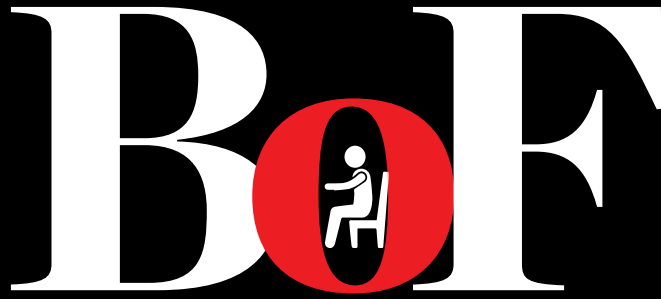


The Business of Furniture | August 12, 2020

**BOF**

The logo for 'The Business of Furniture' (BOF) features the letters 'BOF' in a bold, white, serif font. The letter 'O' is replaced by a red circle containing a white icon of a person sitting in a wheelchair. The logo is set against a black rectangular background.

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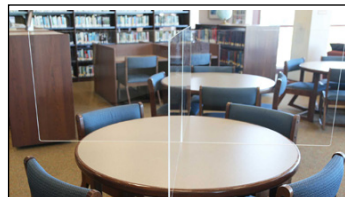


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# The Business of Furniture



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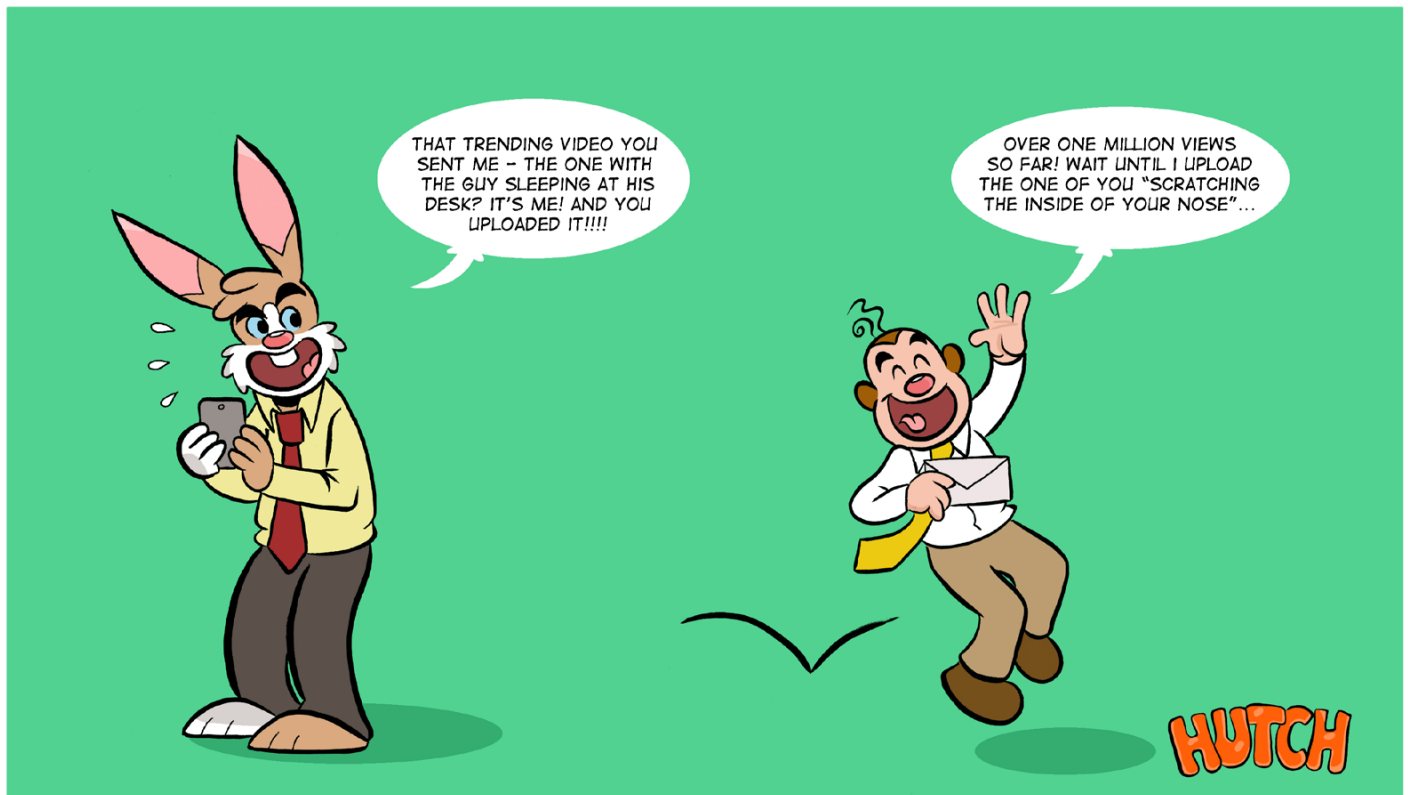
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**ROB KIRKBRIDE, EDITOR-IN-CHIEF**



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# Our Columnists Help All of Us Navigate this Oft-Crazy Industry



## Happy Wednesday friends!

When Bellow Press (the publishers of Business of Furniture and Workplaces magazines) was launched, it was our intent to elevate the conversation in the commercial interiors industry. We didn't want to simply tell you the way we think it is. Our goal was to create a conversation in the industry about important topics.

This week, we are running one of the most important columns we've ever published. It is by Nicole Rivers Moore, an interior designer from New Jersey who speaks about her experiences as a Black woman working in the industry. It is in equal measure heartbreaking and hopeful, and it is not to be missed. Please take a moment to read it.

We are committed to providing a platform for everyone in the industry, especially those who have been marginalized in the past. I've asked several other people of color working in the industry to write a column for us. Look for those voices in future issues.

I would be remiss to not give a shout out to our

regular columnists as well. Stephen Viscusi's column on workplace and hiring issues has been fantastic lately. Last week's column about Design Within Reach making it easy to poach its sales reps was a powerful reminder that we compete not only as an industry for talent, but among our own companies. I know many of you appreciate Stephen's no-nonsense advice. He doesn't pull any punches, and he has definitely been hitting it out of the park.

Kudos, too, to Sid Meadows, an industry veteran who has shared his experience and insight with readers. I hope you've found Sid's call-to-action style as refreshing and inspiring as I have, especially during the COVID crisis. He provides a wealth of knowledge on topics ranging from sales to savvy management. His work is appreciated by all of us at Bellow Press, and we know you appreciate it as well.

We are constantly trying to broaden our range of voices. We recently published a column on installations in the post-COVID world. Furniture installation is an important topic that doesn't get as much





ink as it deserves. We also plan to add a revolving dealer-written column that has been in the works since before the pandemic hit.

And you are reading my column now. I started writing this in the early days of the pandemic as a way to quickly push out information to readers. I've continued to write it for the same reason I started. I want to be able to communicate with readers about important issues or items in each issue. I hope you enjoy reading it.

Another goal we have for our columnists is to challenge you. When you are comfortable, you are stagnant. And there are enough furniture industry and design magazines out there willing to blow smoke up your skirts as it is. We want to tell it like it is, even if it makes you, dear reader, a bit uncomfortable now and then.

So I'll leave you with a question: What other topics need covering? What other columnists would help you understand the market? Maybe you have

an idea for a guest column — a one-off riff on a topic you are passionate about. If you do, let me know. Or maybe you have an idea but don't feel comfortable writing about it. I'd like to hear about that as well.

Communication is a two-way street. It isn't enough that we provide information to you. You need to provide ideas for us to investigate as well. When you subscribe to our publications, it really is like entering a contract. We provide news that will help you do your job better; you provide us with ideas and share concerns about happenings in the industry. When that happens, it is publishing magic.

Hopefully you've enjoyed the sparkle of magic on these pages from our columnists over the last few weeks. Our intention is to keep it coming and make Business of Furniture and Workplaces the most read and respected publications in the industry.

We simply can't do it alone.

*Rob Kirkbride and the Business of Furniture team*

# Upfront BoF



## Herman Miller Upholds Win in Ongoing Fight to Protect Iconic Designs from Trademark Infringement

Herman Miller was awarded a substantial victory over Blumenthal Distributing dba Office Star Products in a fight against trademark infringement of some of the company's most iconic products—the Thin and Soft Pad Eames Chairs. The June 25 decision, made by the Ninth Circuit Court, upheld an earlier jury decision that concluded that the Eames Aluminum Group trade dress was infringed by Office Star.

The decision marks an important point in Herman Miller's ongoing quest to protect its iconic furniture designs from infringement and being produced as knockoffs, a problem they have been fighting for decades.

"The economic devastation to corporate revenue, shareholder return, and job losses caused by infringers and knockoffs is unacceptable and must be stopped. Our fight against infringers is about more than protecting the intellectual property, legacy, customers, and future of Herman Miller, it's about protecting companies, designers, and consumers around the world from knockoff products," stated Herman Miller President and Chief Executive Officer, Andi Owen. "These practices steal the rightful credit that is due to the original designer, many of whom have dedicated their lives to perfecting these products only to see frauds popping up in the marketplace."

In total, the Court upheld \$3.3M in damages that Herman Miller was awarded during the original 2017 trial. In addition, the Court mandated a retrial of the company's Aeron Chair trade dress claim based on incorrect jury instructions in the earlier trial. "We are encouraged that the courts continue to rule in our favor, and we will remain vigilant in protecting our customers against knockoff Herman Miller products while ensuring the integrity and value of the iconic designs that are such an important part of our company's unique legacy," said Owen.

Herman Miller has successfully defended trade dress on several of its iconic designs and continues to be an outspoken advocate for authentic design everywhere. The company is a charter member of Be Original Americas, a 501(c)6 non-profit committed to informing, educating, and influencing manufacturers, design professionals, and consumers about the economic, ethical, and environmental value of authentic design.

## 9to5 Seating Teams with Momentum Textiles on Performance 3.0 Card

➤ As part of the ongoing partnership with Momentum Textiles, 9to5 Seating is launching the Performance 3.0 textile card for commercial, health care and education markets. The selection features a range of bleach-cleanable performance textiles in 10 patterns and 70 colors, including EPU polyurethanes, silicones and recycled polyesters with Crypton finishes. Performance 3.0 is the latest addition to 9to5 Seating’s broad library of carded and graded-in collections.

The patterns on the new co-branded card are all high-performance and easily disinfected. EPU polyurethane patterns have abrasion double rubs from 900,000 up to 1,000,000. The Silica selection is anti-microbial, anti-fungal and resistant to permanent ink. Multiple choices with Crypton finishes are stain- and odor-resistant with an impenetrable moisture barrier.

“Every option on the Momentum Textiles Performance 3.0 card is bleach-cleanable, sustainable and engineered to withstand high-traffic environments — all critical considerations when choosing upholstery,” said Dara Mir, president and CEO of 9to5 Seating.

9to5 Seating joins Momentum Textiles in its commitment to sustainability. All Performance 3.0 textiles are GREENGUARD certified, made with recycled fibers and free of PVC and flame retardants. **BoF**





## Via Seating Hosts ViaCon, Adding to Growing Number of Companies and Organizations Holding Virtual Programs

HELD ON ZOOM, VIACON FELT THE MOST LIKE A TOUR OF VIA'S SHOWROOM AND NEW PRODUCTS THAT WE'VE SEEN, COMPLETE WITH EXPLANATIONS OF ALL THE PRODUCTS AND THEIR FEATURES BY NORA FENLON, EXECUTIVE VICE PRESIDENT OF SALES AND MARKETING.

by Rob Kirkbride

As weeks of dealing with the COVID crisis turn to months, a handful of office furniture makers are turning to virtual showroom tours and educational events as a way to get information out to important decision makers like designers and facility managers.

Via Seating last week held what it called "ViaCon," a virtual explanation of its new products — everything that it would have launched at NeoCon in Chicago if the show at theMART wouldn't have been canceled.

Held on Zoom, ViaCon felt the most like a tour of Via's show-

room and new products that we've seen, complete with explanations of all the products and their features by Nora Fenlon, executive vice president of sales and marketing. Fenlon hosted the Zoom call along with Chas Hepler, president and chief executive officer.

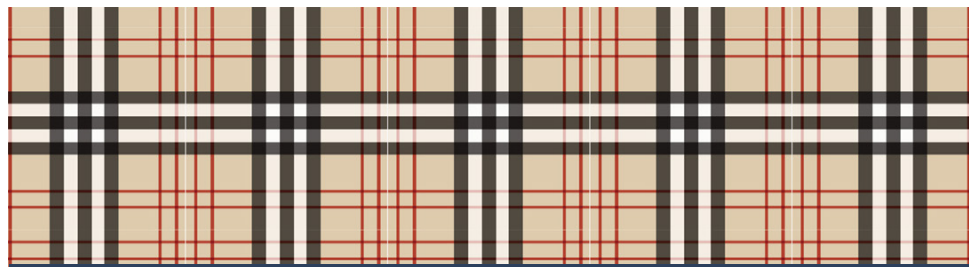
## TOP INDUSTRY NEWS

A short chat between Fenlon and Hepler led to the pre-recorded presentation by Fenlon. It was an excellent overview of the company's new products.

