

OSBORNE WOOD PRODUCTS, INC.

SINCE 1979

June 16, 2017



PRESENTER



Leon Osborne

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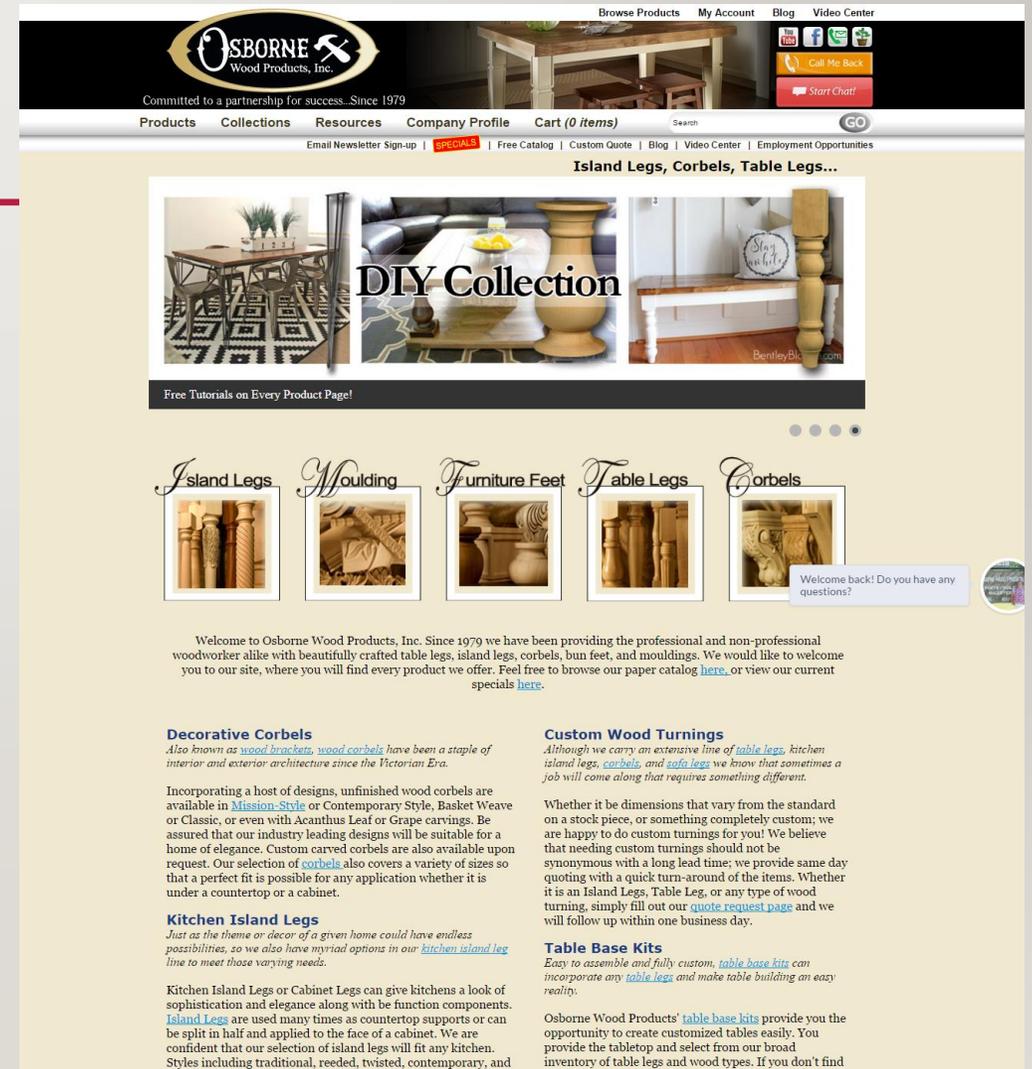
COMPANY MISSION

We are committed to a **partnership
for success**

by providing superior service and
world-class innovation through
forward thinking and a culture of
caring.

