality check

Promising Seating Results



There is much to celebrate at the Bryan, Texas-based headquarters of Neutral Posture Ergonomics, Inc. this week.

In what may be considered some of the first "real world use"

results of ergonomic seating, the State of Washington's Department of Labor and Industries, Safety and Health Assessment and Research for Prevention division found that employee injuries were reduced by more than 60 percent and worker's compensation costs decreased more than 90 percent when Neutral Posture's chairs were studied over a four year period.

In commenting on the results, Jennie Hays, manager of the group's ergonomics program stated, "If you figure out workers' comp costs versus what it would cost to buy more chairs, it's stupid not to do it."

In the October 1996 issue of Metropolis magazine, writer Robert Neuwirth says that the results of the Washington state study are "very promising" with regard to workplace safety issues.

Although the government has yet to pass any mandatory OSHA ergonomic issues, many believe it's just a matter of time before they do. Many corporations and state governments however don't seem to be waiting around for new regulations, according to Neuwirth.

Washington state for one, has shown very good progress in identifying a major source of workplace injuries - the seating.

A division of the Department of Labor and Industries in the state of

Washington, the Safety and Health Assessment and Research for Prevention (SHARP), began studying the costly problems faced by injuries to the data entry clerks in the state.

According to the article, the state began looking for solutions to the growing number of musculoskeletal injuries. What they found was that forcing the employee to get up out of their chairs and walking across the room to get papers helped. While that yielded small gains, the department soon began to focus on the furniture as a possible solution. It found out that indeed, chairs were the key issue.

Four years ago the data-processing department went to find task chairs flexible enough to fit each employee's requirements (i.e. adjustable seats, backrests, and armrests). A public bid was held and Neutral Posture was picked as the vendor even though their chairs cost \$50 more.

According to Hays, "things have improved markedly." By making some work rule changes and adding the Neutral Posture's chairs, workers' compensation claims dropped from \$854,000 in 1991, to just \$73,000 in 1995.

As a result, the state has selected the task chair for employees whose jobs involve intensive computer work. In addition, the state recently changed the type of general use desk chair specified in all the state contracts.

For more information on the article, visit the Metropolis home page on the world wide web at: <http://www.metropolismag.com>



SOFTWARE / FOR MANUFACTURERS

HAWORTH'S ENTERPRISE-WIDE SOFTWARE

Trilogy, the leading provider of enterprise-wide software solutions for front-office re-engineering, announced last week that the following leading-edge companies will exhibit at the 1996 Selling Chain Expo: Chrysler, Custom Foot (shoes), Haworth (office furniture), Hewlett-Packard, Paris Miki (eyewear), pcOrder.com (computers), Jostens (jewelry) and Snickelways Interactive in association with Fruit of the Loom. The Selling Chain Expo will take place on Oct. 16-17, at the Hynes Convention Center, Boston, Mass.

"Forward-thinking companies are embracing the next great opportunity in enterprise re-engineering: re-engineering to drive revenue," said Michael Hammer, best-selling author and authority on re-engineering. "By creating a 'selling chain' that extends the enterprise out to partners, vendors, and customers, these companies are re-defining the buying and selling experience. The market impact is clear: the next leader in your industry will be the company that is the fastest, the most responsive, and makes it easiest to do business with consumers."

Representing the most innovative consumer-oriented companies in the computer, automotive, retail, and office furniture industries, exhibitors will demonstrate how customer-centric sales and marketing technology is radically changing the way they and their customers buy and sell. Exhibitors will feature cutting-edge Internet applications, sales opportunity management systems, forecasting and analysis tools and communications infrastructures that form critical links between a business and its customers.

At the Selling Chain Expo, industry leaders dedicated to reinventing the way companies reach and retain their customers will gather for the first time.

Companies using Trilogy's Selling Chain software will be able to offer custom designed products that can be delivered in record time. For example, customers visiting a car dealership can use an in-store kiosk to design the car of their dreams -- from the tires to the sunroof -- in a matter of minutes. The car will arrive according to their exact specifications in only a few days.

"The future of front office re-engineering is here now" said Joe Liemandt, Trilogy's president and CEO. More information on Trilogy and Selling Chain can be found on the World Wide Web at <http://www.trilogy.com>. ■



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Prison Industries Board of Directors Notice

Below is the transcript of the latest nonsense from the Board of Directors for Federal Prisons Industries, Inc. This is a classic example of the dog guarding the hen house.

The Board of Directors for Federal Prisons Industries, Inc. (FPI) now issues its decision regarding FPI's proposal to significantly expand its production of office seating. As required by statute, FPI prepared a comprehensive impact study, which analyzed the potential impact, if any, that FPI's production may have on the private sector.

FPI announced, in the March 22, 1996 edition of the Commerce Business Daily, its plans to present this proposal to the Board of Directors; described the procedures for obtaining a copy of the impact study; and invited public comment on its proposal. Copies of the impact study analyzing the proposal to expand production of office seating were sent directly to the principal trade association, various manufacturers, and other interested parties.