"We really appreciate the turnout today," Hepler said. "An incredible amount of people are coming to see what we've been doing, what we've been up to. And in these incredibly challenging times, we appreciate everyone taking the time to spend with us. We just have so many new products and new things to share. We have been working very hard. We haven't slowed down at all, and it really takes an incredible group of people across our whole organization, but especially our engineers, product developers and designer. Now we hope you enjoy ViaCon."

Fenlon said the company benefits from four main differentiators. Number one, she said Via Seating has the strongest warranty in the industry for a seating-only manufacturer. Number two, she said Via uses its proprietary blend of foam, which she called its "secret sauce." Number three, Fenlon said the company has 48-hour manufacturing time on almost everything with the exception of outdoor seating. And number four, she said Via has the broadest range of seating available all under one brand.

The company's new Copper Stripe Collection includes the first-of-its-kind copper infused mesh in office chairs. Why copper? Because copper is biocidal and a proven technology in the fight against bacterial spread and



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infectious disease control. Via has made the patented technology available in three more of the company's seating series — all at mid-market prices — so that more people can take advantage of the peace of mind they provide during this time.

The copper mesh will be available in existing products like Run II and 4U along with the new Onda chair.

Nebula is the company's new soft seating product. With its sophisticated and playful curves, Nebula is compact and has a clean profile that broadens its applications, making it a perfect seating product for lobbies, lounges, suites and more. It is available to be specified with matte black or silver wire frame-

work. Nebula also offers additional customization opportunities with two-tone upholstery and contrasting stitch detail.

Meteor is Via's new low-profile, wood base seat. Its shape is the perfect companion to the Nebula Sofa. The designer lounge piece is perfectly balanced and features a new, low profile and sophisticated wood base available in oak and walnut finishes. Meteor offers additional customization opportunities to that of Nebula with two-tone upholstery and contrasting stitch detail.

Muir is a new lounge seat with classic design at a mid-market price point. It is comfortable, but not puffed up; uncomplicated, but classically finished. Its design is versatile and unassuming. It

does however have presence with its wire outer frame. With its deliberate low profile, it immediately, intuitively creates a casual sit with perfect seat and back angle positioning.

Genie Flex is Via's new task seating that is a bleach cleanable, heavy duty task chair with a 12-year "bumper to bumper" warranty. Beautiful but tough, Genie Flex features a back support Thermo Plastic Polyurethane (TPU) material that is abrasion and scratch resistant. This chair can withstand intense use, but delivers comfort and support.

ViaCon was a good example of how a company can continue to engage its distribution channel and customers during a pandemic. Via Seating is certainly not

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the only company to host virtual showroom visits during the pandemic — it wasn't the first and won't be the last — but the company's event shows how it can be successfully accomplished.

Knoll held a virtual event in June — around the time NeoCon would have been underway. Many other manufacturers have held virtual “lunch and learns” and happy hours for customers.

2020 will be hosting its first-ever virtual trade show Sept. 1-3. The company is inviting the industry to join it for the free event that promises thought-provoking

presentations, engagement with industry experts and innovative tools for success. “2020 Connect is a one-of-a-kind virtual event where inspiration, creativity, knowledge and resources all come together to help you build a stronger business,” according to the company. “2020's end-to-end software solutions will help improve your designs, engage consumers online, promote your products, manage and automate your manufacturing — and so much more.”

It isn't just manufacturers that are jumping on the virtual band-

wagon. NeoCon and theMART have actively helped its exhibitors through programs like “Products, People and Projects” in the pages of Business of Furniture and its NeoConnect series of programming. Greenbuild virtual has a new format this year, and Greenbuild is hosting three single-day summits (Sept. 1, Oct. 10 and Oct. 22) focused on critical topic areas. Orgatec, which was originally scheduled in Cologne, Germany, this year but canceled because of the pandemic, promised to hold virtual events as well.

**BoF**



## The Workplace of the Future: A New Address and Approach for Perkins Eastman's Pittsburgh Studio

PERKINS EASTMAN IS ONE OF MANY COMPANIES ADAPTING OFFICES TO NEW WORKING ENVIRONMENTS, AND YOUNG BELIEVES THE PITTSBURGH STUDIO CAN SERVE AS A TESTING GROUND TO INFORM FUTURE DESIGNS.

by Rob Kirkbride

**G**lobal architecture and design firm Perkins Eastman has signed a lease to relocate its Pittsburgh studio of more than 70 people to the 25th floor of the iconic mid-century modern tower, 525 William Penn Place, in downtown Pittsburgh. Perkins Eastman, founded in

1981 and headquartered in New York City, established the Pittsburgh studio as its first branch office in 1994. The Pittsburgh studio has occupied space on the ground floor of the historic Pennsylvania building for more than 25 years, steadily growing in size to become the region's largest

architecture firm.

Perkins Eastman was in the early stages of designing its new space when the coronavirus reached the United States in March. Pivoting quickly, the Pittsburgh studio's workplace design team modified pre-COVID-19 planning to better



accommodate new, flexible and adaptable work-from-anywhere modes, while maintaining the schedule of a spring 2021 relocation. The space, guided by research and findings gathered through client roundtables and staff surveys throughout the spring and early summer, reflects the very latest in workplace design thinking.

“We’re reimagining what the ideal workplace should be during these uncertain times,” said Jeff Young, co-managing principal of the Pittsburgh studio. “We sent out an internal survey and learned that even when conditions return to normal, two-thirds of our staff said they’d like to continue to work from home one or more days a week. We believe we will need more collaborative and communal spaces and fewer individual workstations in our studio to accommodate this evolving work dynamic. Because fewer staff will be in the office at any given time, seating will be free-address, and all employees will keep belongings in a personal locker.”

Perkins Eastman is one of many companies adapting offices to new working environments, and Young believes the Pittsburgh studio can serve as a testing ground to inform future designs. The new office will be designed for connection, adaptability and resilience, and its spaces will accommodate the need for organizations to provide a hub, a resource and a showroom for employees, clients and collaborators.

“People can work from anywhere, but there will always be times when you need to be together to collaborate, such as when you have a design review pin-up, ideate at a white board, huddle around material selections in the library or just sit down side-by-side and talk,” Young said.

Access to daylight and the impressive views of Pittsburgh are celebrated through careful planning to situate seating and casual gathering areas via windows along the office perimeter.

“The new office will become a reimagined hub, supporting collaboration, mentorship and culture-building that cannot be realized from the comfort of home,” Young said.

The decision to move Perkins Eastman’s studio to 525 William Penn Place was strategic. Completed in 1951 for Mellon National Bank and U.S. Steel, the 900,000 square foot, 41-story tower is a beautiful example of the iconic mid-century architecture that heralded Pittsburgh’s second renaissance. When the building owners, an affiliate of Pearson Partners of New York, purchased the property in 2016, they selected Perkins Eastman for its strong portfolio of contextually rebranded spaces and building repositioning.

Perkins Eastman worked with Pearson Partners and owner representative CBRE to modernize the public spaces, creating a striking, daylight-filled lobby, which features a new glass facade, a tenant lounge and fitness

center. The firm continues to work with the building owner on tenant fit-out projects and other improvements within the building.

“We are proud of our collaboration with Perkins Eastman on the reimagining of 525 William Penn Place into one of the preeminent office addresses in downtown Pittsburgh,” said David Pearson, managing principal of Pearson Partners. “Perkins Eastman did an impressive job of designing an entirely new, forward-looking ground floor lobby and lounge experience, while respecting the heritage of our 1950’s era modern tower. We’re thrilled to welcome them to their new home.”

Perkins Eastman is the premier architecture firm in Pittsburgh for commercial office and workplace design. Its portfolio of building repositioning and adaptive reuse projects includes Pittsburgh Gateway Center, another iconic mid-century high-rise development in downtown Pittsburgh; Three Crossings, Phase 2.0 in the Strip District/Robotics Row; 27 51st Street, the redevelopment of the Sears Outlet Building in Lawrenceville; One Oxford Centre; and Nova Place, the former Allegheny Center mall in the North Side. Recent workplace projects include new offices for Google, Philips, Smith+Nephew, SAP and Crown Castle.

Dan Adamski and Andrew Millberg of JLL represented Perkins Eastman in the transaction. Pearson Partners was represented by Patrick Greene and Carmine DiLucente of CBRE. **BoF**



## Rieke Office Interiors Helps Schools Re-Open With SafeSpace PPE Line

COMPANIES SUCH AS RIEKE OFFICE INTERIORS (ROI) IN ELGIN, ILLINOIS, BELIEVE BUSINESSES AND SCHOOLS ACROSS THE COUNTRY SHOULD PROVIDE SAFE AND HEALTHY ENVIRONMENTS TO HELP MITIGATE THE RISK OF COVID-19.

The beginning of a new school year is filled with promise and excitement as teachers and staff welcome back students. However, this year, schools are filled with anxiety and concern due to the COVID-19 pandemic.

Companies such as Rieke Office Interiors (ROI) in Elgin, Illinois,

believe businesses and schools across the country should provide safe and healthy environments to help mitigate the risk of COVID-19.

“The common theme is their desire and commitment to do everything they can to keep their faculty and students safe,” said ROI President Melissa Kehl.

“They are just looking for help coming up with solutions given that this is all so new and moving so quickly. It’s been ... exciting and rewarding working with them to develop solutions they did not even know existed.”

Seeing successful use in other small and large businesses, ROI’s SafeSpace line has been the solu-



tion to help schools safely implement social distancing.

“Fortunately, our original SafeSpace line of protective shields has universal application,” Kehl said. “Schools are purchasing them to protect their administrative staff and teachers. Our SafeShield RX and SafeDivide units are being used to divide spaces and tables in cafeterias, science labs, nursing offices and teachers’ lounges. We’re excited about our new desktop products for students that we’ve designed with the help of our school partners. We’ve engineered these products taking into consideration student safety, function and durability while making them cost effective for schools. We now feel like we have the best student protective

barrier option for desktops, circular and square tables and even kidney-shaped tables in classrooms and libraries.”

Educators such as Elgin Academy’s Head of School Seth Hanford see the company’s line as extensions of safety as schools endure the pandemic.

“In this environment, all educators are seeking innovative solutions that help deliver education safely in a variety of classroom environments,” Hanford said. “Rieke has developed just that with their SafeSpace product line, and we are so thankful for our partnership.”

ROI assisted Geoff Neustadt, assistant director of buildings and grounds for Downers Grove Grade School District #58. The district ordered clear panels for

its office space. “I appreciate the knowledge and ability to design the office protection we need for our students and staff,” Neustadt said.

ROI is excited to be a part of the solution in helping schools reopen after being closed for several months.

“We hear the voices on each side of the back-to-school issue and recognize the challenges,” Kehl said. “We have kids, too, so we appreciate and can relate to the many concerns. Our goal is to do everything we can to help schools create safe environments so students and teachers can be safe, and parents like us can feel comfortable. I feel fortunate and grateful we can help.” **BoF**

# Mohawk Industries Reports Q2 Results

THE COMPANY'S NORTH AMERICA FLOORING SEGMENT POSTED A SALES DECREASE OF 19%.

**M**ohawk Industries announced a 2020 second quarter net loss of \$48 million and diluted loss per share of \$0.68. Adjusted net earnings were \$26 million, and earnings per share (EPS) was \$0.37, excluding restructuring, acquisition and other charges. Net sales for the second quarter of 2020 were \$2.0 billion, down 21% as reported and 19% on a constant currency basis. For the second quarter of 2019, net sales were \$2.6 billion, net earnings were \$202 million and EPS was \$2.79, adjusted net earnings were \$210 million, and EPS was \$2.89, excluding restructuring, acquisition and other charges.

For the six months ending June 27, 2020, net earnings and EPS were \$62 million and \$0.87, respectively. Net earnings excluding restructuring, acquisition and other charges were \$146 million and EPS was \$2.04. For the 2020 six-month period, net sales were \$4.3 billion, a decrease of 14% versus prior year as reported or 11.5% on a constant currency and days basis. For the six-month period ending June 29, 2019, net sales were \$5.0 billion, net earnings were \$324 million and EPS was \$4.48; excluding restructuring, acquisition and other charges, net earnings and EPS were \$364 million and \$5.04.

For the 2020 six-month period, net sales were \$4.3 billion, a decrease of 14% versus prior year as reported or 11.5% on a constant currency and days basis.