PRODUCT SELECTION

Osborne provides compounds such as furniture legs for kitchen Islands, corbels, appliques, bun feet, decorative moldings as well as various table legs for the furniture, cabinet and display industries



The screenshot shows the Osborne Wood Products, Inc. website. At the top, there is a navigation bar with links for 'Browse Products', 'My Account', 'Blog', and 'Video Center'. Below this is a search bar and a 'GO' button. The main content area features a large banner for 'DIY Collection' with images of furniture legs and table legs. Below the banner are five product categories: 'Island Legs', 'Moulding', 'Furniture Feet', 'Table Legs', and 'Corbels', each with a small image. A 'Welcome back!' message is visible on the right side. The footer contains a welcome message and several informational sections: 'Decorative Corbels', 'Kitchen Island Legs', 'Custom Wood Turnings', and 'Table Base Kits'.

Osborne Wood Products, Inc. logo and navigation: Browse Products, My Account, Blog, Video Center, Call Me Back, Start Chat!

Committed to a partnership for success... Since 1979

Products Collections Resources Company Profile Cart (0 items) Search GO

Email Newsletter Sign-up | SPECIALS | Free Catalog | Custom Quote | Blog | Video Center | Employment Opportunities

Island Legs, Corbels, Table Legs...

DIY Collection

Free Tutorials on Every Product Page!

Island Legs Moulding Furniture Feet Table Legs Corbels

Welcome back! Do you have any questions?

Welcome to Osborne Wood Products, Inc. Since 1979 we have been providing the professional and non-professional woodworker alike with beautifully crafted table legs, island legs, corbels, bun feet, and moldings. We would like to welcome you to our site, where you will find every product we offer. Feel free to browse our paper catalog [here](#), or view our current specials [here](#).

Decorative Corbels

Also known as [wood brackets](#), [wood corbels](#) have been a staple of interior and exterior architecture since the Victorian Era.

Incorporating a host of designs, unfinished wood corbels are available in [Mission-Style](#) or Contemporary Style, Basket Weave or Classic, or even with Acanthus Leaf or Grape carvings. Be assured that our industry leading designs will be suitable for a home of elegance. Custom carved corbels are also available upon request. Our selection of [corbels](#) also covers a variety of sizes so that a perfect fit is possible for any application whether it is under a countertop or a cabinet.

Kitchen Island Legs

Just as the theme or decor of a given home could have endless possibilities, so we also have myriad options in our [kitchen island leg](#) line to meet those varying needs.

Kitchen Island Legs or Cabinet Legs can give kitchens a look of sophistication and elegance along with be function components. [Island Legs](#) are used many times as countertop supports or can be split in half and applied to the face of a cabinet. We are confident that our selection of island legs will fit any kitchen. Styles including traditional, reeded, twisted, contemporary, and

Custom Wood Turnings

Although we carry an extensive line of [table legs](#), [kitchen island legs](#), [corbels](#), and [softi legs](#) we know that sometimes a job will come along that requires something different.

Whether it be dimensions that vary from the standard on a stock piece, or something completely custom; we are happy to do custom turnings for you! We believe that needing custom turnings should not be synonymous with a long lead time; we provide same day quoting with a quick turn-around of the items. Whether it is an Island Legs, Table Leg, or any type of wood turning, simply fill out our [quote request page](#) and we will follow up within one business day.

Table Base Kits

Easy to assemble and fully custom, [table base kits](#) can incorporate any [table legs](#) and make table building an easy reality.