Prior to the preparation of the market study, FPI contacted relevant industries and organizations to obtain information about potential impact on organized labor and the office seating industry resulting from FPI's proposed expansion in this product. Their views have been incorporated into the record. FPI received written comments on its proposal from several sources, prepared responses to those comments, and submitted all such information to FPI's Board of Directors. The Board members reviewed all of the materials and heard in-person comments from industry representatives at an FPI Board of Directors meeting held in Ann Arbor, Michigan. The Board of Directors thanks all parties who took the time and made the effort to comment. Both written and oral comments were helpful in developing a clearer picture of the industry and its concerns.

The Board of Directors is called on by statute to make a determination as to whether an expanded production of office seating would result in FPI assuming more than a reasonable market share or unduly impact the office seating industry.

FPI's market study, and its expansion proposal based on the market study, aggregated several Standard Industrial Classification (SIC) codes which encompass office seating. As explained in the market study, in the 1992 Census of Manufacturers, the Bureau of the Census eliminated all seven-digit SIC codes within SIC

industry 2521 (wood office furniture) and 2522 (office furniture, except wood). As a result of this new classification scheme, the most specific categories now available are the four-digit industry code 2521 ("wood office furniture") and five-digit SIC 25221 ("office seating, except wood"). FPI's market study based its calculations on these broader SIC codes as the seven-digit codes are no longer available. In order to determine the size of the total market, FPI relied on data collected by the office furniture industry, and then determined what percentage of the office furniture industry is represented by office seating.

The industry's trade association, The Business and Institutional Furniture Manufacturing Association (BIFMA), asserts that approximately 25% of all office furniture sales consist of office seating. FPI used this estimate to gauge its market presence in the office seating market. The Board agrees that this mode of inquiry is a fair interpretation of the total office seating market. With this in mind, the Board approves of the product definition utilized in the market impact study.

FPI's Previous Expansion: As a preliminary matter, FPI has brought to the attention of the Board in its market study that it underwent a "significant expansion" in office seating, without first seeking Board approval as required by 18 U.S.C. 4122(b). This unauthorized expansion was inadvertent. In particular, the Board notes the expanded production between 1990 and 1995 resulted in an increase in sales from \$22.8 million to \$54.4 million. FPI's inmate workers during this period increased approximately 20%, from 661 to 790.

Taken together, this amounts to a "significant expansion" as defined by U.S.C. 4122. This increase appears to have occurred due in part to ambiguities in the current definition of significant expansion, and in part to difficulties with monitoring expansion. In connection with another earlier instance of unauthorized expansion, the Board has undertaken a review of expansion in all FPI product lines since implementation of the guidelines, being conducted by independent auditors. It has also instructed FPI to work with the private sector in development of new guidelines definitions, so as to clarify indicators of expansion.

The question, now, however, is how to deal with this situation in the context of office seating. Any analysis and decision must begin with FPI's statute,

which provides that FPI should have no more than a reasonable share of the market, and should not unduly impact on any single private industry. Any remedial action will be predicated on what extent, if any, the statute has been violated in these two very important aspects.

FPI's Federal Market Share. First, did the expansion result in FPI assuming more than a reasonable share of the federal market? Federal office seating sales rose from \$163 million in 1990 to \$252.4 million dollars in 1995, an increase of 55%. Between 1990 and 1994 (the last year in which FPDC data was available at the time the study was published), FPI's market share ranged from 14.6% to 22.8%.

However, despite FPI's increased sales and market share, the private sector actually experienced a significant increase in Federal sales. This was due to the growth of the Federal market during that time. Thus, although FPI did expand production, we conclude that FPI did not gain an unreasonable share of the market. Private Sector Sales. Additionally, the non-Federal market experienced a similar increase in sales between 1991 and 1994.

For example, after FPI supplied its market in 1991, approximately \$1.77 billion in office seating sales were left for private sector manufacturers. By 1994, private sector sales jumped to approximately \$2.14 billion. Thus, private sector manufacturers realized a considerable increase in both Federal and non-Federal sales during the period of 1991 to 1994, despite FPI's expansion.

We conclude that under these circumstances, based on market performance since 1991, the industry has not been adversely affected, and that FPI's market share is reasonable. The Board therefore approves FPI's request to ratify its sales levels achieved, subsequent to and as a result of, its expanded capacity during 1991 and 1992.

FPI's Current Expansion Proposal: Size of the Federal Office Seating Market. While BIFMA contested the size of the Federal office furniture market at the hearing, the Board concurs with FPI's assessment of the Federal office furniture market as being slightly over \$1 billion, based on the detailed methodology used for deriving the size of the market as outlined in the study.

BIFMA provided no basis to support a smaller figure, other than its contention that they had discussed lower figures with FPI on an earlier occasion. FPI has provided the detail in the study, to the satisfaction of the Board, as to the reasons the market was determined to be larger than the previous figures discussed with BIFMA, and notified BIFMA, who provided no information to the contrary. BIFMA and FPI are in agreement that

U.S. Office Products closes 10 deals and takes a coffee break

U.S. Office Products Co. said that it has just completed 10 acquisitions and has recently filed with the Securities and Exchange Commission for an acquisition shelf registration

US Office Products

statement covering 30 million shares of the company's common stock. The completed acquisitions (and their principal product markets) are as follows:

- Carter Vending of El Paso, Texas (coffee/breakroom supplies)
- Certified Supply of Madisonville, Kent. (office supplies/contract stationery)
- Office Extra of Cincinnati, Ohio (office supplies/contract stationery)
- T.H. Payne of Chattanooga, Tenn. (office supplies/contract stationery)
- Pear Commercial Interiors of Boulder, Colo. (Haworth office furniture)
- Arbuckle Foods Inc. of British Columbia, Canada (coffee/breakroom supplies)
- Office Products Center of Flint, Mich. (office supplies/contract stationery)
- Paul Griffin & Associates of Birmingham, Ala. (office supplies/contract stationery)

Total annual revenues for these 10 transactions are approximately US\$125 million.