Commenting on Mohawk Industries' second quarter performance, Jeffrey S. Lorberbaum, chairman and CEO, stated, "Though sales trends have improved significantly since government restrictions were lifted, the current environment is the most unpredictable in the history of our business. During the quarter, all of our businesses were dramatically impacted, with most of our customers and facilities operating either in a limited capacity or completely shut down for some time. After the company's sales bottomed in April, our markets improved more than we expected, and shipments exceeded our production rates, reducing our inventories. Our manufacturing levels were impacted by government restrictions, COVID disruptions and employee absenteeism across the enterprise."

Lorberbaum concluded, "Since April, we have seen substantial improvement in all of our businesses and markets. The residential remodeling and new construction channels have recovered more than commercial, where businesses are maintaining a cautious approach to invest-

ment. Some areas, particularly the U.S., Brazil and Russia, are experiencing an increasing level of COVID cases, which are impacting our operational costs and production levels. Across the business, we are decreasing costs by rationalizing assets, minimizing SG&A, reducing our workforce and managing our product offering and working capital. Much uncertainty remains around all of our markets regarding government policies, business confidence and consumer spending. Our sales in July were approximately flat compared to prior year, but we cannot predict how the sales will evolve going forward. Given this, we are unable to provide guidance for the third quarter, though we anticipate a significant improvement in our results from the second quarter.

Our business is well positioned with a strong balance sheet and deep liquidity. During the second quarter, we generated free cash flow of almost \$500 million and issued over \$1 billion of new bonds. We are taking the right steps to manage through the pandemic, and we remain focused on delivering innovative products, exceptional value and superior service to maximize our results."

**BoF**

# Interface Reports Q2 Results

SECOND QUARTER NET SALES WERE \$260 MILLION, DOWN 27% VERSUS \$358 MILLION IN THE PRIOR YEAR PERIOD.

**I**nterface announced results for the second quarter ended July 5, 2020.

Second quarter net sales were \$260 million, down 27% versus \$358 million in the prior year period. Declines in carpet tile were somewhat moderated by lesser declines in resilient flooring.

Gross profit margin was 37.5% in the second quarter, a decrease of 190 basis points from the prior year period. Adjusted gross profit margin was 38.0%, a decrease of 170 basis points over adjusted gross margin for the prior year period.

Second quarter SG&A expenses were \$80 million, or 30.9% of sales, compared to \$98 million, or 27.4% of sales in second quarter last year. Adjusted SG&A expenses were \$71 million, or 27.4% of sales in second quarter 2020.

Second quarter operating income was \$17 million, compared to operating income of \$43 million in the prior year period. Second quarter 2020 adjusted operating income was \$27 million versus adjusted operating income of \$44 million in second quarter last year.

On a GAAP basis, the company recorded net income of \$5 million in the second quarter of 2020, or \$0.08 per diluted share, compared to second quarter 2019 GAAP net income of \$29 million,

or \$0.50 per diluted share. Second quarter 2020 adjusted net income was \$16 million, or \$0.27 per diluted share, versus second quarter 2019 adjusted net income of \$30 million, or \$0.51 per diluted share.

The company had cash on hand of \$92 million and total debt of \$620 million at July 5, 2020, compared to \$81 million of cash and \$596 million of total debt at the end of fiscal year 2019.

Given the continued disruption of the global economy due to COVID-19, and the significant level of uncertainty created by the global pandemic, Interface is not providing fiscal year 2020 guidance.

The company has implemented several cost reducing initiatives to align with reduced customer demand and anticipates full year 2020 adjusted SG&A expenses of approximately \$320 million.

“During the second quarter, Interface managed through significant headwinds related to the global pandemic and resulting economic fallout by significantly reducing expenses and increasing our financial flexibility. We generated strong cash flow from operations of \$48 million in the quarter, while pivoting our sales team to focus on more robust industries during this period, including healthcare and

education. We also amplified our omni-channel marketing strategies, including online sales, in our FLOR business,” said Dan Hendrix, chairman and CEO of Interface.

“We will continue our efforts to expand market share during this difficult period through our targeted product innovation investments and focused sales and marketing initiatives. We remain committed to further improving the sustainability of our products, and we are on track to deliver our first-ever carbon negative carpet tile this year. We are encouraged by the early response from our customers as we prepare to bring our new non-vinyl and bio-based backing offerings to market before the end of 2020,” he concluded.

“We continue to closely manage our cash flow and maintain solid liquidity during this ongoing period of softened demand,” added Bruce Hausmann, CFO of Interface. “We ended the second quarter with \$92 million of cash on hand and \$240 million of borrowing availability under our revolver. In addition, we recently amended our credit facility providing for enhanced financial covenant flexibility through the first quarter of 2022. Our net debt to adjusted EBITDA ratio was 2.9x at the end of Q2 2020.” **BoF**

We launched Products, People and Projects this year to help fill the gaps. We don't want all the information we would have learned about at NeoCon to be lost.

So we worked with theMART to come up with a program you have seen since early June. For the rest of the summer, we will be presenting Products, People and Projects, a few companies at a time so as not to overwhelm the reader.

We're thrilled to present a story from SitOnIt in today's issue. Make sure you read the all stories in this great series to learn about what these great companies are doing.



# NeoCon: Products, People and Projects

# BoF

**24** SitOnIt Goes Beyond Seating to Help Customers in COVID-Confused World  
SitOnIt Seating has built a strong reputation in task seating, but has added lounge products, screens and tables. The company has found a formula for producing high-quality products at a pace no one can match, and the office furniture industry has taken note.

# SitOnIt Goes Beyond Seating to Help Customers in COVID-Confused World

Workplaces can be distraction-filled places, even in the best of times without a pandemic happening. The COVID-19 crisis has added additional wrinkles that keep workplaces from being as productive as they possibly can be.

That's why SitOnIt Seating is being turned to more and more by customers who need help creating offices that are safe and productive. The company is becoming the go-to source for comprehensive, built-to-order solutions that go well beyond seating.





Elliott Erwitt Snaps  
THE AMERICANS  
INTERIORS  
dietera carolin  
THE STATE OF THE WORLD  
ZEN  
A SMILE IN THE MIND  
A SMILE IN THE MIND

| DATE | MON | TUE | WED | THU | FRI | SAT | SUN |
|------|-----|-----|-----|-----|-----|-----|-----|
| 1    | 2   | 3   | 4   | 5   | 6   | 7   | 8   |
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| 17   | 18  | 19  | 20  | 21  | 22  | 23  | 24  |
| 25   | 26  | 27  | 28  | 29  | 30  | 31  |     |

**SitOnIt Seating makes customization easy — its user-friendly ChairBuilder visualization tool lets you design your dream chair in just a few clicks.**

SitOnIt Seating has built a strong reputation in task seating, but has added lounge products, screens and tables.

The company has found a formula for producing high-quality products at a pace no one can match, and the office furniture industry has taken note. Because of its emphasis on design, SitOnIt Seating has its competitors on high alert.

With the fastest lead time in the industry, SitOnIt Seating offers award-winning design with intelligent ergonomics. From health care to higher

education, the company has grown as a build-to-order seating manufacturer for almost 25 years. Born and bred in California, all of its key collections are designed in-house and rigorously tested for quality control, strength and durability. SitOnIt Seating makes customization easy — its user-friendly ChairBuilder visualization tool lets you design your dream chair in just a few clicks. With chairs, sofas and stools for every desk, space and environment, the possibilities are endless.



Search...



Arm Style

Mechanism

Base

Packaging



Back



Back Style: Mesh - MB



Mesh - MB

Back Size: Highback - BK2



Highback - BK2

Mesh Color: Tangerine - MC28



Drag to Rotate. Click to Zoom >

S ↓

SAVE & REVIEW →

TOTAL PRICE: \$656.00





*Torsa™ Task Seating*





**The Sector collection of clear and frosted acrylic screens stands ready to provide the privacy, protection and peace of mind needed in a landscape where the way we interact changes every day.**

Yet the company recognized in the wake of the COVID-19 pandemic the workplace needed more. Workspaces should be safe — free from distractions, contagions and anything that gets in the way of productivity — now more than ever.

The Sector collection of clear and frosted acrylic screens stands ready to provide the privacy, protection and peace

of mind needed in a landscape where the way we interact changes every day. Sector is safe, secure and especially sanitary. These high-performing, resilient acrylic surfaces can withstand some of the most powerful cleaners and disinfectants, including a full range of EPA-approved COVID-19 products.



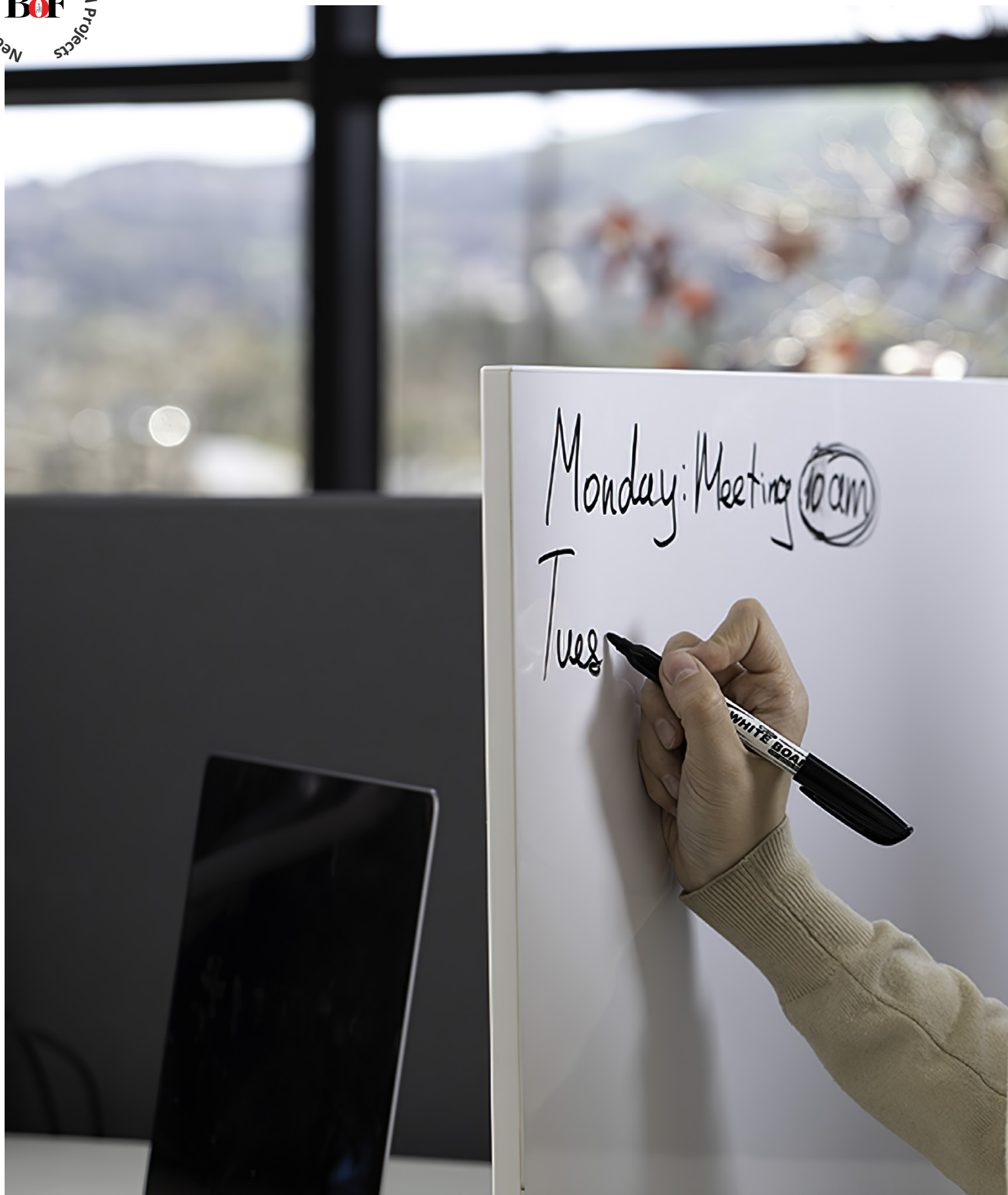




**Customers can also fashion spaces as safe as they are stylish with Motif. This collection of protective, privacy and modesty screens features a range of fabric options — from durable tack-and-heal to non-tackable and bleach-cleanable.**







Monday: Meeting (10am)

Tues



**Screens don't have to be static. Doodle marker boards provide essential privacy as a screen while promoting impactful productivity as a convenient place to write. From big idea-making to simple note-taking, workers can stay on task with Doodle, a tool that truly helps you work.**





## The company has grown year over year and has become one of the largest and most respected seating manufacturers in the world

Major Fortune 500 companies — such as Google, Amazon, Netflix and more — rely on SitOnIt Seating for smart, safe solutions. That’s why when the world faced a global pandemic, the company poured its heart into sourcing and supplying screens for the workplace (or any space, really). It’s a solution the company is passionate about and its customers desperately need. The way we interact in and out of the office has forever changed, and SitOnIt screens provide peace of mind in a world adapting to the new normal.

