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Ten thousand baby boomers retire every day, and several of the ambitious leaders who have made this industry what it is today are privately discussing succession plans. So who will be our future leaders? What are they doing now to set themselves apart?

Floor Focus set out to identify some of the young people who could likely be running the industry in the not so distant future. We put out a nationwide call for successful candidates under the age of 40, and we were pleased to receive stellar nominations from almost every sector: commercial contractors, flooring dealers and suppliers.

Three independent and highly qualified judges read through scores of impressive dossiers and chose 25 movers and shakers who are destined for great things. Every generation worries that the next won't be prepared to take the reins. If these young people are any indication, however, the flooring industry will remain in highly capable hands for years to come.

Future Leaders

under
40



JIMMY ALEXANDER, 37

Metroflor Corporation
Product and Brand Manager

- Earned an M.Ed. in Instructional Technology
- Provides strategic leadership in Metroflor's sample fulfillment division
- Described as a selfless leader always willing to help employees and customers become more successful



BENJAMIN BACHMAN, 37

Gerflor USA
CEO

- Started at Gerflor at 18 years old and became CEO of Gerflor USA at 37
- Graduated from prestigious business school, INSEAD
- Opened the first subsidiary of Gerflor in Russia in 2012
- Believes that positive stress is a great motivator



AL BOULOGNE, 39

Mannington Commercial
Senior Director, Commercial LVT

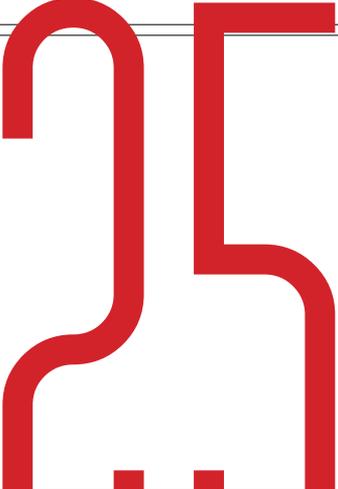
- Earned an MBA at Wilmington College
- Worked for Jeff Bezos at Amazon.com for five years
- Believes that surrounding yourself with creative and passionate people is critical to momentum and differentiation



ASHLEY BRIGGS, 27

H.J. Martin & Son
Process Operations Manager

- Began work with H.J. Martin as a college intern and completed double major
- Change agent—implemented the RFMS system at H.J. Martin for the residential and commercial flooring divisions
- Believes that when implementing change, it is important to see things from the other person's perspective



Future Leaders



JARED COFFIN, 35

The Dixie Group
VP, Residential Area Rugs

- Earned an MBA at Boston University, Boston Marathon runner
- Described as a business professional with experience achieving goals by leveraging work ethic, personality, intelligence and ingenuity
- Believes in trusting your instincts and helping others succeed



CATHERINE DEL VECCHIO, 38

Gerflor USA
Marketing Director

- Masters Degree in Marketing, bilingual, raised in Montreal
- A strong advocate for differentiation through innovation
- Believes she can accomplish anything she sets her mind to, and that people should celebrate their imperfections because it's what makes them unique



JULIAN DOSSCHE, 27

USFloors
Senior Manager, Global Business Development

- Moved to Shanghai with family to manage Asian business
- Described as a born leader with a keen eye for process improvement, quality control and improved service
- Believes in a balance of hard work, fun and continuing education



TED ELLINGTON, 37

Shaw Industries
Production Manager, Calhoun Carpet & Turf

- Missed third through fifth grade, yet became the first in his family to graduate college, with a degree in industrial engineering
- Described as a great leader who focuses on growing those he manages
- Believes that success comes to those who are passionate about what they are doing



ALLIE FINKEL, 31

Mohawk Group
Director of Commercial Hard Surface

- Grabbed the reigns early as a family employee at Anderson Hardwood
- A lifetime learner, LEED AP accredited
- Described as confident, ethical, with a great sense of humor and doing the work of two people
- Believes in jumping in and making things happen



JOSH HALL, 34

J+J Flooring Group
Director, Manufacturing Operations

- Pursuing MBA, Six Sigma Green Belt, promoted to plant manager at age 26
- Described as self starter, hard worker, loyal leader
- Believes that teams can get more done and motivation comes from within



BRANDON HARRIS, 28

Artisent Floors
Senior Director of Business Development

- Joined business right out of college, helped drive growth from \$2 million to \$20 million in 6 years
- Described as a dedicated, loyal problem solver who is available day or night
- Believes that listening is crucial and impeccable service is the key to growth



MEGHAN HOYT, 35

Patcraft Commercial Flooring
Senior Account Manager

- Number one in sales for Patcraft in 2013
- Described as fiercely competitive and always optimistic
- Strives to be the type of person that people look up to and lives by the keep-it-simple and work-hard-play-hard philosophy



AARON M. JOHN, 37

Shaw Industries
Director of the Shaw Flooring Network and Retail Programs

- Joined Shaw 14 years ago after earning BA in Marketing
- Described as a compassionate leader who earns his team's respect by helping them achieve their goals
- Enjoys reading adventure books and believes the essence of leadership is centered on integrity, vision and courage



WHITNEY LEGATE, 28

Mannington Commercial
Manager of Sales Operations and Support

- Studied abroad during undergrad, earned an MBA (top of class), member of Business Beta Gamma Sigma Honor Society
- Described as possessing drive, industry knowledge and business savvy that belie her age and command respect
- Believes in continuous learning, following her dreams and utilizing the resources that surround her



DEANNA GRAY MATHIS, 27

Shaw Industries
Small Parcel Freight Manager, Shaw Transportation

- High school valedictorian, Industrial Engineering from Ga. Tech, MBA from Kennesaw State
- Loves to read, fearless, passionate about making a difference
- Believes that everyone has a story to share and wants to be heard



JEROD NELIS, 35

Patcraft Commercial Flooring
Senior Territory Manager

- 12-year sales veteran, multiple winner of Circle of Distinction Award
- Described as dedicated team player with high integrity who consistently exceeds sales goals.
- Believes in being humble and yet never being satisfied with his current results.



