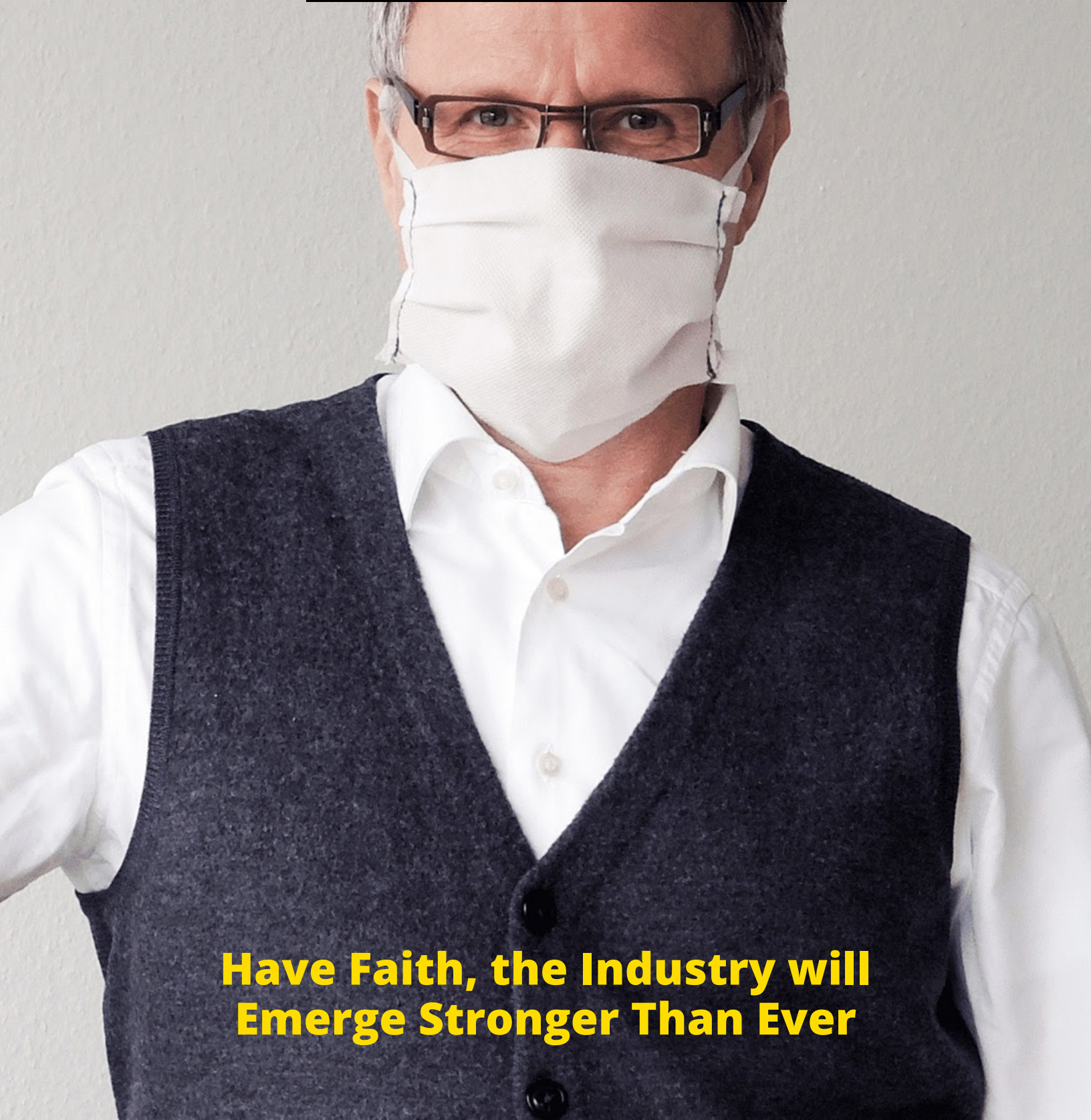


The Business of Furniture | April 22, 2020

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The Business of Furniture

April 22, 2020

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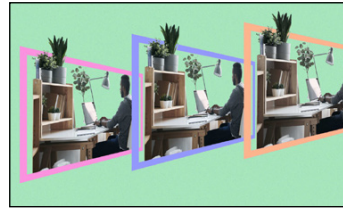
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8 | The Industry Bulletin Board

Information during the Coronavirus outbreak is at a premium. Business of Furniture is dedicated to getting you the latest industry information.

Cover: Making masks at Wilkhahn



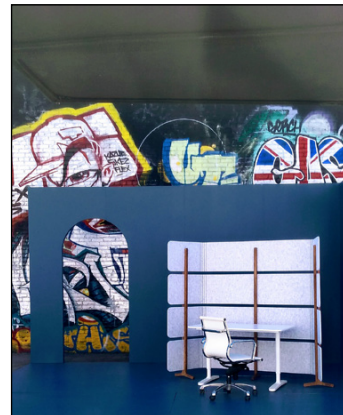
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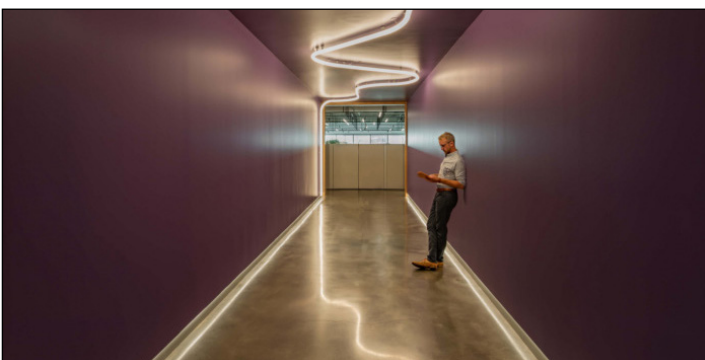
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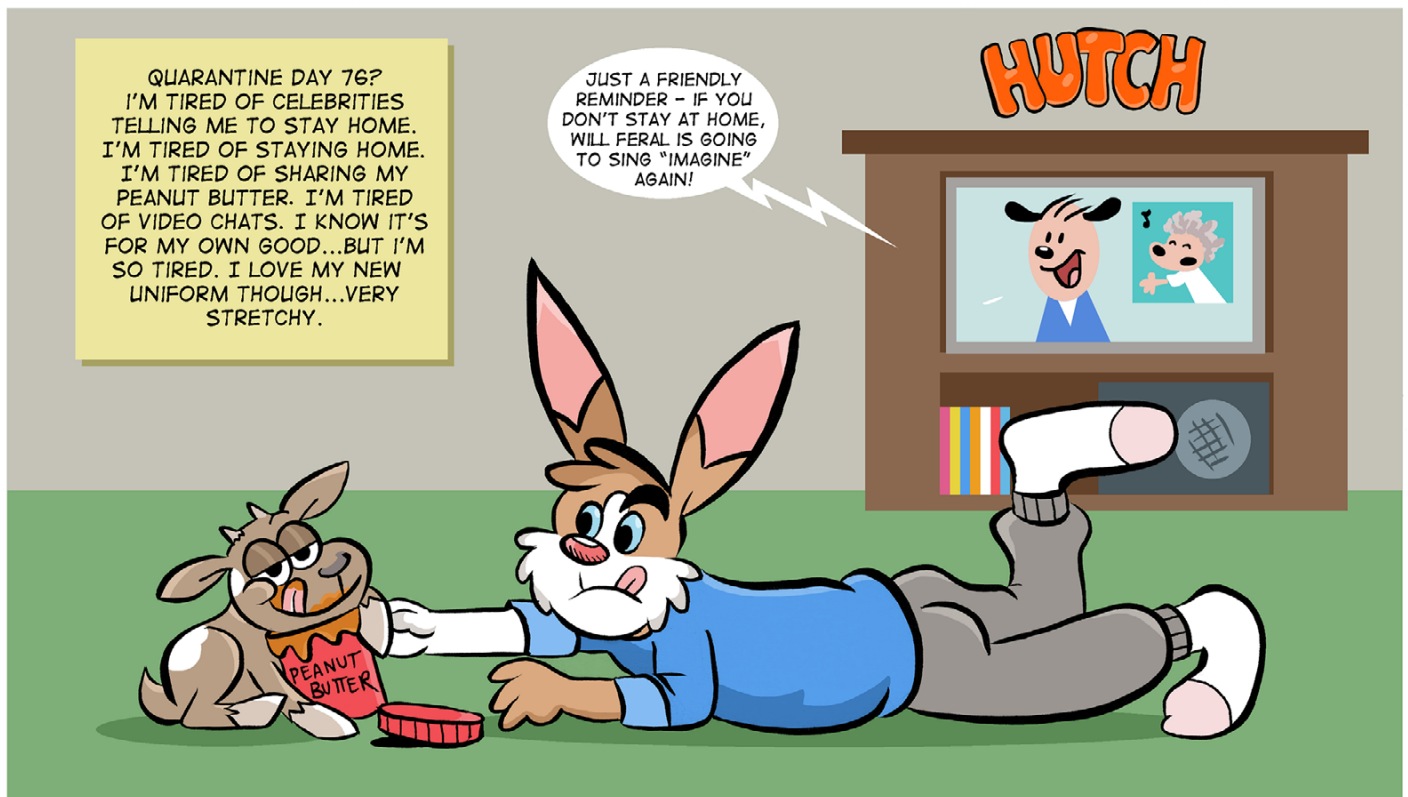
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Business of Furniture and *Workplaces* magazine are the go-to sources for keeping you informed about everything that is happening in the industry. From trends that affect your bottom line, to new products that will help your customers work better, to stories that will help you run a better, more informed company.

ROB KIRKBRIDE, EDITOR-IN-CHIEF



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COVID-19 Industry Bulletin Board

Editor's Note:

Information during the Coronavirus outbreak is at a premium. Business of Furniture is dedicated to getting you the latest industry information. This is a new section that will run throughout the crisis. Feel free to send me your company's information at rob@bellow.press. It can be news (as you can see below), simply a shout out to the industry or a friend in the industry or something funny, uplifting or inspiring that you are seeing.

From HON

🕒 At The HON Company, we want to share with you an update regarding our response to the COVID-19 pandemic. Now more than ever, the health of our employee members and those with whom we work and serve as customers is among our top priorities. Core to our culture is to do the right thing. We take seriously our role in contributing to the overall health and safety of our members, customers, partners and communities at large.

We are aggressively following guidelines of the World Health Organization (WHO), the Centers for Disease Control and Prevention (CDC) and local health agencies. This includes alternative work arrangements, use of digital tools, using stringent health practices and in facilities that remain open, curtailing and limiting group meetings, and discontinuing business travel.

Currently, the majority of our manufacturing plants and other select facilities remain open and operational. Our members and partners continue to design, craft and deliver, the essential workplace solutions that keep your businesses up and running, too. We are working hard to minimize any disruptions and serve our customers as best as we can.

Additionally, to support our communities and the local health care providers on the front lines, we are producing and donating personal protective equipment (PPE) to first responders, health care systems, and hospitals.

We will continue our focus on delivering our workplace solutions in a manner consistent with everyone's health and well-being. As we monitor the evolving pandemic and its impact on our business, we are prepared to take further actions to ensure the protection of our members, customers, partners and communities.

In health and safety,
Brandon Bullock, President

From ASID

🕒 The American Society of Interior Designers (ASID) has launched a bi-weekly community survey to identify industry concerns, map business performance and provide collective insight to better support design professionals during the impact of COVID-19. The first survey was conducted the week of March 31 and received 1,299 complete responses that shed light on top professional concerns, estimated recovery times, proposed future changes and new business implementations, and more.

"ASID is dedicated to providing the design industry with timely, solution-focused information to better prepare us to conquer the challenges of COVID-19 and move forward together," explains Randy Fiser, HON. FASID, ASID CEO. "These ongoing surveys will continually collect valuable insight from our community, providing quantitative, qualitative and comparative data that will help designers and businesses work toward recovery, gain new ideas for their own professional advancement and come out stronger on the other side."

The inaugural survey was created to gather general industry concerns and thoughts, assess impact of current projects and business performance, identify professional challenges, evaluate demand for resources and tap into creative ideas. A total of 1,149 designers (79% business owners) and 150 employees of manufacturers and retailers participated and responded within 36 hours. Respondent demographics included various career stages, firm sizes, geographic locations and a diverse list of practice areas, with the majority (46%) being single-family residential.

The pulse survey is ASID's first step in providing in-depth research findings on how the pandemic has affected the design world. The Society has also announced a forthcoming resiliency study, which will track the industry and profession's health from practitioners, firm leaders, retailers and manufacturers during, shortly after and a year after the pandemic to assess the resilience of the interior design community. The first-phase study will focus on agility and adaptability in the face of disruption; the second will track industry and profession strength during recovery; and the final will identify changes in the industry and new best practices.

ASID Director, Research & Knowledge Management Dr. Susan Chung, notes, "Now is the time to take stock of where the industry and profession stands. By finding these touchpoints throughout and after COVID-19, we will be able to offer a holistic view of the health of our interior design community and develop new best practices to assist the industry at an individual and organizational level."

The March 31 pulse survey report's key findings include:

- Level of COVID-19 Concern: On a rising scale of 1-5, the majority of design professionals (42%) rank their current level of concern related to the impact of COVID-19 on their professional life at the highest level (5 - High concern: anxiety from disruption and uncertainty).
- Top COVID-19 Concerns (interior designers): business development (59%); client engagement (36%); construction/installation (31%).
- Top COVID-19 Concerns (manufacturers and retailers): business development (56%); business operations (49%); invoice payment (49%).
- Business Resource Needs: The top resources designers are in immediate need of are: access to project sites (58%), access to product samples (31%) and getting business consultation (19%).
- Impact on Design Business: 48% of respondents indicated major adjustments had been made to their practice. More firm employees indicated experiencing a significant impact (50%) than business owners (46%).
- Estimated Industry Recovery Time: Despite a high level of concern, the industry is optimistic in its recovery, with the majority (38%) of respondents estimating it would take 1-3 months to recover back to pre-COVID 19 business conditions, if the pandemic were to end today.

The full survey findings from the survey are available online at asid.org/resources/covid-19/pulse-survey. Survey results will be updated with the most recent findings every first and third Monday of the month.

From Knoll

➔ Due to the emerging and continuing health and safety considerations from the coronavirus outbreak, the board of directors of Knoll announced that its 2020 annual meeting of stockholders, which is scheduled to take place on Tuesday, May 5, 2020, at 8:30 a.m., will be held solely over the web in a virtual-only format.

The company urges its stockholders of record to utilize the 2020 annual meeting proxy voting system available for record holders at envisionreports.com/knl and its stockholders who hold in "street

name” to follow the 2020 annual meeting voting instructions provided by their broker or custodian. Please note that the previously distributed Notice of Internet Availability of Proxy Materials and Proxy Card may still be used to vote shares in connection with the 2020 annual meeting.

From SG Sourcing

☺ I hope you are staying safe and healthy. As we navigate together through the crisis at hand, the health and safety of our clients and our community at large remains at the top of my mind. While a number of my factories remain open for business, those that are closed are still operating behind the scenes as am I.

Many of you may not know that I am a drummer by hobby. My favorite pastime is seeing and videotaping live music, I have a YouTube channel with a dedicated fan base. During this time of “shelter in place” I fill some of my downtime revisiting concerts I’ve attended or seeking out ways to see shows I wished I had attended. It’s not often that I have the free space to do this.

I am curious: What have you been doing with some of your free time? Please share! Send me photos or links to sites that have captivated your interest. Let me know if you want to see some of my music videos, I will link you to my YouTube channel. Let’s use this time to learn about each other rather than furniture.

In the meantime, be safe and healthy, keep washing those hands and protecting yourselves. I am looking forward to seeing all of you when we are past this but please be in touch in the meantime.

With good thoughts and best wishes,
Scott Gibson

From COE Distributing

☺ Greetings valued customer,

Quarter Two of 2020 is beginning a little differently than expected, with the COVID-19 Pandemic sweeping the Nation. However, at COE, we are continuing to push forward and work hard, with all of you, our valued customers, in mind. Your continued support has been appreciated, and we truly would not be able to do what we do each day without all of you.

While business is still moving, maybe at a slower pace than what we are used to, growth and improvements are still something that we strive for every day. After all, customer service, and going above and beyond what you as our customer expects, is one of our company values.

With that being said, we would love to get feedback from you on how we are doing, what we can do better to serve you, and accept any suggestions that can help us provide the best customer service possible, especially during these unprecedented times.

If you would like to provide feedback or any suggestion to help in our continued growth, please email marlee.clabaugh@coedistributing.com to schedule a time to speak with me. I would love to hear from you!

Once again, COE truly appreciates your continued business and support. It is because of customers like you, that we continue to move forward!

Sincerely, J.D. Ewing, CEO and President

From AMQ

➔ Our first priority remains keeping our employees, their families and their communities safe. As production expands, we will ensure that we do so with their safety foremost in mind. For the past few weeks we have been focused on filling high priority health care and public safety orders, but as we expand our capacity, we'll be able to complete most other essential business orders.

Defining essential business orders

We recognize that shelter-in-place mandates vary significantly from state to state, but most reference the CISA guidance on what constitutes Critical Infrastructure to identify essential business that is allowed to continue. The CISA guidance is available here:

<https://www.cisa.gov/publication/guidance-essential-critical-infrastructure-workforce>

We can only fill orders that qualify as essential business as defined by the CISA guidance and your local stay-at-home directive.