The company has grown year over year and has become one of the largest and most respected seating manufacturers in the world. While the company focuses on making robust chairs quickly (many of its seating products have a lifetime warranty), it also focuses

on the design of its products.

The company engineers for the user. SitOnIt Seating products are comfortable because they offer hyper-customizable features. They are custom designs that don’t force customers to wait for them.

Their lean manufacturing operation means they can ship build-to-order chairs in just two days, five or 10 days. Simply put, they can build the chair you want, deliver it when you want it and at a price no one else can match. Customers can customize using the biggest textile program in the industry. From start to finish, SitOnIt Seating maximizes efficiency in every single area, whether it’s sourcing and logistics or assembly and production. Its visualization tool is regarded as an industry-best by its customers.







*Focus Task Seating*









**From designs and manufacturing to service and sustainability, this is a leading company that continues to disrupt a legacy industry with a fresh, innovative and easy way of doing business.**

Add to that it's world-class service. SitOnIt Seating was voted Best Customer Service by the Office Furniture Dealer Alliance three times in the past five years. The secret to its success is a core belief that from start to finish, its customer always comes first. Everything it designs (which happens in house), whether it's lumbar support or customer support, is crafted with the customer in mind.

SitOnIt Seating also features a strong sustainability program. From the fabrics it selects to how the company runs its cor-

porate office, the company works hard to minimize the impact of its operations. Its lean manufacturing practice provides the foundation for the company's sustainability strategy by eliminating waste, conserving resources and responsibly designing products for durability and extended life.

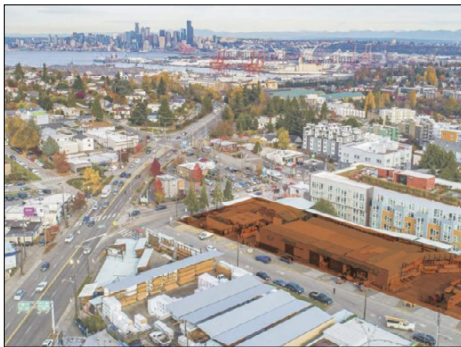
From designs and manufacturing to service and sustainability, this is a leading company that continues to disrupt a legacy industry with a fresh, innovative and easy way of doing business. **BoF**

## PACIFIC WEST

REPLACING  
UNDERUTILIZED LAND

SAN JOSE, Calif. — An ambitious new project is being eyed next to downtown San Jose that would add hundreds of homes along with offices and retail to a choice site near the light rail tracks on North First Street. Developers intend to build 244 apartment units, 61,000 square feet of offices, and about 5,600 square feet of retail. “It checks a lot of the city’s boxes,” said Douglas Oliver, a design principal executive with Arc Tec, an architectural firm. “It would be built on a surface parking lot, so it would replace underutilized land. It has great transit access. And the whole Santa Clara Valley really needs housing.”

[The Mercury News](#)

MIXED-USE PROJECT  
MOVING ALONG

SEATTLE — Five months into the pandemic, the city’s Design Review program has unanimously advanced a one-half of a two-building mega-project in West Seattle. The project will have roughly 275 residential units and 190 vehicle-parking spaces, along with 12,000 square feet of ground-floor retail. The evolving neighborhood near the entrance to the West Seattle Bridge and in potential proximity to a future light-rail station.

[West Seattle Blog](#)

PANDEMIC FALLOUT  
PERSISTS

LOS ANGELES — California office spaces are expected to keep getting emptier and their rent prices will likely keep declining for years as the fallout of the pandemic persists. Retail space will take an even more severe hit, while industrial real estate looks like a bright spot, and demand — and rents — for multi-family homes are expected to stay relatively high, said the Allen Matkins/UCLA Anderson Forecast survey. Demand for office space has tumbled. Last quarter, office leasing in Los Angeles County was at its lowest point since the Great Recession. Survey respondents’ outlook was about as gloomy as in December 2008, “during the height of an implosion of economic activity,” according to the survey’s findings, released last month.

[Los Angeles Times](#)

## MOUNTAIN WEST

## PROJECT IN EARLY STAGES

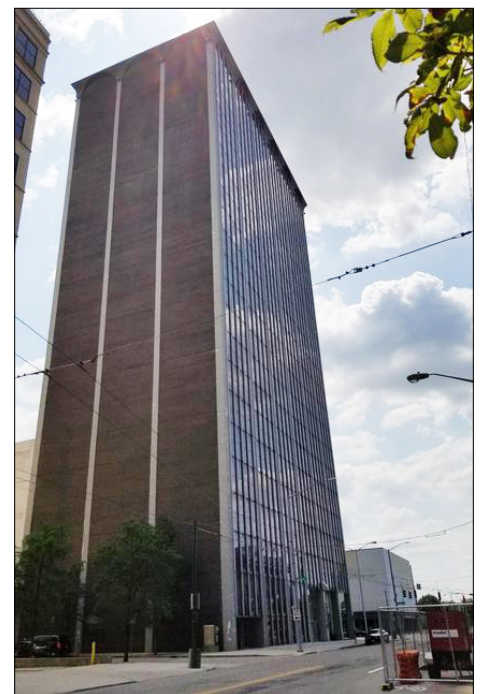


DENVER — Dimensional Innovations was selected by JLG Architects and Colorado College to be the experiential design partner for the new Ed Robson Ice Hockey Arena in Colorado Springs. City Council ap-

proved the project on Dec. 10, 2019 and the project broke ground Feb. 15, 2020. As the experiential designer, DI is focused on designing branding and storytelling elements for the dedicated team spaces and public areas of the facility. These elements include environmental graphics, display cases, sculptural elements and facility signage and wayfinding. In addition to designing all of these elements, DI will also be responsible for fabrication and installation. The project is set to be completed in mid-2021. DI was selected by CAA ICON and Colorado State University to be the exhibit design partner for the new CSU Spur Campus at the National Western Center, to consist of three buildings focused on water, food, and health.

[Mile High CRE](#)

## MIDWEST

TOWER AWARDED  
HISTORIC CREDIT

DAYTON, Ohio — One of downtown Dayton’s oldest and largest office building — Grant-Deneau Tower —

is poised for redevelopment thanks to a new tax credit from the state of Ohio. The incentive will support a \$38.8 million project that aims to transform the vacant, historic building into a mixed-use facility. A top-floor restaurant with viewing deck, boutique hotel and 100 apartment units are all part of the mixed-use plan the developer has made for downtown Dayton's first modern skyscraper.

[Dayton Business Journal](#)

## NORTHEAST

### MAGNOLIA PROJECT UNDERWAY



ROANOKE, Va. — A new mixed-use development with retail stores and apartments is under construction in Roanoke. The Magnolia Project recently broke ground and is expected to be completed next summer, according to the city of Roanoke. The development will be a three-story building with more than 5,000 square feet of retail space on the bottom floor, and 16 live-work units and 78 residential units, with one- and two-bedroom options) on the second and third floors. The residential units will average 726 square feet in size, and the live-work units will average 714 square feet. There will be 103 parking spaces.

[The Cross Timbers Gazette](#)

## SOUTH

### APARTMENTS AND OFFICES PLANNED

NASHVILLE — Mt. Juliet commissioners have approved a plan to build 310 apartments on the city's south side that include multiple conditions commissioners believe will ultimately benefit the city overall. Cumberland Advisors has advocated for the apartments and road extension to help Providence Central attract quality office space and retail, which are also approved uses.

[The Tennessean](#)

### STACK DESIGN IN PROGRESS



DALLAS — Houston-based Hines broke ground on The Stack, a 16-story mixed-use building with 200,000 square feet of office space and 15,000 square feet of ground-floor retail. The project is in the Deep Ellum neighborhood of Dallas, a hip and highly walkable area with over 60 restaurants and bars, plus numerous retail shops and live music venues. For the Class AA building designed by 5G Studio Collaborative, the development team envisioned a cutting-edge stacked design and distinguished appearance, along with sustainability features, to attract creative tenants in the technology,

advertising, media and IT industries. The project is currently being marketed, but no preleases have been signed to date.

[Commercial Property Executive](#)

### CONSIDER PARKING IN FUTURE DEVELOPMENT

DALLAS — Randy Cooper managing director of Stream's office tenant representation division in the greater Dallas market, believes there will be an increase in relocations to the Dallas-Fort Worth area once the pandemic subsides. Political unrest and disagreements with state and local officials on their response — coupled with preexisting tax situations, high cost of living, and other factors — have attracted companies to Texas in the past will again, with increasing frequency. "If I were developing an office building in today's environment, I believe a prudent development option would be to build an office building in the suburbs, with a very high parking ratio that bucks the trend of ride-sharing," he said. "Providing good quality construction, coupled with efficiency, would be a wise derivative from a typical multi-tenant office building."

[D Magazine](#)

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*Compiled by Emily Clingman*

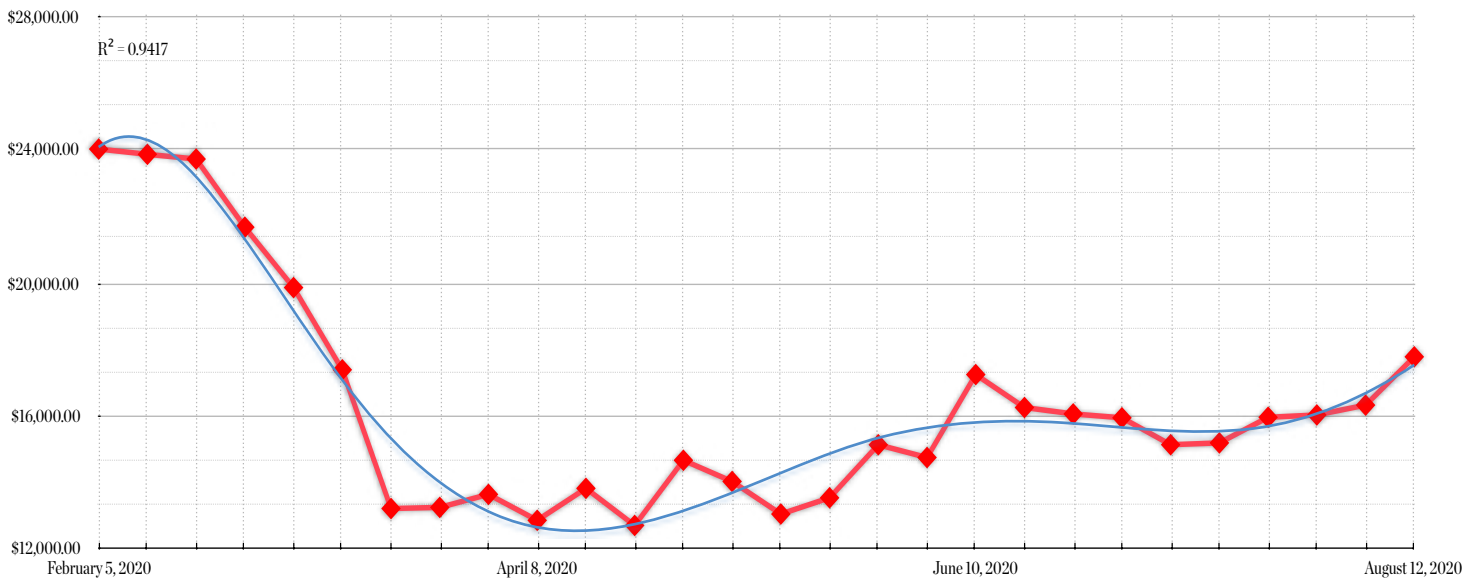
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**BoF**

ALL TIME | January 1, 2016 BoF Industry Index Start: \$24,379.54  
 YEAR TO DATE | August 12, 2020 Yearly Start: \$25,443.00 (2019 Ended Up +15.31%)

**CURRENT VALUE** **TOTAL GAIN / LOSS** **2020 YTD GAIN / LOSS**  
**\$17,769.07** **-6,610.47 (-27.11%)** **-7,673.93 (-30.16%)**

