

Contents

2 Rowman & Littlefield Publishers, Inc.

- 3 Rowman & Littlefield Education
- 4 AltaMira Press
- 4 Lexington Books
- 5 Sheed & Ward Publishers
and Cowley Publications
- 5 Jason Aronson
- 6 Marketing

7 University Press of America®, Inc.

8 Scarecrow Press, Inc.

- 8 Government Institutes
- 8 VOYA

9 Trade Publishing

- 9 Taylor Trade Publishing
- 9 Bridge Works
- 10 Ivan R. Dee, Publisher, Inc.

11 Trade Sales and Distribution

- 11 National Book Network, Inc.
- 12 Sales
- 13 Marketing
- 13 Distribution
- 14 Biblio

15 International

- 15 NBN International
- 15 Canadian and Overseas Marketing

16 Production Services

- 16 Production
- 16 Design
- 17 Composition Services
- 17 Graphics
- 18 Manufacturing

19 Operations

- 19 Accounting
- 19 Credit and Collections
- 20 Distribution
- 20 Customer Service
- 21 Human Resources
- 21 Management Information Systems
- 22 Facilities
- 23 Print and Letter Shop

24 Conclusion

Introduction

The Rowman & Littlefield Publishing Group, Inc. is one of the largest and fastest-growing independent publishers and distributors in North America.

The company publishes under a dozen imprints in virtually all fields in the humanities and social sciences. While celebrating our 32nd anniversary in 2007, we will publish 1,325 new academic, reference, and general interest books and 11 journals.

We also own National Book Network (NBN)—one of North America's largest distributors of independent trade book publishers and NBN International, a leading distributor of independent publishers in the United Kingdom.

The company employs 650 people in Lanham, Maryland (headquarters); Blue Ridge Summit, Pennsylvania (distribution center); New York City; Toronto; Chicago; Boulder, Colorado; and Plymouth, United Kingdom.

More than 20,000 new books have been published since the company was founded in 1975 by **Raymond D. Fellers**, PhD, and Chairman **Stanley D. Plotnick**, CPA. Its President and CEO, **Jed Lyons**, joined the company later that year. We remain a privately held, independent business 32 years later.

Rowman & Littlefield Publishers, Inc.

Rowman & Littlefield Publishers

As the flagship academic imprint, R&L publishes college texts, general interest scholarly books, and crossover trade titles throughout the humanities and social sciences. Over the past twelve years, R&L's publisher, **Jonathan Sisk**, has assembled an outstanding acquisitions team of highly experienced industry leaders in its Maryland, New York City, and Boulder, Colorado editorial offices. R&L has also benefited from several strategic acquisitions, some of which continue to publish under their own imprints while others have been rolled into the R&L imprint. The latter include Madison House (American history), General Hall (sociology), Collegiate Press (core texts in the humanities and social sciences), and SR Books (American history and Latin American studies).



Jonathan Sisk

Given the location of our Maryland headquarters just beyond the Washington Beltway, we take special pride in the copublishing relationships that Executive Editor, **Christopher Anzalone** has developed with national and international think tanks and research organizations, combining their research expertise with our ability to see that their works receive broad dissemination in the marketplace of ideas. Among the many organizations with whom we copublish books are the Hoover Institution, Progressive Policy Institute, Freedom House, Doctors without Borders, Manhattan Institute, IBM Center for the Business of Government, and the American Foreign Policy Council. In 2006, the Smithsonian Institution chose R&L as its publishing partner to launch the Smithsonian Institution Scholarly Press, publishing under a single imprint scholarship emanating from the Smithsonian's dozens of research institutions and museums.



Christopher Anzalone

Today, R&L enjoys a superb reputation for publishing scholarly books in the best tradition of university presses; innovative, thought-provoking texts for college courses; and crossover trade books intended to convey scholarly trends to an educated readership. In 2007 Rowman & Littlefield announced the formal creation of its college division to expand our emphasis on books for college courses.