U.S. Office Products said that the shelf registration statement will enable the company to continue to use its stock as currency in its acquisition program.

"The 30 million share shelf filing enables us to have enough shares to continue processing our potential acquisition backlog without having to continually refile with the SEC as we issue our securities to the entrepreneurs whose businesses we purchase," said

Donald H. Platt, U.S. Office Products' chief financial officer.

"We are pleased that potential acquisitions for USOP continue to fall within the approximate 65% stock, 35% cash average historical parameters," added Platt.

And now the coffee break

In a related announcement last week Starbucks Coffee Company reached an agreement with U.S. Office Products Company. Starbucks will be distributing fresh-roasted coffee and related products into the workplace through U.S. Office Products Company's extensive North American distributorship.

"This is a tremendous opportunity for Starbucks to serve the workplace environment," said Vincent Eades, Starbucks senior vice president of specialty sales and marketing. "The distribution capabilities of U.S. Office Products will allow us to reach more people at work than ever before and strengthen our customers' relationship with the Starbucks brand."

U.S. Office Products currently offers businesses a complete office coffee program. Besides Starbucks coffee and serving ware, distributors will be provided with brewing equipment, condiments and other supplies.

"We expect this strategic alliance will significantly increase the sales of both USOP's Coffee and Beverage Division and Starbucks products over the life of the agreement," said Jonathan J. Leducky, U.S. Office Products Chairman and CEO. "We are pleased that Starbucks recognized that USOP has a superior distribution network in place." ■

MANUFACTURERS

TEKNION WINS SUPPLIER OF THE YEAR AWARD

Teknion, Inc., said last week that they were the recipient of Cisco Systems, Inc., fifth-annual Supplier Award. The award was presented to Teknion president Stephen M. Miner during Cisco's Vendor Appreciation Day Thursday.

In presenting the award, Cisco's president said Teknion had supported its incredible growth throughout the year by providing over 5,000 workstations in North America and Europe on time and complete to Cisco's aggressive moving schedules.

Sharing the award was Teknion dealer Business Resource Group (BRG). <http://www.brg.com> ■



HON CLOSES DEAL

After receiving anti-trust clearance two weeks ago, Hon Industries Inc. said last week that it had completed the acquisition of Heat-N-Glo Fireplace Products Inc. Financial terms weren't disclosed.

Under the deal, Heat-N-Glo and Hon Industries' Heatilator Inc. unit will operate as divisions of Hon Industries' Hearth Technologies Inc. unit. The combined operations will have annual sales of about \$180 million.

Heat-N-Glo Vice President Daniel C. Shimek will serve as president of Hearth Technologies while his brother, Ronald J. Shimek, Heat-N-Glo's president, will become president of the Heat-N-Glo division. Stanley A. Askren will continue as president of the Heatilator division. The transaction is not expected to change Heatilator's or Heat-N-Glob's relationships with their respective dealers and customers, the company said. ■

MITY GOOD FOR MITY-LITE

The Sundance Chapter of the American Production & Inventory Control Society has named Mity-Lite Inc., a designer, manufacturer, and marketer of multi-purpose furniture lines, the "1996 Company of the Year."

Mity-Lite was honored with the 1996 Company of the Year award because of its continuous support of APICS and the in-house training courses and incentives it offers to employees. This training strives to prepare workers for APICS certification relating to manufacturing techniques: Just-in-Time, production planning and activity control, and inventory management. ■

MANUFACTURERS

Globe Business Resources sees net fall in latest quarter

Globe Business Resources reported last week that their net income for the third quarter ending August 31, 1996 fell 26 percent despite an increase of revenue of 22 percent.

In the quarter the company reported sales of \$17,710,000 compared to sales of \$12,960,000 in the year earlier quarter. Net income rose slightly to \$1,123,000 from \$1,107,000 last year. However, earnings per share sank to \$0.26 per share from \$0.38 per share due to the dilutive effect of having 68% more shares outstanding.