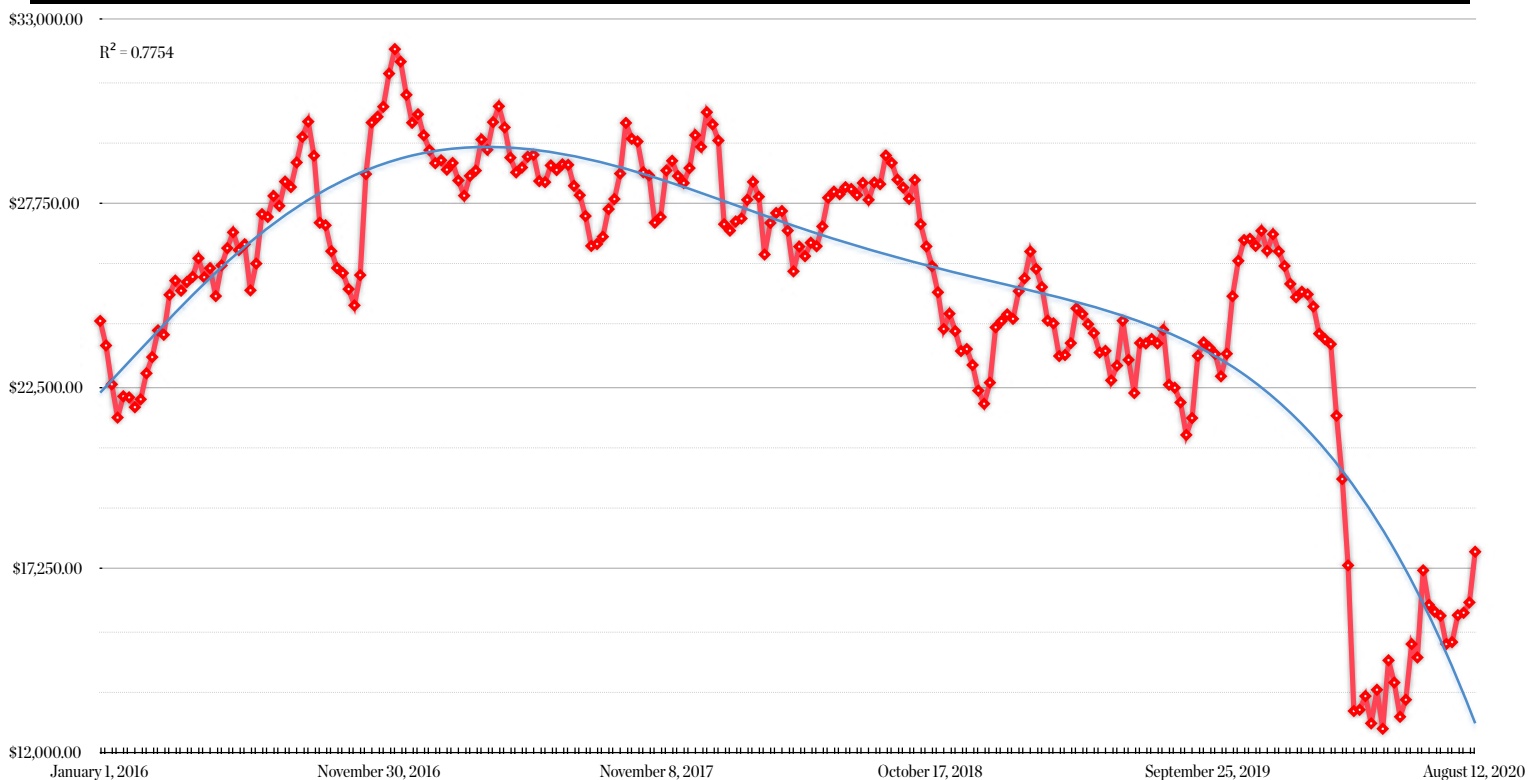
| ▲ SYMBOL                               | PRICE ↕        | CHANGE ↕        | TOTAL GAIN ↕         | 1D GAIN ↕        | OPEN ↕ | PREV CLOSE ↕ | VOLUME ↕  | MARKET CAP ↕ | DAY RANGE        | 52WK RANGE       |
|--|----------------|-----------------|----------------------|------------------|--------|--------------|-----------|--------------|------------------|------------------|
| <b>DRTT:US</b><br>DIRTT Environm...    | 1.61<br>16:00  | +0.63%<br>+0.01 | -76.80%<br>-533.00   | +0.63%<br>+1.00  | 1.61   | 1.60         | 172,996   | 136.34M      | 1.55<br>- 1.64   | 0.71<br>- 5.16   |
| <b>FLXS:US</b><br>Flexsteel Indust...  | 17.28<br>16:00 | +0.12%<br>+0.02 | -60.89%<br>-2,690.00 | +0.12%<br>+2.00  | 17.49  | 17.26        | 41,183    | 138.25M      | 17.27<br>- 17.92 | 7.81<br>- 21.31  |
| <b>HNI:US</b><br>HNI Corp              | 32.30<br>16:15 | +0.47%<br>+0.15 | -10.43%<br>-376.00   | +0.47%<br>+15.00 | 32.63  | 32.15        | 208,085   | 1.38B        | 32.17<br>- 33.22 | 16.61<br>- 42.90 |
| <b>INQ:CN</b><br>Inscape Corp          | 0.46<br>14:49  | +0.00%<br>+0.00 | -84.67%<br>-190.88   | +0.00%<br>+0.00  | —      | 0.46         | 8,100     | 6.62M        | —                | 0.35<br>- 1.22   |
| <b>KBAL:US</b><br>Kimball Internati... | 12.29<br>16:00 | +3.02%<br>+0.36 | +25.79%<br>+252.00   | +3.02%<br>+36.00 | 12.07  | 11.93        | 173,291   | 452.70M      | 12.07<br>- 12.45 | 8.19<br>- 22.40  |
| <b>KEQU:US</b><br>Kewaunee Scie...     | 10.85<br>15:54 | -0.50%<br>-0.06 | -39.01%<br>-694.00   | -0.50%<br>-5.50  | 10.95  | 10.91        | 10,085    | 29.93M       | 10.50<br>- 11.30 | 6.96<br>- 19.57  |
| <b>KNL:US</b><br>Knoll Inc             | 13.76<br>16:15 | +1.78%<br>+0.24 | -26.81%<br>-504.00   | +1.78%<br>+24.00 | 13.80  | 13.52        | 711,531   | 697.74M      | 13.66<br>- 14.24 | 7.74<br>- 28.30  |
| <b>LEG:US</b><br>Leggett & Platt I...  | 41.27<br>16:15 | +0.49%<br>+0.20 | -1.78%<br>-75.00     | +0.49%<br>+20.00 | 41.55  | 41.07        | 1,315,288 | 5.46B        | 41.05<br>- 42.22 | 22.03<br>- 55.42 |
| <b>MLHR:US</b><br>Herman Miller Inc    | 25.64<br>16:00 | -2.40%<br>-0.63 | -10.66%<br>-306.00   | -2.40%<br>-63.00 | 26.71  | 26.27        | 646,903   | 1.51B        | 25.44<br>- 27.12 | 14.39<br>- 49.07 |
| <b>SCS:US</b><br>Steelcase Inc         | 11.67<br>16:15 | -0.51%<br>-0.06 | -21.68%<br>-323.00   | -0.51%<br>-6.00  | 11.90  | 11.73        | 569,191   | 1.34B        | 11.61<br>- 12.12 | 7.02<br>- 23.02  |
| <b>TILE:US</b><br>Interface Inc        | 8.37<br>16:00  | +2.51%<br>+0.21 | -56.30%<br>-1,077.50 | +2.51%<br>+20.50 | 8.36   | 8.16         | 722,149   | 489.16M      | 8.07<br>- 8.59   | 5.06<br>- 17.68  |
| <b>VIRC:US</b><br>Virco Mfg. Corp      | 2.31<br>15:50  | -1.28%<br>-0.03 | -30.63%<br>-102.00   | -1.28%<br>-3.00  | 2.33   | 2.34         | 5,716     | 36.30M       | 2.30<br>- 2.36   | 1.82<br>- 4.53   |



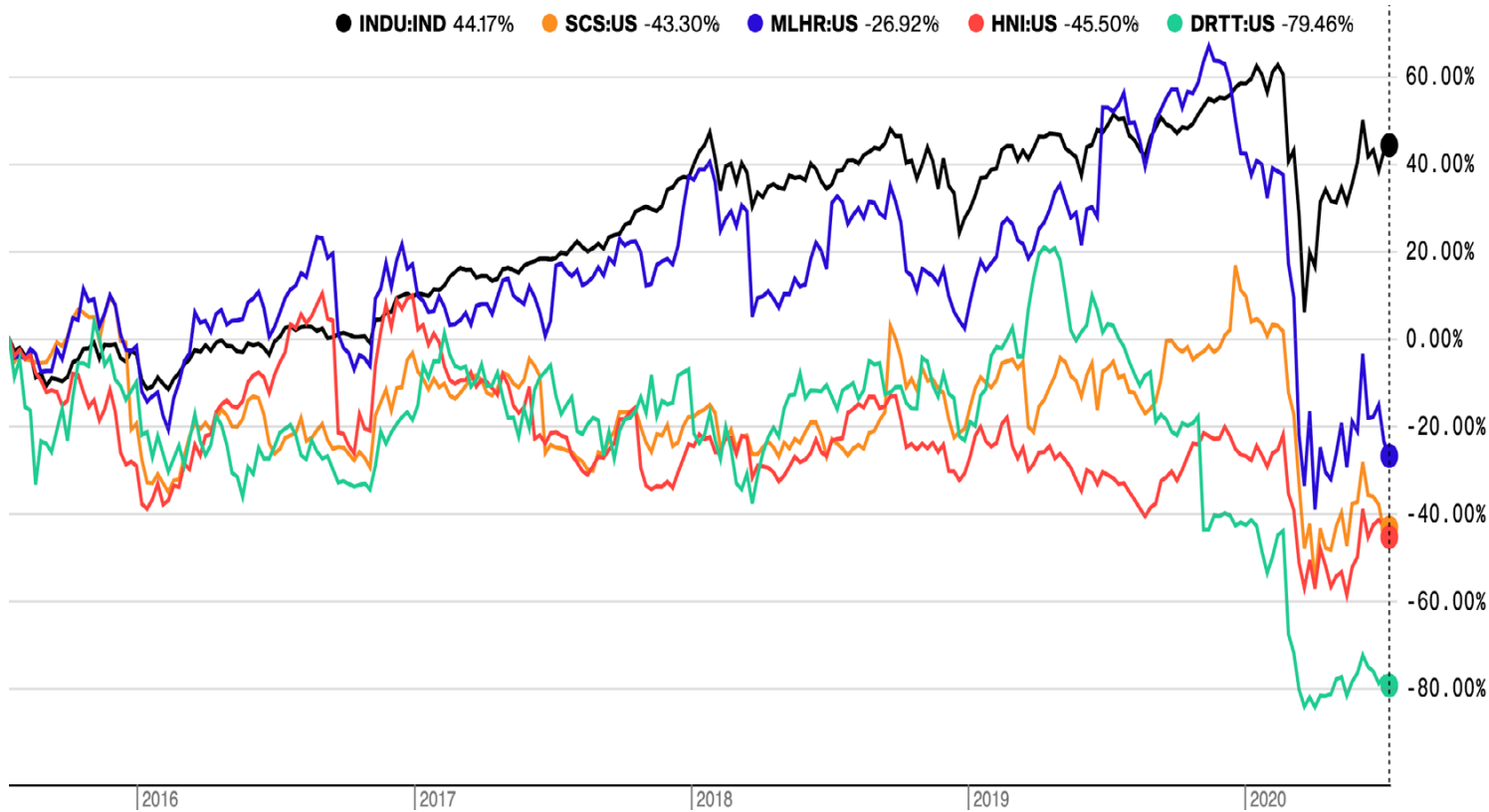


# STOCK GRAPHS

## BoF Industry Index - Since Jan 1, 2016



## Five Years - Major Industry Stocks



# Viscusi's Rules to Interview Follow-ups: They Must Be Sent Within 24 Hours

*Stephen Says is on vacation this week.  
This column first appeared four years ago on August 16, 2017.*



You can send your workplace questions to Stephen at: [StephenSays@bellow.press](mailto: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's the latest protocol for follow-up letters like a thank-you note after an interview? Should I send them by snail mail on official stationery, or is an email enough? Should I send them just to my primary interviewer or to every single person I met with during my visit, even if only for a minute?*

*I have been looking around deciding if I want to make a move or not, so I have really been jumping around to try to get a sense of what*

*is out there. I am also following through and have been on multiple interviews at certain companies. For example, last week, I met with four people from three management teams in one day. Do they all get notes?*

*Because I am trying to keep my options open, I am saying "yes" to every interview I get and have all of these notes piling up. I am struggling to keep track of all of them,*

*so I've been sending fairly generic notes. I have heard of people going through great interviews then losing the job because they forget to send a follow-up note, so I have tried to be conscientious about this, but can that really be true? It seems so cliché to be sending these notes. Do people really still expect them?*

*On Another Note*

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# Keep it short and sweet, and get it sent.

