A Popping Party at Herman Miller's New (Old) Flatiron Flagship

Two weeks ago, Herman Miller treated the architecture and design crowd to a proper grand opening party for its new, New York City flagship store. The party, attended by around a thousand people, was the perfect event to shake up the chilling mid-February blues. The new flagship store, catapulting Herman Miller into a true lifestyle brand space, is Herman Miller’s first consumer-facing storefront in North America since the 1960s.

FULL STORY ON PAGE 3...

How Are the “Big Guys” Doing?

On the furniture supply side, only a handful of companies are public with regularly published financial results. Instead, ours is an industry of hundreds of privately held manufacturing and import companies ranging from tiny start-ups to behemoths like Haworth. In an effort to take the industry's temperature, officeinsight Publisher Bob Beck provides an analysis on how the five largest furniture manufacturers performed in the past year.

FULL STORY ON PAGE 13...

Thermal Comfort: A Fresh Look at an Old Issue, Part II

Thermal comfort has been a workplace issue for years. From beginnings over 300 years ago in the field work of an Italian doctor to its mention in a 1985 workplace study and a seat in the sidecar of numerous indoor air quality improvement programs, the time of thermal comfort solutions may be near. In the second part of a two-part series, officeinsight contributor Stephen Witte takes a fascinating look at the science behind thermal comfort in humans, and how new technology is finally beginning to yield new and better solutions.

FULL STORY ON PAGE 19...
Leit System

Seating with optional panels in 3 heights. Design: Mac Plumstead  www.tuohyfurniture.com
Two weeks ago, Herman Miller treated the architecture and design crowd to a proper grand opening party for its new, New York City flagship store. The party, attended by around a thousand people, was the perfect event to shake up the chilling mid-February blues.

The space is all things past, present and future Herman Miller – and drippingly gorgeous.

More importantly, the new flagship store catapults Herman Miller into a true lifestyle brand space on a more physical level. The store is Herman Miller’s first consumer-facing storefront in North America since the 1960s.

The “new” space is actually the same building that Herman Miller design luminary George Nelson worked in from the 1940s through to the 1970s, on the top-most floor where the Maharam design studio now sits.
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Herman Miller had previously occupied separate spaces for each of its brand segments – Herman Miller consumer and Design Within Reach, Herman Miller contract, Geiger and Maharam. In its new space, the company is putting into practice its Living Office concept, set across a full eight floors of the building.
“Our design goal was to bring all of those brands under one roof, not only internally for our teams to better align, but also for consumers,” says Ben Watson, executive creative director of Herman Miller. “We wanted to connect each of these brands and the people who work here to a consumer-facing store on the ground floor.”

Once inside on the ground floor, guests will fall down a rabbit hole of Herman Miller home and lifestyle products, all thoughtfully integrated to feel like a true home.

“With the retail store for consumers, we tried to imagine a house that people are actually living in, instead of building a series of imaginative vignettes,” said Mr. Watson. “We will regularly change the ‘house,’ just as families would move out and new families would move in.”
Herman Miller opened a small consumer-facing store in Tokyo a few years ago, and its success led the brand to explore an expanded storefront presence for the future. The New York City space is a “flagship” in every sense of the word – a space Herman Miller will revolve around and use to expand in new ventures.

The second floor also focuses on home design, and levels two through five act as a showroom for the contract market. About 200 Herman Miller team members work in the building, which has sat mostly vacant for decades prior.
“We’re investing a great deal into this experience in New York, and we want to learn from it. We imagine that we could use these learnings and potentially apply them to new spaces.”
How Are the “Big Guys” Doing?

by Bob Beck

On the furniture supply side, only a handful of companies are public with regularly published financial results. Instead, ours is an industry of hundreds of privately held manufacturing and import companies ranging from tiny start-ups to behemoths like Haworth. Of these many players, only Haworth publishes its results, so getting a handle on how the whole industry performed is a challenge.

BIFMA collects statistics from its members, but beginning with the April 2016 report, BIFMA launched new reporting protocols, broadening the scope of the survey to include North America companies (Canada and Mexico) versus previously only reporting numbers from U.S. manufacturers. The new methodology ostensibly made reporting simpler, increased incentives for companies to report, and broadened the categories covered in the survey to include institutional furniture in vertical markets such as healthcare and education. So by April of this year BIFMA should be in a much better position to report on industry size and changes year to year. But that doesn’t help much when looking back at 2016.

That said, BIFMA’s report through December indicated net North America sales growth of 2% over 2015.

The five largest furniture manufacturers in our industry account for more than $10B of the roughly $13B in total furniture sales. Four of the five companies are publicly traded so we have access to their results but even so, considering that BIFMA is concerned only with North American shipments and given the importance of overseas markets to the biggest companies, all I can say is that comparisons among and between the companies and overall industry performance are hard to make.

### Comparative Annual Revenues (dollars in billions)

<table>
<thead>
<tr>
<th></th>
<th>Steelcase</th>
<th>Herman Miller</th>
<th>HNI Office Furn.</th>
<th>Haworth</th>
<th>Knoll</th>
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<tr>
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Note: Because of fiscal year variations, all numbers shown are for lagging four-quarter periods, the last of which ended with the company’s last reported fiscal quarter. Haworth and Knoll fiscal years match the calendar year exactly. HNI’s fiscal year closely matches the calendar year, with FY16 beginning 1.3.16 and ending 12.31.16. Herman Miller figures are for lagging four-quarter periods with the most recent being its FY17 second quarter ended 12.3.16. Steelcase figures are for lagging four-quarter periods with the most recent being its FY17 third quarter ended 11.25.16.
So rather than trying to make a bunch of comparisons (we’ll leave that to the internal machinations of the companies themselves) I’ll try to summarize some of the data we’ve received on each of the five largest companies and leave it at that. Due to fiscal year differences we’ve used lagging four quarter results to get as close as possible to 2016 numbers.

**Steelcase**

Still #1 in total volume at $3.01B, Steelcase has been stuck at just over $3B since returning to that rarified place in 2014. In the last recession, the old saying, “the bigger they are the harder they fall,” definitely proved true, as annual sales at Steelcase dropped by more than a $1B between 2008 and 2009 and then to add insult to injury dropped even more in 2010. It took until 2014 for the company to again surmount the $3B level and that’s where it has stayed.

Our lagging four quarter total through November of 2016 puts it at $3.01B and down by 1.6% versus 2015 – essentially flat.

Over the last few years as the European economy has struggled, Steelcase has struggled too with declining business in its EMEA (Europe, Middle East, Africa) reporting segment acting as a counterbalance to growth in its Americas segment. In our analysis of 2016 it appears that the two larger reporting segments, EMEA and the Americas, declined roughly 2% while its “Other” segment consisting of Designtex, Polyscreen and Asia Pacific grew about 2% resulting in a net decline of 1.6%.