Globe Business Resources rents office and residential furniture to organizations and individuals on a rent-to-rent basis. In contrast to rent-to-own market, the company's rent-to-rent customers generally want higher quality furniture to meet temporary needs, and pay on monthly basis. GLOBE markets through their own sales force and 23 showrooms which are located in 10 midwest and western states... has 21 clearance centers selling furniture no longer in showroom condition, of which 18 are within rental showrooms. ■

A look at industry related stock trading this past week

COMPANY	Ticker Symbol	CLOSE	CHANGE	52 WEEK LOW	52 WEEK HIGH
Ameriwood	AWII	8-1/2	-1/4	3-7/8	8-3/4
Boise Cascade Office Products	BOP	19-1/8	+1-7/8	13-3/8	49-1/2
BT Office Products	BTF	13-1/8	-1/2	9-7/8	23-7/8
Bush Industries	BSH	17-1/4	-1/2	9	24-3/8
Business Resource Group	BRGP	4-1/2	-1/8	3-1/16	9-1/4
Chromcraft	CRC	25-1/4	+1/8	22	27-1/8
Corporate Express	CEXP	36-1/4	-2-7/8	21	46-3/4
DMI Furniture	DMIF	2	-1/8	1-1/16	2-1/8
Falcon Products	FCP	14-1/8	-1/2	11-23/64	17
Herman Miller	MLHR	44-1/8	+4	26-1/2	41-1/8
HON Industries	HONI	41	+1-1/2	18-1/2	40-1/2
Kimball International	KBALB	36	-1/2	na	36
La-Z-Boy	LZB	30-1/8	same	26-7/8	34
Mity-Lite	MITY	9-5/8	+3/8	5-7/8	9-3/4
O'Sullivan Industries	OSU	9	+1/8	5-1/4	9-3/4
Office Depot	ODP	21-3/4	-1-3/8	12-7/8	31-3/4
OfficeMax	OMX	15	+1/4	11-3/4	19-1/4
Open Plan Systems	OPEN	9-3/4	+1/2	3-3/4	21-1/4
Reconditioned Systems	RESY	2	same	na	na
Shelby Williams Industries	SY	13	+1/4	10-1/8	13-1/2
Standard Pacific	SPF	5-7/8	same	5-5/8	7-3/8
Staples	SPLS	21-5/8	+1/8	12-37/64	21-5/8
Tab Products Company	TBP	6-5/8	-3/8	5-7/16	7-7/8
United Stationers	USTR	20-5/8	-1-3/8	13-1/4	31
U.S. Office Products	OFIS	37	+1-1/8	13-1/2	45-1/2
Winsloew	WLF1	7-1/8	same	4-7/8	8-9/16

ZIGZAG INDEX

Zig Zag Index Close	Previous	Net Change	52 week high	52 week low
3829.60	3787.73	+41.87	3829.60*	2610.78

* new all-time high

COMPANY SPOTLIGHT

HERMAN MILLER 1 MONTH STOCK PRICE GRAPH (10/4/96)



ROAD SIGNS

Job growth slows

The labor department said that payrolls shrank by 40,000 in August, the first drop since January. The drop took markets by surprise, and may show the economy's momentum just as it is starting to wane. The nation's job growth "clearly" has slowed over the third quarter, Katherine Abraham, director of the Labor Department's Bureau of Labor Statistics, said. "The pace of employment growth over the last three months has been a bit slower than you saw in the second quarter."

Friday's report offered the clearest evidence yet that the economy is slowing from what economists viewed as an unsustainable annual growth rate of 4.7 percent in the second quarter.

Purchasing outlook slowing

The Purchasing Management Association of Chicago said its index slid to 56.3 in September from 60.0 in August and 51.2 in July. An index above 50 means manufacturers reporting improved business conditions outnumbered those reporting deteriorating conditions. ■

Slowdown seen

Richmond Federal Reserve President J. Alfred Broaddus said he sees "tentative signs" of a slowdown in economic activity. Broaddus, deemed an inflation hawk also said rising wage pressures haven't gone unnoticed by Fed officials. Still, he said, on balance current economic conditions appear "fairly favorable" in respect to the Fed's goal of ensuring sustainable non-inflationary growth. ■

Germany to get more competitive

Despite wide-scale worker protests, Germany's biggest industrial corporations plan to trim back some of the most generous employee benefits in the world. This could finally make German office furniture more price competitive with U.S. products.

In a major departure from Germany's tradition of collaboration between management and labor, companies plan to take advantage of a new law that goes into effect on Tuesday and immediately cut sick pay by 20 percent -- even though their workers are covered by labor contracts that do not expire until later next year.

The new willingness of the German corporations to cut employee expenses to become competitive is being watched closely throughout Europe as a possible bellwether for changes in relations between employers and employees across the Continent. ■

continued from page 6

seating products represent approximately 25 percent of the office furniture market.

FEDERAL MARKET - In its current proposal, FPI asks for authority to expand office seating production from \$54.4 million (FY 1995) to \$110 million (FY 2001). Representatives of private industry argue that the Federal office seating market is anticipating little growth, due largely to downsizing of the Federal work force, and that expanded production by FPI would result in assumption of an unreasonable share of the market and the imposition of an undue burden on private industry.

The market impact study reflects that sales in the Federal market continued to grow during the first half of the 1990's, despite an overall 5% decline in the size of the Federal civilian work force. This leads the Board to conclude that Federal demand for office seating is not directly related to Federal employment levels.

There are several reasons why this is so. First, the workplace, both Federal and commercial, has placed a premium on a more health working environment. Ergonomics products, particularly seating, should offset any loss the market may experience due to a slowing down of Federal employment. In addition, the replacement market continues to be active. This is due in part to the reorganizations and consolidations of existing offices and agencies and the relocation of personnel.