Dear On Another Note:

Cliché? To send a thank-you or follow-up note after an interview? I would expect a shrewder calculation from someone who seems as pragmatic as you. Writing these notes is more than common courtesy, it is common sense. I'm hard pressed to think of a business meeting of any kind that doesn't warrant a follow-up expressing thanks and finding common cause. A job interview, for obvious reasons, should immediately strike you as the consummate example of why this practice makes sense. You want to stick in the interviewer's head, and the best way to stick in their head is to show up in their email. With that in mind, here are the Viscusi Rules for interview follow-ups:

1. Always get the business card of every single person you meet. Did an HR rep chauffeur you from office to office? Get a card. Did an employee strike up conversation while you were waiting in the lobby? Get a card. You don't need to send follow-up emails to each of these people, but be sure to have all the information you might want when you sit down to write the notes. You'll want proper spellings of names and email addresses at the very least.
2. A good rule of thumb is to send a note to everyone who spent more than five minutes talking with you. Definitely send a note to anyone who interviews you in a formal setting. This should be simple. Everyone you think you should send a note to, you should send a note to.
3. Always send an email, not some cutesy card. A letter delivered by U.S. mail doesn't prove anything, and it might not even arrive before they fill the position. Rather, prove you can send a well-crafted email, and make sure to get it out within 24 hours. Try to use your computer instead of your cell phone to avoid typos, and never send it from your current job's email server.
4. Bring up something mentioned in the interview or unique to your experience. I know it can all feel the same sometimes, but if you can define yourself with some little detail, it will be that much easier for the interviewer to remember you. I always have a few strategies for slipping something into the conversation I know will stand out. For example, if I see a book on the bookshelf I've read, I'll be sure to bring it up and include it in the follow-up email.
5. Use the note as a chance to ask additional questions you might have. This is another excellent way to show you were engaged in the conversation. Not every interview lends itself to genuine follow-up questions, but if you have some, this is the perfect place to ask them.
6. Get another pair of eyes on it. It's always a good idea to let someone else look at this sort of email before you send it. It should never be more than a few sentences, so it really isn't much to ask from a friend or partner to just glance at it, and edit it for typos. That's really all you need, just another person making sure there are no stupid mistakes. One typo, my clients tell me, can kill your chances of landing that job.

Bringing it full circle, my clients have told me interviewers for every position at every level expect notes. Many will pass on a candidate if they do not receive one, and most will pass if they get a letter with a typo in it. It needs to happen, and it needs to be perfect. Keep it short and sweet, and get it sent.

Stephen

# Black Interior Designers are Not Mythical Creatures Like Unicorns

by Nicole Rivers Moore



Nicole Rivers Moore is an interior designer at Business Environments in Parsippany, N.J.

*Editor's note: This is the first in a new series of columns designed to give a voice to people of color working in the office furniture industry, and begin a conversation on race and the workplace.*

To contribute a column, email Editor Rob Kirkbride at [rob@bellowpress.com](mailto:rob@bellowpress.com).

**Industry leaders, including those in our own interior design industry have all too often chosen to see past Black people.** Many people are seemingly just becoming aware of the disparities in our society that Black people have always known about. Organizations such as the Black Artists Guild and the Black Interior Designers Network are proof there are hundreds, if not thousands of Black designers and makers in our industry who are ignored and overlooked. Black interior designers are not mythical creatures like unicorns. The issue at hand is the systematic racism that allows industries to thrive while cherry-picking talent.

Throughout my professional career that has spanned the fashion, real estate and interior design industries I first witnessed how C-suite personnel allow unfair hiring and recruiting practices to dictate the level of diversity in their companies, and then how they hide behind the feeble excuse that qualified Black professionals are hard to find — or worse yet don't exist.

I am the granddaughter of Black people who were proud sharecroppers and were never allowed to finish their education, an immigrant who left Jamaica for a better life and an educator who was one of the first in her family to get a graduate degree.

As the daughter of two highly educated parents, I knew growing up I was expected to either choose a major and attend college or serve this country in

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# As a Black woman I want to compete. I am not looking for a handout, but I should not lose points in the hiring process because my name sounds ethnic or my address is perceived as somehow “less than.”

the military as many of my older family members had done.

Although I was raised to be proud of my heritage and culture, to know and understand my history as a descendant of enslaved people and to respect and honor my country and its laws, I was also taught the color of my skin would necessitate I would always have to work twice as hard as my White counterparts to have any level of success.

The opportunities don't exist for us in this industry, the same way they don't exist for us in hundreds of other industries. We have had to build our own tables, which was not always a bad thing, because we have not been allowed into the rooms, let alone offered a seat at society's table to share our voices and experiences. This is not new, and it doesn't take a nationwide or even an industrywide summit to begin to

address these issues — although I'm not saying a conversation would not be helpful.

Black people and Brown people are already involved in the industry. We have been for years. The onus is on the people who are often in the seat of power and leadership to do business differently and ask the hard questions about why the industry looks the way it does. The leaders of companies and individuals that have been complicit in systematic discrimination have to play a bigger role in its eradication. We want to be seen, hired and supported. As a Black woman I want to compete. I am not looking for a handout, but I should not lose points in the hiring process because my name sounds ethnic or my address is perceived as somehow “less than.”

I struggled with what to include in this article. Not because I

didn't know what I wanted to say, but because I learned early in life I could have a voice as long as it wasn't too loud, so as not to offend White people who may witness my creativity as taking up space in a land that was built by people who look like me, but not made for people who look like me. I was taught because of my deep brown skin, I would endure racism in a variety of forms, but I would not always be able to express my outrage, pain and disappointment.

While C-suite leaders in the design industry have a responsibility to take steps to help our industry evolve and make real changes and not just apologies, we all play a role in the continuation of false narratives about the powerlessness of White people to change the racist policies and attitudes that plague this industry and so many others.

KUALA LUMPUR, MALAYSIA

## Export Furniture Exhibition

August 27-29, 2020



Export Furniture Exhibition (EFE) is internationally known to global buyers and sellers as one of the largest Southeast Asian trade fairs. A major highlight of EFE2020 is the inauguration of the “Office Furniture Hall”.

[www.efe.my](http://www.efe.my)

**CANCELLED**

COLOGNE, GERMANY

## Orgatec 2020

October 27-31, 2020



**ORGATEC** is a trade show that is dedicated to innovations and concepts in the office environment and workspaces. Orgatec will gather industry professionals from various fields to explore the newest trends and novelties in the industry.

[www.orgatec.com](http://www.orgatec.com)

**CANCELLED**

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](http://www.ed-spaces.com)

LONDON (NEW DATE)

## Clerkenwell Design Week

May 25-27, 2021

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](http://www.clerkenwelldesignweek.com)

CHICAGO

## NeoCon

June 14-16, 2021



**NeoCon** is the world’s leading platform for commercial design and the annual gathering place for over 50,000 design professionals and end-users. Marking its 52nd edition, NeoCon continues to serve as the commercial design industry’s launch pad for innovation - showcasing game-changing products and services from leading companies and emerging talent, and providing unparalleled access to the most cutting-edge solutions.

[www.neocon.com](http://www.neocon.com)

**EVENT****DATE & LOCATION****EXPORT FURNITURE EXHIBITION (NEW DATE)**

Export Furniture Exhibition (EFE) is international from all over the world as one of the top furniture fairs in Southeast Asia and the fair continues to attract thousands of visitors annually. The exhibition is the signature event of the Malaysian Furniture Council (MFC) and is organized by EFE Expo Sdn Bhd., a wholly-owned company of MFC.

<http://www.efe.my>

**CANCELLED**

August 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>

August 31 - September 2, 2020  
Shanghai, China

**ORGATEC 2020**

ORGATEC is a trade show that is dedicated to the working environment and work culture. ORGATEC will gather professionals from various fields to share ideas and novelties in the industry.

<http://www.orgatec.com>

**CANCELLED**

October 27-31, 2020  
Cologne, Germany

**INDEAL LEADERSHIP EVOLUTION**

INDEAL's 2020 Conference provides program members with an opportunity to gain critical knowledge focused on supporting business growth and profitability. This year's e-vent offers perspective on developing teams that thrive, along with valuable insight into the state of the commercial furniture industry, economy and program at large. A varied agenda and numerous prospects for networking combine the benefit of multiple experiences into one, streamlined event.

<http://indeal.org/2020-leadership-conference>

November 9, 2020  
Virtual E-vent

**EDSPACES**

This is the event for connecting key stakeholders who are designing, building, equipping, and managing learning environments with the manufacturers, distributors, and service providers offering solutions. Explore how the convergence of technology, space, and pedagogy impact learning.

<http://www.edspaces.com>

November 11-13, 2020  
Charlotte, North Carolina

**CLERKENWELL DESIGN WEEK**

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>

May 25-27, 2021  
London

**NEOCON**

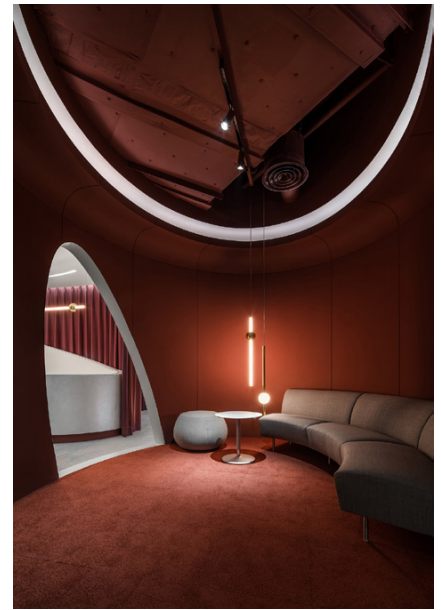
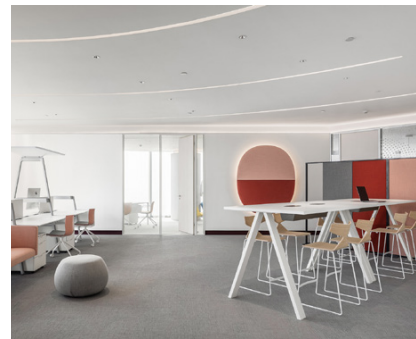
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<http://www.neocon.com>

June 14-16, 2021  
Chicago

## 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.



## New Silk Road Offices – Xi’an

An open, free and artistic workplace, the Xi’an offices of New Silk Road are a creative landscape fit for the electronic business firm’s current and future endeavors.

HONG Designworks was tasked with creating an open collaborative space for the New Silk Road offices in Xi’an, China.

This is an open, free and artistic workspace, which enables the employees to find appropriate working environment at anytime. As companies are becoming more diversified, it requires personalized and high-end offices. A workspace design that can provide quality socializing environment and hardware and software services will become a future trend.

[READ MORE](#)

FIRM: HONG Designworks  
 CLIENT: New Silk Road  
 6,996 sqft  
 SCOPE: Office  
 LOCATION: Xi’an, China  
 INDUSTRY: Technology

Photography: Tan Xiao





## **Workplaces** | August 2020

**Where I'm Working: Bellow Press Grand Rapids Editorial Office / Executives Feel Employee Engagement Is Important, But Commitment To Strategy Is Lacking / Business Creativity During Stay-At-Home Orders / How We Feel About Returning To Work / Small Business Recovery Sputters / Amenities Are Still A Priority, But The Focus Has Shifted / Sustainable Furniture – It's Still Important / What Workers Want: The Dos And Don'ts Of Non-Salary Negotiation / Deskmakers Responds To COVID Crisis With New Collection / Product Matter**

**Read the August 2020 issue today at: <https://bellowpress.com>**



POST COVID-19 BUSINESS TRENDS

# Home Office Furniture Rentals Increase 300% for Next-Gen Brand, Fernish

FOUNDED IN 2017 BY BARLOW AND LUCAS DICKEY, FERNISH WAS BORN OUT OF FRUSTRATION. FOR 10 YEARS AFTER COLLEGE, THE TWO HAD COLLECTIVELY MOVED EVERY OTHER YEAR ACROSS A VARIETY OF JOBS, CITIES AND ROOMMATES AND WERE FED UP WITH THE HASSLE THAT CAME WITH BUYING, MOVING, SELLING, STORING AND GENERALLY OWNING FURNITURE.

by Emily Clingman

## At the beginning of this year, [Fernish](#) — a residential furniture rental service — did not expect a sudden mid-year mind-blowing 300% increase in demand for home office

**furniture.** Michael Barlow, co-founder and CEO, noted that prior to COVID, home offices were not a trend that Fernish saw.