The question facing Steelcase is whether the fundamental shift in the character of Workplace furniture is favorable to its growing its already formidable market share given the growing role of the new typologies sometimes described as “resimercial.” It seems to me that shift has had a “democratizing” effect on the market, playing to the strengths of the little and upstart rather than the big and powerful.

Furthermore, while Haworth, Herman Miller and Knoll were busy expanding out of channel through acquisition and investment, Steelcase was doubling down by investing in technological solutions designed for the heart of the commercial market, as we’ve known it.

**Herman Miller**

To that point exactly, this month Herman Miller announced a realignment of its organizational structure, intended to transform the 112-year-old company into a “global, multi-channel, modern lifestyle brand.” In the press release announcing the re-org, CEO Brian Walker said, “Over the past five
years, we have increased our market opportunity through geographic and customer segment expansion (emphasis added). This includes the acquisition of many brands that we believe are important to our long-term growth. These changes will further our efforts to build on their individual strengths and capitalize on the natural synergies within the segments."

Suffering even a worse percentage loss of volume than Steelcase in the 2008-2009 debacle, Herman Miller surpassed the $2B mark in 2014 and has continued to generate growth each year since. In our analysis of 2016 its North American Furniture Solutions recorded year-to-year growth while its ELA segment (EMEA, Latin America and Asia Pacific) declined. Both its Specialty reporting segment (Geiger, Maharam and Herman Miller Collection) and Consumer segment (DWR and all other direct to consumer sales) had greater percentage revenue increases than North American Furniture Solutions. This would tend to support the decision to capitalize on its design heritage by seeking channels of distribution outside, or along side, what I’d see as the more clearly commercial interiors market segment.

Not that it considers itself in a race with Steelcase (and not that it doesn’t!) Herman Miller finished our lagging four quarter 2016 year at $2.3B in net revenue – still $700M behind the market share leader but with a solid growth rate of 4%, still #2.

HNI (Office Furniture)

One might make the claim that HNI’s office furniture reporting segment has yet to fully recover from the great volume drop of 2008-2009. Before the great recession HNI had passed Herman Miller as number two in volume, but it suffered the worst percentage volume drop of the five companies in our analysis – losing roughly $710M and 34.6% of its volume. And in the seven years since, it has yet to surpass $2B again. In 2016 ended the year at $1.7B a drop of about $80M vs. 2015.

In the press release concerning its 4th quarter office furniture results HNI stated, “Fourth quarter sales decreased $10.3 million or 2.3% to $433.5 million. Sales increased in the
supplies-driven business but were more than offset by decreases in the contract and international businesses” (emphasis added). This is one more data point supporting my perception that our traditional contract office furniture segment is stagnant to declining in total dollar volume.

Always the long-view, disciplined, organization HNI made strategic moves in 2016 such that it improved gross margin on declining sales (a tough thing to do) and both acquired and divested companies to insure future profitability. For example, its costly foray into the K-12 education market through the acquisition of Artcobell was clearly a mistake, but it seems to me to have been managed with prudence. Mistakes are made. The question is how quickly does management admit it and move on.

**Haworth**

Haworth is the lone remaining privately held company in our analysis. Rather than reporting through 10-K’s as the publicly traded companies do, it reports via an Annual Report-like press release. The main difference being the less rigorous financial reporting and the heavier reliance on Annual Report type “spin.” Even so, we assume the numbers reported don’t lie and therefore we can say that for 2016 Haworth generated more growth in both dollars and percentage than any of the other four companies. It ended the year up approximately $120M and 6.4%, eclipsing Herman Miller’s $90M and Knoll’s $60M in dollar growth; reaching $1.94B.

The transformation of Haworth since Franco Bianchi took the helm has been something to behold. Investing in companies to broaden the company’s reach, both within and outside the contract-furniture channel, seems to be paying off and has allowed what was perhaps the most cubicle-intense company to arrive at the beginning of 2017 as the one with perhaps the most diverse product portfolio of the group. Of course the acquisition of the Poltrona Frau Group single-handedly took a huge step in that direction, but the partnership with Bluescape and the impact of Patricia Urquiola on product and showroom design have both contributed to the transformation.

In the aforementioned press release Mr. Bianchi said, “Haworth is adapting to today’s changing world by creating solutions for people at work, at home and on the go. Our commercial interiors, lifestyle designs and performance technology businesses have strong foundations and continue to position Haworth for strong shareholder return. The collaboration across these businesses assists our customers as they adapt to a more mobile and collaborative work style.”

**Knoll**

I realize this is a huge over-simplification, so forgive me. But I see significant similarity between the Herman Miller strategy and the Knoll strategy. Both companies are building on their significant design heritage to expand out of the contract furniture segment, albeit each in its own and somewhat different way.
In 2016 Knoll recorded growth of roughly $60M and 5.45%. Since clearing the billion-dollar hurdle with a $190M growth spurt in 2014, it has sequentially added more volume each year.

Knoll has coined a fitting term for its portfolio of companies, referring to itself as “a constellation of high-design and high-margin brands and capabilities.” The addition of Datesweiser to the constellation in 2016 runs counter to my claim of expanding out of the contract furniture segment, but is a good move to strengthen the company’s offering within that segment; filling a niche that customers should logically expect Knoll to be strong in.

Net sales were $1,164.3 million for the year ended 2016, an increase of 5.4% from 2015. Net sales for the Office reporting segment were $731.3 million, an increase of 6.5%. Interestingly, Knoll reported that its Office segment growth was led by continued growth of its “core systems portfolio.” That’s interesting.

Net sales for the Studio reporting segment were $323.4 million in 2016, an increase of 6.5% led by KnollStudio in North America and Europe. The Coverings reporting segment ended at $109.5 million down 3.6%. KnollTextiles and Edelman declined, offsetting growth in Spinneybeck/FilzFelt.

As we follow Knoll’s results in 2017, I’ll be watching to see what impact the Rockwell Unscripted portfolio has since it represents a significant investment in the sort of “resimercial” product discussed earlier – although in this case the product line might be thought of as more “hospimercial” given the Rockwell Group’s well known strength in hospitality design. It’s my understanding that shipments of Rockwell Unscripted will begin in the second quarter, so we’ll see if it hit the target in the new ways of workplace design.

**Others**

This piece is limited to the five largest furniture manufacturers in the industry, but it’s worth noting that Mohawk Industries, Inc. all by itself may be bigger than the totality of the BIFMA-related furniture manufacturers. The true health of our industry should take flooring, lighting, textiles and other categories into account, so it would appear I have some more research to do.
With its delightfully diminutive footprint, Dabble is the perfect choice for applications where space is at a premium and versatility is essential. Experiment with straight and curved bench shapes or combine with adjoining tables to provide additional utility - whatever the intended purpose, Dabble adds a splash of interest to any space.