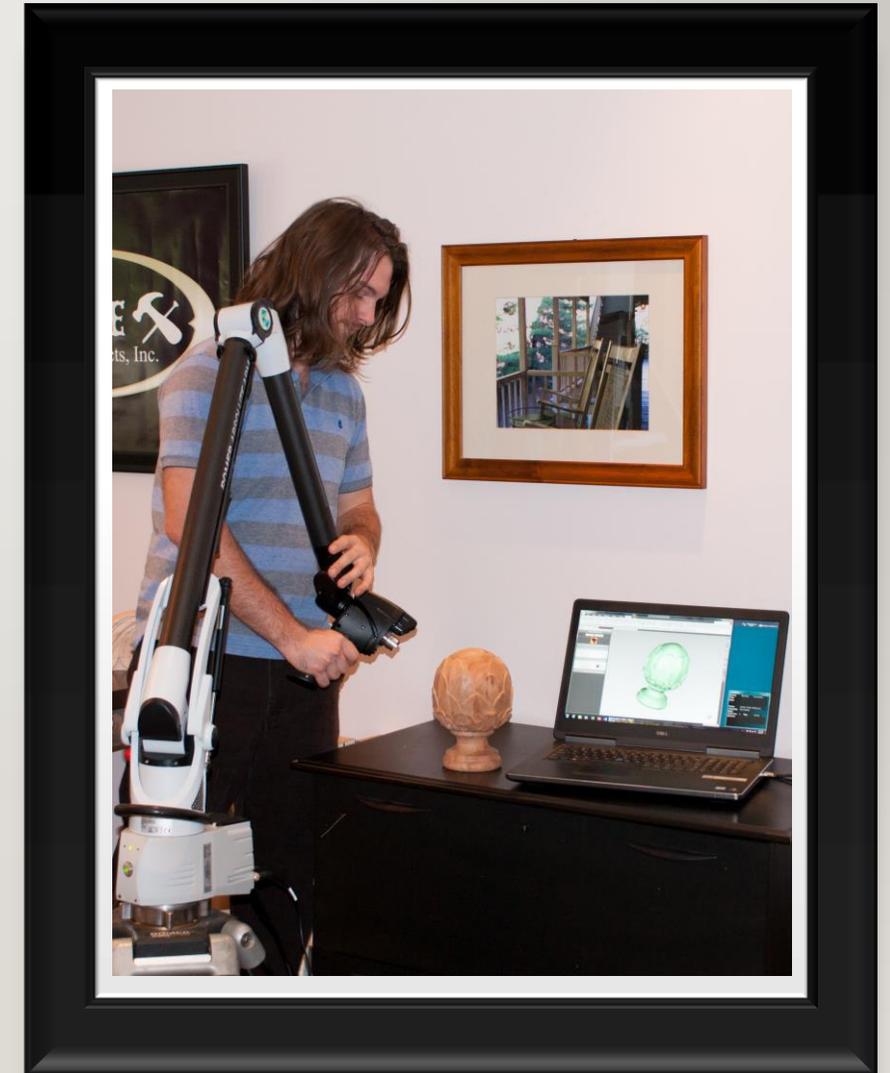
Osborne Wood Products' [table base kits](#) provide you the opportunity to create customized tables easily. You provide the tabletop and select from our broad inventory of table legs and wood types. If you don't find the leg you need among our table base kits,

AND DISTRIBUTE



TECHNOLOGY IS A KEY ROLE

The IT staff of **2** people locally and **10** people internationally supports our presentation of our culture, company and components to a buying clientele world wide.

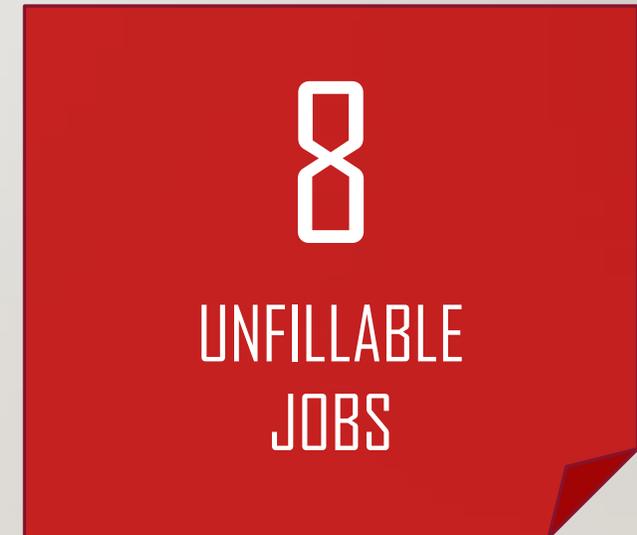


GEORGIA SMALL BUSINESS: OUR NUMBERS

- Osborne Wood Products employs
- 21 Direct Hire full time people
- 2 Direct Hire Part time people
- Staffing services provide support
- 13 staffing employees, for the most part summer help