At least one commenter who supplies the Federal market with seating products indicated they anticipate 4 percent growth. BIFMA itself projects at least 4 percent growth in the office furniture market, including seating, without differentiating between the Federal and non-Federal sectors. Despite FPI's proposed expansion to \$110 million in sales by 2001, sales opportunities will continue to grow, although modestly, for private sector vendors competing in the Federal market. In FY 1996, \$197.5 million in Federal sales will be available to private sector vendors.

By 2001, approximately \$209.3 million dollars in Federal procurements will be available to private sector vendors, based on an estimated 4 percent growth in this product. FPI's proposed expansion to \$110 million by 2001 is projected to comprise a total Federal market share of 34.4% by 2001.

Although this figure represents an increase in FPI's market share, due to the increasing size of the total seating market, private sector manufacturers will experience continued opportunities to increase sales from their current levels.

TOTAL DOMESTIC MARKET:

The size of the total domestic market for office seating is also projected to increase. FPI will supply only \$110 million of an estimated \$3 billion total domestic office seating market, or 3.7% of the total domestic market. It is clear that the total domestic market for office seating products is substantial. Since office seating for the Federal and non-Federal markets are totally interchangeable, suppliers of these products have access to a huge and growing market which FPI does not. It is clear that there are ample increased sales opportunities in the private sector. This is supported by the fact that even large companies, who furnish the bulk of seating products supplied to the Federal government, only have a small portion of their total sales consisting of sales to the Federal government.

The Board would also like to emphasize that the office seating industry is dominated by a small number of large firms. Although dozens of companies manufacture office seating, less than 2% of the largest firms supply approximately 40% of the industry's value of shipments. The Board notes that this phenomenon applies to the Federal market as well.

Ten vendors supplying the Federal market account for more than one-half of all Federal buys from the private sector. It is the Board's finding that large manufacturers supply a disproportionate share of the Federal office seating market.

POTENTIAL IMPACT OF FPI'S PROPOSAL ON JOBS:

The industry has consistently maintained that sales by FPI will lead to job displacement in the industry in which FPI operates. Contrary to assertions made by the industry, however, the Board finds that, in assessing the likelihood of this impact, several compelling factors must be considered which mitigate, or negate, such an impact. As explained in the impact study, any impact would be dispersed across the numerous manufacturers in the industry.

Over the last few years, the office furniture industry has been increasing its sales and its number of production workers. In a growing industry that is adding workers, it is unlikely FPI's increase would cause existing workers to be displaced. Rather, the impact of FPI's proposal would only be to private firms from further increasing their already strong rate of growth. Another factor that would serve to mitigate any impact of FPI's proposal is the graduated nature of the ramp-up period for the production levels proposed. If the Board approves production at the full

level FPI has requested, FPI would not produce at that level until the year 2001, giving private industry ample time to plan and adjust accordingly. Taking both the Federal and commercial markets into account, \$611 million of new annual sales opportunities will be available to the private sector over the same five year period FPI is seeking to meet its growth needs. While it is not inconceivable that there would be job losses in the office seating area, these losses will in all likelihood result from automation, mergers, and other economic and market factors unrelated to FPI.

PRODUCTION LEVELS:

It is the finding of the Board that growth in the office seating industry will more than offset FPI's increase in Federal market share. Based on the above, the Board believes that the sales levels proposed by FPI represents a reasonable share of the market and that production at these levels will not impose an undue burden of competition on the industry.

Therefore, the Board authorizes FPI to expand production of office seating at the following levels. FY 1996 \$65 million; FY 1997 \$75 million; FY 1998 \$90 million; FY 1999 \$95 million; FY 2000 \$100 million; FY 2001 \$110 million. The Board recognizes that it is difficult to achieve exact levels each year. It is therefore understood that FPI may exceed the annual limits by insubstantial amounts, so long as the aggregate over the six-year period does not exceed the six-year approved total of \$535 million.

Even though the sales levels equate to projected market share, as reflected in the study, primarily for ease of reference and tracking, it is the decision of the Board to use sales dollars, rather than market share, as the measure of expansion. In addition to its current and semi-annual publication of sales data in the *Commerce Business Daily*, FPI will compile its sales in office seating at the end of each fiscal year, and make a copy of this information available to the industry trade association.

Should the industry believe that circumstances such as, but not limited to, the overall industry growth rate or Federal government purchases have changed sufficiently that FPI's authorized production is having a substantially greater impact than anticipated in this decision, the industry is invited to provide, at their convenience, such written information to the Board. The Board will carefully review this information and, if warranted, may reconsider the issue.

Decided on this 30th day of September, 1996. ■

ON THE RADAR

SICKLER IN AS BPI REPS

The Sickler Organization are the new BPI representatives in Illinois and Wisconsin as of October 1, 1996. Steve Sickler, Barbara Krech and Dennie Long all say that they are excited about working for a HON Industries company with aggressive plans for product and distribution.