Essential business orders include those from these critical infrastructure categories:

- Hospitals and health care (including insurance) organizations
- Local, state and federal government (including law enforcement, military, emergency services)
- Pharmaceutical, chemical and medical device companies
- Food, agriculture and food distribution/retail companies
- Energy, utilities, dams, nuclear facilities
- Information technology, communications
- Banking and financial services
- Critical manufacturing, commercial facilities, construction (dependent on state stay at home order)
 - Defense contractors
 - Transportation and logistics

What we need from you

We will still need a statement from each customer identifying themselves as an essential business. Many of your customers have a form letter they are using with suppliers; this will suffice if it includes basic information about their business and how it fits the essential business/CISA criteria. If your client has not prepared a letter, we have template letters you can provide to them.

Download this template and examples from customer letters on our Covid-19 Updates page:

<https://amqsolutions.com/about/covid-19>

If you believe that your customer's project should be treated as an essential business order, please provide us with as much information about the order as you can, so that we can prioritize it properly. We are not concerned with the format; just share as much information as you can on why it qualifies as essential business.

Important note for orders that are in-house with AMQ and have previously been acknowledged without a ship date: Now that we are increasing our operational capacity, if your customer can identify themselves as an essential business, we want to support these orders. Please follow the simple requirements as outlined below, allowing us to confirm a ship date as quickly as possible.

How to submit your order and minimum requirements needed:

- For orders that meet essential business criteria, send P.O.s to essentials@amqsolutions.com.
- Provide all supporting documentation for review
- Essential business letter from customer
- Earliest and latest dates you can receive the product

- Order number(s)

We thank you for your patience as we work through the challenges of this time. We are so appreciative of our customers and our ongoing partnership — and look forward to a steady increase in our operational capacity as safety allows.

From Poltrona Frau

After launching #StayatHomeWithPoltronaFrau earlier this month, celebrating positivity through social distancing, we are excited to bring you a new project from Poltrona Frau. With Design Talks of the Future, a new series that kicked off last week, Poltrona Frau is featuring conversations with its network of inspiring design leaders who are sharing insights and imaginative solutions on the future of design and living spaces. The entire series is taking place on Instagram so viewers can easily take part in the discussions from the comforts of home. You and your audience can tune in LIVE on the Poltrona Frau instagram channel (@poltronafruofficial).

From Allsteel and The Gunlocke Co.

🕒 Allsteel and The Gunlocke Co. have launched Learning Labs, a virtual series of CEU's and industry discussions. Learning Labs started April 14 and will run through the summer. Allsteel and Gunlocke will offer digital webinars to connect the design community and drive compelling conversations about the pertinent topics in the industry. The series will run twice a month and offer insights into areas such as agility and flexibility, professional services, interaction, collaboration and other topical themes. Credits for CEU's are available for architects and interior designers. To register and receive updates on "hot topics," visit www.allsteeloffice.com/insights/events/learning-labs. All times listed are Central Daylight Time.

- April 28, 11-12 p.m. — Designing for New Realities : Post Pandemic Workplace Considerations

Allsteel | Gunlocke will explore the future of the workplace as we see it now. This one-hour session will cover:

Materiality: Is 'Cleanability' the New 'Sustainability?'

Social distancing: Social Collaborative

Remote work: WFH and Integrating at Work

International discussion with Pam Keefe, vice president of HNI International

- May 5, 11-12 p.m. — Professional services CEU

This CEU looks at the evolving professional services client as the industry changes, new ways of working and new opportunities that are playing out in workplace design. The presentation will be a good primer for those interested in the breadth of what we are seeing and the shifts that might be coming.

- May 19, 11-12 p.m. — Hot Topic #2: Allsteel | Gunlocke will explore the future of the workplace as we see it now.

- June 9, 11-12 p.m. — Interaction and Collaboration 2.0 CEU

Collaboration is a vital part of work in the 21st century, yet our understanding of the actual

activities in which workers engage and how best to design for them so that spaces don't sit empty or frustrate their users is lacking. This course will briefly make the case for planning effective spaces, then review a series of considerations that cover "planning," "provisioning" and "using" elements. We'll test our theories with real examples and share tools to apply in practice.

- June 23, 11-12 p.m. — Hot Topic #3: Allsteel | Gunlocke will explore the future of the workplace as we see it now.

- July 7, 11-12 p.m. — Power to the People Presentation

Power to the People shares four complementary perspectives on people: what motivates us, what engages us, the science behind performance and what drives our behavior in social settings — including the office. The more we understand how we tick, how interdependent we are and why we crave agency and belonging, the more we can contribute to the success of the people our workplace strategies and designs are meant to enable.

- July 21, 11-12 p.m. — Hot Topic #4: Allsteel | Gunlocke will explore the future of the workplace as we see it now.

From Via Seating

☞ Dear friends, colleagues, partners and valued clients,

The whole planet has shifted to work from home within one month! Incredible how quickly this has happened! We all do our best to adapt. There is a very practical problem though that we found out very quickly. Many of our employees were making do with dining room chairs or their living room sofa. Here are two pictures of what they were literally sitting on!

As Nora references in her video (see video here <https://www.youtube.com/watch?v=kmVmacloApk>), it is very important to have a good quality task chair designed to support you while you work from home. So, of course, we remedied this right away for our employees, but are reminding you here that you can, too.

Don't just use what you have available and encourage others to get the right chair in their home. It is even worse with all the Zoom conference calls. Normally, on a call or in a conference room you are moving much more, but, on a Zoom call you tend to sit even more stationary looking at your screen. Companies are realizing this. We are delivering chairs directly to people's homes. If a company buys a chair for an employee to use at home, it is a tax write-off for the company.

We have a new program that we announced several weeks ago to ship a chair to any residence in the country for a flat \$50 shipping upcharge. Please take advantage of this residential delivery opportunity. Let's keep people safe and healthy while they shelter in place!

As we all work our way through this, know that we are here to support you in any way we can.

Please be safe.

Chas (Hepler, chief executive officer)

From Canton Fair

☞ The China Import and Export Fair (Canton Fair) will launch its 127th edition online in mid-June in response to the COVID-19 pandemic.

"After more than six decades of unremitting efforts, the Canton Fair has become China's largest comprehensive international trade fair with the longest history, most commodities and customers

and the best trading results,” said Ren Hongbin, assistant minister of commerce. “The 127th Canton Fair is proposed to take place online in lieu of a physical exhibition. This is both a pragmatic response to the COVID-19 pandemic and a major initiative for innovative development.”

As an integral part of the world’s economy, China strives to maintain the stability of global industrial and supply chain while a majority of factories and companies have now resumed normal business operations. Canton Fair is committed to boosting unfettered trade with its global partners. The first virtual Canton Fair will create an online international trade platform of quality and specialty products that covers 16 major export categories, such as home appliances, consumer goods, textiles, medical and health care.

Powered by advanced information technology, the Canton Fair will provide around-the-clock online services for product promotion, matchmaking and business negotiations, enabling both Chinese and international businesses to place orders remotely.

In addition, the Canton Fair will set up a cross-border e-commerce zone to explore new possibilities for efficient international trade and promote a batch of cross-border e-commerce brand enterprises. The fair will also provide live stream services for exhibitors to promote their products to buyers via custom live channels. The live stream will run 24/7 and will allow either face-to-face negotiation or mass marketing promotion to audiences.

“We will actively mobilize all forces, improve technical levels, expand the scope of favored enterprises, improve supporting services, and enhance the online experience of all enterprises. We vow to hold an especially wonderful ‘online Canton Fair’ with special significance through special measures in this unprecedented time. We welcome you to pay attention to the fair at that time,” said Li Xingqian, Director of the Department of Foreign Trade of the Ministry of Commerce.

For more information, visit: <http://www.cantonfair.org.cn/en/>

From Humanscale

Dear Valued Customers,

In my last letter, I promised to provide regular updates on our operational performance due to COVID-19. To date, I’m pleased to inform you all Humanscale manufacturing facilities remain operational and will continue serving the needs of all our customers, both in essential industries and beyond.

Humanscale’s objective is to make our production facilities the safest place for our employees to be — safer than visiting essential stores and in some cases even safer than their homes. Workers in our facilities are required to wear personal protective gear, including face shields, masks, eyewear, disposable gloves and lab gowns. All our locations follow standard safety protocols such as safe social distancing delineated through clearly marked-off spaces on the assembly line, and this week we installed plexiglass barriers as a further measure of protection. Additionally, everyone entering our facilities are subject to temperature checks twice per day.

Our Piscataway facility has experienced higher than expected absences, which we mitigated by switching some orders to our Fresno, Nogales and Dublin facilities. This shift will affect a small number of orders in the short term, but we expect to recover within the next two weeks. We have also been actively training new employees in various skills to stay agile on the production floor.

With the recent news of improvements in the number of reported cases on the East Coast, we believe that the overall situation will improve in the coming weeks, and we will continue to update you on any new developments.

Thank you and please reach out if you have questions. Stay safe!

Sincerely,

Carlo Bocchi, Vice President of Global Operations

From Special-T

➔ Special-T remains open during the COVID-19 crisis. The company meets the definition of an “essential business” in supporting government essential needs through GSA contracts, FEMA certification and supplying essential products for people working from home.

We place great emphasis on the well-being of our team, our clients and the community and are following all recommendations from the Centers for Disease Control and Prevention (CDC) and local authorities.

Our factories in the US and Europe remain operational and we continue to receive and ship orders at standard lead times.

We have technologies and policies in place that are helping us to continue providing you uninterrupted services from Special-T:

Online Product Configurator - Take advantage of our 100% accurate and complete Product Configurator to specify tables at www.SpecialT.net. You can generate and share quotes instantly with an image rendering and customizable discount option. If you need assistance with navigating our website or generating quotes, please call 678-879-0777.

Customer Service - Our customer service team is working and ready to assist you. You can reach them by calling 678-879-0777 or email customerservice@specialt.net.

Inventory and Lead Times - Our Alpharetta, GA distribution center is fully stocked with over 550,000 tops, bases, monitor arms, chairs, etc. Our lead times remain unchanged as we continue to ship products on 1-Day Quick Ship, 5-Day Quick Ship and 15-Day standard lead time.

Client Meetings - Our sales team is utilizing video-conferencing technology to service customers and sales requests.

Wellness Screens - In response to the COVID-19 crisis, Special-T has developed 24” high Wellness Privacy Screens that can replace existing 10” – 16” screens and act as a cough/sneeze barrier. www.SpecialT.net/news

Home Offices Essentials Drop Ship Program – In response to a high demand for home office furniture, Special-T introduced a combo package for tables, chairs and other essentials to ship directly to customers residence. For more information, please call 678-879-0777.

We want to thank everyone for working together and your continued business.

Stay healthy,

Special-T Team

From INDEAL

☛ Dear Valued Business Partner,

First and foremost I hope and pray that you have all remained safe, healthy and close to your loved ones throughout the crises we are currently living through!

For the past several weeks, we have taken the time to look closely at what we do and how our organization delivers value to all of its constituents. We have also looked forward and we are very excited about the escalation of our relevance as the broad base service provider that we have become to the industry and the opportunity that provides to our Dealers, Brand Partners, strategic partners and staff. In the short term, we wanted to let you know that we have created a support page and list of “no additional charge” services for both our Dealers and our Brand Partners in order to give back and allow everyone to experience the high quality resources that have been developed by our team and be in a position to provide input and support when more active schedules return.

For the longer term, we have made some structural changes to our team that we are confident will put us in a better position to execute on the opportunity in front of us. Over the past few weeks we have parted ways with both Kristi Rubino and Cliff Grendahl and this week we have made the difficult decision to do the same with Jodie Ryndak. At the same time, we have brought on Andrew Lawrence, Kimberly Hockenberry, Rob Hansen, Shania Vanleeuwen and Jeremy Norris to dramatically enhance our marketing, product services and brand development initiatives. Additionally, we have brought on Stefanie Ince as the new Executive Director of INDEAL Cares, which you will hear MUCH more about in the coming months. While this may seem like a lot of change for a organization like INDEAL, we feel that it allows us to double down on our service offering, revitalize our value proposition and be prepared to come out of this period of lock-down in the best position possible.

Over the coming weeks, you will start to see the invigoration of our brand, the evolution of our social media program, the launch of our new, integrated digital marketing initiative with the introduction of rich content, readily available from your smart phone. We are excited that the needs of our dealers and those who purchase business furniture across North America have already begun to align more closely with the products and programs available through INDEAL and we remain VERY optimistic about the future. When the current travel restrictions lift, we will initiate a new, aggressive Dealer visitation plan with new engagement opportunities and a great new story to tell, but until that time, we will be hard at work supporting our partners and preparing for the new reality.

Thank you for your continued support and please feel free to reach out to Dave or myself with any questions you may have.

Sincerely,

Dave Bloch, chief executive officer

Shout Out: To Innovative Office Products for 3-D Printing PPEs

☛ Innovative Office Products (IOP) is responding to the needs of a local health care system, Lehigh Valley Health Network (LVHN), in its request to help its workers be better protected

during the COVID-19 pandemic.

Through the use of one of its two 3-D printers, the company is producing the headband component for face shields. Like other personal protective equipment (PPE), the face shields are an essential item needed for protection in high-risk environments. They are also in high demand: According to a recent national survey of infection prevention experts by the Association of Professionals in Infection Control and Epidemiology (APIC), nearly half of all respondents (560 or 49.16%) said they do not have enough face shields.

The company delivered the first quantity of its 25 3-D printed headbands on April 8. Using a durable, high quality plastic material already in stock, IOP is producing 25 headbands per day, with the ability to increase that amount if needed. The company's 3-D printers are typically used for developing prototypes for its original equipment manufacturer customers who require highly customized monitor mounting solutions for their businesses. IOP and its Innovative brand design and manufacture these products for clients such as Pitney Bowes, Lockheed Martin and Siemens.

For IOP, the ability to contribute is not only the right thing to do, but also personal. The process for developing the headbands began when IOP employee Marissa Rachjaibun learned of LVHN's need during a conversation with her neighbor, Darlene Farris-LaBar. A professor of art and design at East Stroudsburg University who teaches 3-D design and printing, Farris-LaBar had been working with LVHN to create the 3-D headband printing files the health care network needed. Once IOP received the print files, the company was able to create its first set of 25 headbands within a matter of days.

"We realize our nation's health care workers, and our local communities, need every bit of support they can get right now," said IOP President Dave Fox. "I'm proud our team could mobilize and use the resources we have in place to support the health care heroes who are on the front lines battling COVID-19. It's inspiring to see others in the community rise to the challenge, too. We truly are in this together."

In addition to Innovative, IOP is the parent company to several other leading brands, including HAT Contract, SiS Ergo, CompuCaddy and ErgoTech. The brands design and manufacturer ergonomic products and height-adjustable desk solutions for office, health care and other specialty workspaces. CompuCaddy is supporting the medical and health care communities by continuing to manufacture its full suite of medical carts.

Shout Out: To USM for Delivering Medical Essentials

➡ In these extraordinary times lives across the world have changed dramatically, and everyone across all industries is facing unprecedented challenges. This is, of course, true for the design world, however it is amazing to see how different companies within the design sector are reacting to the crisis.

USM the Swiss modular furniture company is using its network of transport to offer a home delivery service for medicine and essentials for the people of Switzerland who are most at risk. The situation is constantly being monitored, and if this proves insufficient their own executives will transport the goods themselves. In the U.K., USM's delivery and installation service have put their transport fleet at the disposal of the NHS, every single member of the team has volunteered their personal services to assist, drive and deliver supplies.



Shout Out: To HNI Companies for producing and donating PPEs

🕒 The COVID-19 pandemic is the test of our time, already infecting more than 1.9 million people worldwide and creating unprecedented disruption. As HNI companies navigate the uncertainty, the brands' top priority is the health of members, partners and the communities they serve.

To support these populations and the local health care providers on the front lines, HNI is producing and donating personal protective equipment (PPE) to first responders, health care systems and hospitals. HNI is utilizing its factories in Iowa, New York, as well as its HBF Hickory, North Carolina, facility to meet local needs, including:

Manufacturing washable masks to support the rapid increase in demand for cloth face coverings recommended by the Centers for Disease Control and Prevention (CDC), and to save critical surgical masks and N-95 respirators for health care workers and other medical first responders

Manufacturing of washable mask covers, which fit over and extend the useful life of scarce N95 respirators

Manufacturing of protective gowns (both washable and disposable), for use in hospitals that are facing unprecedented levels of protective gown usage and limited ability to acquire more.

HNI follows the guidelines of the World Health Organization (WHO) and the Centers for Disease Control and Prevention (CDC) to ensure the safest possible working environment for members as they produce these materials. HNI companies will continue to deliver these products and services in a manner consistent with the promotion of health and well-being of all.

Shout Out: To Andreu World for producing masks for health care workers

🕒 It is in our hands and in the hands of the people who work in our factories, from the design and prototyping of the pattern, to the manufacturing of the masks. In these days, the people who work in our factories have turned to collaborating in the face of COVID-19, contributing their grain of sand.

Each one is in his place and working to the extent of his possibilities, but all are united to help in this health emergency, people together, groups and communities, to bring us closer to finding an end to this serious situation as soon as possible.