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Thermal comfort has been a workplace issue for years. Only recently has a vital energy infused the desire for solutions. From beginnings over 300 years ago in the field work of an Italian doctor to its mention in a 1985 workplace study and a seat in the sidecar of numerous indoor air quality improvement programs, the time of thermal comfort solutions may be near.

This time is possibly arriving none too soon. Those experienced in managing facilities struggle to understand how there are always some workers who are too warm or too cold while others seem entirely comfortable. There are those workers who are either too hot or too cold regardless of the temperature, time of day or time of year.

This human X factor, by turns both fascinating and vexing, represents the variability for which thermal comfort solutions must account. In this conclusion of a two-part series, the topics are important efforts toward solutions by two industry leaders and how humans respond to temperature sensation.

Thermoregulation in humans is a set of systems, one for maintaining heat and one for shedding heat, controlled in the brain by the preoptic/anterior hypothalamus, hereafter called the “thermostat.” Sensors in the body’s core and skin send temperature information to the thermostat. The thermostat prioritizes its actions based on maintaining a constant temperature for the life-sustaining organs in the body’s core. A thermally neutral condition is optimum. Conceptually, the thermostat receives an “all is well” signal from its temperature sensors. Any change calls on the thermostat to send a command to hold heat or shed heat.

In moderately elevated temperatures, the thermostat calls for heat shedding. When it senses too much heat in the body’s core, the thermostat steps up circulation to the outer layers of skin for cooling the blood flow before returning it to the core. This action continues until the core temperature returns to normal. This process makes one feel “warm.”

Entering a room that is too warm, the hot interior of a car or stepping outside on a hot summer day calls up a stronger response to maintain core temperature. The thermostat initiates sweating. In this condition, the evaporation of sweat from the skin cools the blood, maintains body core temperature, and leads one to feel “hot.”

Sweating draws on the body’s energy. Sweating causes more shallow breathing and makes the heart beat slightly faster, actions that might leave more than normal amounts of CO2 in the lungs. These facts help explain some of the answers about how too warm offices affect productivity.

The thermostat has a separate system to call upon for maintaining body core temperature in the cold. This system keeps more of the warm blood flow near the core. Consequently, less blood flow reaches the outer layers of skin and one feels “cool” or even “cold.” More severe exposure to cold temperatures sends a sort of “guard the castle” signal, further constricting blood flows, such that fingers and toes may become painful, tingly or numb. Unless one finds a warmer situation, this system initiates shivering as a mechanism to maintain core temperature.

Although humans have identical thermoregulation systems, factors unique to each person affect how the system responds to temperature. Body mass and body fat play a role in the body’s heat-making capability along with gender, age, height, weight and muscularity, say researchers at VTT Technical Research Centre of Finland Ltd, a leading facility in Finland. The researchers found body composition makes a sharp difference in thermal comfort, a finding they said was a “small revolution.”

Using their Human Thermal Model (HTM), VTT researchers found as much as six degrees variation in preferred temperature between a muscular man and a non-muscular woman. The study found a variance of nearly four degrees between a muscular man and a non-muscular man. Commenting on their findings, VTT’s Pekka Tuomaala said, “On average, men have five to fifteen kilograms more muscle mass than women. Because muscle generates about a thousand times more heat, men feel comfortable at lower temperatures than women.”

Beyond the body’s composition, its metabolic features influence thermoregulation. In females, elevated estrogen and progesterone levels can shift the body’s thermostat to a higher temperature setting. Together these hormones raise resting body temperature by .3 °C to .5 °C (.054 °F to .09 °F) for many of days 15 to 28 of the menstrual cycle, compared with days 1 to 14. Estrogen replacement therapy in postmenopausal women lowers the set point for increasing blood flows to the skin for heat-shedding (possibly leading to a feeling of “too cool”). Adding progesterone to a hormone replacement regimen has proved to return the system to its natural set point.

Evidence suggests a link between individuals with type 2 diabetes and the risk of heat illness from elevated ambient temperatures. Nisha Charkoudian, PhD, in her study, “Skin Blood Flow in Adult Human Thermoregulation,” wrote that diabetes could impair thermoregulation capabilities in these
individuals. The study references two microvascular disorders affecting thermoregulation: the Raynaud phenomenon and erythromelalgia. The study adds that neither disorder is well understood.

Understanding the realities of the human body’s systems for maintaining temperature does little to ease thermal comfort issues, but perhaps this understanding brings sharper focus to solutions likely to be successful. An oft-asked question is how to scale research using small populations in laboratory settings to real world contexts.

Writing in the ASHRAE Journal, Wyan and Wargocki stated that field studies frequently show that adverse effects of poor working conditions are greater in actual workplaces than predicted from laboratory experiments. They add that the primary purpose of office buildings is to provide an optimal indoor environment for work. The reason for interest in thermal comfort, said Wyan and Wargocki, is that productivity of a building’s occupants creates revenue that pays for indoor environmental quality.

James Stawniczcy, AIA, agrees. He makes his case for thermal comfort and IEQ as a smart business strategy. Mr. Stawniczcy, senior consultant for Wellness at HOK, is a LEED Accredited professional with a Building Design + Construction specialty, and works from the firm’s New York City office.

His work training HOK’s staff in the WELL standard and developing assessment benchmarks makes him both a change agent and keen observer of the healthier buildings movement.

“There’s a wellness revolution happening,” said Mr. Stawniczcy.

He acknowledges a convergence of factors for the growing enthusiasm about healthier work environments. When Mr. Stawniczcy discusses open plan, he sees it as an asset in achieving thermal comfort. The panels are lower or gone, with fewer barriers to air movement.

In explaining how these factors came together, Mr. Stawniczcy starts with timing, then takes a head-on approach. He states that the industry has known about unfavorable thermal comfort and IEQ conditions for some time now. Advancements such as those encompassed within LEED certification are documented successes at the building level. Therein lies the missing link to creating buildings that are not only sustainable and efficient, but healthier and wellness-oriented at the workstation level.

“What we’ve recognized is that 80% of a building’s real cost is people related,” said Mr. Stawniczcy.

He notes that LEED certification takes in construction and build-out, which is approximately 20% of the total cost.

“A new category beyond LEED has opened up, which is wellness, which represents the people who work in buildings and create revenue for the business.”

As a concept and practice, wellness receives more attention now, he adds, because it is more doable than in the past. “Technology has eased complexity and expense of localizing air distribution to where people are working instead of mass distribution from the ceiling,” said Mr. Stawniczcy.