“In fact, the items that we categorize as home office today — bookshelves, desks, and office chairs — were generally our less popular items,” Barlow said. “In the past four months we’ve not only seen an explosion of orders for these items specifically, but we’ve also seen a comparable uptick in the decor and lighting, which we curate to match the furniture selection we offer as well. So, I’d say that people are focusing on aesthetic and not simply function right now. After all, we are spending more and more time in our homes right now, and all of that matters.”

In addition to the 300% increase in home office orders, Fernish has experienced a 90% increase in décor accessories; a 75% spike in demand for rugs, throws, pillows and tabletop embellishments; and a 40% increase in lamps added to orders to create mood lighting. While the company can’t reveal specific numbers, Barlow says there is a high conversion rate to those who initially rent to ultimately purchasing their rented items.

Founded in 2017 by Barlow and Lucas Dickey, Fernish was born out of frustration. For 10 years after college, the two had collectively moved every other year across a variety of jobs, cities and roommates and were fed up with the hassle that came with buying, moving, selling, storing and generally owning furniture. Barlow and Dickey developed a direct-to-consumer furniture service — allowing for a juxtaposition between simply living in a space and turning that space into one that people genuinely love. The company has saved consumers \$10 million in furniture purchasing in 2019 alone and is available in Los Angeles and Seattle, with plans to enter additional markets soon.

Fernish works with a diverse supply chain of manufacturers and wholesalers to offer durable, high-quality furniture and decor via its rental model and the company “is certainly fortunate that our rental model is a uniquely suited solution given the uncertainty around how long we all will need our new home office set-ups for, and it looks like it will be longer than we originally anticipated,” Barlow said.

As the home office demand exploded, Fernish doubled the size of its selection to

offer a few more styles. The most popular desk is the Studio Line Writing Desk — a 48-by-24 inch eco-friendly Moso bamboo elegant, minimalistic table that stands 30 inches high, and features distinctive splayed legs. The table’s retail price is \$700, or Fernish customers can rent the table for \$30 a month.

Another popular product is the Asterix Ladder Desk. With a width of 31 inches and depth of 17 inches, this part bookshelf, part work surface, which, at 77 inches in height, leans against the wall — ideal for a makeshift workspace in a tight spot in an apartment, or the corner of a bedroom. This piece has a retail price of \$212, or it can be rented starting at \$9 a month, based on how many months rented. Fernish provides delivery and assembly service to customers’ homes as soon as one week, with contactless delivery options to observe social distancing.

“We’re seeing customers really begin to see the value in a service like ours that offers ownership flexibility and bite-size monthly payments,” Barlow said. “People aren’t looking for big commitments and huge cash outlays, especially now. So, that translates to customers coming to us for their home office essentials. They know they can keep their pieces if they want to, and make a decision about ownership later. Our competition is based on how our customers used to shop — at Ikea, on Craigslist and through other places with discount furniture. These customers always wanted nice furniture but didn’t want to pay for it. We’re letting homes progress without the hassles of the legacy options.”

As Fernish found itself suddenly at the forefront of home office design, Barlow





says there are common challenges people who have never worked from home before are running into.

“One tricky part of a home office is where to put it, especially when you’re living with roommates in a city apartment. That said, we have heard some success stories with people setting up their furniture in the middle of a hallway, which even we were surprised about,” Barlow said. “We’re actually seeing customers who specifically want an office setup that’s separate from their table, or in some cases their bed, because it helps them with comfort and posture, and they want a space that is specifically for work so they can focus during the day, and then leave that space once the work day is complete.”

Barlow says a lot of people are curious about ergonomics and what’s best for their body while seated at their workstation.

“Offices are always providing desks and chairs without employee input, and too many times they’re not comfortable and don’t necessarily work for a productive posture,” he said. “Employees now have the opportunity to choose their own office furniture and what feels and works best for them. We find that dedicated, well-styled workplaces promote productivity, and we are working on some new ways to quantify that.” **BoF**

## TEXTILES

## Camira Adds to its Sustainable Fabric Portfolio with Dolly and Kork

☞ With sustainability at the heart of this innovative textile brand, Grand Rapids-based Camira is extending its eco-friendly textile offering this fall with the launch of Dolly, a sheepskin on a roll, and Kork, crafted from FSC responsibly-sourced cork. Making a statement in its own right, each textile has a unique story to tell, yet their common sustainable attribute bonds these beautiful products together.

Dolly is made from 100% British wool fleece and retains the raw beauty of wool in its purest state. A classic textile reinvented, Dolly is expertly created in Yorkshire, England, where Camira is manufactured. With each individual fiber knitted into a soft, supple backing, this beautifully different fabric has craftsmanship at its core.

With a deeply thick pile and lustrous tactility, Dolly is available in three colorways — Jacobs, Herdwick and Shropshire. Named after breeds of sheep, each colorway retains the natural coloration of the fleece. Untouched by dye, the authentic depth of color is embraced with every fleck visible to see.

Blending the authentic properties of sheepskin with the flexibility of a rolled fabric, Dolly is a modern upholstery option guaranteed to bring warmth and comfort to commercial spaces.

A modern take on a rustic material, Kork blends natural beauty with a stylized aesthetic. With its raw composition softened by its sleek tactility, the organic pattern inherent to the bark of the cork tree is showcased through its delicate coloration, making it bring a hint of biophilia to any interior.



Crafted from FSC responsibly sourced Portuguese cork, this innovative application for vertical surfaces encapsulates designing with nature.

Rapidly renewable, the Cork tree is unique in its ability to provide wood for use in manufacturing simply by stripping its bark. Able to be harvested every seven to 10 years, each tree can live for more than three centuries — ensuring a continuous and environmentally friendly source of material.

With each tree absorbing more than five times as much carbon dioxide once its bark has been harvested, the production of cork is an effective means of reducing harmful CO<sub>2</sub> levels, with forests in Portugal alone offsetting 10 million tons every single year.

Available in seven subtle hues, Kork is a delicate addition to any interior space. Retaining the natural beauty of the material's origin, each shade has been developed in harmony with its composition. With muted neutrals complemented by deep, rustic tones, the color palette evokes its forest origins.

## PERSONAL WORKSPACES

## IRYS Pod Provides Reassurance and Comfort with Integration of Virus Killing UV-C Light

➤ As we face new challenges in the workplace, the modular IRYS pod has been reconfigured to incorporate the latest generation of UV-C lighting to ensure the space is rigorously sanitized between meetings to maintain the highest levels of hygiene and prevent the spread of viruses.

Following extensive research with Rainlight, the original designers, and a team of lighting experts, Clestra has introduced a UV-C lighting component to IRYS ensuring that between meetings the IRYS can be sanitized, ridding the space of harmful pathogens. UV-C is highly effective at killing bacteria and viruses by destroying the molecular bonds that connect its DNA, it is a staple method of sterilization used in hospitals, airplanes and factories, and it is fast becoming a vital factor in fighting COVID-19.

Bluetooth technology is used to operate and integrate the conventional LED with the UV-C lamp system. It is impossible to switch both channels on at the same time which is critical as UV-C lighting is harmful to humans. The control system can ensure the IRYS is clear of human presence prior to switching the UV-C lighting source on for a 15 to 20 minute cleansing cycle, once complete, the space is ready for immediate use.

The original design by Rainlight was always intended to offer flexibility in design and the capability to adapt to the latest tech and innovation, whether that be airflow management, electrical wiring, AV equipment or storage.

“We created IRYS as a transformational device in the workplace to facilitate social interaction,” said Yorgo Lykouria, founder and creative director of Rainlight. “As the most important aspect of a workplace is the sharing of ideas, we are looking for ways to overcome the current challenges and allow business to flow as usual. Our latest iteration gives the user additional assurance that they are in a safe space free from harmful bacteria and viruses.”



## TABLES

## Nevins Introduces Volow Media Table

➤ Nevins media tables provide a responsive, flexible and collaborative setting for today's evolving workspace. By offering an artful array of design options combined with a unique high-tech experience, they create a dynamic space-efficient workstation.

Since technical aids have become essential during these ever-changing times, setting up media areas for quick and effective communication and conferencing is crucial. The Volow Media Table anchors a simple and practical space for just that.



## PANELS

## Unika Vaev Introduces New Products from Instyle

➤ Ecoustic Pinch Tile is a striking acoustic tile offering excellent sound absorption and diffusion. Inspired by geometric abstraction, the crisp topography of Pinch creates form and shadow depths evoking the sculptural influences of Expressionism, Cubism and the Bauhaus.

The interwoven arrangement of Pinch tiles and its irregular perimeter provide a dynamic visual arrangement. Available in 34 colorways, it is produced with 100% PET with up to 23% recycled material and is certified by Mindful Materials, Declare, Greentag, HPD and Healthier Hospitals.

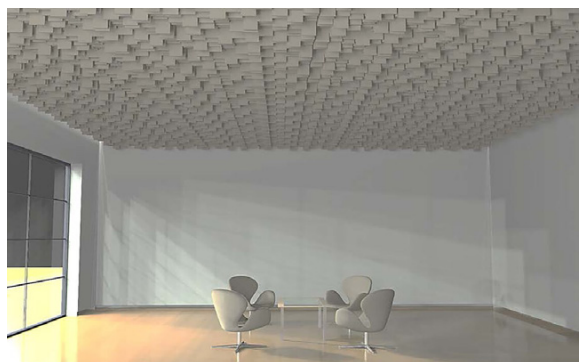
Ecoustic Loop is an acoustic panel print designed by Tom Skeeahan. This felt-faced, hand silk-screen print, is designed to reduce and control reverberated noise in building interiors such as open plan work spaces, bars, restaurants, theaters, convention centers and public spaces. The Loop print is available in six colorways, 100% PET (up to 65% recycled content) and is certified by HPD and Global Greentag.

Ecoustic V is a collection of acoustic panels and tiles with an elegant aesthetic and acoustic performance. The collection is available in nine designs, three solid color core thicknesses, six sizes and a variety of colors for ultimate design flexibility. The panels can be installed vertically or horizontally. The ecoustic SC panels and tiles are low-VOC, Oeko-Tex certified and recyclable.

The Sculpt InOut design evolved from creating a positive form from a negative extraction. The individual profiles are similar to an architectural battlement found in the shielding walls and towers of medieval castles. The profile uses equally spaced intervals so when installed as a collection of four tiles they create a square formation moving in and out. The tiles are ideally suited for a large ceiling installment to capture the form of the design.

Sculpt Forte is a stepped and inclining profile similar to an architectural fortress. When installed as a collection — of two to eight tiles — the Forte profiles create diamond formations which begin to move in and out. The tiles are suited for a small and large ceiling installment.

The Sculpt Random profile design creates acoustic absorption within the profile shape and also in the absorptive PET composition of the tile. Each tile profile can be positioned randomly, which results in a wide variety of ceiling patterns.





## DESKS

## Spacestor Launches Foldable, Portable Desk for Home Office

➤ During this historic period of widespread remote working, Spacestor is introducing the KIT Desk — a compact, foldable workstation designed to enable a productive, work-from-home experience, complete with handy accessories and built-in flexibility. The minimalist silhouette is complementary to any design style, with a lacquered plywood surface and steel-framed legs that align with the company’s “California cool, London design” aesthetic.



With the understanding that most people do not have a functional home office setup, the KIT Desk was designed with user health and comfort in mind. A built-in carry handle allows for easy transportation, so users can relocate throughout the day for a refreshing change in scenery. This mobility offers the freedom to work in virtually any room or setting, stimulates physical activity and helps prevent a sedentary workday, which often leads to back pain, fatigue and a lack of productive energy. After work, the KIT Desk can be folded up and placed out of sight for convenient weekend storage.

The KIT Desk ships flat-packed and assembles with no tools in less than 20 seconds, offering a stress-free, ready-made workspace solution. Convenient accessories include a built-in cupholder, phone dock, pen groove and bag hook. The surface is finished in a natural lacquered plywood, and the metal frame is made of steel.

## SEATING

## Vico Duo from Fritz Hansen

➤ Fritz Hansen has reissued the Vico Duo chair in celebration of the 100th anniversary of Vico Magistretti’s birth. Magistretti designed the chair in 1997, sitting among his sketches in the company’s design department. He was keen to collaborate with Fritz Hansen and leverage its expertise and tradition in veneer.

The chair is simple with tight lines. A loose “z” line drawn across paper inspired the chair’s backward armrests — an unusual element that intentionally balances the design. The armrests and back legs are one piece of steel — another unique aspect of the design.



“This chair was, from the beginning, a true collaboration between Fritz Hansen and Vico Magistretti,” said Christian Andresen, Fritz Hansen’s head of design. “By 1997, Magistretti was confident and relaxed in his practice and career. The design has a kind of simple ease and strength that reflects that.”

New arm pads add comfort, and black, powder-coated bases add a contemporary look, making Vico Duo suited for agile workspace and hospitality design.