We want to thank the people who have made it possible for Andreu World to manufacture protective material for our local communities.

We leave you with a short video, to thank you.

<https://vimeo.com/403684831/bf29ca2c52>

Shout Out: To Wilkhahn for Protecting Its Workers with Homemade Masks

☞ I hope you're safe and well during these challenging times! I'm happy to announce that Wilkhahn — German manufacturer of innovative office and conference furniture that encourages well-being, health, creativity and performance — is working hard to protect its employees on the production line as best as possible. With PPE in short supply, the company is sewing face masks at its headquarters in Germany in workspaces that would otherwise be devoted to upholstery in an effort to not only protect its employees, but also provide assistance to local organizations who are in dire need of them. Health, social responsibility and a passion for innovation and good design make up the Wilkhahn DNA.

To make these face masks, the Wilkhahn sewing department uses a bonded, nonwoven fabric that is normally applied inside upholstery covers for thermal comfort. The fabric is relatively close-knit, but is a breathable, food safe and skin-friendly material that can be washed at 40 degrees Celsius. To date, around 2,000 face masks have been produced alongside standard operations.

Wherever possible, Wilkhahn employees are finding unique new ways to work from home. For employees in the production department, two face masks are provided per day, and employees are operating staggered shifts and taking breaks at different times to avoid direct contact with one another.

Shout Out: To CARVART for Creating Glass Screens to Reduce Spread of COVID-19

☞ In response to the COVID-19 pandemic, leading architectural glass products and hardware systems company CARVART has created glassSCREENS>Shield, a new collection of tempered glass protective screens that can be ordered and installed on the frontlines within a week. These versatile, non-porous shields prevent microbes from entering the surface and can withstand the harsh industrial-level cleaning products that are now a requirement. They are in high demand at public-facing businesses across North America that include pharmacies, health care facilities, grocery stores, banks, shippers, government institutions and many others to protect both the essential employees and their customers.

“The creation of glassSCREENS>Shield was the result of a phone call with a pharmacist friend,” said CARVART CEO Edward Geyman. “They needed better protection and urgently requested a more effective screen. The CARVART team immediately jumped into action, and within a week, we were delivering the first screens. We're honored to be able to use our expertise to do our part to help our community and brave network of essential workers.”

CARVART utilized its 20-plus years of industry-leading experience to react quickly to the growing need to limit exposure while essential personnel completed transactions. Its strength in design, engineering and fabrication allowed its team to be agile and quickly develop new customizable products, meeting functional needs while preserving CARVART's focus on design and aesthetics. Geyman continues, “For CARVART, health and safety are a top priority both for our own teams and our clients. Our facilities are following guidelines to produce products to meet this demand with accelerated delivery and installation support.”

The glassSCREENS>Shield line includes three styles and multiple sizes of a freestanding counter-

top unit, a single full-height unit and a foldable full height double screen with various features such as add-on units, transaction windows, protection screens with shutters, no-draft speak-through Windows and casters. As in all of the CARVART portfolio of One Common Thread solutions, these options are all customizable to meet specific onsite criteria.

The glassSCREENS>Shields are produced in Brooklyn, New York, and out for national delivery within a week of ordering. While created specifically to combat the spread of COVID-19, the sleek and durable screens can easily be a permanent solution as businesses continue to adjust their employee safety measures.

The CARVART team is continuing to find ways to use their expertise in architectural glass, metal, stone, wood and hardware systems to develop new products to prevent the spread of COVID-19.

Shout Out: To DARRAN Furniture for a Hefty Donation to Americares

🕒 DARRAN Furniture has committed \$200,000 to Americares to support COVID-19 relief.

As the COVID-19 situation continues to progress throughout the globe, DARRAN's state of business and actions have been to protect the safety of our employees and meet commitments to our customers. DARRAN is manufacturing products and the offices are working on normal operating schedules as the company is designated as an Essential Business.

Just as everyone else, President, Jennifer Cashion, and Vice President, Jeff Hollingsworth have seen the impacts of COVID-19 on the public and healthcare workers both in the US and worldwide, and decided to commit \$200,000 for COVID-19 relief to the Americares nonprofit organization. In an emergency, Americares provides quality medical aid, disaster relief, and recovery. Americares emergency programs help communities prepare, respond and recover from disasters such as COVID-19. Americares continues to respond to the crisis by educating the public about the virus, sourcing and shipping personal protective equipment and providing mental health and disaster response training resources to protect health workers most at risk. They also have clinics in the US and throughout the world to help respond to the outbreak. Americares reserves only 0.3% of its donations to administrative costs.

To learn more about DARRAN's commitment please visit www.darran.com/together

FOR FUN AND INSPIRATION

🕒 A letter to Italy

I am writing from London, listening to Max Richter's resurrection of Vivaldi — Four Seasons Recomposed, a fusion of 17th Century Lombardy and 21st Century London. We witnessed Italy's devastating battle with COVID-19, and the numbers tell us we are not far behind. The effects of the lockdown are beginning to be felt as the world's economy goes into disarray and we try to live our lives internally; introspectively as well as being shut indoors.

We are asking ourselves many questions. Last year, Notre Dame, the forests in Australia and the rainforests in Brazil were on fire. We watched with a sense of helplessness as this precious cultural artifact and our thriving ecosystems were perishing before our eyes. This year we are experiencing the surprise attack on our cultural and social freedom in a completely unprec-

edented way. On one hand we speak about acceptance as nature fights back against our abuse on the planet, and on the other, I am concerned about what it means for another precious artifact: the civilization we built.

As we are physically disconnected, trying to stay in touch remotely, I am reminded of the immense cooperation needed to continue building this grand work in progress that is our civilization. From the children who remind us to play and experience wonder, to the grandparents who remind us that all challenges are surmountable; and all of us in between who had been flying all over the planet chasing our pursuits. Everyone contributes to this grand project, everyone counts.

Every day since the crisis began, I think of Italy, particularly in April as this is the month the design world congregates in the indisputable design capital of the world. The many wonders coming out of Italy, the food, the wine, the clothes, the cars(!), have an essence, a quality that is distinctly Italian. Italians are known for being fussy about their food. In fact, I believe Italians are fussy about everything and that is why they demand and indeed achieve such a high level of quality in all they produce. Italy reminds us that a beautiful life requires commitment.

Over the last century, Italian Design has earned its aura of greatness. What I came to realize through my experience of working with great Italian furniture manufacturers is that the magic surrounding what we revere as “Italian Design” was due to the great craftsmanship found in the many factories surrounding the flagship design companies we know by name. Here are the minds that construct the processes and the hands that wield the power to produce things of great beauty and refinement. What we call Italian Design is in fact a testament to Italian manufacturing.

Italian manufacturing is the secret ingredient that has made great designers of all of us, the world over. Italy is the dream factory that answers the aspirations of the human will to manifest innovative artifacts and builds them. No questions asked. Every object to come out of these great Italian design houses: Arper, B+B Italia, Capellini, Cassina, Fantoni, Molteni, Scavolini, Tecno and so many others, are touched by so many hands, in mostly family-run factories, each with their specific mastery over a material and a process. I think about the men and women who work in these factories to feed their families that keep our design culture thriving; a major part of the grand civilization building project.

These are difficult times, and I would call on the government of Italy and of Europe to remember this grand heritage site that is Italy, and to keep Italian manufacturing alive. Alas, the greatest show on earth, the Salone del Mobile in Milan, is still the reference design show. As we miss this celebration of design, coming together as an international design family, I would like to raise a glass to Italy, and to the people who make the beautiful things we dream up. We will return when you are ready. Forza Italia! - Yorgo Lykouria, Rainlight

Design a Nook with ‘secret super-power’ (yes, they are going to build it)

☞ Design a Nook that is not only aesthetically pleasing, but has a secret super-power that adds an additional level of awesome.

We’ll choose our favorite Nook design and bring it to life. (Yes, we will really build it in real life - we can’t promise that all the magical powers will work, but we will try nonetheless).

We will then showcase the Magical Nook at trade shows across North America (of course acknowledging the genius of the winning designer) and then donate it to a mental health charity to bring some joy for many years to come.

To give you some ideas, some magic our team would like to sprinkle on their Nook might include:

- A motor and homing beacon to bring your Nook back after your colleague “borrows” it.
- A mini fridge under the seat that never runs out of snacks.
- A loudspeaker and a flashing light that tells everyone when you’ve had a brilliant brain moment (there are many - this competition being one) and broadcasts the idea to the office.
- A flotation device so that you can have a quiet refuge in a noisy swimming pool.

Feeling inspired? Download your Nook outline here.

- Design your Nook, including as much detail of the secret Super-Power as you can, and submit it to hellousa@nookpod.com by May 15th 2020.

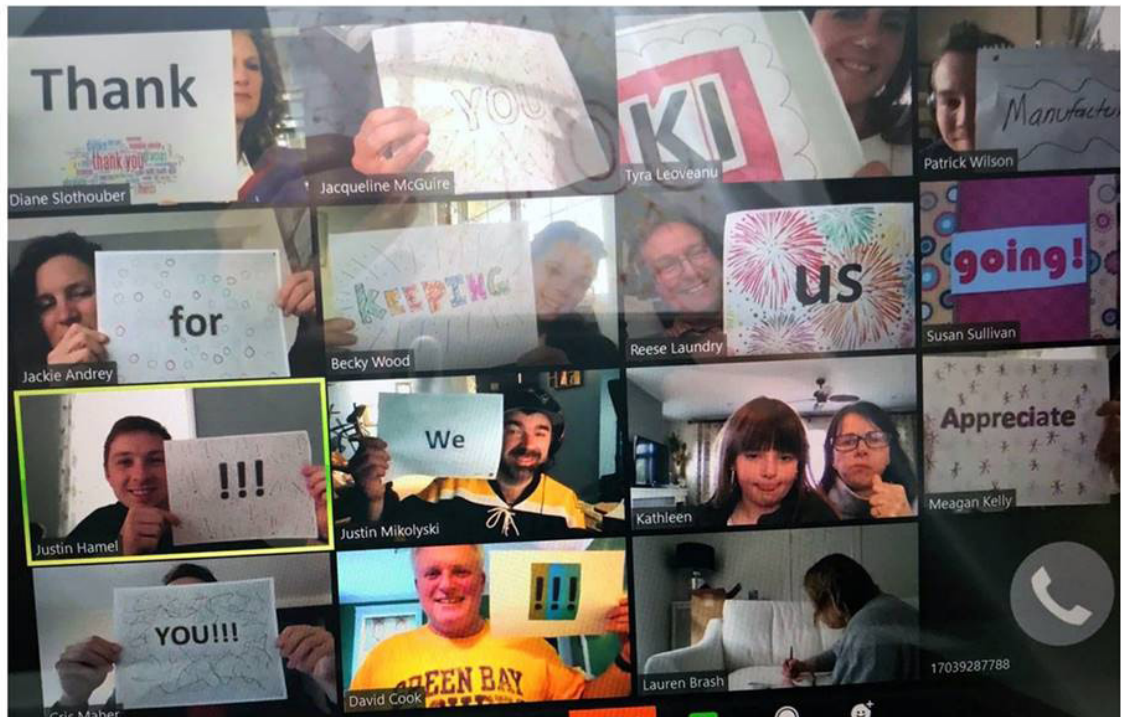
- Post your design to your instagram and tag us @nook.pod

We can’t wait to see the magic you’ll add to our already magical Nook!

- Team Nook Pod

KI VIBES - SHARE SOME POSITIVITY

Let’s stay connected and send each other some good vibes! Submit a favorite quote, message, story, photo or video. Email content to humanresourcesdepartment@ki.com.



Thank you KI Manufacturing for keeping us going!!!
We appreciate you!!!



Have Faith, the Industry will Emerge Stronger Than Ever



Happy Wednesday friends,

You will find a noticeable shift in today's Industry Bulletin Board. Companies in our industry are transitioning from telling you what they are doing to respond to COVID-19 to telling you about how they are helping. Of course, we are happy to continue to publish information about how you are taking orders and how your factory is still humming. But it is heartening to see how the industry is responding to the crisis — everything from using sewing operations to make masks to using technology to connect patients in the hospital to their loved ones to delivering much-needed equipment.

I've also heard stories about competitors helping each other through this crisis by sharing valuable advice and information. Are other industries responding in the same way? I don't know. But I do know this industry is filled with very special people — the kind people who band together when the going gets tough.

If you are anything like me, you are beginning to get a bit stir-crazy. I want all this to be over. I want things to return to normal. If our experience in other parts of the world is any indication, it is going to take a bit longer for our lives to safely return to some sense of normalcy. But it is beginning, slowly but surely. This is the time when the indomitable spirit of our industry is needed most.

So if you've come up with a way to "do things better," please share your practices with someone in the industry who might benefit from the process as well. If you see something in these pages about a competitor helping make masks or aiding in some way, reach out to them, and see how you can help. This is not the time for us to live in a silo.

It is not a time for hand-wringing either. For many, the hardest part about this situation is our lack of control. We can't control a virus, and it is frustrating. I always feel better when I'm active; doing something to improve myself. There are things I can control.

There is much work that can be done in a crisis like this. It is not too early to start thinking about how all of this is going to change the way we work in the future. Will this vast experiment in working from home continue when the threat of the virus recedes? Will fear over spreading viruses kill the open office? How quickly will workers return to the office — will it happen all at once or over time — and how can the industry help make the transition easier?

At Bellow Press, publishers of *The Business of Furniture* and *Workplaces* magazines, we are planning as well. We are reevaluating our products and trying to make them better and more relevant to our readers. We thank you for your continued support by reading our publications and advertising during this difficult time. The easy route would be to pull back on your advertising and give up. We are thankful that you haven't. Now is not the time to give up on your marketing program; in fact, we believe it is more important than ever.

Most of all, it is important to remember to never give up. Voltaire said, "Faith consists in believing when it is beyond the power of reason to believe." Have faith that the worst of the virus is passing. In many parts of the world, plans are beginning to form about how to reopen. The office furniture industry will reopen again, too. And with help and encouragement from one another, we will get through this and emerge stronger on the other side.

Rob Kirkbride and the Business of Furniture team

Upfront BoF



Innovative Office Products is 3D Printing PPEs

Innovative Office Products (IOP) is responding to the needs of a local health care system, Lehigh Valley Health Network (LVHN), in its request to help its workers be better protected during the COVID-19 pandemic.

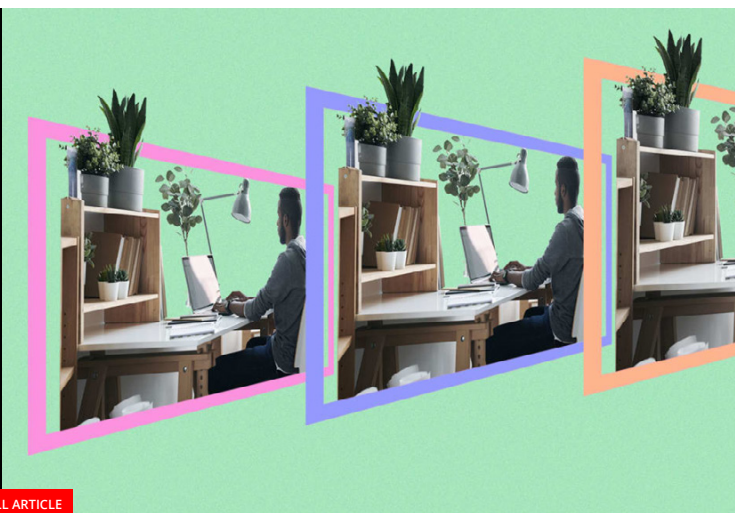
Through the use of one of its two 3D printers, the company is producing the headband component for face shields. Like other personal protective equipment (PPE), the face shields are an essential item needed for protection in high-risk environments. They are also in high demand: According to a recent national survey of infection prevention experts by the Association of Professionals in Infection Control and Epidemiology (APIC), nearly half of all respondents (560 or 49.2%) said they do not have enough face shields.

The company delivered the first quantity of its 25 3D printed headbands on April 8. Using a durable, high quality plastic material already in stock, IOP is producing 25 headbands per day, with the ability to increase that amount if needed. The company's 3D printers are typically used for developing prototypes for its original equipment manufacturer customers who require highly customized monitor mounting solutions for their businesses. IOP and its Innovative brand design and manufacture these products for clients such as Pitney Bowes, Lockheed Martin and Siemens.

7 WAYS OF DOING BUSINESS BY ZOOM THAT ARE HERE TO STAY

For many of us, virtualizing or Zooming through our daily work has become the new normal. The very nature of what we do—from the C-suite to the classroom and medical visits—requires person-to-person contact, even if it's via webcam. Right now at least, only 30% of us get to work from home, which is a devastating blow to our society. Just witness the growing unemployment numbers. Adapt and virtualize. We have no choice.

[READ THE FULL ARTICLE](#)



UNDERSTANDING THE TOUCHLESS WORKPLACE

As experience designers, we think of friction as any moment that prevents an uninterrupted flow through the built environment, and we try to come up with solutions that can create frictionless experiences.

In the workplace, digital solutions and platforms have eliminated some of the noise by improving guest check-in, conference room booking, company communications, wayfinding, food and beverage service, and more.

