



## **Apogee Enterprises, Inc. Names Robert Munzenrider President of Harmon Autoglass**

September 22, 2000

Apogee Enterprises, Inc. announced that Robert E. Munzenrider has been named president of its Harmon AutoGlass subsidiary.

MINNEAPOLIS, MN (September 22, 2000) - Apogee Enterprises, Inc. (Nasdaq: APOG) today announced that Robert E. Munzenrider has been named president of its Harmon AutoGlass subsidiary, effective October 1. Munzenrider, who has been with Apogee since 1999 as vice president, finance for the Glass Services segment, has been focused on the profit improvement efforts at Harmon AutoGlass since joining the organization. He replaces Barbara Fitzgerald who is leaving September 30.

"Bob is a seasoned executive who has been involved with turnarounds and initiatives to drive profitability," said Joseph T. Deckman, Apogee executive vice president, Glass Services. "Bob brings a broad understanding of Harmon AutoGlass to this position and will lead a strong team in building the profitability of this Apogee division."

Munzenrider has 30 years business experience, including leadership in change management and systems reinvention. Before joining the company, he was executive vice president and chief financial officer (CFO) at Eliance Corporation, vice president, finance and CFO at St. Jude Medical, Inc. and vice president and CFO at Travelers Express Company, Inc., all in Minneapolis.

"Harmon AutoGlass is positioning itself to become the consumer/retail-focused auto glass repair and replacement business of choice nationwide," Deckman said. "This has been an important year for the company as it has increased its commitment to brand building and the optimization of its store and mobile service unit mix. Harmon AutoGlass' targeted focus on its retail operations is also noted through its deeper development of customer service, e-commerce and co-branding opportunities." Deckman noted some additions and promotions in Munzenrider's Harmon AutoGlass senior management team to support this strategy.

Gary Jacobson, a 30-year veteran of Harmon and previously executive vice president of sales and marketing, has been promoted to the new position of chief operating officer. In this new role, Jacobson will report to Munzenrider and oversee the company's national and local sales and service teams. Ray Murray, national sales vice president, will be working with Jacobson in this area.

Susan Boche has joined the company to assume the newly created position of vice president of business development. Her focus will be in the areas of co-branding and e-commerce. Also under Boche's umbrella will be the development of new products and services, and optimization of the company's retail locations. She joins Harmon with more than 20 years of retail experience with The Broadway of Southern California, Dayton Hudson, Target and Toys "R" Us. Her background includes buying, sales, training, store operations, field management and customer service.

Steve Schmidt has been promoted to vice president, finance for Harmon AutoGlass and the Glass Services segment. Schmidt, who has been the Glass Services segment controller since joining Apogee in January 2000, has over 20 years financial experience, most recently with Eliance Corporation as vice president, finance; Ceridian Employer Services as controller; and Travelers Express Company, Inc. as vice president, dispenser services and director, corporate accounting, all in Minneapolis.

Also reporting directly to Munzenrider are Michaela Diercks, vice president of marketing and communications; Dave Henry, vice president of Harmon Solutions Group; Steve Fischer, vice president, information technology and chief information officer, Glass Services; and Duane Lubbers, director, human resources. Completing the senior management team is Bob Krebsbach, vice president, national purchasing.

In addition, Apogee also announced today that Michael A. Bevilacqua, treasurer and senior director of business development, is resigning effective September 29 to join Lawson Software in St. Paul. Bevilacqua has been with Apogee since 1998.

Apogee ([www.apog.com](http://www.apog.com)) is a world leader in technologies involving the design and development of value-added glass products, services and systems. The company is organized into two business segments; the Glass Technologies businesses are leaders primarily in architectural glass and high-end glass coatings for electronics, while the Glass Services businesses are leaders in replacement auto glass and building glass services. Apogee's annual sales are nearly \$1 billion.