"BPI's introduction of the new ECHELON system is a significant opportunity for distribution growth beyond expanding sales of the existing DESIGNER SERIES and VERSE panels" said Steve Sickler, principal. The Sickler Organization also represents LA-Z-BOY Business Furniture, SAMSONITE Contract Furniture, Magnuson Group, Northwood and Datum Filing Systems. ■

WALSH BROS. WINS ENTERPRISE AWARD

One of six Arizona companies to be honored with a 1996 Arizona Enterprise Award for Best Business Practices, Walsh Bros. was distinguished for its commitment to customer satisfaction. Tim Walsh, President, accepted the Enterprise Award on behalf of all Walsh Bros. employees. He said that it was the dedication of the company's employees to the quality process, and commitment by every employee to total customer satisfaction that earned Walsh Bros. the award. ■

METRO PHILADELPHIA'S LARGEST HAWORTH DEALER COMPLETES INSTALLATION FOR DELAWARE RIVER PORT AUTHORITY

Bellia Furniture for the Workplace, a Haworth Preferred Dealer, has recently completed a \$1 million+ project to provide the new Delaware River Port Authority headquarters with office furnishings from Haworth, Inc. The new building, which was opened in July on the Camden, NJ waterfront, houses 220 employees from the Delaware River Port Authority. DRPA operates four major bridges spanning the Delaware River between Pennsylvania and New Jersey.

"Our work on this project was especially gratifying because there was such keen competition for the installation," says Anthony J. Bellia, President of Bellia Furniture for the Workplace. "DRPA looked long and hard before choosing Haworth and Bellia."

Founded in 1973, Bellia Furniture for the Workplace is the largest Haworth dealer in metropolitan Philadelphia. ■

COG/KELLY HIRES INDUSTRY RAINMAKER

COG/Kelly Business Furnishings, a Preferred Haworth Dealer, has lured Cathleen O. MacMillan away from the competition to serve as vp strategic planning. Ms. MacMillan's job will be to showcase the business development, marketing and management skills she has honed during her 15-year career in the competitive San Francisco Bay Area. ■

BRENNER BUSINESS INTERIORS APPOINTMENT

John Higgins, president of Brenner Business Interiors, a Newark, NJ-based dealership, has promoted Barry Bales to sales manager for the New Jersey territory. ■

CHATHAM HAS NEW DESIGN DIRECTOR

Chatham Fabrics, a fabric supplier to the contract furniture industry, announced the appointment of Martha Fulton as Director of Design. Fulton was formerly with Hafner and Hoffman Mills. Fulton will be located at the mill, in Elkin, N.C. Fulton will work closely in developing product with Richard Biddy, vp of the upholstery business. ■

BERNHARDT CONTRACT APPOINTS NEW REPS

Jeff Larson of The Larson Group (Michigan) and Kathryn Knight and Patricia Nunziati (Los Angeles) have been appointed representatives for the Bernhardt Contract line. ■

GROUP OPENS NEW SHOWROOM

CFS Group, a rep group, has opened an Atlanta Showroom at 1232 Collier Road NW, Atlanta. The group represents Jofco, Whitehall, Lacasse, Hale, Grolen, Apex, Signore and Facilities Group. The group covers 7 Southeast states and will be celebrating its 20th anniversary next year. ■

INFO DEPOT

NOW UNITED STATIONERS HEADS INTO JANITORIAL SUPPLIES

United Stationers, Inc. said last week that its subsidiary, United Stationers Supply Co., has signed an agreement to acquire Lagasse Brother, Inc. a rapidly growing \$80.0 million wholesaler of janitorial and sanitary supplies selling exclusively to resellers. The closing of the proposed transaction is subject to the satisfaction of various conditions, including receipt of governmental and other approvals, and the completion of due diligence.

"We are excited by the opportunity presented by this transaction. It reaffirms our commitment to the janitorial/sanitation industry as Lagasse Brothers and our United Facility Supply division will make us the largest wholesaler of sanitary and maintenance products in the United States," said Tom Sturgess, chairman of the board, president and chief executive officer of United Stationers, Inc.

"Under the leadership of the Lagasse family for the past 50 years, this company has built an enviable record of sales growth, customer service, and profitable operations. We will look to Kevin and David Lagasse to continue this tradition. The company headquarters will remain in New Orleans," added Sturgess.

Lagasse Brothers, founded in 1947, is a privately held company, headquartered in New Orleans, Louisiana. Lagasse currently serves more than 5,400 customers from 14 distribution centers and is the largest wholesaler in this industry segment. ■

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The year long human productivity study conducted by Arizona State University in conjunction with Micro Age Computers and Spectracom Technologies Corporation is now completed. Overwhelming amounts of scientific data have proven a whopping 7% increase in human productivity when the Spectrum Environmental Light Filter is used in the workplace. Employers can realize an average 40 day payback for their Spectrum Investment along with an average 800% return on investment, all for less than 50 cents per square foot! This product is a distribution dream come true, the best to come along in many years. All of your customers using fluorescent lighting are an instant end user for this product. We offer high margins to our distributors, dealers and agents. Your next call should be to 1-800-935-5548 for more information.