Now, the coronavirus has us evolving our perspective of the frictionless workplace because many of the solutions we've put in place so far have been reliant on touch technology – kiosks that require navigation via touch, conference room booking screens outside of the door, sign-in tablets, or even biometric fingerprint scans. All of these conveniences start to look like health risks in light of the recent pandemic and other viral threats.

When we return to our physical workplaces, we need to rethink how we introduce interfaces that aren't just frictionless, but also touchless. We should start by looking strategically at the various technologies already available to us.

One idea is to reduce the dependence on shared devices and shift control of the workplace environment to each person's smart device. This may not have the cutting-edge appeal of other technologies, but it greatly reduces the chance that a virus can spread via touch. Plus, it eases the cognitive load for employees — they already understand the interaction patterns on their mobile devices and it's much easier to learn how to control the environment around them.

Other examples include the use of Bluetooth to grant employees access to their building, replacing less sanitary manual or kiosk check-ins for guests and biometric for some employees. Food and beverage ordering is already moving into mobile apps to speed up the ordering process, but has the added benefit of removing the exchange of cards and cash.

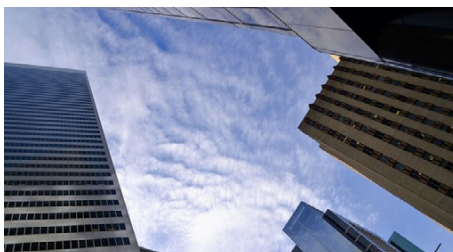
[READ THE FULL ARTICLE](#)

BIG NUMBER

76
percent

A new study from CV-Library claims that three quarters (76%) of British workers think online meetings are a waste of their time with one in three admitting that they excuse themselves from online meetings that they get bored of.

The study surveyed 2,000 remote working professionals and claims that men are most likely to see them as a waste of time (81.3% of men vs 67.8% of women), and were also more likely to abandon an online meeting altogether (40.7% of men vs 26.8% of women).



WORKERS WON'T RETURN TO THE SAME OFFICE SPACE THEY LEFT

For many people, working at home might only last as long as the government requires it. When they return, it will likely be to a changing office space environment.

Some changes will include doors and elevators that don't need to be touched to operate, fewer chairs in common areas and fewer common areas period, Vox reports.

"I think we'll see wider corridors and doorways, more partitions between departments and a lot more staircases," Zaha Hadid Architects principal Arjun Kaicker told the Guardian.

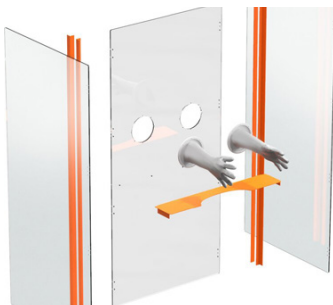
Other changes will be less visible to the eye, but part of many 2020s offices all the same, such as antimicrobial fabrics and regular wipe-downs of highly touched surfaces, according to Vox. Ultra-violet germicidal lights as part of HVAC systems, which isn't a new technology, might also catch on in a bigger way.

Open-plan office space, so recently the wave of the future, could soon be a distant memory as office space is marked by dividers and punctuated by private rooms.

"There'll be a lot of thoughts about employee density," Empire State Realty Trust CEO Anthony Malkin said. "The WeWorks of the world, Convene, Industrious, they get called out for their coworking, but there are a tremendous number of tenants who have deployed benching when you have 2, 3 feet between people."

Cushman & Wakefield's Amsterdam office is testing what it calls the Six-Foot Office, featuring desks separated by transparent shields.

[READ THE FULL ARTICLE](#)



ROOM SWITCHES TO TEST BOOTHS AS VIRUS LIMITS BUSINESS

ROOM, which manufactures privacy-focused office phone booths, hasn't had much of a customer base lately as COVID-19 limits people from going into the office. The company has pivoted its resources to deploy a new product: coronavirus test booths for use in hospitals. The booths allow healthcare professionals to conduct tests with a protective barrier. It has already donated the first group of test booths to hospitals and it has made the design files for the booths available for free download.

AIA CONFERENCE CANCELLED UNTIL 2021 DUE TO CORONAVIRUS

The American Institute of Architects has cancelled its annual conference, which was set to take place in a month, as the US continues to battle the spread of coronavirus.

The AIA had previously planned to postpone the conference scheduled for 14 to 16 May until a later date this year. It revealed earlier that it will instead take place next year.

Decision amid uncertainties of the coming months.

"After carefully monitoring Covid-19 developments, we have determined that we will not be able to reschedule conference given the number of uncertainties we face as a nation in the coming months," said AIA president Jane Frederick.



Photo by Chris Clark courtesy of Spectrum Health Beat

Byrne Creates Powerful Connections to Help People Hospitalized, Loved Ones Stay Connected

THE VIRTUAL VISITS, MADE POSSIBLE THROUGH DONATED IPADS AND TECHNICAL ASSISTANCE FROM BYRNE, HAVE LIFTED THE SPIRITS OF FAMILY MEMBERS SEPARATED BY ILLNESS DURING THE COVID-19 PANDEMIC.

TOP INDUSTRY NEWS

Like windows into patients' rooms, iPads are giving families the ability to see and communicate with their loved ones in the intensive care unit at Spectrum Health in Grand Rapids, Michigan, with the help of Byrne Electrical.

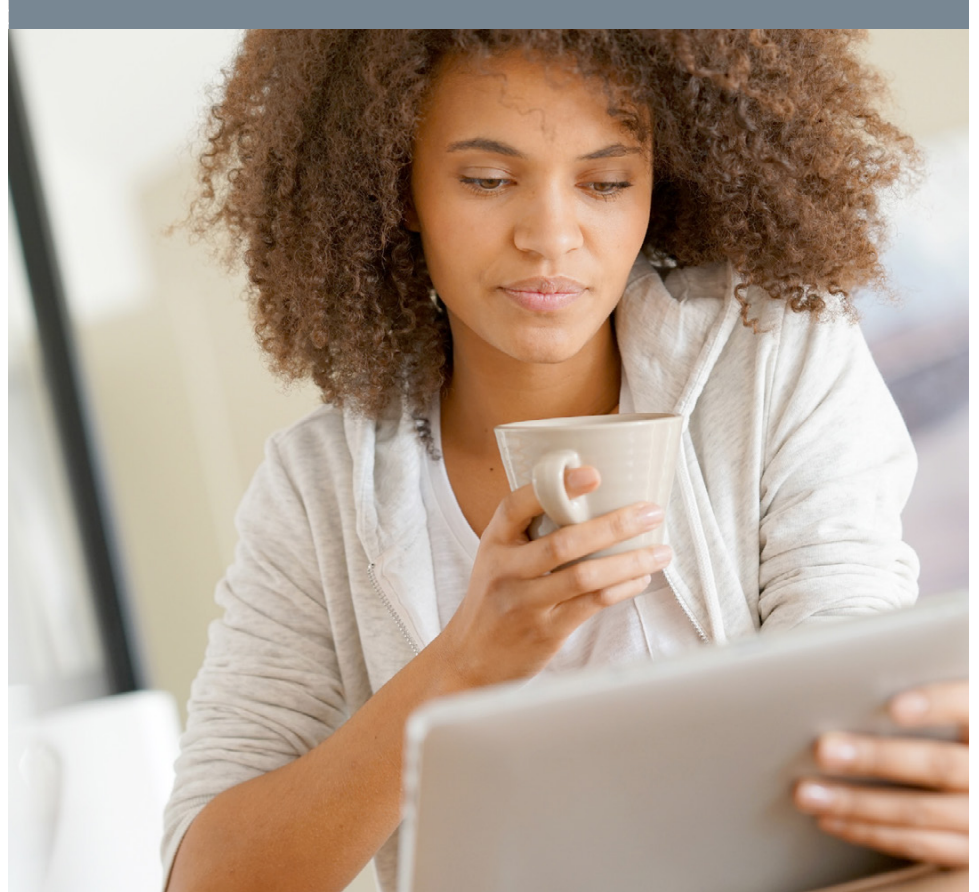
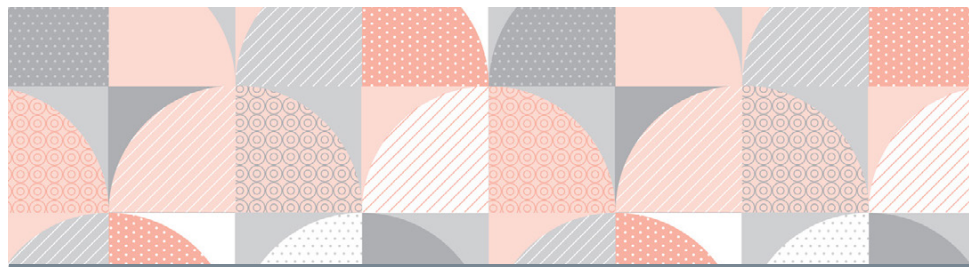
The virtual visits, made possible through donated iPads and technical assistance from Byrne, have lifted the spirits of family members separated by illness during the COVID-19 pandemic.

"It is super touching to see patients able to talk with their families again," said Maggie Simons, nursing supervisor for cardiothoracic critical care at the Spectrum Health Fred and Lena Meijer Heart Center. "It is the best medicine to hear them laughing in there."

Spectrum Health team members began looking for ways to create that virtual connection after a state policy on visitor restrictions took effect March 16. The restrictions, which prohibit hospital visitors except in limited circumstances, are designed to prevent the spread of COVID-19 and protect patients and health care workers.

Breaking the news to ICU patients and their families was heartbreaking, Simons said. The night before the state policy took effect, she and other staff members explained it to family members, sitting at the bedsides of patients in the ICU.

"That was a hard day," Simons said. "A lot of people handled it better than I thought they would."



SUPPORT

As we all adapt to a new way of doing business, INDEAL provides dealer members with a Support Package of enhanced tools and services to help eliminate some of the challenges they're currently facing. #INthisogether!

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Spectrum Health's Information Services team began working to make virtual visits happen — creating a connection that was secure and complied with health care privacy regulations, said Amanda Plunkett, Information Services senior project specialist. Bank of America donated 200 iPads, and Byrne engineered and donated power adapters to sup-

port the virtual iPad stations.

Donations to Spectrum Health Foundation's COVID-19 Response Fund will go toward purchasing iPads and other equipment and services needed during the pandemic.

Information Services employees set up Microsoft Teams, a video-conferencing app, on the iPads. They helped the first fam-



ily members download the app at home on their own devices.

“Most of the people I work with tell me, ‘I’m not technical,’” Plunkett said. “But I’ve never been unsuccessful in getting them set up.”

They then walked the ICU nursing staff through the initial connections. The iPad, mounted on a small tripod, may be moved to get the best view for patients and their families. Team members are also using laptops to connect patients with their families. For about two hours in the afternoon, family members and patients visit through a live-stream connection.

The reaction from families?

“Joy,” Plunkett said. “It’s been really amazing. I hear a lot of thankfulness and appreciation. Even as people are worried and scared, they have just been appreciative for the opportunity.”

Family members enjoy seeing and speaking to their loved ones even when the patients are unable to communicate, Simons said. The nurses will give updates and explain the machines and medication that help the patient breathe.

“This has been huge for our patients and their families, just to help them feel a part of the care for these patients, so they can have some contact with them,” Simons said.

In some cases, the ICU patients have been able to take part virtually in family events, seeing a new baby or a child’s birthday celebration.

A healing connection

Once the first connections were in place, the staff from the All of Us research project at Spectrum Health took charge of implementing the program and has brought it to all the intensive care units throughout the health system.

“It’s a good fit for the All of Us team,” said David Chesla, Spectrum Health director of research operations.

The staff members call patients’ family members to offer the service and set up the app. Sometimes they work with an adult child or grandchild to overcome technical hurdles. As soon as the iPads became available, the nursing staff embraced the opportunity to connect their

patients with family members through video chats.

“Our nursing staff has been handling this so phenomenally,” Simons said. “They dove right in. Nobody has complained about extra work. They are doing what they need to do to figure out this technology.”

The nurses find the virtual visits rewarding — and healing for their patients. The ICU staff is dedicated to patient-centered and family-centered care, Simons said. The nurses and nurse technicians rely on family members to help them understand the patient and to know their likes and dislikes, particularly when the patient cannot communicate. The family might tell them what TV show to put on — or which

ones to avoid — for a patient coming out of sedation. They can tell the nursing team the music a patient wants to hear.

“We value our families being here. A lot of times they are incredibly helpful to us,” Simons said.

Without family members present, the nurses can communicate with them on the phone. But seeing them on the iPad creates a more meaningful connection, she said. The nursing team plays a key role in implementing the virtual visits, Plunkett said.

“I’ve been so impressed to see our busy nurses and nurse techs pause in their crazy schedules to make this happen,” she said. “I see so much empathy coming from the clinical staff.” **BoF**

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Formaspace Builds ESD Workbenches for Ventilator Production at GM's Kokomo, Indiana Manufacturing Facility

THE ASSEMBLY OPERATIONS AT THE 100,000-SQUARE-FOOT FACILITY IN KOKOMO SPAN THREE FLOORS OF THE BUILDING AND FEATURE A CLEANROOM AREA AND TWO PRODUCTION LINES.

Formaspace has completed an initial order of 500 new ESD workbenches destined for General Motors manufacturing facility in Kokomo, Indiana, where GM and Ventec Life

Systems are partnering to produce Ventec critical care ventilators in response to the COVID-19 pandemic.

Formaspace received the urgent request from GM on March

22 and put the resources of the entire company toward one goal: delivering as fast as possible. The first truckload of ESD workbenches departed the Formaspace factory in Austin for Indiana

three days later with subsequent truckloads shipping out each day until the initial order was completed April 9.

“We were able to respond quickly to this urgent request from GM because we manufacture all our custom industrial furniture using American-sourced steel and other raw materials from the USA at our factory headquarters in Austin, Texas,” says Jeff Turk, Formaspace CEO. “Now that this initial order is complete, we are utilizing our newly increased production capacity to speed up delivery of non-health care critical projects and expect those orders will be completed within a few days.”

“Every ventilator we build can help save lives, and GM’s global supply base and manufacturing teams.”

The assembly operations at the 100,000-square-foot facility in Kokomo span three floors of the building and feature a cleanroom area and two production lines.

The 500 new workbenches supplied by Formaspace will be used for assembling the delicate electronic components. Each of the workbenches features work surfaces with full coverage ESD protection (to suppress static electric shocks that could dam-

age sensitive microelectronics), built-in parts bins, heavy-duty white powder-coated steel frames, integrated overhead lighting and eight-plug power strips.

“Every ventilator we build can help save lives, and GM’s global supply base and manufacturing teams, the UAW and the Kokomo community are working with passion and unwavering commitment to get the job done,” said Gerald Johnson, GM executive vice president of global manufacturing. “People have moved mountains to help increase the production of Ventec’s critical care ventilator. I have never seen anything like it in my career.”

According to Frank Bucher, Formaspace EVP of sales and marketing, “Our production facility is open and able to respond to the needs of our customers who are constructing new facilities or making changes to their existing operations, including manufacturing facilities, material handling and distribution centers, pharma and health care laboratories, or primary, secondary and university educational facilities. We have added an additional work shift to keep up with current demand, and we are taking special care to ensure all hygiene precautions are in place to allow our facilities to operate safely during this difficult time.”

BoF

2020

Inspiration Contest for Office Designers



SUBMIT TODAY ▶



66% of U.S. Employees Are Working Remotely at Least Part-Time During the COVID-19 Pandemic

PEOPLE APPRECIATE THE PERSONAL TIME THEY HAVE GAINED FROM NOT HAVING A COMMUTE WHILE WORKING FROM HOME.

Two-thirds of employees are working remotely at least part of the work week as a result of the coronavirus pandemic, according to a new survey from Clutch, a B2B ratings and reviews platform.

Clutch found that 44% of all workers are working from home

five or more days per week, up from 17% before the pandemic.

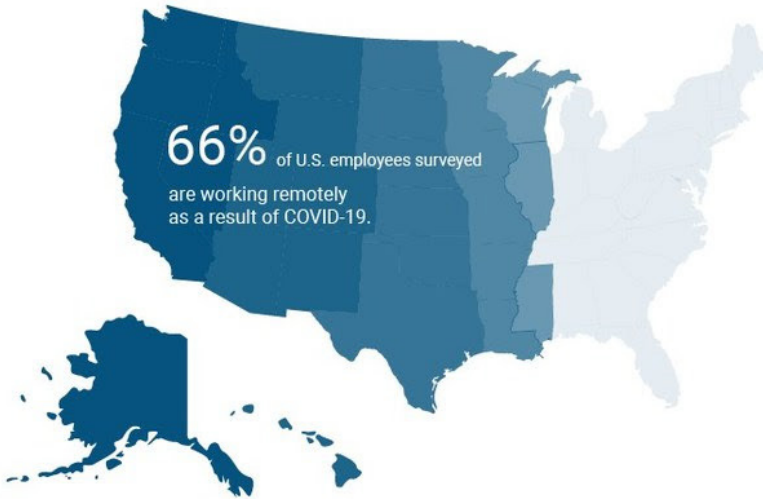
Just 34% of workers aren't working remotely at all during the pandemic, likely a direct result of most states only allowing essential out-of-home work or a reflection of workers who have been laid off.