He compared the application of raised flooring 10 years ago with today, noting that lower costs have now expanded its uses, especially with HVAC ducting for occupant-controlled air flow.

While technological improvements, lower expense and easier implementation send encouraging signals, they fall short on their own in making a compelling business case. Mr. Stawniczcy ties these tactical developments with four primary drivers that elevate wellness into a strategic initiative.

“Architecture firms, HOK included, have a huge focus on providing clients with the right outcomes,” he said. “So when we’re emphasizing wellness to them, we’re backing it up by saying, ‘If you do this, your outcome is going to be much better within the space.’”

Mr. Stawniczcy understands that a board of directors mostly appreciates outcomes in financial terms, so his presentations to this audience are stated clearly in return-on-investment.

“By connecting thermal comfort with better indoor air quality, and satisfying other wellness criteria, the board comprehends another way of reducing workforce healthcare costs. Boards pay attention to the double benefit of im-

James Stawniczcy, AIA, LEED AP BD+C, senior consultant, wellness, HOK. Photo: Stawniczcy, HOK
proving productivity and reducing healthcare costs, which everyone knows are significant.”

Turnover is another expense. A leading employee benefits website, ZaneBenefits.com, reports that the cost of replacing a salaried employee can represent as much as nine month’s salary. For example, replacing a $100,000 per year employee could total $60,000 to $90,000 in recruiting and training expenses. Businesses and organizations could be contributing to their turnover rates by falling behind the technology adoption curve.

“First, it is a worker’s market, with numbers of firms understaffed,” said Mr. Stawnicz. “Workers today are less likely to stay in an organization that looks old and outdated. They want the newest technology, they want to be able to control their environment, and they want the ability to work in different places within the office, Millennials in particular.” To give scale to the possible numbers of Millennials in or entering the workforce, Pew Research says 76 million people were born between 1978 and 2000 that comprise this group.

They are like other workers in their desire for control over their workspace, yet they differ in feeling little or no need of a “dedicated workstation.” Among the design responses to this direction are open plan offices, with workers free to move within their space to where their activities take them, or where they find the greatest thermal comfort.

“Firms are investing in technology and workplace accommodations for workers’ preferences,” said Mr. Stawnicz. “They are doing so to keep their turnover rate at or below industry averages, in turn minimizing excessive turnover. Still, competing for top talent means innovating in workplace design and amenities. Establishing workplace environments with an edge for recruiting and retaining talent is in Herman Miller’s DNA. As home to design luminaries since its inception in 1923, Herman Miller’s progressive designs have inspired generation upon generation of architects and designers, plus everyday users of the firm’s products. For efforts inside its facilities, Herman Miller earned recognition as a 2016 Healthiest 100 Workplace in America, ranking 49th in the country.

Among nearly 8,000 employees worldwide stewarding the Herman Miller legacy through the growing emphasis on workplace comfort is Larry Kallio, director of Evolutionary Development and Commercialization.

“We pay attention to indoor environmental standards as they emerge,” said Mr. Kallio. “We’re ready to act when the standards become finalized.”

He cited MBDC’s Cradle-to-Cradle program, which according to the MBDC website assesses a product’s safety to humans and to the environment, along with future life cycle impacts. Herman Miller’s newest Cradle to Cradle certified product is the “remastered” Aeron Chair, introduced last year.

As Mr. Kallio follows developments in IEQ standards, he is also scanning global advancements in thermal comfort technology, among others. He sees promise in heat transfer technologies for keeping seated occupants comfortable.

“We believe suspension seating offers many benefits,” he said.

Looking at Herman Miller’s seating collection reveals exactly that. Its findings reflect that suspension seating exhausts thermal changes to the environment, eliminating barriers to the body’s thermoregulation capacity. This approach works equally well in summer and winter environments, noted Mr. Kallio, because heat can either dissipate from the occupant or reach the occupant. For example, testing by Herman Miller shows that Aeron’s Pellicle material is virtually porous.

Herman Miller’s newest suspension, Pixelated Support, provides heat dissipation rates not feasible in chairs using upholstery over foam. Because being “too warm” has negative influences on productivity, the advantage becomes apparent for a system that works to equalize temperatures between occupant and environment.

Looking to the future, Mr. Kallio says it is unlikely that Herman Miller will turn to thermo-electric remedies for thermal comfort, at least those that involve seating.

Larry Kallio, director of Evolutionary Development and Commercialization, Herman Miller. Photo: Kallio, Herman Miller
“Workers move our chairs too much for them to be tethered to wall outlets,” he said, adding that trying to integrate the bulk of a battery pack into chairs poses aesthetic challenges.

What Mr. Kallio sees in Herman Miller’s future are developments in textiles that react with indoor environments to provide thermal comfort.

One of these developments could be Phase Change Material (PCM), which absorbs excess heat in a space and releases it when the space cools. Designers Ménard and Lagrange displayed a PCM-equipped table at Milan 2015.

Coatings and fibers from Outlast Technologies feature a heat management technology originally developed for NASA, offering another PCM-related thermal comfort possibility. The Outlast website explains that the company’s materials absorb heat when the body sweats, holds this heat, and then releases heat as the body cools.

How soon these technologies make it into products for the workplace, along with advancements driven by the A&D community, depends on the how fast the pace of change accelerates. One thing is sure. It will be sooner than 300 years from now.

Herman Miller has no affiliation with Outlast Technologies or the design firm mentioned.

As researcher, writer, and commentator, Stephen Witte reports and advises on trends shaping the future for the A&D community, manufacturers, and distribution channels. He can be reached at switte@stephenwitte.com or through his website, stephenwitte.com.

Herman Miller’s three-layer Pixelated Support System incorporates openness in the layers for airflow to enhance thermal comfort.
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Collaboration in Workplaces
by Sally Augustin, Ph.D.

Parrott effectively reviews, in the chapter available free at the web address noted below, the repercussions of people being envious in workplaces. As he details, “There [are] a multitude of... ways that a person can be perceived as enjoying advantages. Offices can be bigger or brighter and can have better windows or nicer furnishings...Envy can be even more intense when directed horizontally within organizational levels than it is when directed from lower to higher levels...In the context of organizations, the danger of envy is that it may hurt group performance more than it helps. A recent study of envy in business settings in a variety of Norwegian organizations provided evidence that envy was negatively related to group performance (Thompson, Glasø, & Martinsen, 2015). Envy was negatively correlated with job satisfaction, group cohesion, group performance, and with providing assistance and cooperation to others in the organization. Envy was found to damage relationships within work-groups and to direct energy away from group activities.”


