

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 OR 15(d) of The Securities Exchange Act of 1934

August 10, 2020

Date of Report (Date of earliest event reported)



HERMAN MILLER, INC.

(Exact name of registrant as specified in its charter)

Michigan

(State or other jurisdiction of
incorporation or organization)

001-15141

(Commission File Number)

38-0837640

(I.R.S. Employer Identification No.)

855 East Main Avenue, Zeeland, MI 49464
(Address of principal executive offices and zip code)
(616) 654-3000
(Registrant's telephone number, including area code)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock	MLHR	NASDAQ

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. o

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers

(e) Compensatory Arrangements of Certain Officers.

As previously disclosed in a Form 8-K filed by Herman Miller, Inc. (the "Company") on July 9, 2020, Gregory J. Bylsma notified the Company of his intent to retire.

On August 10, 2020, the Company and Mr. Bylsma entered into an agreement that provides for his transition from his current role as the President of North America Contract and Global Operations to Strategic Advisor - North America Contract and Operations for a one-year period starting September 5, 2020. While Mr. Bylsma will continue to serve as an employee of the Company, he will no longer participate in the Long-Term Incentive Plan, the Executive Cash Bonus plan or any other bonus program.

Item 8.01 Other Events.

On August 13, 2020, the Company issued a press release announcing the promotion of two employees, Richard Scott and John Michael, to the Company's Leadership Team, effective September 4, 2020. Mr. Scott, who will serve as Chief Manufacturing and Operations Officer, and Mr. Michael, who will serve as President of North America Contract, will replace Mr. Bylsma, President of North America Contract and Global Operations.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

<u>Number</u>	<u>Description</u>
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99.1	Press Release dated August 13, 2020
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104	Cover Page Interactive Data File (embedded within the Inline XBRL Document)
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SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

Dated: August 13, 2020

HERMAN MILLER, INC.

(Registrant)

/s/ Kevin J. Veltman

By: Kevin J. Veltman

Vice President of Investor Relations & Treasurer (Duly Authorized
Signatory for Registrant)

Herman Miller Announces Changes to Leadership Team

John Michael and Richard Scott named to replace Greg Bylsma, outgoing President of North America Contract and Global Operations

August 13, 2020

Zeeland, Michigan - Herman Miller has announced the promotion of two industry veterans, John Michael and Richard Scott, to the Company's leadership team, effective September 4, 2020. Michael and Scott will replace Greg Bylsma, President of North America Contract and Global Operations. Bylsma announced his intent to retire earlier this year and will remain with the Company through September 2021 in an advisory role. Both Michael and Scott will join the Herman Miller leadership team and report directly to President and CEO Andi Owen.

Michael joined Herman Miller in 2017 as Vice President of Distribution. Leveraging his prior experiences working across the contract furniture channel - from manufacturer, to dealer, to direct-to-consumer - Michael quickly grew the Company's share of wallet across Herman Miller's dealer network. In 2019, he was named Senior Vice President of North America Contract Sales and Distribution. In his new role as President of Herman Miller North America Contract, Michael will assume additional Contract Sales responsibility to include the full portfolio of Herman Miller Group brands in North America. In addition, he will continue his focus on growing the business through the Company's robust dealer ecosystem.

Scott, who was named Senior Vice President of Global Operations in 2019, brings extensive experience and knowledge of Herman Miller's manufacturing capabilities and systems. He has been with the organization since 2006, and will now hold the position of Chief Manufacturing and Operations Officer, responsible for Herman Miller's entire portfolio of North America-based manufacturing along with all operations in the UK, India, China, Hong Kong, Brazil, and Mexico. Scott also has responsibility for the Company's global supply chain.

"Greg has impacted nearly every corner of our business during his incredible 20-year career. I'm extremely grateful for his contributions," stated Owen. "We have been anticipating Greg's retirement for some time now and we are fortunate to have capable and experienced leaders in John Michael and Richard Scott. They are already leading our North America Sales and Distribution and Global Manufacturing and Operations teams, respectively, and are more than ready to move into these senior leadership roles. This transition will be seamless for our customers, employees, and dealer partners. In addition, this new structure offers even better alignment with our strategy - creating commercial leads for our North America Contract, Retail, and International teams while leveraging global functions to support the needs of our customers wherever they work, live, learn, heal, and play."

About Herman Miller

Herman Miller is a globally recognized provider of furnishings and related technologies and services. Since its inception in 1905, the company has relied on innovative design to help people do great things. The global design leader has evolved into Herman Miller Group, a family of brands that collectively offers a variety of products for environments where people work, live, learn, heal, and play. The family of brands includes Colebrook Bosson Saunders, Design Within Reach, Geiger, HAY, Maars Living Walls, Maharam, naughtone, Nemschoff, and Herman Miller. For more information visit www.hermanmiller.com/about-us