Not having commute best part

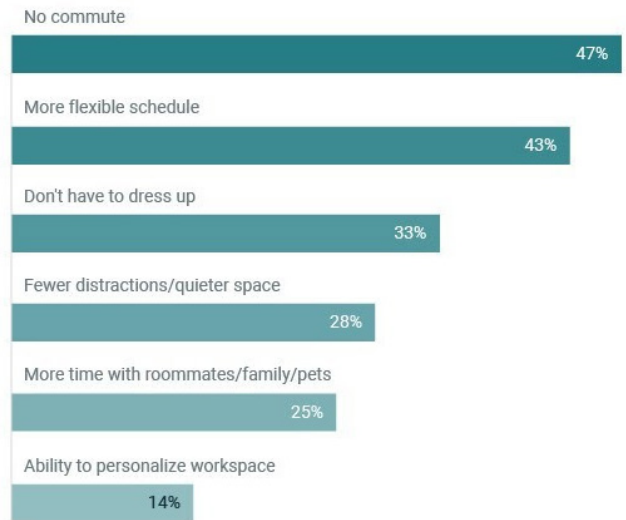
People appreciate the personal time they have gained from not having a commute while working from home.

Nearly half of employees (47%) say no commute is a benefit of remote work. Employees also

Remote Work a Requirement for More U.S. Employees Due to COVID-19



Top 6 Benefits of Working From Home



Not all answer choices shown
 N=242 U.S. employees who are working remotely as a result of the COVID-19 pandemic
 Source: Clutch 2020 Remote Work Survey

Clutch

enjoy a more flexible schedule as a result of working from home (43%).

“I commute about an hour each way, so not commuting saves me both time and money,” said Sophie Conner, marketing manager of HaloITSM, a service desk software company. “With the extra time, I have been able to start running and have more time for my own hobbies.”

Many workers are taking advantage of the hours saved from not having to commute to work.

Collaboration least favorite part

In a typical office setting, employees can ask a simple question by visiting colleagues at their desk and quickly getting an

answer. Now, employees have to wait until colleagues open their email or see their message before answering their question.

One-third of workers (33%) say it’s harder to collaborate with co-workers while working remotely.

“Before this, I could simply ask someone a quick question when they sat next to me,” said Charlie Worrall, digital marketing executive at web design agency Imaginaire Digital. “Instead, I’ll email them, they take a while to respond, so I’ll call and it takes up a little too much time.”

To reduce communication issues, however, many companies are turning to collaboration tools such as Zoom (36%), Microsoft Teams (19%), and Skype (17%).

Frequent interruptions also challenge

It is hard for many employees to focus fully on work at home.

More than one-quarter (27%) say interruptions and distractions are a challenge.

“There is always something to do at home: books, TV, kids and many more distractions at every turn,” said T.Y. Hlangwane, of the PR firm Magnolia Haus Communications. “It takes a truly disciplined individual to work at home.” **BoF**

Read the full report here: <https://clutch.co/real-estate/resources/state-of-remote-work-during-coronavirus-pandemic>

PACIFIC WEST

ART DECO POST OFFICE GETS RENOVATION



HOLLYWOOD, Calif. — Producer Joel Silver expects to make a difference in Venice, where his Silver Pictures Entertainment will be housed at the historic former Venice Post Office he purchased from the US Postal Service last September. The Matrix producer is planning a renovation of the Art Deco building, which was built in 1939 by the Federal Works Progress Administration. The 24,000-square-foot post office includes Edward Biberman's "Story of Venice" mural, long considered a local landmark. Silver said that he would restore and preserve the artwork at a cost of \$100,000.

[Hollywood Reporter](#)

KT URBAN PLANS MIXED-USE PROJECT

SAN JOSE, Calif. — Cupertino-based KT Urban submitted plans for Woz Way Offices, a 1.8-million-square foot, mixed-use office development at 280 Woz Way in San Jose. The project will feature two 20-story towers housing 6,000 square feet of retail and 30,000 square feet of outdoor terraces over multiple levels. The 2.93-acre site will also include eight levels of parking totaling 1,215 spaces. Located near the convention center, the Children's Discovery Museum, and several light rail stations, as well as entrances to Hwy 280 and Hwy 87, the transit-oriented project is

scheduled to break ground in 2021. [Connect California](#)

MOUNTAIN WEST

BIOMED CAMPUS IN DEVELOPMENT



PHOENIX — Tempe-based Sundt Construction and JV partner DPR commenced construction on a \$20-million redevelopment of the Biomedical Sciences Partnership Building on the 30-acre Phoenix Biomedical Campus in downtown Phoenix. Improvements include 48,000 square feet of upgrades on the third and fourth levels and a portion of level five, which will add a wet lab and administrative research spaces to support additional faculty recruitment for the University of Arizona College of Medicine-Phoenix.

[Connect Phoenix](#)

MIDWEST

MIXED-USE PLANNED FOR DOG TRACK

MILWAUKEE — Milwaukee developer Zilber Property Group is proposing to redevelop the former Dairyland Greyhound Park dog track into a 240-acre mixed-use project consisting of manufacturing, residential, office and retail uses. Plans depict a 100-acre industrial park, which would hold up to five buildings totaling 1.76 million

square feet, at the eastern end of the site. West of that, 90 acres are identified for multi-family residential that would contain 360 apartment units across 19 buildings. The buildings will all be located within 36 acres of the larger 90-acre area. Toward the center of the site is a 10,000-square-foot shared public building and clubhouse.

[Milwaukee Business News](#)

WAREHOUSE SPACE IN DEMAND

DETROIT — The repercussions of the virus on the industrial real estate market are likely to be a halt to new construction starts, as manufacturing comes to a standstill. But there has also been an uptick in the need for warehouse space, with short-term requests of three months to a year for space ranging from 150,000 to 200,000 square feet. Calls from national grocery store chains looking to stockpile paper products early on to disinfectant companies that make sanitizers and hand wipes who have trailer loads full of products that they need to place quickly; also logistics companies that are handling personal protective equipment for customers that are working in conjunction with FEMA.

[Crain's Detroit Business](#)

NORTHEAST

OLD GROCERY STORE DEMOLISH PLANNED

HARLEM, N.Y. — A shuttered Pathmark that has blighted an entire block of 125th Street in East Harlem for five years will be developed into a nine-story office tower with more than 350,000 square feet of commercial space. Extell Development filed plans with the city to construct the new 120-foot-tall office development in early April, according to city records. The firm also filed demoli-

tion plans for the existing block-length, two-story structure. The site, located at one of the busiest intersections of East Harlem’s main commercial street, has remained vacant since the grocery store closed.

[Patch](#)

FORMER TOYS ‘R’ US HQ TO BE LEASED

WAYNE, N.J. — JLL was selected by Dobco Inc. to lease up One Geoffrey Way, the former headquarters of Toys ‘R’ Us in in Wayne, NJ. The firm will work closely with Dobco to reposition the 630,000-square-foot complex as a multitenant, mixed-use development project that will include office, flex and retail space. The 193-acre site, which housed Toys ‘R’ Us’ offices for 16 years, sold last year for a reported \$19 million. The leasing assignment will be overseen by JLL’s Frank D. Recine, Christopher DeLorenzo and Brendan McBride. JLL and Dobco have partnered with Brian S. Silbert and David Greenman of Silbert Realty & Management Co. on the marketing and leasing of the development’s retail space.

[Connect New York](#)

PROPOSED DEVELOPMENT TO INCLUDE STADIUM

PAWTUCKET, R.I. — Fortuitous Partners has proposed a \$400 million Pawtucket soccer stadium and mixed-used project, titled Tidewater Landing Development. The project is slated to include a mixed-use development with more than 200 housing units and 100,000 square feet of retail, food and beverage, and other community space; an indoor sports event center; a 200-room hotel; a 7,500-seat stadium that will house a USL Championship soccer team, expected to begin to play in the 2022 season; 200,000 square

feet of commercial office space, which is proposed to include bars and restaurants. The costs of the developments would cost between \$100 million and \$1 billion.

[GoLocal Prov](#)

SOUTH

LINDBERGH SET FOR TRANSFORMATION



ATLANTA — Philadelphia-based Rubenstein Partners, and investment partner Monarch Alternative Capital LP, plan to renovate the 47-acre Lindbergh City Center, a transit-oriented development surrounding Atlanta’s Lindbergh MARTA train station. The developer has brought on a team to help guide the facelift, re-naming and re-branding efforts. The one-million-square-foot, mixed-use property will be transformed into modern mixed-use community. That includes redesigning the building exteriors, reconfiguring the existing retail footprint and adding new local retailers, art galleries and restaurants. Rubenstein’s Taylor Smith says, “While there is much uncertainty in today’s marketplace due to the coronavirus pandemic, we are confident in our plans to redevelop Lindbergh City Center into a hub for global experiences with the best connectivity in Atlanta.”

[Connect Atlanta](#)

LIVING WALL TO BE THE LARGEST

DALLAS — RED Development’s mixed-use retail and residential concept The Union continues to draw developers and retailers alike to the borders of Uptown and downtown. Arguably the most innovative newcomer to the area thus far, the latest development slated for the intersection of McKinney Avenue and Akard Street will feature the largest living wall in North America. The wall will run vertically up the building’s exterior and include more than 40,000 plants, mostly evergreen species, estimated to add approximately 1,200 pounds of oxygen to the environment annually and absorb roughly 1,600 pounds of carbon dioxide with minimal upkeep.

[D Magazine](#)

BLUE LAGOON TO SEE MORE DEVELOPMENT

MIAMI — Weiss Group of Companies scored \$21.3 million in bridge financing to build a mixed-use, multifamily and hotel project at the Blue Lagoon office complex near Miami International Airport. The development will include 882 apartments, as well as two hotels, one with 247 rooms and another with 186 rooms. Phase one of the project will include a two-building, 368,000-square-foot, 428-unit multifamily development of studio, one-, two- and three-bedroom apartments. The Blue Lagoon office park is home to large corporations, including Burger King, FedEx and Airbus.

[The Real Deal](#)

Compiled by Emily Clingman

BoF

ALL TIME | January 1, 2016 BoF Industry Index Start: \$24,379.54
 YEAR TO DATE | April 22, 2020 Yearly Start: \$25,443.00 (2019 Ended Up +15.31%)

CURRENT VALUE

\$12,698.96

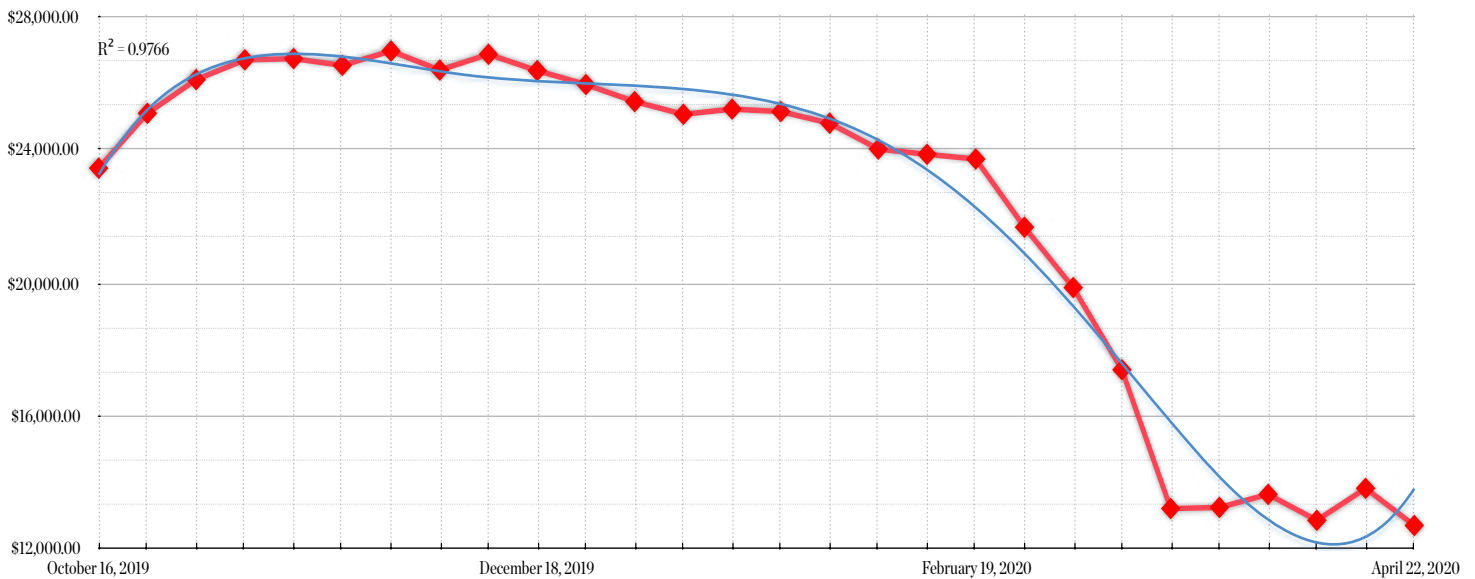
TOTAL GAIN / LOSS

-11,680.58 (-47.91%)

2020 YTD GAIN / LOSS

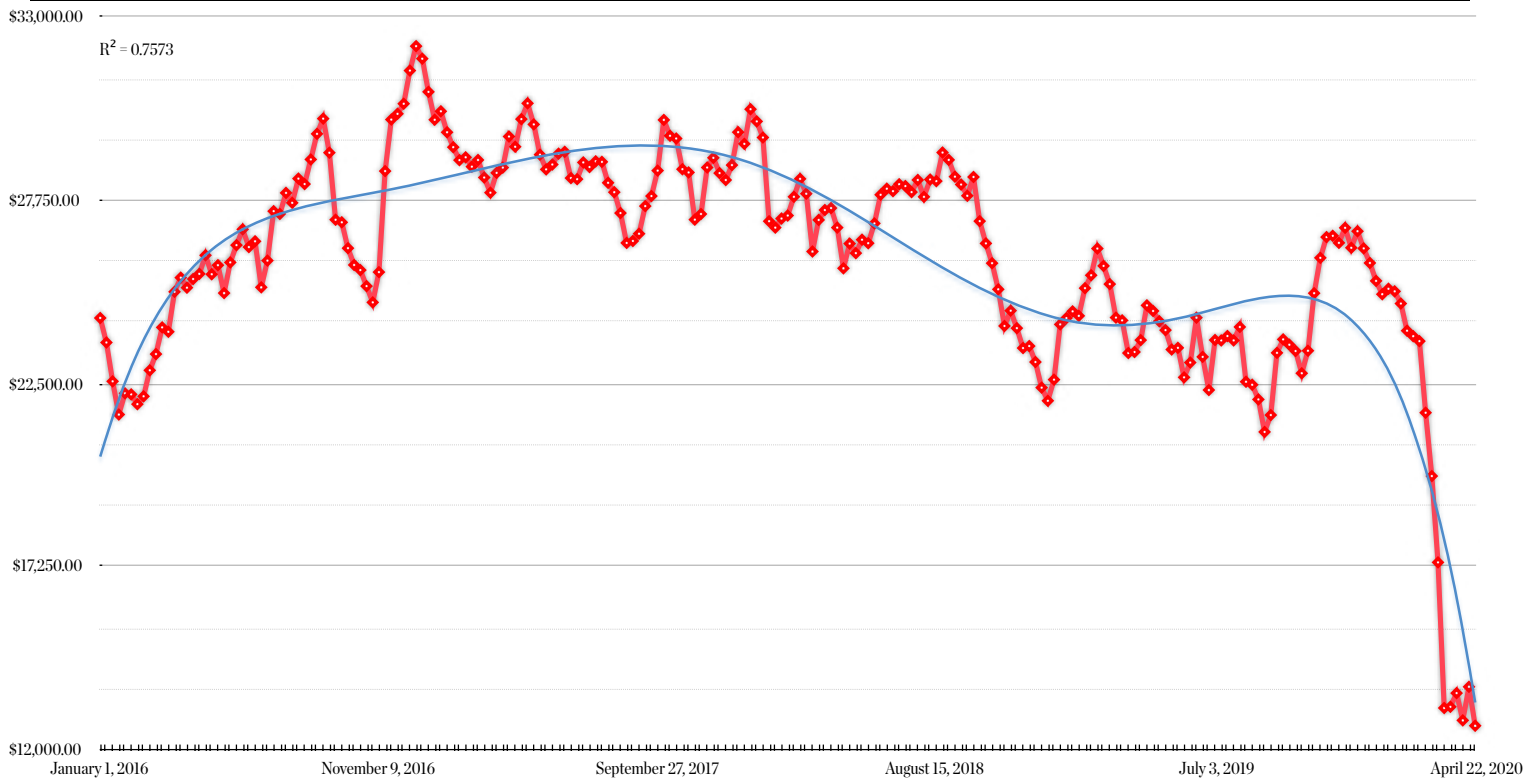
-12,744.04 (-50.09%)