Rowman & Littlefield Education

In 1999, Rowman & Littlefield acquired the education list of Technomic Books. Renamed R&L Education and now led by Vice President and Editorial Director **Thomas F. Koerner, Ph.D**, R&L Education today publishes practical hands-on information on the critical challenges facing America's educators—No Child Left Behind, the achievement gap, and education in America's increasingly diverse communities—and many other issues confronted by school principals, administrators, school boards, teacher trainers, teachers, and guidance counselors, on a daily basis. R&L Education has also developed productive publishing partnerships with many leading education associations including the American Association of School Administrators, Association of School Business Officials, and the National Association for Music Education. In addition, R&L Education also publishes the highly respected HM Study Skills program for students in pre-K through Grade 12.



Dr. Thomas F. Koerner

AltaMira Press



Launched in 1995 as an imprint of Sage Publications, AltaMira Press was acquired in 1999 and continues to be R&L's publishing arm in the disciplines of archaeology, anthropology, museum studies, and nonprofit management. AltaMira prides itself on its innovative approach to scholarly and professional publishing—offering its audiences a variety of informational products ranging from college texts, reference works, journals, and professional titles. In partnership with the American Association for State and Local History, AltaMira operates the AASLH Press, the preeminent publisher of books for historical organization and museum professionals and volunteers. AltaMira distinguishes itself by developing user-friendly guides for “cultural practitioners” in museums, arts and heritage organizations, and social and governmental agencies. In just over 10 years, AltaMira has grown beyond the size of many university presses and garners numerous book awards each year. The company's rapid growth—and its enviable reputation in the communities it serves—attest to the success of the AltaMira model under the leadership of Acquisitions Editor, **Jack Meinhardt**.



Jack Meinhardt

Lexington Books



Founded by D.C. Heath in 1970, Lexington Books was acquired from Simon & Schuster's Jossey-Bass division in 1998 and today serves as Rowman & Littlefield's division for publishing specialized new work by established and emerging scholars. Lexington today publishes high-quality scholarly work that may not have a wide audience but makes a significant contribution to scholarship in particular and related fields. At a time when many publishers are cutting back on monograph publishing, Lexington is dramatically expanding its program, growing from 80 titles in 1999 to 225 in 2007. Lexington has established a critically acclaimed list of specialized scholarly works often published as part of multi-volume series edited by leading scholars.

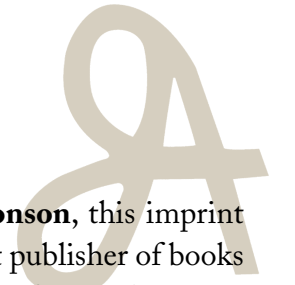
Sheed & Ward Publishers and Cowley Publications



Founded in 1926 by Australian lawyer Francis Joseph Sheed and his British wife Maisie Ward, Sheed & Ward is one of the most eminent Catholic publishing houses in the world today. In its 81-year history, Sheed & Ward have published some of the most prominent names in Catholic thought, including Hans Kung, John Courtney Murray, Edward Schillebeeckx, Dorothy Day, Clare Boothe Luce, Jacques Maritain, Francois Mauriac, G.K. Chesterton, and Paul Claudel. In recent years, Sheed & Ward have published some of the most important contemporary Catholic and Christian writers from both North America and Europe, including Daniel Berrigan, Andrew Greeley, Rowan Williams, Joan Chittister, Michael Walsh, and Daniel Harrington.

In 2006, R&L acquired Cowley Publications, the distinguished publisher of books on prayer and spirituality from an Episcopalian perspective, from the Society of Saint John the Evangelist in Cambridge, Massachusetts. Founded in 1980, Cowley publishes 25 titles a year and maintains an active backlist of more than 150 titles, including works by Barbara Brown Taylor, Margaret Guenther, Rowan Williams, and Bill McKibben. It is named for the town in England where the Society of Saint John the Evangelist was founded in the 1860s.

Jason Aronson Publishers, Inc.



Founded in 1966 by a Harvard-trained psychiatrist, **Dr. Jason Aronson**, this imprint was acquired by R&L in 2003. Long recognized as the preeminent publisher of books for psychotherapists, JA offers more titles from a broader range of professional interest



Dr. Arthur Pomponio

than any other publisher in the field. Now under the editorial leadership of **Dr. Arthur Pomponio**, Ph.D, NCPsyA, our topics include child therapy, family therapy, eating disorders, substance abuse, short-term therapy, bereavement, stress, trauma, object relations therapy, personality disorder, depression, couple therapy, sexual abuse, play therapy, psychoanalysis, psychology, transference, and more. We also publish in such cutting-edge areas as neuropsychanalysis, relational and intersubject theory, and contemporary attachment theory and practice.