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<https://bellow.press/SubmitNews>

## MANUFACTURERS

### Arper's Paravan Mood Wins the A+Awards

➤ The Paravan Mood collection, designed by Lievore Altherr, was recognized at the A+ Awards. Organized by [architizer.com](http://architizer.com), the awards are given by the largest online community of architects in the world.

The Architizer A+Awards are the largest awards program focused on promoting and celebrating the year's best architecture and design products. Paravan's award was in the furnishings-accessories category.

Entries are judged by more than 400 distinguished jurors from fields as diverse as design, technology, real estate, fashion and more. Notable jurors from this year included Annabelle Selldorf, Bjarke Ingels, Tom Kundig, Tony Hsieh (Zappos CEO), Yves Behar (Fuseproject), Evan Sharp (Pinterest founder) and David Rockwell (Rockwell Group chairman).



## MANUFACTURERS

### DeskMakers Opens Manufacturing Facility in Dallas

➤ In an effort to better serve customers, Los Angeles-based commercial furniture manufacturer DeskMakers has expanded its manufacturing operations to include a 35,000-square-foot facility in Dallas. The company will continue its full operations in Los Angeles County, and 90% of the DeskMakers product line can now be manufactured and distributed at the Dallas location. The entire product line, including new introductions, will eventually be available for production in Dallas.

“DeskMakers is known for our highly customizable product offering and our exceptional level of customer support, and a big part of delivering that experience is being physically close to our customers,” said Phil Polishook, CEO of DeskMakers. “For quite some time, we’ve looked for ways to provide the best possible service to our customers as we grow in markets of the country beyond the west coast. We believe that our new Dallas location delivers everything we need to do that, both strategically and logistically.”

Polishook explained DeskMakers has a well-established dealer network throughout Texas and Oklahoma, and the robust Dallas transportation hub will allow the company to effectively and efficiently serve customers there and open up other markets.

“With a strong pool of talent in Dallas, and a dynamic quality of life, we are excited to expand and create more opportunity in this vibrant city,” Polishook said. “We hired a general manager and new director of sales that will both be based here, and we will be creating additional sales, marketing and manufacturing positions in the coming months. This expansion brings exciting possibilities, and we’re very optimistic about serving the contract furniture market and providing innovative furniture solutions when it’s safe to return to the workplace.”

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Suzanne Tron

## ASSOCIATIONS

### Sustainable Furnishings Council Names 2020 Ambassadors

➊ The Sustainable Furnishings Council (SFC) has named this year's SFC Ambassadors selected to advance the organization's mission to promote sustainability, wellness and social justice in the furnishings space.

The 2020 SFC Ambassadors include: Corey Damen Jenkins, Thom Filicia, Libby Langdon, Breegan Jane, Laura Hodges, John Eason, Jennifer Jones, Anelle Gandelman and Laurence Carr.

Each of the high-profile designers will serve in a leadership and advocacy role, with the goal to affect positive change among their interior designer peers, clients and the home industries at large.

SFC Ambassadors make a 12-month commitment to represent the SFC and its ideals through public image, social media platforms and more. Ambassadors share information the organization provides about the state of sustainability in the home furnishings business and the best practices they implement in their own businesses. The areas of focus vary from firm to firm, but the elements of sustainable design practices include conscientious product sourcing and material selection, re-use and upcycling and demand for vendor transparency, among others.

Ambassadors incorporate SFC values into their design practices and are committed to expanding their knowledge in this area. Several have completed the SFC GREEN leaders certification program. Susan Inglis, SFC executive director, said, "We are so pleased to be working with each of

these illustrious, committed, and articulate designers. This is a good year for turning up the volume on sharing best practices — consumers care, and it is urgent that we each do all that we can to reduce the surprisingly large environmental impact our industry has. These ambassadors will make the difference by inspiring as well as by sharing info.”

Each of the 2020 Ambassadors spoke to why they care to be part of the SFC’s efforts:

Corey Damen Jenkins: “We only get one Planet Earth, and this is not a dress rehearsal. So the decisions we make now have to count — not only for us in the short term — but for the benefit of generations to come.”

Thom Filicia: “As an interiors and product designer, I think it’s important to always continue learning and striving to do better, which includes making efforts to do what is best for our planet, the place we ultimately call home.”

Libby Langdon: “The environment provides natural elements for every living thing on our planet. Our forests remove pollutants from the air we breathe, our wetlands store stormwater, filter pollutants and recharge where most of us get our drinking water, and the dune systems on our beaches form natural barriers to waves and provide a habitat for wildlife. Most of us take these things for granted but we have to all work now to ensure they don’t go away.”

Breegan Jane: “One of my life’s missions is to leave the world in a better condition than I received it. I believe the most spectacular design elements stem from Mother Nature’s beauty, and I sincerely believe I owe much of my creativity to her.”

Laura Hodges: “I care deeply about sustainability because I feel that it’s our duty to take care of this planet in any way we can. Every day we see the very real impact of being careless with our environment and, in an industry where we are always creating newly built environments for our clients, I feel obliged to make sure that we’re doing so responsibly.”

John Eason: “Simply put, it is irresponsible and inexcusable to not care about sustainability. I have an obligation to care for the ecosystem that my life is physically dependent on, to imagine otherwise is insanity.”

Jennifer Jones: “As designers we have the power to effect real change by harnessing our clients’ purchasing power to support sustainable manufacturers, local fabricators and specifying eco-friendly materials and fixtures.”

Anelle Gandelman: “I am concerned with how quickly we have polluted our planet in the space of a century, how it seems to be accelerating exponentially and how that will impact our future.”

Laurence Carr: “We have to take an honest look at our society’s economic practices, our role as members of the design community, and choose a better, more sustainable path.”

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#### MANUFACTURERS

## Tayco Is On the 2020 List of Best Workplaces in Manufacturing

🔗 Toronto manufacturer Tayco has been named one of the Best Workplaces in Manufacturing for 2020. The company received this award after being certified as a Great Place to Work in March. The honors were received after an independent analysis conducted by Great Place to Work.

The logo for Tayco, featuring the word "tayco" in a lowercase, orange, sans-serif font with a registered trademark symbol (®) to the right.

Team members of the Canadian second-generation family business come from more than 41

countries and specialize in commercial office furniture manufacturing innovative workplace policies. Tayco provides a workplace and culture that brings its diverse workforce together and results in team members who are more engaged and invested in their careers. These efforts foster a positive workplace culture resulting in employees who are more likely to be champions of the brand and more likely to provide exceptional customer service integral to Tayco's business.

"Tayco has always put a lot of focus on developing a people-centric culture, where our team members are given opportunities to grow and positively impact our organization," said Tayco COO Tony Kerwin. "As a team we all strive towards a goal of operational excellence and providing the ultimate customer experience. It brings us great pride that our team members truly enjoy being part of our progressive organization and want to grow with us. Receiving Great Place to Work Certification and awarded 2020 Best Workplaces in Manufacturing demonstrates the wonderful culture we have cultivated here at Tayco."

With the current global pandemic, the company continues to engage with rewarding opportunities as much as possible. Although in-person social committee events cannot currently be held, Tayco has offered opportunities for professional development through Zoom. Most recently, it became an employer partner with the Canadian Centre for Diversity and Inclusion (CCDI) and welcomed them to host virtual diversity and inclusion training. Tayco has also developed an Inclusion, Diversity, Equity and Accessibility (IDEA) team, which will assist in the development of a diversity and inclusion strategy. Finally, Tayco launched its Employee Engagement Team, which will identify opportunities for improvement and implement changes to ensure it is always being the best organization it possibly can be for its team members and customers.

The Best Workplaces in Manufacturing list is based on direct feedback from employees of the hundreds of organizations surveyed by Great Place to Work. The data has a 90% confidence with a plus or minus 5% margin of error. To be eligible for this list organizations must be Great Place to Work Certified in the past year and work



primarily in the manufacturing industry. Great Place to Work determined the best based on the overall trust index score from these employers.

Great Place to Work is the global authority on high-trust, high-performance workplace cultures. Through proprietary assessment tools, advisory services and certification programs, GPTW recognizes the world's Best Workplaces in a series of national lists, including those published by The Globe & Mail (Canada) and Fortune magazine (U.S.).

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*BUSINESS TRANSACTIONS*

## Trinity Planning, Design, Architecture Merges with NAC Architecture

➤ Trinity: Planning, Design, Architecture in Columbus, Ohio, has merged with the West Coast design firm, NAC Architecture.

The merger of the two firms will provide stronger client services in advanced analytics, informed design and an ever-growing commitment to helping build healthy communities. With a relationship stretching back more than 10 years, NAC and Trinity see this merger as a natural step forward for both firms.

Trinity, a nationally acclaimed health care analytics, planning and design firm, has years of practical design experience and deep knowledge in demand, operational and space analytics. By merging, the firms will apply their experience to all their work, not only in health care, but also within Pre-K through 12 grades and higher education. Good health and well-being are already design drivers woven into their projects. Advanced analytics will align with NAC's existing goal to build quality public space.

"This merger is not about getting bigger," said Dana Harbaugh, president and CEO at NAC. "Trinity and NAC share a common cultural commitment to personal service, quality and design innovation. Trinity's strength in analytics complements our focus on research."

Trinity Principal Bob Gesing added, "The fusion of our expertise gives us the opportunity to further a holistic approach to health, education and well-being and have a profound impact on our communities."

The Trinity Columbus office and NAC's health care studio will be called Trinity:NAC. Existing NAC Architecture offices in Spokane, Seattle, and Los Angeles will be NAC. Trinity's leadership team will join the NAC executive team and the NAC board of directors.

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*WAYFINDING*

## Tarkett Offers Wayfinding and Zoning Solutions to Help Businesses Navigate Post-COVID World

➤ As people return to public spaces, two issues loom large: guiding individuals safely around the interior and reminding everyone to maintain a safe distance from each other.

Wayfinding and zoning are simple ways to help people navigate space, and flooring has long been a key component of the solution. Adding new visual cues beneath people's feet helps coordinate their movement, reducing the likelihood of individuals coming into close contact. Tarkett, a worldwide leader in sustainable flooring, is offering a suite of solutions aimed at helping businesses address these challenges while creating appealing spaces for people to work, play, learn and heal safely.

A number of preconfigured wayfinding solutions from Tarkett make specification easy and may be customized to meet individual needs. Die-cut shapes are available through the company's IMAGINATIONS program in a wide variety of materials from modular soft surface to heterogeneous sheet vinyl. Designs include 24-by-24-inch arrow or footprint tiles that can be easily dropped into an existing floor to integrate clear distancing markers. Modular 18-inch circles are

another way to mark appropriate distancing, while larger 6-foot diameter circles help delineate individual workspaces or zones. Custom Powerbond area rugs offer another way to add iconography and messaging onto the floor

For LVT, 18-by-18-inch tiles printed with “Stand Here” messaging are a simple and stylish way to integrate distancing markers into an existing space with the switch of a few tiles, whether a long- or short-term solution is needed. Arranging 6-by-36-inch LVT planks into arrow patterns is another easy way to provide subtle wayfinding.

“As the world begins to emerge, businesses, schools, health care facilities and retailers are working to balance the reopening of the economy with the continued health and well-being of their people,” said Leslie Thompson, director, workplace segment strategy. “Returning to public space presents a set of unprecedented challenges, and flooring can play a crucial part in addressing them. Tarkett’s Human-Conscious Design is our promise that we will put people first in everything we do. As the world gets back to business, Tarkett has the knowledge, products and services necessary to guide you through the next normal.”

For completely customizable solutions, Tarkett’s IMAGINATIONS Custom Floor Design program enables architects, designers and facilities personnel to create custom die-cuts for carpet, LVT, rubber or resilient sheet. These can include specific designs, messaging or imagery, which can then be fabricated and shipped directly to the jobsite.

Tarkett’s Collections Infinies program is another unique solution for creating custom, digitally printed LVT with wayfinding and zoning elements. The collection lets businesses either co-create a brand new design or recolor an existing design to suit their brand or theme.



Facilitating social distancing may also require expanding or repurposing existing space. Tarkett offers a wide variety of flooring options designed for fast installation, immediate occupancy and easy cleaning and maintenance, while also contributing to healthy indoor environments. IQ Optima sheet vinyl, for example, retains its superior wear, stain and abrasion resistance with just an occasional dry buff. No wax or finish is needed for the life of the product, and maintenance requires only a damp mop with a neutral cleaner. The series has earned the asthma and allergy friendly certification from the Asthma and Allergy Foundation of America (AAFA). Tarkett also offers a number of innovative, safe adhesives, including RollSmart, which dramatically reduce the time needed for installation and curing. Installers are able to get in and out of buildings faster, lowering potential health risks and letting building employees get back to work more quickly.

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More Photos: <https://photos.app.goo.gl/pZFkCkENRb4krors6>



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