▲ SYMBOL	PRICE ↕	CHANGE ↕	TOTAL GAIN ↕	1D GAIN ↕	OPEN ↕	PREV CLOSE ↕	VOLUME ↕	MARKET CAP ↕	DAY RANGE	52WK RANGE
DRTT:US DIRTT Environm...	1.01 20:00	+1.00% +0.01	-85.45% -593.00	+1.00% +1.00	0.99	1.00	136,449	85.53M	0.98 - 1.01	0.71 - 6.90
FLXS:US Flexsteel Indust...	8.89 20:00	+0.79% +0.07	-79.88% -3,529.00	+0.79% +7.00	8.82	8.82	24,252	71.04M	8.71 - 9.05	8.37 - 25.81
HNI:US HNI Corp	22.69 20:04	-3.41% -0.80	-37.08% -1,337.00	-3.41% -80.00	22.68	23.49	160,246	969.06M	22.38 - 23.13	16.61 - 42.90
INQ:CN Inscape Corp	0.78 00:00	-13.33% -0.12	-74.00% -156.43	-13.33% -8.46	0.78	0.90	1,000	11.22M	0.78 - 0.78	0.60 - 1.95
KBAL:US Kimball Internati...	10.46 20:00	-6.10% -0.68	+7.06% +69.00	-6.10% -68.00	10.74	11.14	303,759	384.96M	10.00 - 10.82	8.19 - 22.40
KEQU:US Kewaunee Scie...	8.36 20:00	+7.18% +0.56	-53.01% -943.00	+7.18% +56.00	7.80	7.80	3,897	22.99M	7.80 - 8.36	6.96 - 23.00
KNL:US Knoll Inc	9.21 20:04	-2.23% -0.21	-51.01% -959.00	-2.23% -21.00	9.13	9.42	318,546	466.51M	9.00 - 9.35	7.74 - 28.30
LEG:US Leggett & Platt I...	26.99 20:04	-1.75% -0.48	-35.77% -1,503.00	-1.75% -48.00	26.72	27.47	836,408	3.57B	26.38 - 27.38	22.03 - 55.42
MLHR:US Herman Miller Inc	18.96 20:00	-1.71% -0.33	-33.94% -974.00	-1.71% -33.00	18.73	19.29	429,349	1.11B	18.31 - 19.16	14.39 - 49.87
SCS:US Steelcase Inc	9.11 20:04	-1.51% -0.14	-38.86% -579.00	-1.51% -14.00	9.10	9.25	842,444	1.07B	8.91 - 9.27	7.02 - 23.02
TILE:US Interface Inc	8.18 20:00	-2.73% -0.23	-57.26% -1,096.00	-2.73% -23.00	8.02	8.41	322,266	479.00M	7.98 - 8.35	5.06 - 17.68
VIRC:US Virco Manufactu...	2.58 20:00	+2.38% +0.06	-22.52% -75.00	+2.38% +6.00	2.55	2.52	3,337	40.54M	2.53 - 2.59	1.82 - 5.00

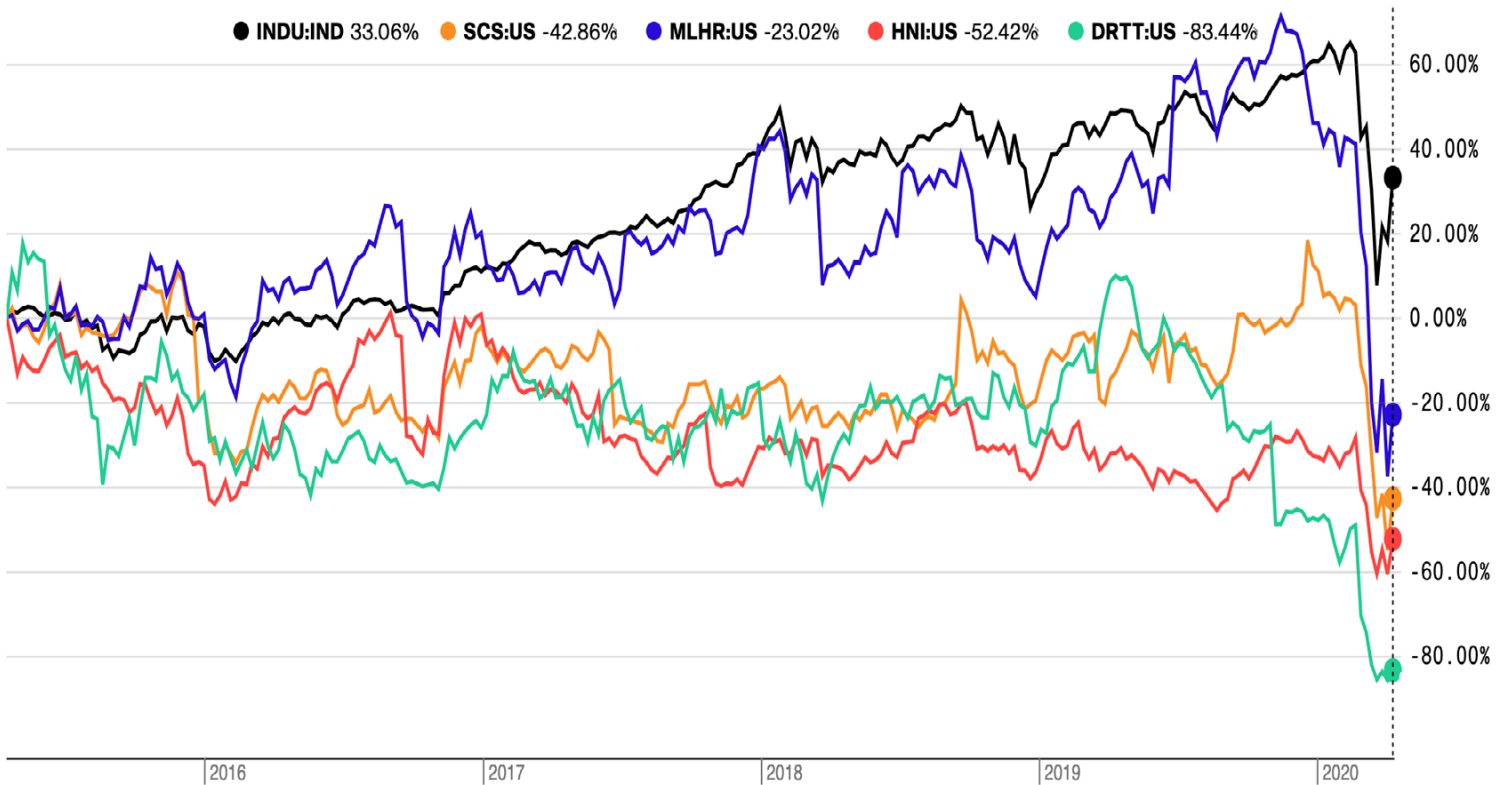


STOCK GRAPHS

BoF Industry Index - Since Jan 1, 2016



Five Years - Major Industry Stocks





Do Emoji's Have a Place in a Business Email?



You can send your workplace questions to Stephen at: StephenSays@bellow.press

Questions selected to be answered, will appear in this column. Please use the Subject: Stephen Says for all emails. Stephen Viscusi is a bestselling author, television personality, and CEO of The Viscusi Group, global executive recruiters located in New York. Follow Stephen on Twitter [@stephenviscusi](https://twitter.com/stephenviscusi), Like [Stephen on Facebook](#), and follow him on [LinkedIn](#).

Dear Stephen:

What are your feelings about the use of emojis in a business communication?

Emojis have sprung up like 🍄. It's no longer just in a casual text from my kids but it's also springing up in business communications. No matter if it is a letter to a client or maybe even a follow-up letter to an interview. Emojis seem to be commonplace today on social emails, and now I see them in business.

I am a sales manager, and I have received emojis occasion-

ally from sales reps who report to me. I must say I am not a fan. If I was interviewing someone, and they sent me a letter with emojis in their thank-you note I think I would find it a turnoff. I was discussing this question with my wife who works in the fashion industry, and she feels the opposite of the way I do. She said it is very common, and she thinks I am a dinosaur. I have a kid in high school and one in college, and when they send me texts with the emojis, I have to confess I do not even know what most of them mean. My emo-

jis vocabulary is limited to a "smile" or a "frown," and do not get me started with a meme!

Now, my team will be communicating with our clients by emails more than ever before. Do emoticons add value or take away from the message? Should I ever include them? Is this a new thing?

Signed,



Dear 😞

Yes, emojis are a thing now in business letters. New research tells us that. I was surprised myself. I thought it was an age thing, but maybe not. Yet my clients are young, so are most of my employees, and I want to keep them engaged. So I say emoji see, emoji do.

An emoji is defined as a small digital image or icon used to express an idea or emotion. They liven up your text messages with tiny smiley faces. I have always loved the smiley face, have used it even when I autograph a book, and I have used it in this column. I think of the smiley face as my trademark. Nowadays, however, there are so many emojis, I need an emoji dictionary just to understand what each one means. To answer your question I asked my friend at www.resumelab.com because they did the research and guess what they found: Everyone seems to love emojis!

Here are a few highlights they uncovered:

- **Emails that featured the little yellow fellas were considered professional by 40% of the respondents (vs. 69% when not including them). A staggering 72% difference in favor of not adding them to business emails.**
- **Unsurprisingly, messages which included emojis were on average considered more friendly by 15% more of the survey-takers (though this varied based on the email type).**
- **Both types of messages were thought of as equally clear in intent with or without the emojis. Similarly, the sentiment of the message was also implicitly understood, suggesting that using emoticons can be superfluous.**
- **There is a time and place for everything. For example, Coronavirus update announcements were not a good place to show off your emoji expertise, as only 45% of survey takers considered it professional to do so (vs. 86% when the icons were excluded).**

I believe their research, I just do not agree with all of it. I think emojis in business emails may be a fad. And I personally would never want to get an emoji in a thank-you follow-up letter to an interview. So when you use them I think you need to know your audience — meaning how old is the client or your boss and what is the context of the letter. And no matter what you decide, stick with no more than three emojis in a business letter, otherwise, personally, I do not think your letter will be taken seriously. But hey, I could change my advice on this subject in the future. I am the same workplace guru who advised people 10 years ago to cover their tattoos and to take out and remove out your visible body piercings before a job interview. I would never give that same advice today. Does that answer your question?

Signed,



Stephen

The Power of Conversations

A few weeks ago, I had the opportunity to have lunch (and some wine) with Jerry Lohr, the founder of J.Lohr Vineyards & Wines, while I was in Paso Robles, California, for a few days. It was one of the most informative and inspiring conversations I've ever had.

More than 50 years ago, Lohr embarked on a career change, and the results of this change have had a lasting impact on his family, community and the world of wine. Lohr is one of the pioneers of developing the Central Coast wine region and led the way for making this one of the most predominant areas to grow and produce wine, specifically Cabernet Sauvignon.

While this column is not about J.Lohr Wines, I want to set the stage for you. Lohr is in his 80's, he works everyday and is active in the continuing growth of a multi-million dollar company — one of the largest in the world and an industry leader. He is a community leader, an environmental activist and a beloved family man. He drives a Jeep, wears blue jeans and boots and is one of the most humble, down-to-earth men I've ever had the opportunity to meet. He reminds me of G.W. Haworth, who I had the opportunity to work with and have multiple conversations with during my time at Haworth.



Have a suggestion for the column? Please email Sid at sid.meadows@embark-cct.com

Sid Meadows is the founder and principal of embark cct, a coaching, consulting and training firm focused in the contract interiors industry. You can follow Sid and embark on Facebook (@embarkcct) and LinkedIn (@sidmeadows) or visit the website at www.embark-cct.com

Both of these men are truly the best of the best.

What started with 280 acres of vines has grown to more than 2,700 acres producing a quality wine at an affordable price while leading an industry in change and in caring for and supporting our environment. Does any of this sound familiar to you? Well, it did to me.

Never being one to shy away from meeting someone new, I jumped right into the conversation and started asking him questions about his journey. What I learned has a direct correlation to our industry: commitment to people, quality and environment.

Commitment to People

One of the most impressive things about any organization is the commitment they have to their people and the commitment their people have to the company — both are truly needed for any organization to have the ultimate success. This can often be an overused, hollow marketing catch phrase — but not a J.Lohr.

When I asked Lohr about his team, his face lit up. He talked on and on about how important people are to his business and without them, they would not have had the success they've enjoyed. And the people I talked to echoed this. When the person working in the wine tasting room has been there for 30 years and talks about the company as if it were her own — you know they are a people-first organization.

When the vineyard manager takes you on a tour of the vineyard and can't stop talking about how much the company has meant to him and his family and how he started working there in the maintenance department and has been given the opportunity to learn, develop and grow into the important role he plays now — you know they are a people-first organization.

Commitment to Quality

J.Lohr wines are not expensive — they are very affordable, which is one of the core principles of the organization. Just because it's affordable doesn't mean it's not a good product. Their wines are constantly receiving scores of 90 and above by industry experts. Sound familiar?

“We never rest on our laurels; mastering our craft is a 24/7 obsession” is how the company describes itself on its website. They are consistently drawing on their experience and innovation to make them one of the country's most trusted wine labels.

Low cost does not equal low quality and J.Lohr is a perfect example for all of us to follow. The same is true in our industry, but so many times we get caught up in marketing and branding and think that just because the product is affordable for the masses that it has to be low quality. Not true. So before you pass judgment on a company or product do your homework and investigate them. Look at all aspects of who they are and what they do. I think you'll be surprised at what you find.

Commitment to the Environment

This was likely the most powerful part of my conversation with Lohr, the winemaker. Why? Because, as he said, “I'm a farmer” and being a good steward of the environment was critical to his business' success. Admittedly, I was taken back. The founder and owner of one of the most successful wineries in the world just referred to himself, in the most proud and humble way, as a farmer.

As you can imagine, sustainability is a core value for J.Lohr. I'm not going to dive into all they do to support the environment, but it's an impressive list. Two things stood out for me. The first is their use of solar power. They've installed a solar field (and removed some vines to do so), and that solar field generated 95% of the power used in their facility. Now, that's impressive! It's also

an example that others should follow — in a lot of industries — especially ours.

The second thing that stood out for me was how nothing from their vineyard goes to waste — not vines, clippings, grass or even the removal of old vines — they are all composted and reused throughout the vineyards. Reusing products and materials for future growth or new products is impressive and something our industry has struggled with. We could learn a lot by listening from leaders of other industries.

As I wrapped up my lunch with Lohr, he was off to help his staff measure the wine tasting room to include more seating to create more social spaces. Next he was headed to lead a committee on water conservation and how they are creating new innovations and leading the way to conserve water in their farming practices.

A lot of parallels exist between wine and furniture, and I guess it's a good thing that I love them both!

The next time you get the opportunity to chat with someone remember the power of conversations and how much we can all learn from each other.

Be sure to join the conversation and share your thoughts and ideas on how having a conversation can impact you and your business. Visit our blog at www.sidmeadows.com and let's keep this conversation going.

LONDON (NEW DATE)**Clerkenwell Design Week**

July 14-26, 2020



Clerkenwell is home to more creative businesses and architects per square mile than anywhere else on the planet, making it truly one of the most important design hubs in the world. To celebrate this rich and diverse community, **Clerkenwell Design Week** has created a showcase of leading UK and international brands and companies presented in a series of showroom events, exhibitions and special installations that take place across the area.

www.clerkenwelldesignweek.com

GUANGZHOU, CHINA**CIFF**

July 27-30, 2020



Founded in 1998, China International Furniture Fair (Guangzhou/Shanghai) ("CIFF") has been successfully held for 44 sessions. Phase two of CIFF is dedicated to office furniture and seating, hotel furnishings, accessories, metal furniture, and furnishings for public spaces and reception areas, as well as materials and machinery for the furniture industry.

www.ciff.furniture

KUALA LUMPUR, MALAYSIA**Export Furniture Exhibition**

August 27-29, 2020



Export Furniture Exhibition (EFE) is internationally known to global buyers from all over the world as one of the top furniture fairs in Southeast Asia and the fair continues to attract more and more trade visitors annually. One of the major highlights of EFE2020 is the inauguration of the "Office Furniture Hall" with the latest innovative and modern creative office furniture.

www.efe.my

COLOGNE, GERMANY**Orgatec 2020**

October 27-31, 2020



ORGATEC is a trade show that is dedicated to innovations and concepts in the working environment and work culture. ORGATEC will gather professionals from various fields that will explore the newest trends and novelties in the industry.