OPEN POSITIONS WHICH WE CANNOT FILL

- 1 Controller
- 1 Supply Chain Coordinator
- 3 Shipping Associates
- 1 Middle Management position
- 1 Marketing assistant
- 1 Administrative assistant



GLOBAL MARKETS

- **98.3%** of our products are sold within the US
- **1.5%** in Canada
- **0.2%** in other foreign lands.



WE MARKET WORLD WIDE

INTERZUM IN COLOGNE, GERMANY 2017



IBS 2016



WE PROMOTE OUR COMMUNITY

STRATEGY

- As a community, we believe that we are not sharing the opportunities that we have here freely. People pass through and do not realize the gem that we have here in Stephens County.
- Osborne Promotes our community with the aspiration of attracting families that want to enjoy our balanced life style

OSBORNE SUPPORTS STEPHENS COUNTY



TOCCOA VETERINARY HOSPITAL
Sarah Owen DVM. | Lydia Mercier DVM.



OSBORNE SUPPORTS STEPHENS COUNTY

1 - STUDENT
- HOUR A WEEK
- SCHOOL YEAR
*BE THE DIFFERENCE
BE A MENTOR*
706-898-5115

Stephens County
Family Connection

OSBORNE
Wood Products, Inc.

SOUTHERN

10'6"x31'3"
350-03

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The Art Department

Authorized by _____ Date ____/____/____



OSBORNE SUPPORTS OUR COMMUNITY



OSBORNE SUPPORTS OUR COMMUNITY



TOCCOA LIFE

Changing Hearts, Changing Lives

706.886.0177



THE CURRENT STATE OF OUR WORK FORCE

WE ARE FULLY EMPLOYED WITH OVER 250 JOBS OPEN!

- Unemployment at 4.8%
- There are 157 job types open today easily over 250 jobs unfilled
- A local restaurant was not able to open one day last month due to lack of help.
- We have positions that have been open for over 6 months

WE NEED TO SEE 1,000 OF THESE ALONG GEORGIA HIGHWAYS STATING

“GEORGIA IS A GREAT PLACE TO DO LIFE!”



Visit Toccoa.com

Toccoa
A great place to do life!



CHALLENGE NEW MIDDLE MANAGEMENT FACE

HOUSING

- In our community job seekers are finding that middle income housing is all but absent
- Housing from \$125,000 to \$190,000 is almost nonexistent
- These circumstances make it difficult for families to relocate to our community

ENCOURAGE A RESURGENCE OF SPEC HOUSE CREATION

WE LACK HOUSING FOR MID LEVEL MANAGEMENT

- Since the events of 2007 and 2008 builders are reluctant to build spec houses
- A “sure thing investment” no longer carries that security.
- Are there things that the state can do to stimulate middle income housing in our community?

BOTTOM LINE

**WE NEED TO ATTRACT NEW
EMPLOYEE AND NEW EMPLOYEE
FAMILIES TO OUR REGION!**

WE NEED EMPLOYEES

MARKET THE STATE OF GEORGIA AS THE CAREER CENTER OF THE **UNIVERSE!**

- Not a shingle stating “Help Wanted”
- Not a sign, “Help Desperately Needed”

WE NEED EMPLOYEES

BUT...

We need to market our Great State of Georgia to the American Public!

GEORGIA IS....

- Land of opportunity
- We have more apprentice learning opportunities than other states
- We are family safe, family friendly
- Education partnerships with industry
- Cost of living protects the value of the American Dollar
- Balance of Life

FREEPORT TAX

1 year limit hurts Business-to-Consumer businesses

Why do we need more than 1 year?

- We have more than 15,000 skews which consist of products in **12 different wood species**
- While we may sell 4 pieces of Walnut in 3 years, having it in stock makes it where we can ship it **immediately** to the customer

What is the cost?