Marketing

To support R&L's growth and the increasing diversity of its publishing program, Marketing Vice President, **Sheila Burnett** has built a sophisticated marketing and sales program designed to reach the broadest audience of book buyers in the United States and worldwide. Long recognized for its top notch direct mail program to carefully targeted book buyers, our promotional efforts also include:



Sheila Burnett

College Textbook Marketing: our in-house college sales group run by **Reid Hester** promotes R&L textbooks to professors at colleges and universities across the country via email and tele-marketing.

Trade Program: each publishing season, our sister company, National Book Network, sells our trade list and lead general interest academic titles to wholesalers and leading chain, independent, and online booksellers.



Reid Hester

Web promotion: each imprint supports its own website as a promotional tool and sales channel. More than 50 listserves allow us to reach carefully targeted niche audiences with information on new titles and special monthly promotions.

Conventions: our editors and marketers attend 60 annual academic conventions throughout the world where we display new books and catalogs and meet with prospective authors.

International sales: offices in Canada and the UK anchor our international sales effort. In addition, a worldwide network of sales agents provides a global reach to our promotion.

University Press of America[®], Inc.



Publishing Across Academic Disciplines Since 1975, UPA was founded by Raymond D. Fellers, Ph.D., and Stanley D. Plotnick who envisioned an outlet for scholars to publish their work without the hassles associated with traditional publishers. Today, it remains as dedicated to this mission as ever.



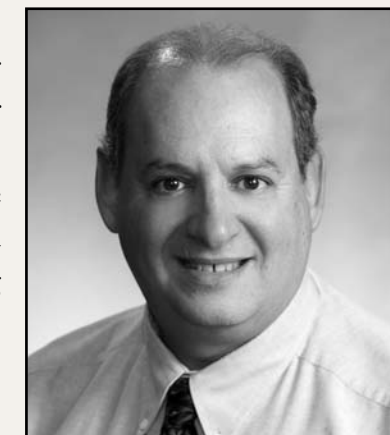
Judith Rothman

UPA has published thousands of titles, including scholarly monographs, dissertations, textbooks, text supplements, and reference books.

UPA also provides an important resource for organizations to disseminate their research. UPA is proud of its copublishing program, collaborating with hundreds of nonprofit organizations and research institutions, including the Action Institute, the Women's Freedom Network, the American College Personnel Association, Association for the Study of Play, the ServiceMaster Foundation, American Foreign Council, Institute for Water Resources, Institute for Christian Studies, Association of Former

Members of Congress, and scores of others.

Judith Rothman brings a diverse publishing background to her role as Vice President and Director. Her distinguished career includes management and editorial positions at Harper & Row, Grolier, CBS Publishing, and Prentice Hall, as well as Vice President of Sage Publications. Judith's enthusiasm, energy, and vision have energized UPA's dedicated staff. UPA's marketing department is headed by **Dean Roxanis** who is committed to providing the greatest possible exposure for UPA and Hamilton titles.



Dean Roxanis

Hamilton Books

Hamilton Books is the non-academic imprint of UPA. Authors include scholars, war veterans, corporate leaders, and politicians. Hamilton Books gives authors the opportunity to publish their non-academic work, such as autobiographies, biographies, religious perspectives, personal reminiscences and reflections, and military memoirs. Hamilton has published many prestigious authors' works, including Albert Beveridge's memoir of his famous mother taken from her personal journal, Oscar Mann's haunting memoir recounting his boyhood in France at the time of the Holocaust, and many other compelling personal accounts.

Scarecrow Press, Inc.



The Scarecrow Press, Inc., was founded in New York City in 1950 by Ralph Shaw, a professional librarian who chose the Scarecrow name to convey the company's goal of producing books for the library community with as few frills as possible. Since then, Scarecrow has gained a reputation as one of the preeminent scholarly and reference publishers in North America with some 200 titles published annually in the humanities and social sciences. Particularly strong fields include music; film, theater, and the performing arts; library and information science; religion; and history, including military history. More than 350 titles comprise Scarecrow's award-winning Historical Dictionary series, which is recognized worldwide for its authority.