INSTALLATION/SERVICE MANAGER

Position open for Installation and Service Manager with a central Florida Steelcase dealer. Minimum 2 years experience in coordinating all facets of the installation of new and existing systems furniture systems. Must be computer literate. Responsibilities will include managing and scheduling all installation personnel as well as overseeing a small service department. Salary commensurate with experience. Fax resume to: IDS, 813-837-0285 Attn.: Frank Robertson or EMail: 75274,100@compuserve.com

FURNITURE REPRESENTATIVES

Seeking Upper mid market furniture representatives for established RTA furniture manufacturer. Territories in Mid Atlantic and Mid Western states. Please send group portfolio and current line list to Rick Lee/MicroCentre, 5300 No. Irwindale Ave., Irwindale, CA 91706 Fax: 818-338-0870.

SALES SUPPORT/PROJECT MANAGER

Dancker, Sellw & Douglas, a major NYC Steelcase dealer, is seeking an individual to handle large scope ongoing projects. Steelcase/Hedberg knowledge a must as well as excellent customer service/administrative skills. Must work well under pressure and independently. Good benefit package. Fax resume w/salary req: Frank Kahan 212-349-0695. No telephone calls please.

DESIGN/SPECIFICATION

Dancker, Sellw & Douglas, a major NYC Steelcase dealer seeks a talented professional for our design/specifica-

tion department. AutoCAD skills and field experience a must in furniture system application, inventory, project management, bid co-ordination and client presentation. Good benefits. Fax resume w/salary requirements to: Frank Kahan 212-349-0695.

MILLER SQA SALES IN SOUTHERN CALIFORNIA

Take an exclusive product offering to the streets of Southern California through Herman Miller's subsidiary Miller SQA! Interior Resources, a Herman Miller dealership, is looking for Los Angeles and Orange County sales people for immediate career opportunities. Come grow with us. Fax resumes in confidence to: SQA/Interior Resources, Attn.: VP Sales/Marketing Fax: 714-474-1937.

ACCOUNT MANAGEMENT IN SOUTHERN CALIFORNIA

Interior Resources, a Herman Miller dealership in Los Angeles and Orange County, is looking for individuals with industry experience to manage sales and projects with the support of a highly energetic team. Excellent benefits and compensation available. Fax resumes in confidence to: AM/Interior Resources, Attn.: VP Sales/Marketing Fax: 714-474-1937.

MARKETING PROJECT MANAGER

Teknion Furniture Systems, the largest Canadian designer, manufacturer and marketer of leading-edge systems office furniture is looking for an experienced Market Project Manager to conceptualize and develop complex Marketing initiatives in support of new product launches.

Use your excellent understanding of strategic and creative development processes to develop project briefs and budgets for assigned projects, research and develop content for programs, direct and supervise Agency and proactively identify opportunities to further enhance the success of new product launches.

Ideally you should have a University Business degree with a specialization in Marketing, have proven problem-solving, planning and organizational skills and be a fluent communicator. Experience with the development of multi-media programs and in the office furniture industry an asset.

Qualified candidates should fax resumes to Bethea Reznik: 416-663-6746.

BUSINESS DEVELOPMENT IN SOUTHERN CALIFORNIA

Interior Resources, a Herman Miller dealership in Los Angeles and Orange County is looking for unique individuals who have the ability to help our business grow. Individuals are properly supported to succeed. Excellent benefits and compensation available. Fax resumes in confidence to: BD/Interior Resources, Attn.: VP Sales/Marketing Fax: 714-474-1937.

CONTRACT SALES EXECUTIVE

One of the largest San Francisco Bay Area dealers is looking for an experienced, motivated sales executive with excellent communication skills. Required are a good working knowledge of facility related issues, successful sales background to include selling of services, ability to work in a team environment for coordination of resources, and strong consultative and negotiation skills. Bachelors degree preferred. Very competitive compensation package offered. Reply to: ZigZag, Department M, PO Box 638, Highland Park, IL 60035 or fax to: 847-564-1199.

OUTSIDE SALES REPRESENTATIVE

Our company is experiencing phenomenal growth with continuing success! We are looking for hunters to bring in new business and develop these accounts. You must possess sales experience, have the ability to relate to business principles, sell concepts, service and product. These individuals will create the opportunity and enjoy the challenge of a fast track business world. Ohio Desk is a quality company and is customer driven. If you are a go-getter and motivated by money, if you under promise and over deliver, call, fax or mail!

Outstanding work environment and excellent salary/benefit package. Convenient downtown location. Contact: Elizabeth A. Chandler, V.P. of Human Resources. Mail: The Ohio Desk Company, 1122 Prospect Avenue, Cleveland, OH 44115 Phone: 216-623-0600 Fax: 216-623-0611.

DIRECT SALES

Nello Wall Systems, a Maryland based manufacturer of Floor-to-Ceiling walls, Acoustical panels and Wall Coverings is experiencing rapid growth. This has created a need to expand our direct sales force. If you are a winner in the furniture industry and tired of the same old thing, have government sales experience, live in the DC, MD, VA Metro Area and like to make lots of \$\$\$\$, this could be the job you are looking for. Fax resume to Tom Crandol/VP Sales: 301-317-0191.