Sally Augustin, PhD, a cognitive scientist, is the editor of Research Design Connections (www.researchdesignconnections.com), a monthly subscription newsletter and free daily blog, where recent and classic research in the social, design, and physical sciences that can inform designers’ work are presented in straightforward language. Readers learn about the latest research findings immediately, before they’re available elsewhere. Sally, who is a Fellow of the American Psychological Association, is also the author of Place Advantage: Applied Psychology for Interior Architecture (Wiley, 2009) and, with Cindy Coleman, The Designer’s Guide to Doing Research: Applying Knowledge to Inform Design (Wiley, 2012). She is a principal at Design With Science (www.designwithscience.com) and can be reached at sallyaugustin@designwithscience.com.

SUDOKU

Fill in the empty cells so that every row, column and cube contains a digit from 1-9, without duplication. (Level: Easy)
PRODUCT INTROS

>Boss Design's Trinetic task chair, after a highly successful European launch, now aims to “revolutionize” office seating in the U.S. Trinetic incorporates a new type of movement said to offer a superior and completely natural user experience. With no manual user adjustments required, it uses three independent pivot points to create a chair that ‘follows’ rather than resists the user. This promotes better support through a wide range of body movements, and is proven to increase contact with the user’s body through the full length of the seat and back surface compared to traditional synchronized mechanisms. It is built around an aluminium cradle which can be finished in a wide array of styles. The chair can be supplied in any combination of mesh, fabric or leather seat and backrest, together with a choice of four and five-star base options. Read More

>Coalesse enhanced its SW_1 Collection with a new knit that creates a seamless aesthetic on the back of the chair. The refined design eliminates the original knit transition lines, honoring the chair’s form while providing the airy and breathable back performance that made it a global best-seller. The lounge-inspired collection by Scott Wilson and MINIMAL addresses the growing demand for collaborative environments with hybrid seating and tables that are part conference, part lounge. Made of aluminum and steel, SW_1 embodies the Coalesse commitment to sustainability with chairs and tables that are 70% recyclable and incorporate recycled content. Coalesse has also introduced enhanced knit service capabilities. Customers can refurbish SW_1 with the modernized redesign. In addition, SW_1 seating has expanded color choices as one of the select product lines included in the Coalesse Color program, which allows for infinite color options in matte or gloss finishes. Read More

>Innovant’s new REX adjustable height benching balances a simple, lightweight aesthetic with robust features and engineering. It is part of the company’s newly launched NOW Collection, a catalog of contract furniture and accessories for design-savvy clients with limited budgets and short lead times. Available in both linear and 120° configurations, REX adjustable height benching is scalable from freestanding tables to full workstations. Unlike most competing products, REX is also offered in either single or double row formations. Additionally, REX can be specified as fixed on day-1, with the option for adjustability on day-2. This conversion capability is ideal for clients not fully committed to sit-to-stand workstations for all employees, but who want the flexibility to change in the future. Read More

>Knoll introduced Pilot by Knoll™, an innovative swivel lounge chair designed by Edward Barber and Jay Osgerby of the London-based studio Barber & Osgerby. This is the third collaboration between Knoll and the British design team, who also...
created the Barber Osgerby Lounge Collection in 2014 and the Piton™ Table and Stool Collection in 2015. Pilot by Knoll™ is a modern, slim-backed lounge chair with a striking profile. It features a cast-aluminum structure with the form of a “T” which links the swivel base to the assembly of the seat and back. At first glance, the cantilevered seat seems to be almost floating in the air. This feature brings greater flexibility to the seat and lightness to the structure. The back can be high or low, with upholstery options ranging from fabric to leather.

Krownlab added a bypassing system for its Ragnar and Oden high-end architectural sliding door hardware systems. While most bypassing hardware requires obtrusive metal braces to support the system, Ragnar and Oden’s custom-extruded track features enough lateral rigidity to support bypassing configurations with the same hidden fasteners that give Krownlab systems their distinctive appearance. The bypassing configuration can be installed with or without a center mount. Installation with a center mount enables the use of door panels weighing up to 225 lbs. each. While this method allows for heavier doors, the door panels will overlap by 10” to accommodate the center mounting point. This works particularly well for wider door openings where bigger, heavier panels are needed. Installation without the center mount works for door panels weighing up to 150 lbs. for minimized door panel overlap. This more flexible method is designed for narrower door openings where every inch counts.

**NOTEWORTHY**

> Arper CEO Claudio Feltrin was elected President of leading Italian design association Assarredo for the three-year period 2017-2019. Assarredo is the national Association of manufacturers of furniture, upholstery, kitchens, sleeping systems, furnishing accessories, and furniture for business. It is one of the ten association members of FederlegnoArredo, the trade industrial confederation that represents the wood, cork, furniture and furnishing sectors. Four key words will characterize the presidency of Mr Feltrin in Assarredo: Listening, Transparency, Competitiveness, and Internationalization. These are the values that the entrepreneur adopted, spread and developed in the Venetian company Arper, founded and managed together with his family since the end of the ‘80s.

> Erika Gaies was promoted to Executive Vice President of Sales at Carnegie. Ms. Gaies will build on her previous responsibilities by managing sales leadership for the Midwestern market as well as directing overall Sales Strategy for the Carnegie Sales team. “Erika’s intuitive understanding of client needs and the potential of technology is a strong asset integral to our management team,” said Cliff Goldman, President.

> Ginger Gilbert was promoted to Director of Product Design at J+J Flooring Group. Ms. Gilbert, who most recently served as Director of Product-Kinetex, will now assume responsibility for product design across J+J’s Invision brand and Kinetex brand. The move streamlines the company’s management structure and brings enhanced efficiency to the development of new products from J+J’s Product Design Team. Prior to joining J+J in 2013, Gilbert served in both leadership and key design roles at leading companies throughout the flooring industry. Gilbert also brings a decade of experience as an interior designer working with architectural firms including Taylor + Associates and FKP Krownlab Adds Bypassing to Its 2017 Sliding Door Hardware Systems
Inc. “Ginger has proven to be highly successful at developing design-forward commercial flooring products that generate broad appeal and interest,” said J+J Flooring Group President David Jolly. “Her experience and ability to work effectively with other areas across the organization, including manufacturing, marketing and research, are great assets as she assumes this expanded role.” Read More

Jay D. Gould, President and COO of Interface, was appointed CEO, effective Mar. 3. He succeeds Daniel T. Hendrix, who served as CEO for nearly 16 years. Mr. Hendrix will continue his involvement with the company remaining as Chairman of the Board of Directors. Mr. Gould is primed to lead the organization into its next phase of growth, having worked alongside Mr. Hendrix for the past two years overseeing global operations, marketing, and organizational development. He was a key driver of the company’s recent expansion beyond carpet tile into Modular Resilient Flooring, with its debut luxury vinyl tile offering coming to market this year. Prior to joining Interface in 2015, Gould served as CEO of American Standard Brands, where he re-energized the 138-year-old brand and led a financial turnaround including top-line growth, cost cutting, and innovation leadership. In Gould’s 20 years of experience, he also helped globalize brands such as Minute Maid, Dasani, Graco and Rubbermaid. Read More