Scarecrow maintains co-publishing agreements with several leading professional and scholarly associations and series agreements with several leading institutions. Among them are the Rutgers Institute of Jazz Studies, American Theological Library Association, Music Library Association, Art Libraries Society of North America, The Center for the Study of World Christian Revitalization Movements, and the Children's Literature Association.

In addition to its more than 2,000 active book titles, Scarecrow publishes the highly respected and pioneering magazine **VOYA** (Voice of Youth Advocates), the premier journal in the field of young adult librarianship. In 2005, Scarecrow acquired **Teacher Librarian: the Journal for School Library Professionals**, a highly-influential periodical that includes both peer-reviewed scholarly articles and practical information for professional librarians, teachers, and administrators.

In 2004, Scarecrow acquired Rockville, Maryland-based Government Institutes, a 30-year-old publisher of books related to government regulatory activity and law, with particular strength in the areas of environment, safety, and health. Government Institutes publishes several leading textbooks, too, including the Environmental Law Handbook (19th edition, 2007) and Fundamentals of Occupational Safety and Health (4th edition, 2007).

Scarecrow has been led by a succession of prominent library and publishing industry professionals, including **Edward Kurdyla**, who became Publisher in 2003.



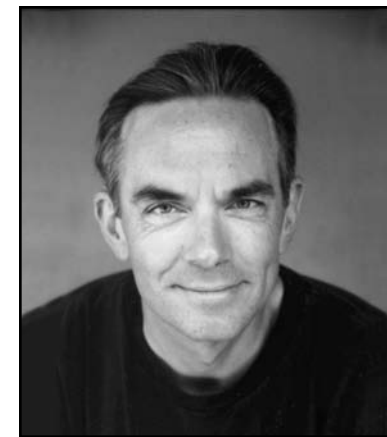
Edward Kurdyla

Trade Publishing



The Taylor Trade Publishing Group

The Taylor Trade Publishing Group consolidates the output of seven recently acquired small presses: Addax (2002); The Derrydale Press (1999); Diamond Communications (2001); Gulf Publishing (2001); Republic of Texas Press (2002); Roberts Rinehart (2000); Taylor (2001); M. Evans (2005); and Longstreet Press (2005). Also managed under the Taylor Trade imprint are Madison Books, founded in 1985 by University Press of America; and Cooper Square Press, acquired in 1988.



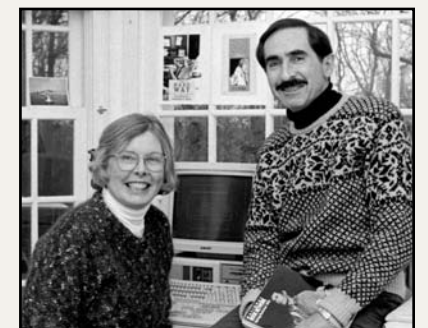
Rick Rinehart

The Taylor Trade publishing program consists of an award-winning list of books on gardening, health, history, family issues, sports, entertainment, nature, field guides, house and home, and children's titles. It also provides the Rowman and Littlefield Publishing Group with a strong regional presence from the Mississippi west to California, and from Texas to the Canadian border. Among its perennial bestsellers are Neil Sperry's *Complete Guide to Texas Gardening*, *The Only Astrology Book You'll Ever Need*, and *The Yankees: An Authorized History*.

Taylor Trade's Editorial Director is former Roberts Rinehart Publisher **Rick Rinehart**, who oversees four field editors from Rowman and Littlefield's Boulder office.

Bridge Works

Bridge Works specializes in quality trade fiction. Since its founding in 1992 by **Barbara and Warren Phillips** (former publisher and CEO of *The Wall Street Journal*), Bridge Works has become known for discovering and launching the careers of talented new authors. Bridge Works novels have won the National Jewish Book Award and Canada's Arthur Ellis Award for best mystery; have been finalists for the National Book Critics Circle Award, the Barnes & Noble Discover Great New Writers Award, and ForeWord Magazine's Book of the Year Award; and have been among *The New York Times*' Notable Books of the Year. Individual Bridge Works books have won praise from such distinguished writers as Alison Lurie, Cynthia Ozick, Peter Matthiessen, Thomas Mallon, Katharine Graham, Frank McCourt, Robert Olen Butler, and Bobbie Ann Mason and have been republished in translation in more than a dozen countries. Barbara and Warren run Bridge Works out of offices in Bridgehampton, New York.