ADAM NONN, 29

Nonn's Design Showplace
CEO/President

- Began working in the family business at 12 years old as warehouse employee, leads rapidly growing 3-store chain of retail stores
- Described as a natural leader with the bedrock values of hard work, honesty and fairness
- Believes in the golden rule and recognizes the value of surrounding yourself with successful people



JEREMY SALOMON, 34

Tarkett
Senior Product Manager, Commercial Resilient

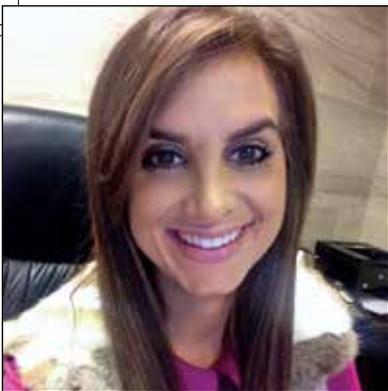
- Competitive swimmer and P&G intern while earning degree from Miami University
- Instrumental in building Johnsonite's successful commercial LVT program
- Extremely competitive and believes that continuous learning, listening and enthusiasm are fundamental for success



SHANE SMITH, 39

Aquafil USA
Director of Sales

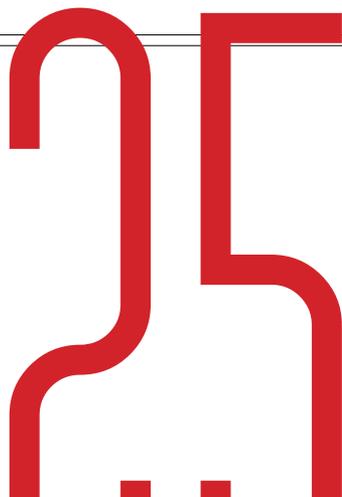
- Son of a carpet industry professional, started career as a Technical Engineer, then shifted to sales
- Described as having an unparalleled passion and zest for everyday life, and recognizes the value of being customer centric
- Believes that you should never accept where you are today as where you are destined to be



ALICIA BEDROSIAN TOROSIAN, 26

Bedrosians Tile & Stone
Product Manager

- In her first year with the family company, turned a failing store to one of the most profitable branches
- Role model, grandfather Ed Bedrosian, who started the company in 1948, and treated his employees like family and knew how to make people smile
- Believes that success comes to those who work hard and surround themselves with wise people



Future Leaders



SARAH TUCK, 26

Mohawk Industries
Manager of Public Relations

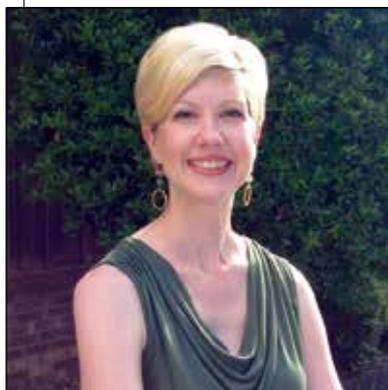
- Master's degree in communications, co-instructor and grad assistant in Costa Rica study abroad program, recipient of Dean's award for thesis research
- Described as displaying wisdom and discernment that extends far beyond her years
- Recognizes the value of storytelling and works long hours to accomplish her goals



TODD VAN DER KRAAK, 38

Bentley Mills
Vice President of Design

- BA in Studio Art, exhibited at Parsons School of Design in NYC, learned intricacies of carpet design from Jack Mishkin and Suzanne Tick
- Described as a big picture thinker with a knowledge of pattern design, machinery, yarns and also global cultural arts
- Believes in exploring, taking risks, listening, being prepared and doing



KRISTA WILLEY, 34

Shaw Sports Turf
Marketing Manager

- Manages five brands across multiple markets, including sports, recreation, environmental engineering and specialty markets
- Described as being rock solid and committed as a team player whose "quiet confidence" makes her a true leader
- Believes that is okay to be contentious at work as long as you are humble in your approach



JONATHAN WITT, 39

Oriental Weavers
Senior Vice President

- Graduated Cum Laude with BS in Business, joined Oriental Weavers in 1997 as Assistant Marketing Director
- Credited with pushing those around him to be their best selves with passion that is contagious and inspiring
- Believes that leadership is about being confident enough to surround yourself with capable people and letting them do what you hired them to do

Our Judges



RALPH BOE
Beaulieu of America
Retired CEO



PAUL FRIEDERICHSEN
BrandBiz Marketing
Owner



STEVE TOWNSEND
Universal Textile Technology
Director of Human Resources



JORDAN STANDISH ZMIJEWSKI, 28

Mr. David's International
Vice President of Business Development

- Deviated from traditional path of stepping into family business right after college, served as District Manager for Mannington Commercial in NYC
- Described as breaking the stereotype for a millennial with his desire to earn a place at the table through hard work
- Believes that self-investment yields the biggest returns, always keeping the long-term goals in mind