Architectural Concepts, Inc., a San Diego firm regarded as one of the Southwest’s top boutique architectural and interior design firms, is celebrating its 25th Anniversary. Since opening the doors in 1992, ACI has focused on hospitality, restaurant and commercial markets. It provides architectural design, site and building planning, and interior design services for a variety of project types. With projects ranging from timeshare resorts to renowned spas, intimate lounges, and branded hotels, the firm has received numerous awards for its creative solutions in hospitality-oriented architectural and interior design. Read More

IFDA NY named the winners of its IFDA Selects awards at the NY NOW show earlier this month at the Jacob K. Javits Convention Center. They included Achraf Baccouch, a stylist, designer and interior architect based in Tunisia, who won in the Art category for his armchair hand-painted with an image of Meryl Streep; Michael Aram, winner in the Furniture category for a handcrafted, polished aluminum Café Table from the designer’s En-
chanted Forest Collection; textile design innovator Chilewich, winner in the Innovative Booth Design category; Latif Meckuku-kic, winner in the Lighting category for his brilliant custom chandeliers; Thompson Street Studio, winner in the Textiles category; Wallshoppe, a new Los-angeles-based wallpaper company that won in the Wall-coverings category; and more. Read More

> Tecno acquired a majority stake in Zanotta, one of Italian design’s most well-loved and important companies since the 1950s. The two companies are now collaborating to boost growth in international markets, aiming for a comprehensive offer for the contract and office system, the reference area of Tecno, as well as for the home and hospitality area, a sector in which Zanotta has always excelled. Tecno, founded in 1953 by the Borsani brothers and led by Giuliano Mosconi since 2010, is noted for its high-quality workmanship and continuous technological innovation, which in 2016 led to the creation of io.T “The intelligence of Tecno”, the first intelligent system of connected and interconnected furnishings. Zanotta, founded in 1954, focuses on product quality, functionality, comfort, and life, based on a concept that profit and culture could be made simultaneously. More than 298 Zanotta products, the result of the collaboration of 128 designers, are now present in 50 museums worldwide. Tecno has experienced constant growth in the past five years, ending 2016 with 32 million euros, 30% growth with respect to 2015. The Zanotta operation launches a new group with a revenue of 60 million euros in 2017 and future growth forecast of 20% a year. Read More

> Joe Dwyer was appointed as Regional Principal, Client Partnerships for the East Region of the Americas at Unispace. Previously, Mr. Dwyer spent seven years with Knoll as a Regional Director focused on business development. Prior to Knoll, he was a Regional Manager for Herman Miller and owned his own independent furniture representation business focused on bringing curated international products to the northeast market. In his new role with Unispace, he will help position the design firm’s Boston and New York studios to continue their fast-paced growth. Based in Boston, and in conjunction with Unispace’s global Client Partnership group, he will leverage Unispace’s integrated delivery model to create value through strategy, design, and construction services for clients. Read More

> Dena Molnar joined Luna Textiles as Vice President of Design. Her background is in design and fabrication of textiles for interiors, working for leading manufacturers and suppliers of textiles to commercial architects and designers in New York City. She has more than 13 years of industry experience, including time spent as a textile technology consultant to Google, a consultant for MIT, a senior designer at Maharam textiles, and cofounder of WOVNS. Read More

> Ashley Koncick joined Lane Office as DIRTT Designer. Ms. Koncick previously worked in CAD Design for an interior wall solutions company in NYC where she reviewed bid sets, produced quotes, and managed projects through to punch list. In her new role at Lane Office her basic duties are to extract project specifications pertaining to the client’s architectural bid sets, and prepare designs, space planning, and finishes with ICE software. Significant projects include Aon, Dusquense University, Perkins and Will Chicago, Prologis, and Roche. Read More

Ashley Koncick

Joe Dwyer

Dena Molnar

Tecno Chairman and CEO Giuliano Mosconi

Ashley Koncick

Joe Dwyer

Dena Molnar
Krownlab hired Maggie O’Brien as director of operations and Marshall Manning as corporate accountant. Ms. O’Brien previously was warehouse operations manager at Simi Valley, CA-based wireless accessories manufacturer Technocel, overseeing 85 employees. Prior to that she was production and operations manager for Blue Microphones, of Westlake Village, CA. Mr. Manning brings to Krownlab a deep background in accounting and business management, most recently a long tenure as business manager for DVine Wine Distribution, and before that nearly seven years as in-house accountant for steel supplier D.P. Nicoli Inc.

**EVENTS**

> The Architectural Digest Design Show, Mar. 16-19 at Piers 92 and 94 in NYC, will feature four days of programming curated for the design trade and the public. Hosted in the newly located Jenn-Air Master Class Studio, the show’s two-part seminar program will feature talks with more than 40 top tastemakers. Architectural Digest hosts the first series of talks exclusively for members of the design trade on March 16, followed by three days of conversations for all show goers, covering everything from designer secrets and hands-on tips to inspirational projects and important trends. Speakers will include LA-based interior designer Martyn Lawrence Bullard; leading design principals David Rockwell, Matthew Berman, Mary McDonald, Michael Suomi, Vicente Wolf, Madeline Stuart, and Edmund Hollander; tastemakers Tim Gunn and Genevieve Gorder; renovation gurus Stephen Fanuka, Jason Cameron, and Jean Brownhill; and master craftsmen Lora Appleton, Ara Levon Thorose, Kim Markel, and Cody Hoyt.