- For 2017 – we will have over **\$900,000** in this category
- Our Freeport tax will exceed **\$11,000**
- **What would help small businesses?**

GEORGIA IS A TOP BUSINESS FRIENDLY STATE

GEORGIA SUPPORTS ON THE JOB TRAINING AND BUSINESS EXPANSION



Georgia Mountain Work Force has a program that is helpful for OJT (on the job training) which pays 50% + for qualified hires. (WIOA program)

PROGRAMS RESTRICTIONS INHIBIT US

FOCUS ON BUSINESS OVER 50

- Quick Start, an established program to train new employees for business that are hiring 15 or more employees
- As a tier 3 country the Job Tax Credit Program is limited to companies hiring over 15 employees, something not attainable to all

EVEN OJT LIMITS AFFECT US

- This program is for Georgia Residents more than for Georgia Businesses
- If we seek to hire a **non-resident** and use this program for training they will not qualify
- We are a border county!

EDUCATION CONNECTIONS

Georgia has invested in more than education – we have invested in connecting the dots between **education** and **actual work experiences**.

We have numerous schools including North Georgia Technical College, Piedmont College, Toccoa Falls College, Mountain Education Charter High School and teachers from Stephens County High School tour our facility and see what job activities look like.

EDUCATION CONNECTIONS

- Brent Farrar provides opportunities for industry to connect with high school candidates through “Jobs for Georgia Graduates”. The program is effective and we have brought in one employee from this program.
- We implemented the Georgia Best, a curriculum which teaches soft skills to students, first application of Georgia Best in business in the summer of 2016.
- At North Georgia Technical College, we serve on the advisory board for the school of engineering and have been successful in recruiting students from that program for full time help.
- We participate with Employment Workshops for parolees.

BUSINESS FUNDED CONTINUING EDUCATION

- If the state could provide **grant money** to business under 50 for education, the results would be
 - Employees would be better equipped
 - Our company would have higher qualified talent
 - The wage base in our community would be strengthened
 - We could compete more effectively with the large employers in our community

BUSINESS FUNDED CONTINUING EDUCATION

- If the state could offer courses at a discounted rate when taken through a sponsoring small business it would also provide help in this much needed area.
- **Loan Forgiveness**
 - While I have not seen this in the past, we have applicants suggesting that we pay part of their school bill if they contribute

OUR CHALLENGE: HOW TO MANAGE

With the changing expectations of the work force we need to adapt and do not have the resources to keep up!

- **Retention** is a problem
- **Recruitment** is a challenge
- Management **training** is a frustration

APPEALING TO MILLENNIALS EXPECTATIONS

	Traditionalist 1925 - 1945	Baby Boomer 1946 - 1964	Generation X 1965 - 1980	Generation Y 1981 - 2000
Attire	Formal	Business	Business casual	Whatever feels comfortable
Work Environment	Office only	Long hours - office only	Office, home, desires flexible schedule	Office, home, desires flexible schedule
Motivators	Self - worth	Salary	Security	Maintain personal life
Mentoring	Not necessary	Does not handle negative feedback well	Not necessary to receive feedback	Constant feedback needed
Retention	Loyalty	Salary	Job security and salary	Personal relationships
Client Orientation	Personal contact	Personal contact and telephone	Phone, e-mail, IM, Text	E-mail, IM, Text
Technology	Dictates documents, e-mail only in the office, use of library instead of the web, limited phone use	Documents prepared by Associates, e-mail primarily in the office, limited web use	Creates own documents, uses mobile and laptop, uses web to research, review etc., use of email/mobile 24/7	Creates own documents, creates databases, uses web to research and network, use of email/IM/text 24/7
Career Goals	Build a legacy, a life-time career with one company	Build a perfect career, excel at work	Build a transferable career (possibly a business), have a variety of skills and experiences	Build several parallel careers or businesses, have several jobs simultaneously

APPEALING TO MILLENNIALS EXPECTATIONS

- No dress code
- Flexible schedule
- Personal life over work life
- Constant feedback
- Focus more on relationships than work tasks
- Strong in computer skills, data mining, research etc. Also access to email/IM/text 24/7
- Will be focused on several jobs at the same time

WE WORKED REALLY HARD ON OUR BENEFIT PACKAGE...