INTERIOR DESIGN

Highly motivated, high energy, career oriented employee required for leading edge dealer of highest quality office furniture, systems and office environment services. Requirements are:

*Degree in Interior Design

*Detail Oriented

*Technical skills should include programming, space planning, project management and CAD/CAP skills

*4 years experience

Projects ranging from large open plan areas to private offices. Diverse projects will include corporate, health care and lab areas. Candidates must be reliable, detail oriented and possess superior organizational skills.

Outstanding work environment and excellent salary/benefit package. Convenient downtown location. Contact: Elizabeth A. Chandler, V.P. of Human Resources. Mail: The Ohio Desk Company, 1122 Prospect Avenue, Cleveland, OH 44115 Phone: 216-623-0600 Fax: 216-623-0611.

SHOWROOM DIRECTOR

Jules Seltzer Associates, a Herman Miller dealer in Los Angeles is seeking an experienced sales professional to direct the operation of our ten thousand sq. ft. showroom. Position requires not only sales and management skills but also design skills to function as buyer. For confidential consideration, send resume and cover letter stating salary requirements. Contact: Linda, 8833 Beverly Blvd., W. Hollywood, CA 90048.

SALESPERSONS

Steelcase Dealership seeks 2 Salespersons - one in Carpet and one in Systems Furniture for our Greenville, SC office. The successful candidate for the Carpet will have a minimum of 2 years experience in Sales of Floorcovering, and the Systems Furniture candidate will have 3-5 years experience in Sales of systems furniture. Both candidates need strong communication and selling skills. Excellent salary and benefits package. Please send resumes to: Office Environments, Attention: Dir. of HR, 3925 Rose Lake Drive, Charlotte, NC 28217. Drug-free Workplace.

ACCOUNTING MANAGER - NEW YORK CITY

WB Wood NY, a Herman Miller Dealer, is looking for an experienced and professional Accounting Manager to lead their newly formed Accounting team. Responsibilities will include Financial Report generation, payroll, management of WIP and Inventory, Insurance and Benefit coordination and financial forecasting. The qualified can-

didate will have a minimum of 3-5 years experience, preferably with a larger dealer. In addition the successful candidate will be literate with dealer business operating systems, Excel, cash collections and payables. WB Wood offers an excellent salary and benefits package. Please fax resume and salary history to Ed Bangtson 212-206-9222.

AUTOCAD TECHNICIAN

Jules Seltzer Associates, a Herman Miller dealer in Los Angeles is seeking an experienced AutoCAD Version 13 technician to assist our rapidly growing Contract Sales team. Design background a plus. Knowledge of Herman Miller Systems and a team player a must. For confidential consideration, send a resume and cover letter stating salary requirements. Contact: Linda, 8833 Beverly Blvd., W. Hollywood, CA 90048.

DIRECTOR-CONTRACT SALES

Jules Seltzer Associates, a Herman Miller dealer in Los Angeles is growing rapidly and is seeking the employment of a highly skilled sales professional to direct our Contract Sales Group. JSA has great credentials. We need a similar person. For confidential consideration, send a resume and cover letter stating salary requirements. Contact: Linda, 8833 Beverly Blvd., W. Hollywood, CA 90048.

SOUTH FLORIDA REP OPPORTUNITY

Florida's leading rep group is seeking a professional rep for this vital and vibrant market. Work habits, personality and ethics are the key to this unlimited opportunity. We represent a comprehensive package including: KI, La-z-boy, Sauder and Wieland. Visit our internet site at <http://www.iag.net/~cdp/> or fax resume to: 407-855-8079. Join the winning team!

DESIGNER

Steelcase Dealership seeks an interior Designer for our Charlotte, NC office. The successful candidate will have a minimum of 2 years experience in space planning and specifications of systems furniture. Must have a degree in Design with strong technical skills including AutoCAD and CAP. Excellent salary and benefits package. Please send resume to: Office Environments, Attention: Dir. of HR, 3925 Rose Lake Drive, Charlotte, NC 28217. Drug-free Workplace.

MOVE COORDINATOR

Come to the #1 place to live in America: Raleigh, NC! Steelcase dealership needs individual to coordinate office moves, lead move team, and prepare bids for customers. Some heavy lifting. Must be customer driven with leadership experience. Reply with salary history to: HR, Storr Office Environments, PO Box 40355, Raleigh, NC 27629. Fax: 919-828-7361. EOE M/F.

WESTERN REGIONAL SALES MANAGER

We are a retained executive search firm representing a fast growth, systems manufacturer with annual sales in the \$70 Million range. Our client is seeking a regional manager with contract furniture sales experience to manage a region covering the west coast, Alaska and Hawaii. Manufacturer or dealer sales management experience required. Excellent compensation and benefits offered. Send resumes in confidence to: The Halyburton Company, Inc., Suite 200, 6201 Fairview Road, Charlotte, NC 28210 Phone: 704-556-9892 Fax: 704-552-6332.

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600 Steelcase Context stations. Product is 5 years old in excellent condition, located in Connecticut. Photos and video available, tours will be given to serious buyers. Laminate: 2759 Warm White, Paint: 4902 Cream, Pedestals: 4908 Azure, Screens: Z006 Mordezza Sterling. AVAILABLE November 1st. For more information please call: Jill Harrison Voice: 860-282-1826 X298 Fax: 860-528-1843 EMAIL: jharrison@bkm.com

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