www.orgatec.com

CHARLOTTE, NORTH CAROLINA**EDSPACES**

November 11-13, 2020



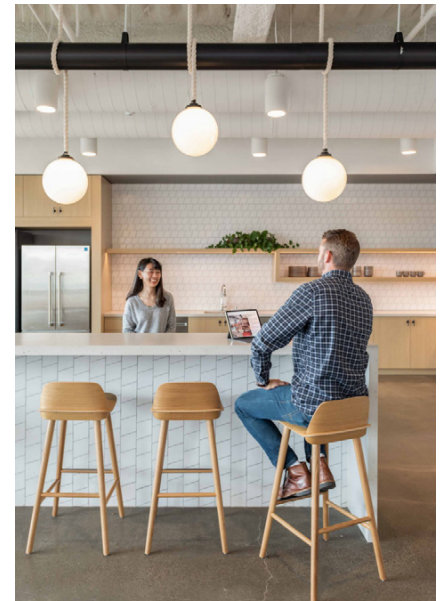
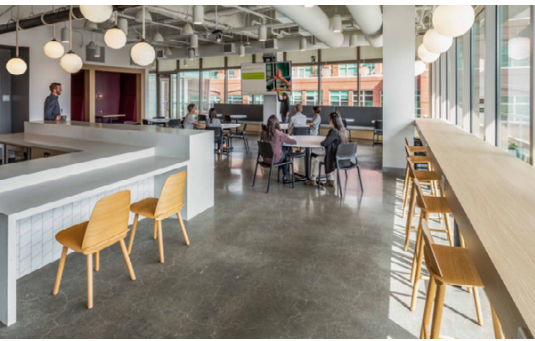
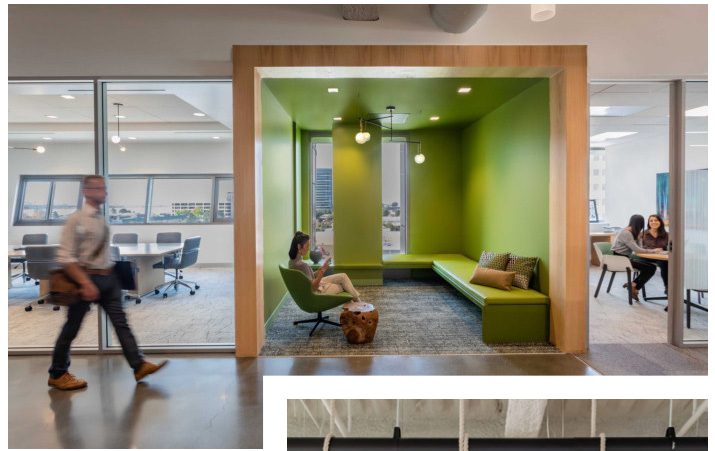
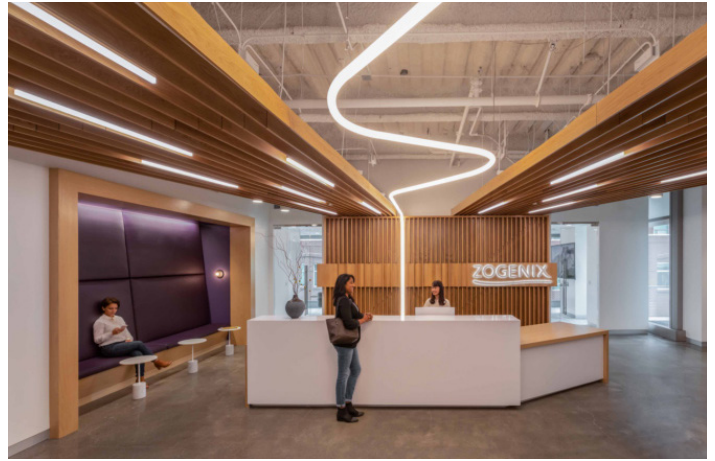
EDspaces is where innovations are unveiled and collaborations form, bringing together education's creative change agents who plan, design and manage innovative learning spaces. Leaders from school districts and colleges, architects, interior designers, distributors and exhibitors will engage and participate in the ongoing transformation of educational environments.

www.ed-spaces.com

EVENT	DATE & LOCATION
HDEXPO HD Expo is designed to take your professional development to the next level. It's where manufacturers unique to HD Expo debut their latest products; where industry leaders share their knowledge on and off the show floor; and where networking leads to game-changing connections. http://www.hdexpo.com	May 5-7, 2020 Las Vegas
ICFF For over 30 years, ICFF has built a solid reputation as North America's premier trade show for the interior design industry. Attracting visitors from over 68 countries, ICFF brings together a remarkable mix of industry professionals showcasing what's next and what's best for luxury residential and commercial interiors. http://www.icff.com	May 17-20, 2020 New York City
NEOCON NeoCon is the world's leading platform for commercial design and the annual gathering of over 50,000 design professionals and end-users. Marking its 51st edition, NeoCon continues to be the industry's launch pad for innovation - showcasing game-changing products, services, companies and emerging talent, and providing unparalleled access to the most cutting-edge solutions. http://www.neocon.com	June 8-10, 2020 Chicago
CLERKENWELL DESIGN WEEK (NEW DATE) Clerkenwell is home to more creative businesses and architects per square mile than anywhere else on the planet, making it truly one of the most important design hubs in the world. To celebrate this rich and diverse community, Clerkenwell Design Week has created a showcase of leading UK and international brands and companies presented in a series of showroom events, exhibitions and special installations that take place across the area. http://www.clerkenwelldesignweek.com	July 14-16, 2020 London
CHINA INTERNATIONAL FURNITURE FAIR, CIFF (PHASE TWO) (NEW DATE) Founded in 1998, China International Furniture Fair (Guangzhou/Shanghai) ("CIFF") has been successfully held for 44 sessions. Phase two of CIFF is dedicated to office furniture and seating, hotel furnishings, accessories, metal furniture, and furnishings for public spaces and reception areas, as well as materials and machinery for the furniture industry. Without a doubt, excitement and innovation are the key words of the next edition of CIFF Guangzhou which is completely reinvented. http://www.ciff.furniture	July 27-30, 2020 Guangzhou, China
EXPORT FURNITURE EXHIBITION (NEW DATE) Export Furniture Exhibition (EFE) is internationally known to global buyers from all over the world as one of the top furniture fairs in Southeast Asia and the fair continues to attract more and more trade visitors annually. The exhibition is the signature event of the Malaysian Furniture Council (MFC) and organized by EFE Expo Sdn Bhd., a wholly-owned company of MFC. http://www.efexpo.com	Aug 27-29 2020 Kuala Lumpur, Malaysia
DOMOTEX ASIA (NEW DATE) DOMOTEX asia/CHINAFLOOR is the leading flooring trade exhibition in Asian Pacific and the second largest flooring trade exhibition worldwide. As part of the DOMOTEX shows' group, DOMOTEX asia/CHINAFLOOR is mainly targeting the emerging Asian markets. In 2019, the 21st edition of DOMOTEX asia/CHINAFLOOR covered over 175,000sqm of gross exhibition space filled by 1,560 exhibitors from 40 countries. http://www.domotexasiachinafloor.com	Aug 31 - Sept 2, 2020 Shanghai, China
ORGATEC 2020 ORGATEC is a trade show that is dedicated to innovations and concepts in the working environment and work culture. ORGATEC will gather professionals from various fields that will explore the newest trends and novelties in the industry. http://www.orgatec.com	October 27-31, 2020 Cologne, Germany

Cancelled / Postponed Notes:

BoF will provide continuing coverage of Coronavirus related cancellations and postponements, and will provide you with new dates when they are made available.



Zogenix Offices – Emeryville

Revel Architecture & Design recently accomplished the design of the Zogenix offices, a pharmaceutical company, located in Emeryville, California.

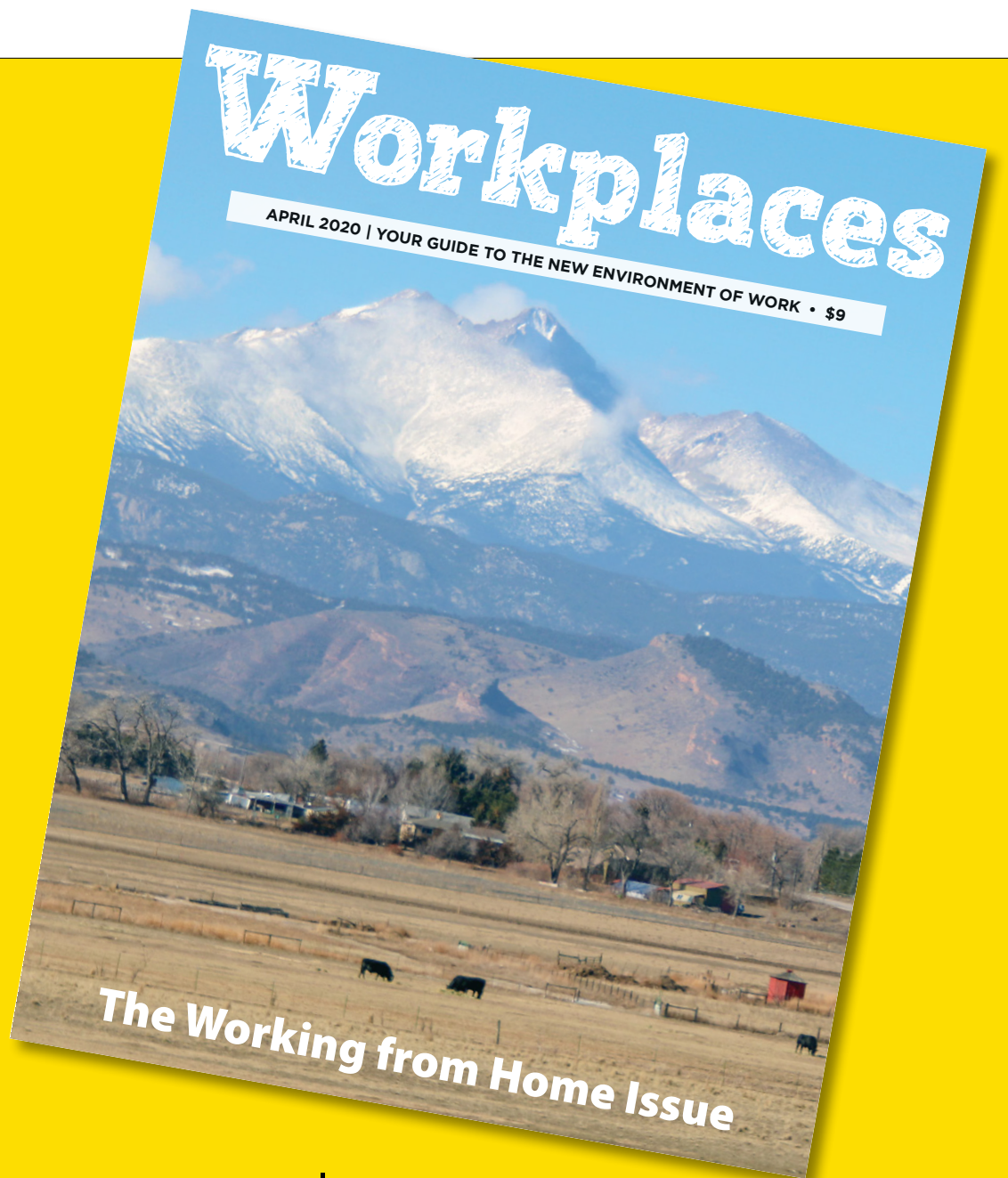
Just as brainwaves create electrical charges which define functions to your body, the design for this neurological focused biopharmaceutical company uses lighting and color to draw an architectural parallel and define function & circulation. Most critically, the design met our client's most crucial objective of having tall/private workstations for employees.

Another crucial goal for Zogenix was identifying spaces for employees to break from their desks. To achieve this, the design leverages color as a tool to define program and create identifiable destinations within the large floorplate.

[READ MORE](#)

FIRM: Revel Architecture & Design
 CLIENT: Zogenix
 40,000 sqft
 SCOPE: Office
 LOCATION: Emeryville, California
 INDUSTRY: Healthcare

Photography: Emily Hagopian



Workplaces | April 2020

Where I'm Working | Remote Working: Report Shows Work is Changing Before Our Eyes (and Likely won't Change Back) | For Many, the Home is Now the Office | Working from Home | When Working from Home, Physical Transition is Just the Tip of the Iceberg | In Uncertain Times, Ease Your Emotions at Work and at Home | Product Matter | Insights From 140+ Remote Teams and Companies on How to Integrate, Manage and Communicate Remotely

Read the April 2020 issue today at: <https://bellow.press>



MAKERS

Industry Shifts to Support COVID-19 Efforts

THE AUTOMOTIVE AND APPAREL INDUSTRIES AREN'T ALONE IN THESE EFFORTS. THE CONTRACT FURNITURE INDUSTRY HAS RALLIED TOGETHER TO COME UP WITH INNOVATIVE WAYS TO CONTRIBUTE, KEEP THEIR PEOPLE AT WORK AND PUSH US TO BE HOPEFUL FOR A WORLD BEYOND THE VIRUS.

by Bryce Stuckenschneider

The stories of GM and Ford making ventilators, New Balance making masks, Nike making face shields and countless others are instilling a sense of togetherness in the face of COVID-19. They are callbacks to mid-20th century accounts of industries rallying around any number of American military efforts. But we're not at war with another country this time — and it can feel like the world is locking arms to fight this virus.

The automotive and apparel industries aren't alone in these efforts. The contract furniture industry has rallied together to come up with innovative ways to contribute, keep their people at work and push us to be hopeful for a world beyond the virus. Will the world never be the same? Most assuredly. What the world will look like is a crucial conversation for another time. For now, we wanted to celebrate the companies and people who are rolling up their sleeves to do something good in a time when we desperately need it.

This isn't an exhaustive list and is shared in no particular order — just a beacon of hope and a thank you to teams trying their best.

Steelcase is making and sharing designs for critical personal protective equipment (PPE). Their approach will multiply their impact and is a great example of worrying less about traditional competitive ties and solving problems together. [Read more.](#)

With roots in upholstery and thousands of people with textile expertise, it's no surprise many companies are stepping up for the 100 Million Masks challenge — including (but not limited to) Herman Miller and Dauphin. [Read more about 100 Million Masks.](#)

Rich Brilliant Willing (RBW), a design-led lighting manufacturer out of Brooklyn, is making face shields via 3D printing, sharing its designs as public domain and organizing PPE component donations. [Read more.](#)



Mannington Commercial has responded to the overnight needs to create pop-up health care spaces and the flooring/infrastructure needs that will come with that. To help with the immediate needs, they created a FEMA hotline to allow local, state and federal officials direct access to the front of their manufacturing lines with a commitment that every minute matters when fighting the virus. [Read more.](#)

Dozens of companies have made CEU courses available digitally, with the International Design Continuing Education Council and the American Institute of Architects relaxing restrictions and giving manufacturers tools to teach these courses. It has never been so easy for homebound designers to get the credits they need — meaning when business is back to normal, they'll have the ability to dive back into work without course requirements hanging over them.

Remote working means the prevalence of remote tools. By now, we've all been on more Zoom calls than we care to recount. 2020 Technologies is giving designers a 30-day trial to learn their software for digital space planning



and furniture specification. Some people are learning an instrument or new language during the quarantine, and 2020 is hoping you learn to use their software. [Read more.](#)

Many brands are scrambling to adjust their product launch schedule without a NeoCon in 2020. Leaning on digital tools to visualize and specify will become increasingly important. As people will understandably have hesitations to travel and physically visit spaces for some time, decisions to host virtual showrooms and pop-up spaces will become more common. A great example is what Allermuir and One Workplace teamed up to do in Northern California. You can virtually walk through the showroom, interact with products and learn about curating solutions together. This isn't the first such example, and it definitely won't be the last. [See for yourself.](#)

The ideas and the companies behind them are changing daily. But in a world that's desperately in search of some good news, it felt right to celebrate some innovation from our furniture colleagues. Something tells me we aren't finished contributing, innovating and serving yet. **BoF**



FUNC Hits the Market with Fresh Products Because “Blah Is So Tiresome”

FUNC AIMS TO CHALLENGE THE STATUS QUO WITH ITS CREATIVE IDEAS AND PRODUCT SOLUTIONS FOR REAL-WORLD PROBLEMS.

by Emily Clingman

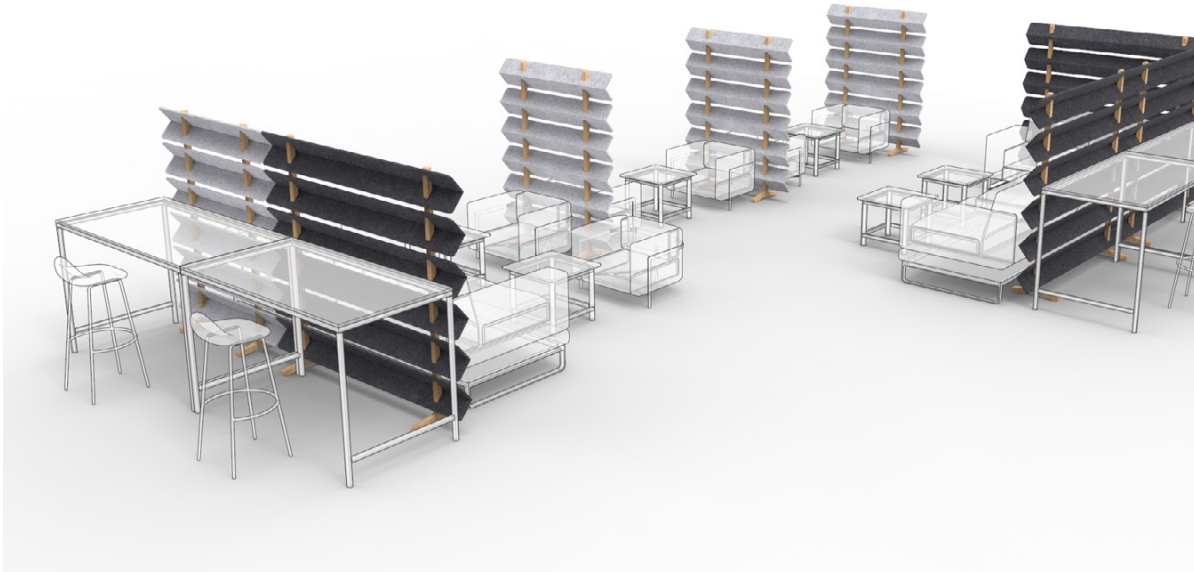
Becoming increasingly frustrated with how slow large manufacturers move, Angus Blaiklock, after spending more than 40 years in interior finishes, founded the acoustic privacy and space division company FUNC. Designed to be different from inception to introduction, FUNC, a new brand under Australian-based Baresque, is serious about not being overly technical or difficult in any way.