OUR BENEFITS ARE NOT ENOUGH ANY LONGER

- We offer a wellness program with a trained nurse giving individual coaching after extensive blood work and an exhaustive family history
- We pay up to 100% of the major medical for those who meet health goals
- Dental, Eye care, Life insurance, Long term disability
- Full fitness center on campus 24/7
- Personal time
- One week vacation after first year

SMALL BUSINESS CHALLENGES

- Each person must acquire skills in **several** areas as we all help each other
- Wearing **multiple hats** are normal: Every manager at Osborne is over at least two departments
- Every person is responsible to participate in continuous improvement with technology
- Larger companies often can afford a more clearly defined and limited set of responsibilities

NEW COMPANIES RAISE THE STANDARD

- Stephens County has been successful in attracting companies that employ a **modern European styled benefit package**
- Along with progressive management styles, this modern approach to benefits is designed to match the **expectations** of our Millennial workforce
- The challenge for small businesses is to **include** this new high standard in our existing traditional benefit structure

NIFCO KTW HAS A MODERN APPROACH TO ANSWERING THESE NEW EXPECTATIONS



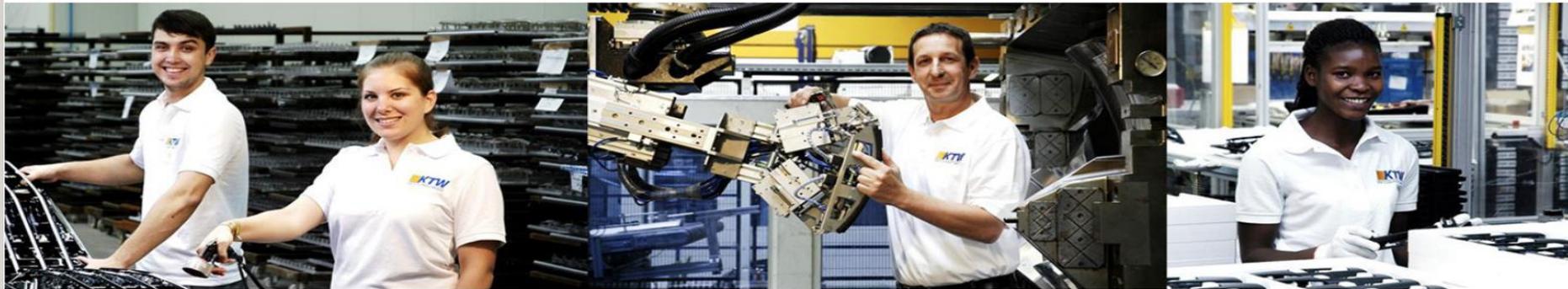
[COMPANY](#)

[PORTFOLIO](#)

[TECHNOLOGIES](#)

[CAREERS](#)

[CONTACT](#)



As a responsible employer

- ... we deal prudently and responsibly with our resources. We focus on avoiding waste in any form (staff resources, work time, energy, raw materials, etc.) We teach our employees to be responsible with regard to costs and the environment and promote the awareness of quality in all areas. We use process optimisation to constantly improve our processes and to guarantee their efficiency.
- ... we recognise and promote the skills of our employees and implement them based on their strengths. We ensure mutual trust in the company and promote a positive working environment and respectful behaviour.
- ... we define clear objectives for all levels and areas oriented towards the company's strategic objectives. The goals are possible and are constantly being developed and communicated within the company. Personal and corporate goals overlap as much as possible.
- ... we regularly review the goals of our employees and give everyone open and objective feedback. Our approach is self-critical and consistent; we are open to constructive feedback.
- ... we treat our employees with respect and appreciation, so that everyone can contribute their full performance to our shared success. We live out open, transparent and goal-oriented communication and organise ourselves and our employees so that our clients can be supplied reliably, on time and at any time.
- ... we design our decision-making processes to be efficient and business-oriented. We promote our employees' personal responsibility and decision-making powers and support them when it comes to implementation.