> IFDA NY will present a guided tour of the Exhibit of Visionary French Designer and Architect Pierre Chareau on Thursday, Mar. 9 at the Jewish Museum, 5th Ave and 92 St., 3:00 p.m. Pierre Chareau (1883-1950) was one of the most sought after designers in France. This is the first U.S. exhibition showcasing more than 180 rarely seen furniture, lighting fixtures, and
interiors, as well as his Maison de Verre, the glass house completed in Paris in 1932. This event will be a fundraiser for the IFDA Educational Foundation, which gives out scholarships and grants to students and design professionals. The guided docent tour will be followed by a film about Maison de Verre. At the conclusion of the tour, attendees will meet in a local restaurant (to be determined) for Cocktails, Conversation and Connections. Please register by Wednesday, Mar. 1. Read More

>Salone del Mobile 2017 will include the 29th Euroluce International Lighting Exhibition Apr. 4-9 at Fiera Milano Rho. Euroluce 2017 will cover more than 39,000 m2 of exhibition space spanning four halls (9-11 and 13-15) with 454 top notch industry exhibitors, half of which are from outside of Italy. The show will encompass the latest new devices for lighting environments, innovations in lighting systems, light sources and software for light-related technology, as well as the use of original new eco-sustainable materials. Euroluce is not just a place for meetings and business; it is also an incubator of trends and inspiration. This year, contemporary and future lighting design are increasingly oriented toward enhancing well-being, quality of life, and activities undertaken in every kind of space. The challenge for the industry and the key issue will be seeking to strike a harmonious balance between lighting products' twin values: on one hand, its functionality – its ability to respond efficiently to lighting needs – and on the other, emotionality – that is to say our physical and emotional perception of lit space. Read More

Salone del Mobile Euroluce photo from 2016
BUSINESS AFFAIRS

> Inscape Corp. plans to release its third quarter results after the close of business on Thursday, Mar. 9, with a teleconference call scheduled for Friday, Mar. 10, 8:30 a.m. Eastern Time. CEO Brian Mirsky and CFO Aziz Hirji will briefly review the results and respond to any questions. To participate, please call 1-800-705-7434 five minutes before the start time. A taped replay will be available until 11:59 p.m. Eastern Time on Mar. 17 at 1-800-558-5253; Reservation Number 21843586. http://inscapesolutions.com/

>HNI Corp. posted its first-quarter FY17 investor presentation. The PDF is available on the Investors page of HNI’s website, under News Releases & Events. http://investors.hnicorp.com/

>Interface, Inc.’s Board of Directors declared a regular quarterly cash dividend of $0.06 per share. It is payable Mar. 24 to shareholders of record as of Mar. 10. www.interfaceglobal.com/Investor-Relations.aspx

>Interface, Inc. on Feb. 22 announced its fourth-quarter and full-year fiscal 2016 results (dollars in thousands except EPS):

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<td>Net Sales</td>
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<td>Gross Profit</td>
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<tr>
<td>SG&amp;A</td>
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<td>Net Inc.</td>
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<tr>
<td>EPS (dil)</td>
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<td>Orders</td>
<td>$232,300</td>
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<tr>
<td>Gross Profit</td>
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<tr>
<td>Net Inc.</td>
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<tr>
<td>EPS (dil)</td>
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<tr>
<td>Orders</td>
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“Despite a continued sluggish macroeconomic environment, our cost containment efforts were effective and produced a solid fourth quarter,” said Jay D. Gould, President and Chief Operating Officer. “Although orders and revenue were down compared with the prior year period, we experienced positive trends since the U.S. presidential election in November, and the positive order trend has continued for the first seven weeks of the new year. Gross margin in the fourth quarter was com-
pressed due to our transition to a centralized distribution center in the Americas business, but we substantially completed this move prior to year end and we expect our margin to recover in the first quarter. We also maintained our focus on controlling SG&A expenses, which were held to $64 million in the fourth quarter, putting us on pace to stay within our expected 2017 run rate of $260-265 million. Excluding the previously announced restructuring and asset impairment charge in the fourth quarter, we wrapped up 2016 as the second best earnings year in the history of the company.”

The fourth-quarter sales decline occurred primarily in Europe, where sales were down 9.0% due to Brexit impacts, while sales in the Americas and Asia-Pacific regions remained essentially even year over year. Sales in the Americas region were down 1.0%, with declines in the U.S. (down 2%) and Canada (down 13%) being mostly offset by gains in Latin America (up 28%) and the InterfaceServices business (up 6%). The corporate office segment was down 1 year over year. Among non-office segments, a gain in education (up 14%) was more than offset by declines in retail (down 9%), healthcare (down 7%) and government (down 5%). FLOR sales were down 6% year over year.

Asia-Pacific sales were up 0.4% for the fourth quarter, with solid growth in Southeast Asia and Australia (up 6% and 11%, respectively) mostly neutralized by declines in China and India (down 12% and 22%, respectively).

In Europe, the sales decline occurred mostly in the U.K., where revenue was down 18% in Pounds Sterling and more than 25% as reported in U.S. dollars. The decrease was somewhat mitigated, however, by continued solid improvements in Germany and Central Europe.

As previously announced, the company recorded a pre-tax restructuring and asset impairment charge in the fourth quarter of 2016, primarily relating to a reorganization of its FLOR business, workforce reductions and the write-down of impaired assets. Without the charge, operating income in 4Q16 was $26.2 million, or 10.9% of sales, compared with $27.7 million, or 11.2% of sales, in 4Q15. For the full year, adjusted operating income in 2016 was $104.7 million, or 10.9% of sales, compared with 2015 adjusted operating income of $113.6 million, or 11.3% of sales.

Gross profit margin dropped 220 basis points to 37.6% of sales in 4Q16, versus a strong comparable of 39.8% of sales in the 4Q15 – primarily attributed to the transition from several decentralized warehouses to a new centralized warehouse and distribution center in the Americas business. However, tight containment on SG&A expenses (down $6.8 million, or 200 basis points as a percentage of sales) largely offset the gross margin compression.

Excluding the $19.8 million restructuring and asset impairment charge, fourth quarter 2016 net income was $17.8 million, or $0.28 per share, compared with net income of $18.3 million, or $0.28 per share, in 4Q15. For the full year, adjusted 2016 net income was $67.3 million, or $1.03 per share, compared with adjusted net income of $72.4 million, or $1.10 per share, in 2015.

Mr. Gould concluded, “The momentum we picked up in the fourth quarter gives us optimism about our prospects and positioning for growth in 2017. The orders progression we saw throughout the quarter, alongside improvements in U.S. macroeconomic indicators and signs of economic stabilization in Europe, point to top line growth in our core carpet tile business. In addition, following the successful test marketing of our new modular resilient flooring in the second half of last year, we are launching these products globally in 2017. The first group of products, which we introduced throughout the Americas region earlier this month, is a collection of luxury vinyl tiles that are designed to integrate with our modular carpet products and Tactiles® installation system. Similar launches in Europe and Asia-Pacific will follow in the coming months. Our new Climate Take Back mission also resonates strongly with our customers and should help us build upon our leading position in the pursuit of sustainability. With the operating leverage we’ve created in our business, even a modest increase in revenue is expected to translate into greater earnings this year.”

The full text of Interface’s 4Q16 earnings release, including all tables, and an archived replay of the company’s Feb. 23 conference call, are available at www.interfaceglobal.com/Investor-Relations.aspx.