FUNC makes privacy screens, desking screens, space dividers, mobile marker surfaces, integrated lighting and other ancillary products — taking a simplistic, “almost Japanese approach,” said Shawn Green, vice president of design and product development.

“Our products aren’t complicated,” Green said. “They are easy to plan, easy to specify — even easier to assemble and install. In fact, the majority of our products are completely tool-less.”

Green joined FUNC last summer to “help FUNC come to life,” said Blaiklock, who registered the brand three years ago, but it hadn’t really progressed too far.

“What really makes it difficult is when you’re working with one of the majors and you’re trying to anticipate what the market is going to want,” Green said. “You go out and do a ton of research. And you have so many opinions, and so many people involved in the organization that it takes forever to take an idea and digest the idea and develop something that is going to be market-appropriate. Most majors, unless they have some acquisitions going on, only release one or two products a year.”



Taking a cue from companies like BuzziSpace that offer an array of unique products that are cost-effective and have short lead times, FUNC developed a range of mix-and-match pieces that are universal and can be applied to any application. With manufacturing facilities in Australia, Dallas, Belgium and Shanghai, a wide variety of made-to-order options and 20 stocked colors, FUNC boasts a three-week lead time.

“The ability to have a thought, take action on a thought and quickly bring it to life is really fundamental in what we’re doing,” Blaiklock said. “Current situation aside, as we all know, this market moves daily, not by the year, so we have to keep up. We want to be on the leading edge.”

From a materials standpoint, Green thinks of FUNC and its offerings as a toolbox.

“We have this repository of tools to deliver high-value acoustic properties, structural capabilities and rich saturated colors that we are using in combination with some other materials to create universal furniture solutions to define and divide space,” Green said.

“Today we’re seeing a lot of hard surfaces, high tables, benching, and you just don’t have noise reduction and visual privacy,” he said. “So, we wanted to focus on how we could leverage our material portfolio to create these really meaningful furniture objects that are universal — they can be applied to any application.”



Every product in the portfolio has acoustic attributes — that’s the foundational story.

“But our products are also highly functional and fun. Our tagline is “Where fun and function connect.” What we’ve seen is that there doesn’t have to be a trade-off between visually interesting and highly functional products,” Green said.

FUNC aims to challenge the status quo with its creative ideas and product solutions for real-world problems.

“The interesting take-away,” Blaiklock said, “is that when you’re a big business, you have to protect your reputation. When you are a small, nimble business, like what we are, we are creating a reputation. We have the ability to make a statement and no expectations on how to go to market. The way we look at it is, why can’t we play by our own rules?”

“Design has moved a long way in the last 10 years, but the blah that happens in the workspace is just so tiresome,” Blaiklock said. “I know it doesn’t need to be this way. When you think about the industry, it’s kind of like a cocktail party with people that have been around for a long time, talking about the same things year after year — ignoring the fact that people coming up behind us are looking for something different. We want to be that brand.” **BoF**

SPECIALIZED FURNITURE

Welltek Bringing Good Vibrations to the NHS Breathe. Focus. Recover.

In these times of national emergency, it is important to do whatever can be done to help those battling on the front line to keep us safe. Welltek has done so by providing technology-based furniture to a London hospital.

Welltek is a London-based furniture company that brings health technology to the U.K. workplace and the only company in the U.K. to distribute furniture with Neurosonic technology. It has provided a Neurosonic wave and a neuron activation pod for the makeshift Wellness Centre at the Whipps Cross Hospital in North London. The Wellness Centre provides a space for NHS staff to take a break during their shift.

The Wave mattress and N.A.P from Loook Industries, a groundbreaking Finnish technology company, work via sensory tissue stimulation to help the mind and body relax and recover during a 10-minute program.

The mattress and pod use Neurosonic technology to increase the user's well-being by helping improve sleep quality, reduce migraine problems, relieve stress and many more physical and mental ailments. The science behind Neurosonic technology affects natural relaxation and recovery mechanisms. The N.A.P and wave technology guides the human body and mind mechanically to a meditation-like state that minimizes and prevents stress-related symptoms. Sleep mechanisms are restored and at the same time, many other stress triggers in the body and mind are corrected.

The Neurosonic technology is based on sensory tissue stimulation. Built-in elements transmit a very low-frequency vibration, which is targeted simultaneously to the whole body. As a natural mechanism, vibration affects your body calmly via the autonomic nervous system and the mind. The treatment brings a new dimension to fixing stress-based symptoms and is used to enhance quality of sleep, ease stress, muscle tensions and swelling. It activates metabolism and assists in both physical and mental recovery.

"I had the pleasure of meeting many hard-working doctors and nurses at Whipps Cross Hospital in London this week," said Neil Jenkins founder and managing director of Welltek. "Our NHS staff are working tirelessly to keep us safe in these very difficult times without a thought for their own safety, and we are delighted to be able to help in any way we can. By providing the Wellness Centre with a wave and N.A.P we hope to make much needed recovery breaks more relaxing and comfortable. Products have only been on site for a few days and already the feedback has been incredible."

Welltek has started a campaign to get as many Neurosonic products to hospitals as quickly as possible and is in the process of working with partners to do this.





SEATING

9to5 Seating's Best-Selling Lilly Collection Expands with Counter Stool

9to5 Seating is expanding its popular Lilly collection with the addition of a counter stool for café, dining and collaborative spaces.

The new counter stool with a 24-inch seat height comes with a black or silver wire frame and a foot rest for design simplicity. Available in fabric, vinyl or leather with stitching detail, the Lilly stool is made for a variety of applications. It features a molded foam seat for comfort and optional glides for various floor surfaces.

The new addition marks an expansion of the stool options for the best-selling Lilly collection of lounge and side seating.

“What makes our Lilly collection so popular is the versatility combined with elegant design,” said Dara Mir, president and CEO of 9to5 Seating. “The new 24-inch counter stool is a natural expansion of the collection following the huge success of the bar stool model launched last year.”

The counter-height stool is certified BIFMA LEVEL 1, GREENGUARD Gold certified and warranted to 300 pounds.



SEATING

EKO Introduces ARC



EKO's new ARC draws inspiration from the Pont d'Arc, an above-water arch in southern France. And just like this geological masterpiece welcomes adventurers into the Ardèche Canyon, ARC welcomes individuals into comfort, collaboration and conversation within any architectural environment.

ARC is comfortably plush, yet strong enough for everyday use. The design is available in three models, each geared for different collaborative uses.

ARC can be made even more attractive when you introduce different colors into the mix. A variety of textiles are available and a single color or mix of the back and seat can be specified.

Another feature that sets ARC apart is its back pull, which is handsomely sewn into the upholstery. Available on mobile styles only, this leather-looking handle makes it easier to pull up a chair and connect with colleagues.

SEATING

VIA Seating's Run, a Chair that can Keep Your Pace

Via Seating's Run II chair delivers extensive ergonomics and comfort with its Synchro Back Tilt and adjustable-height arm.

The tilt movement makes the back move two degrees for every one degree the seat moves. The tilt keeps your feet firm on the floor when leaning back and forward. It also helps improve circulation in your legs by opening up the angle of your torso.

The armrest achieves an ideal height, where your arms are level with your work surface. The armrests also can move under the desk.

Benefits of proper armrests include reducing the load placed on the back, neck, shoulders and arms; helping reduce strain in hands during repetitive motions, such as typing; and helping increase precision and strength in work done by hands, such as moving a mouse.



HEALTHCARE

Reprise Metal is the New Go-to Solution in Healthcare Seating



The newly launched Reprise Metal collection from Arcadia meets the need for beauty, comfort, durability and cleanability in today's health care environments.

The collection of guest, bariatric, tandem and modular seating products was designed by long-time Arcadia collaborator and designer David Dahl.

Reprise Metal includes the same features and benefits as its wood-frame Reprise Wood counterpart but is constructed of a durable metal frame with glass-reinforced nylon arms for health care facilities unwilling or unable to specify wood. Its light-scale, contemporary aesthetic belies its enduring metal architecture, while a wide array of finish and upholstery options make it a versatile offering.

The collection's glass-reinforced nylon arms make it durable and comfortable while offering a more inviting resting place over direct contact with metal. Offered in grey or black, they are completed with arm caps in beech wood, Corian and grey or black urethane. Arms are seamlessly joined with metallic silver metal legs. They also can be finished in premium color selections.

The Reprise Metal collection also includes a series of coordinating occasional tables.

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MANUFACTURERS

Carl Hansen & Søn Supports Be Original Americas' Student Fellowship Program, Releases the CH24 Wishbone Chair Soft Colors

➔ Carl Hansen & Søn is releasing the iconic CH24 Wishbone chair in limited-edition matte finishes. A portion of proceeds from sales of the chairs will benefit Be Original Americas' Student Fellowship Program.



As a long-standing member of the nonprofit Be Original Americas, Carl Hansen & Søn is committed to educating members of the design community and consumers on the origin and importance of purchasing authentic design.

The special edition CH24 Soft presents the Wishbone Chair from its softer side and will be available with a matte finish in five classic colors.

“Hans J. Wegner is one of the greatest designers of all time and the collaboration with him was defining for our company,” said Knud Erik Hansen, CEO and third-generation owner of Carl Hansen & Søn. “The creative partnership began in 1949, when my father, Holger Hansen, took a chance on the then-unknown designer, and Wegner developed a successful furniture series that included the now-iconic Wishbone chair.”

Be Original Americas' six-week Student Fellowship Program is an integral aspect of the organization's mission to invest in the future of design. Two students are selected to gain hands-on experience in all facets of authentic design, from ideation to production, and from warehousing to showrooms. The program provides one-on-one access to some of the design industry's most notable manufacturers, designers and retailers. For the 2020 program, the students will visit more than 25 members throughout the United States and beyond.

Carl Hansen & Søn believes the education of and passion for authentic design can and should begin early in a designer's career. The stories and experience the students share at the end of the program serve as inspiration to all, regardless of whether one is a professional in the design industry or a design passionate consumer.

“We are extremely proud of the growth and importance that the Student Fellowship has gained over the past four years and that this partnership brings more awareness to not only the program but our mission as a whole,” said Coleman Gutshall, Be Original Americas' president.

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ASSOCIATIONS

IIDA College of Fellows Announces 2020 Inductees

☛ The International Interior Design Association has announced the induction of six IIDA members into the prestigious IIDA College of Fellows. This year's honorees are Katherine Ankerson, dean of the College of Architecture at the University of Nebraska-Lincoln; Carol Bentel, partner at Bentel & Bentel Architects; William Bouchey, director of design and interiors at HOK; Jordan Goldstein, global director of design and delivery and principal at Gensler; James Kerrigan, global interiors design principal at Jacobs; and David Meckley, principal at Huntsman Architectural Group.

“The IIDA College of Fellows honors IIDA members who have demonstrated significant accomplishments within the Association and their own design communities,” said College of Fellows Chair Guy Geier. “This year's inductees are thought leaders, inspiring educators and design innovators.”

Admission to the College of Fellows is the highest honor given by IIDA to its professional members.

Katherine Ankerson: Prior to her appointment to Dean of the College of Architecture at the University of Nebraska-Lincoln (UNL), Ankerson was professor and head of the Department of Interior Architecture and Product Design at Kansas State University and had served as professor and associate dean in the UNL architecture college. She has held academic positions at Radford

University and Washington State University after spending many years as a practicing architect and designer. Ankerson received her Bachelor of Science in Architecture and a Bachelor of Architecture from Washington State, in addition to a master's degree in architecture. A strong proponent of design education, Ankerson advocates for interdisciplinary and cross-disciplinary engagement, the value of design and making and embracing new technologies in addition to strengthening traditional design tools.

Carol Bentel: A partner at Bentel & Bentel Architects/Planners and chair of the BFA Interior Design: Built Environments department at the School of Visual Arts (SVA), Bentel is a Fulbright Fellow, a Fellow of the American Academy in Rome and the American Institute of Architecture (AIA) College of Fellows. She was the 2008 chair of the AIA National Committee on Design and is vice-chair of the New York State Preservation League. Bentel is a Hospitality Design Platinum Circle honoree and a three-time recipient of the James Beard Award for restaurant design. She's also received national awards from AIA, the Society of Registered American Architects and IIDA. Her work can be found in Built by Women NYC, which showcases the work of more than 100 female architects, landscape architects and engineers from New York City, which started accepting nominations for outstanding female-led design last fall and received 350 submissions.

Bentel has served on the faculty of SVA, the New York Institute of Technology, Harvard University, the Massachusetts Institute of Technology (MIT), Georgia Tech and the New York City College of Technology. She received her Ph.D. in History, Theory and Criticism from the Department of Architecture at MIT. She also co-authored "Nourishing the Senses: Restaurant Architecture of Bentel & Bentel."

William Bouchey: Having recently relocated to HOK's Los Angeles studio from New York, Bouchey is taking on a bicoastal role to lead clients and team relationships in both cities. He has nearly 30 years of experience as a thought leader in workplace, showroom and retail environments, with an emphasis on innovation and brand presence. Bouchey guides clients collaboratively in creating a sense of place and a commitment to concept-based design excellence. His design sense is driven by the belief that interior design empowers people and transforms organizations. His work has won numerous honors and earned extensive coverage within design media. He serves on the editorial advisory board of Contract and is a frequent editorial contributor and guest speaker on design. His recent interiors projects in New York include offices for Shiseido, Viacom, WPP, Accenture, Apollo Global Management and Hogarth-Gramercy Studios.

Jordan Goldstein: An award-winning architect, Goldstein oversees Gensler's focus on design innovation and project delivery. Throughout his career he has led the design of more than 8 million square feet of commercial projects in the United States and abroad. A sought-after spokesperson on the future of design both domestically and globally, Goldstein has been featured in many prominent design publications. In 2015, the Washington Business Journal named him one of the 25 top innovators in Washington, D.C., and has regularly included him on its list of the 100 most influential leaders in that market. An advocate of helping the next generation of designers prepare for tomorrow, Goldstein has frequently taught a course on design at the University of Pennsylvania, where he earned a master's degree in architecture and has been the Kea Professor at the University of Maryland, where he earned his Bachelor of Science in Architecture.

James Kerrigan: As a Global Interiors design principal with Jacobs, Kerrigan has extensive national and international experience influencing and informing design for high performing work-

places. In his role, he provides solutions focused on placemaking, choice and experience in an era where work environments are increasingly optional and distributed work is increasing. Fostering critical thinking, creativity and collaborative approaches amongst distributed teams are his areas of focus. Kerrigan also works with clients and teams to reinvent workplace design to respond to the rapid changes we face as technology and the way people use and engage in space shift profoundly. He and his Jacobs team make the world smarter, more connected and more sustainable and aim to provide solutions using knowledge-driven design, integrating experience and performance data to provide engaging spaces with measurable outcomes.

David Meckley: Meckley views the designer's role as universally transformative. Curiosity, paired with a passion for dynamic design and pragmatism for spatial organization, are the driving forces of his career. Utilizing his more than 35 years of experience, he has led the development of workplace strategies and assisted notable companies, including Uber, McKesson, Google, Delta Dental, Kaiser Permanente and Autodesk in adapting to today's dynamic business environment.

REPRESENTATION

Scandinavian Spaces Hires Local Representative for Western Canada

➊ New sales representation has been announced for Scandinavian Spaces. The curated line will be represented by BrassTacks Design Resource.



“We have been able to attract some excellent independent representatives and can now proudly say that we have local representation in Western Canada,” said Co-Owner Thomas Jonsson. “We are very pleased to be partnering with BrassTacks Design Resource.”

Rooted in Nordic design, Scandinavian Spaces is quickly expanding across the North American market.

CAREERS

KAI Enterprises Promotes Larry Pijut to Vice President of Architecture & Engineering Operations

➋ KAI Enterprises has promoted Larry Pijutas to vice president of architecture and engineering operations. Pijut was hired in early 2020 as KAI's director of projects, but recently shifted to



his new role, where he is responsible for the day-to-day organizational activities of the architectural and engineering business in the multi-office KAI Design operation, including operation hubs in Atlanta, Dallas-Fort Worth and St. Louis. He will oversee staffing, technical quality, scheduling, business metrics and overall project delivery. In addition, he will directly supervise the project management team.

Mitchell

Pijut has 38 years of industry experience, having previously worked as a senior project architect at HOK in St. Louis; vice president — design at The Korte Company in Highland, Illinois; facilities group manager at Benham Companies in Sunset Hills, Missouri; and director of construction services at Jacobs in St. Louis.

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- Recent GDP growth expectations have been estimated at 3.2% to 3.5% for 2019.
- Medium term perspectives place such growth at 4% by 2021.

The Company:

- 18 years in the office and commercial space furniture market, and among the leaders at present.
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- Customers benefit from an integrated solution in which company designs, builds, furnishes, installs, and automates the working environment to the customers technological specifications.
- Distribution and commercialization of its products and services to a wide variety of clients nationwide is accomplished through offices in Bogotá and Medellín, and an e-commerce platform.
- During the past six years, The Company has increased market share among the industry leaders.
- ROE for 2017 and 2018 was 26% y 34% respectively.

Inquiries

For further information and in order to receive a teaser, and confidential information memorandum that further describes

the opportunity please contact bicion investment banking in Colombia:

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