Employee benefits:



Wide Range of Employee Benefits

Welcome to our team

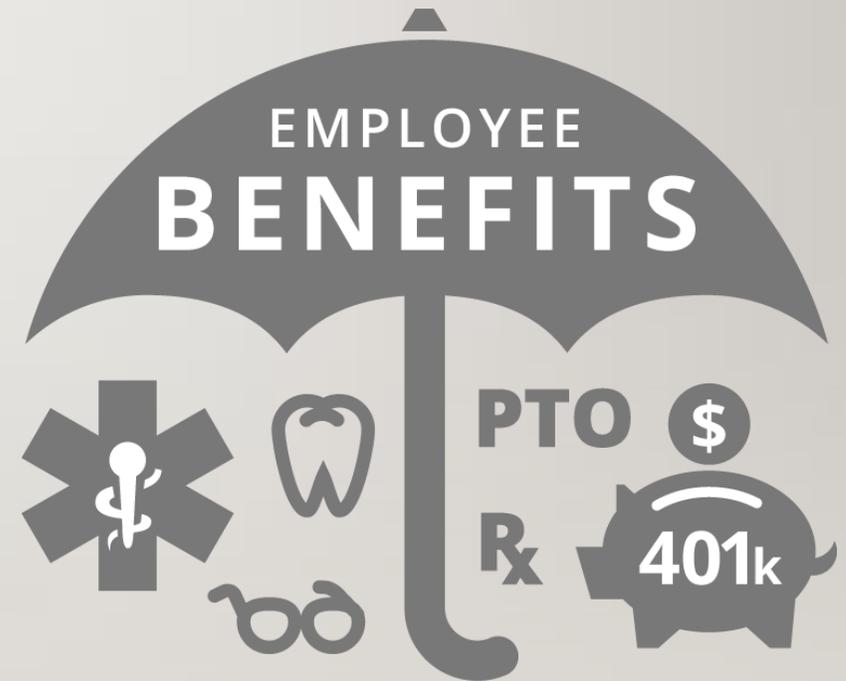
- From your very first day, we support you so that you can feel at ease at NIFCO KTW and can quickly.
- You will be carefully trained and given extensive support by your manager and the HR department, especially in your first few months.
- From the very start of your job we will jointly determine which tasks you will take on and what support you can count on.
- After only a few months, you will receive constructive feedback from us in your first appraisal interview.
- Here you also have the opportunity to propose improvements to benefit our company.



MILLENNIAL'S EXPECTATIONS

- Flexible Work hours
- Leaves of absence when a need arises
- Deferred compensation plan for retirement
- On the job training
- 360 feedback
- On campus doctor
- Gym membership subsidized
- Health days with diagnostic testing
- Health courses
- Regular sports events
- Lunch choices provided
- 30 days leave
- Some employees get a company car

**As a small business,
we need help staying
competitive in the
employee benefits
market**



IMMIGRATION

- At near full employment in our community there are few people seeking jobs. Is it conceivable that we can reach out to those globally who are looking for jobs and connect them into our community?
- Is this something we can work together to accomplish?

IMMIGRATION

- We would propose that there are opportunities for immigrants here in our county
- It would strengthen our state economy if we could find assistance in **recruiting** these able bodied persons with strong work ethics
- This supports our American Heritage