>Knoll, Inc. posted its first-quarter 2017 investor presentation. The PDF is available on the Investor Relations page of the company’s website, under Webcasts & Presentations. Knoll President and CEO Andrew B. Cogan, and Senior Vice President and CFO Craig B. Spray will use the presentation in meetings with certain stockholders and investors during the quarter of 2017. http://phx.corporate-ir.net/phoenix.zhtml?c=66169&p=irol-irhome
TECHNOLOGY

ASID unveiled a complete redesign and enhancement of its websites, putting its mission of “Design Impacts Lives” front and center. The responsive national site is now available at www.asid.org. Each of the 47 local ASID chapter websites, accessed via the new Chapter Map page, have been updated to allow for uniformity and to easily share information across the Society. Developed by Orases and designed by Think Baseline, the websites are user-centric and offer clear navigation on multiple platforms and devices. The sections include career guidance, chapter and national news, events, and the latest ASID research.

“The redesigned ASID websites are the gateway into the design community, informing members, clients, and the world of what’s new and important in design today,” said ASID CEO Randy Fiser. “The content showcases the Society’s global leadership in interior design, through our research, advocacy, and education on behalf of all designers. Our goal is to communicate the powerful impact that design can have on people, and offer insights into how a designer can live this mission and incorporate it into their practice.”

In addition to the enhanced design and layout of the pages, new functions have been implemented:

- The Resource Center presents ASID-led research on the business and industry. Users can narrow this information based on their area of interest, selecting the Topic (Impact of Design, Business of Design, Leadership Development, Practice of Design), Career Stage (Emerging Professional, Mid-Career, Principal/Partner/Owner, Student), and Sector (Workplace, Residential/Multifamily, Healthcare, Hospitality) of their choice. The Resource Center also provides partner news, video content, and information on awards, submissions, and the Society’s magazine, ASID ICON.

- The Career Page acts as a learning center to assist designers with professional guidance.

- The Events Page showcases ASID activities nationwide, such as trade shows and programming.

- The News Page houses the Society’s latest announcements.

- The ASID Foundation advances the profession and communicates the impact of design through research, scholarships, and education. Formerly available as a separate microsite, Foundation information has now been incorporated into ASID.org.

ASID.org is designed with everyone in mind and is 508 compliant, taking its user-friendly features to the next level; the colors, contrasts, and fonts were all carefully selected to be clear and accessible to any website user. “Design is universal, and it was our top priority to make the website universal, too,” Mr. Fiser explained. “By pushing ourselves to meet and exceed 508 standards, we’re helping make the design world truly accessible to everyone.”

> Configura on Feb. 21 hosted a SoftwareGR BitCamp in Grand Rapids as part of helping to change perceptions and increase IT opportunities for girls. BitCamp is a half-day to daylong event for 7th and 8th grade girls to learn what it’s like to be a software developer. It’s an initiative of Grand Rapids-based SoftwareGR, originally conceived by technology company Atomic Object, and made possible through the support of sponsors, hosts, volunteers, and partner organizations like Configura.

There is a growing demand for software professionals in the U.S. and an acute shortage of women in the industry. A 2016 survey by Stack Overflow of more than 56,000 coders from 173 countries showed only 5.8 percent of respondents identified as female; meanwhile, 92.8 percent of respondents identified as male.
To meet this challenge, SoftwareGR implemented BitCampGR as a hands-on introduction to the software development profession — presented in a fun and supportive small-group environment. As part of the activities, the students learn to code a basic website.

In addition to programming and other hands-on activities, Configura’s BitCampGR event featured a tour of the company’s Grand Rapids office and the opportunity to meet with programmers, including women. About 20 girls attended the daylong camp.

“I like that we got to learn about coding and learn about how to do different things like create a website,” said Stacy Delgado, a 7th grade student at Godwin Middle School who participated in the BitCamp. Read More

>Kimball Office launched Jolt, its latest technology collection that includes a USB charger, a wireless power-charging surface, and wireless charger receiver keys for remote charging. The Jolt USB charger is a sleek, low profile design that can easily be mounted below worksurfaces. Intelligent charge circuitry efficiently delivers the maximum amount of power to devices and includes backlit connectors that help locate charge ports in low light environments, indicating that the unit is ready for use. Jolt wireless power-charging can be positioned underneath any surface (including glass) to charge multiple IOS, Android or Windows devices at a moment’s notice via the keys (pictured) that receive the signal from the transmitter. Products currently on the market have been built around magnetic induction charging techniques, which require that a mobile device be in contact with a charging device, such as a charging pad. Jolt resonant charging allows for the charging device to be concealed, enabling multiple devices to be charged from one unit, at longer distances from the transmitter. Read More

Configura Hosts Bit Camp GR for Girls

Kimball Office Jolt Wireless Charging Receiver Key
Carnegie

Sales Representative - Northern California

If you love this industry but long for a job that gets you out of an office and out from behind a desk – here is a great opportunity to work for a progressive textile and wallcovering design leader. Carnegie is a Certified B Corp that has been dedicated to its employees, clients and the planet for more than 6 decades.

This position calls for someone with tremendous people skills who loves design and wants to work tremendously hard for our clients in the Northern California market. You will be properly trained and mentored to become a top salesperson with a growing company; in short to establish a career in this great industry.

Please send your resume to Leah Van Loan, EVP Sales at: lvanloan@carnegiefabrics.com.

Director of Operations - Irvine, CA

Haworth dealership seeking overall leadership/management of Customer Service, Project Management, Quality Assurance and two Installation divisions. Position based out of headquarters in Irvine, CA, with direct reports from all four locations (Irvine, CA, Los Angeles, CA, Seattle, WA, and Portland, OR).

Looking for candidates from the contract furniture industry exclusively.

Click here to see more at interiorofficesolutions.com.

Sales Representative - Miami, FL

Momentum Group, a leading supplier of contract textiles, is growing and seeking a new Sales Representative in the Miami, FL area.

Qualifications:
> College degree required.
> Knowledge of the Contract Industry is a must.
> 3-5 years of selling textiles or other dealer sales experience preferred.
> Excellent presentation skills required.

> Must be computer proficient.
> Must have a positive attitude, strong people and communication skills, be a creative thinker and self-motivated
> IIDA and/or NEWH membership or affiliation desired.
> Candidate must live in the Miami, FL area

Please apply online at: https://workforcenow.adp.com
Business Development Officer [BDO] - North America

This position is a results oriented role that requires an established North American network of A&D, end user, and dealer furniture specification decision makers. The BDO is responsible for continuously improving all aspects of the sales process in the pursuit of exceeding customer expectations, increasing sales revenue, margins and efficiency.

In collaboration with the Executive Management Team the BDO leads the development and implementation of sales strategies and tactics. The BDO is responsible for holding the Inside Sales Team and Independent Reps accountable to the Leland sales process. Exceptional people skill are essential.

Please send resumé to: hr@lelandinternational.com

Leland International: Since 1992 committed to excellence in design, quality, service and value.