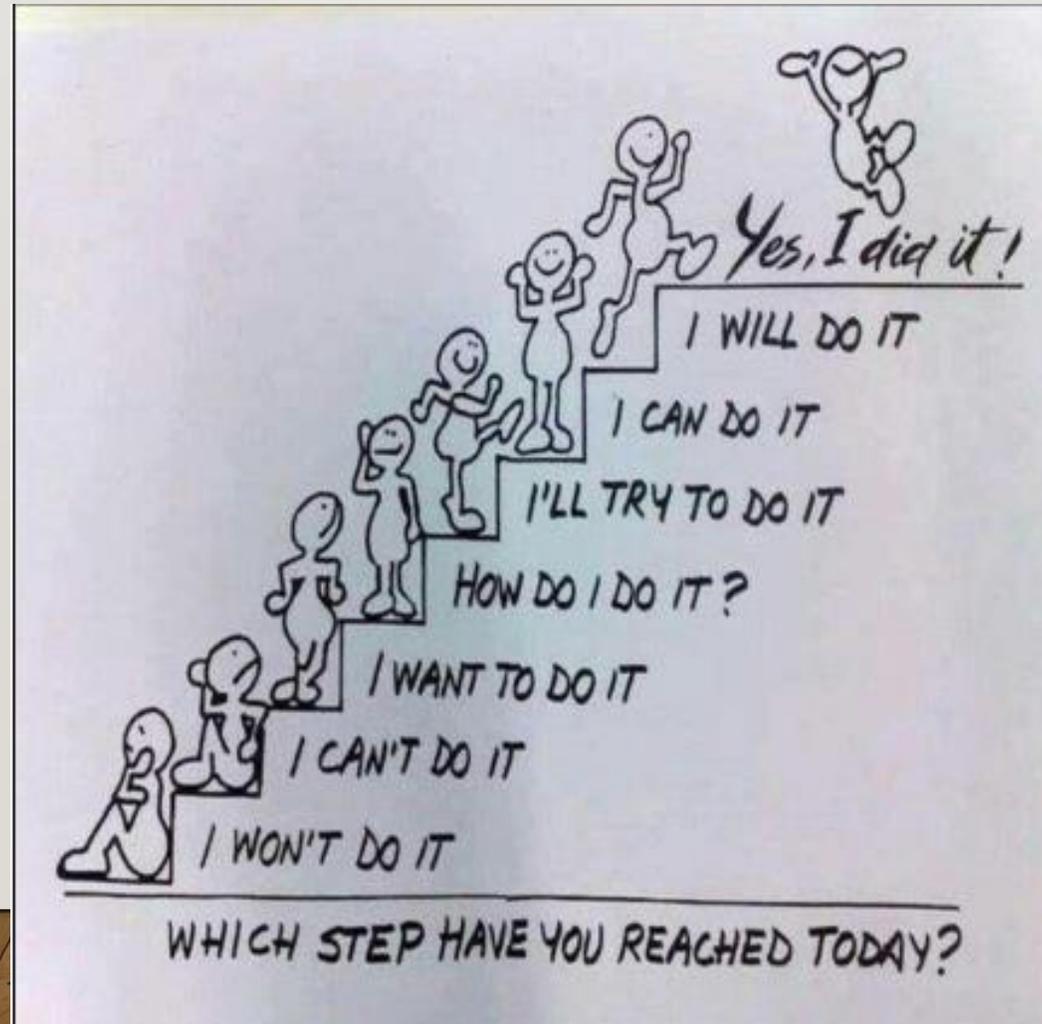
WHAT WOULD HELP SMALL BUSINESSES?

- **Promotion of the state of Georgia as the happening state.**
- Influx of investment money for mid range **housing**, low cost loans to developers or tax incentives
- Business **training** in respect to how to structure benefit programs that meet the needs of today's job market.
- State subsidized **educational opportunities**
- Grant money for **small business expansion**
- Grant money for **inventory**

WHAT WOULD HELP SMALL BUSINESSES?

- **Tax incentives** for hiring and training new hires as well as Quick Start benefits for the tiny small business, under 50 employees. Perhaps programs should be build on the % of growth over number of new employees hired.
- Help in negotiating **shipping costs** to our customers
- Aid in negotiating collective **bargaining** with shippers
- **Immigration:** We have opportunities that exceed the available work force now

THIS IS THE PATH IN THE CURRENT BUSINESS CLIMATE



OSBOURNE WOOD PRODUCTS

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