Barbara and Warren Phillips



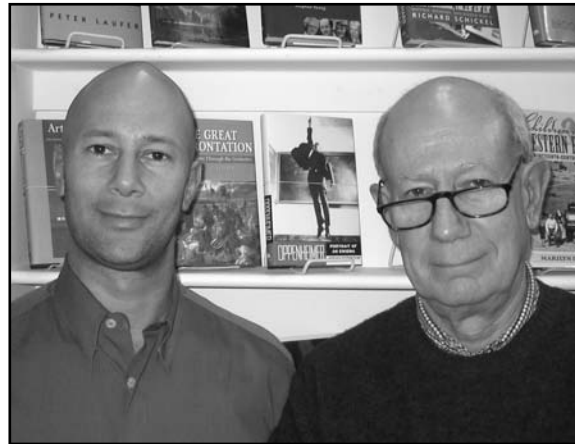
Ivan R. Dee, Publisher, Inc.

Ivan R. Dee publishes serious nonfiction trade books in history, politics, biography, literature, philosophy, and theater. Ivan R. Dee books are provocative, authoritative, and aimed at the intelligent layperson. They are routinely reviewed in *The New York Times*, *The Washington Post*, *The New York Review of Books*, and other influential publications. Ivan R. Dee paperbacks are also used extensively in college courses as supplementary reading.

Founded in 1988 by Ivan Dee, the house was acquired in 1998 by The Rowman & Littlefield Publishing Group. **Ivan Dee** continues as Publisher in the company's Chicago headquarters. **Alexander Dee** serves as Vice President of Marketing in the same office.

Among the authors published by Ivan R. Dee are Isaiah Berlin, Robert Brustein, Anthony Burgess, John Gross, Raul Hilberg, Gertrude Himmelfarb, Aldous Huxley, Hilton Kramer, Richard Schickel, Budd Schulberg, and John Simon.

Ivan R. Dee also oversees New Amsterdam Press and J.S. Sanders & Company imprints—the latter of which was founded by John Sanders of Nashville, Tennessee, to publish and republish general trade books on Southern culture, history, and literature. Many classic novels about the South, as well as histories and biographies of the region and its leaders, are still in print today thanks to J.S. Sanders.



Alexander Dee, Ivan Dee

Trade Sales and Distribution

NBN National Book Network,™ Inc.

National Book Network is one of the largest distributors of independent trade publishers in North America. Founded in 1986 by The Rowman & Littlefield Publishing Group, NBN sells general interest books to bookstores of all kinds. Its list of publishing clients reads like a “who’s who” of independent publishers.

NBN PUBLISHER LIST

- | | | | |
|-------------------------------|---|-------------------------------------|------------------------------|
| 1500 Books | Davies-Black Publishing | Jones and Bartlett Publishers, Inc. | Pinkham Publishing |
| AAA | Dillman Karate Intl | Justin, Charles & Co. | Planning Shop |
| Advantage Books | Durban House | Karen Brown's Guides | Quest Books |
| American Bar Associaton | Eaglemont Press | Kelly Blue Book | RAND |
| American Enterprise Institute | Edition Axel Menges | Kidwick Books | Randall Fraser Publishing |
| American Media International | Encounter Books | Kyle Cathie | Red Rock Press |
| Antique Collectors' Club | Enigma Books | Lake Isle Press | Renew Life Press |
| Aqua Quest Publications, Inc. | Equinox Press | Learning Express, LLC | Rounder Books |
| Aquamarine | Facts on Demand Press | Lebhar-Friedman Books | Sandvik Innovations LLC |
| Arthritis Foundation | Fairview Press | Longwind Publishing | Schreiber Publishing |
| ASTD Press | Footprint | Lorenz Books | Secret Mountain |
| August House | Glitterati Incorporated | Lotus Press | Sentient Publications |
| Aviv Press | Goofy Feet | McArthur & Company Ltd | Shalem Press |
| Axios Press | Greenline Publications | MonkeyBrain Books | Snow Lion Publications, Inc. |
| Bard Press | Harbor Press | Next Generation Press | Southwater |
| Bonus Books | Harvard Common Press | Nicholas Brealey | SPORTClassic Books |
| Brewers Publications | Haynes Manuals | Nomad Press | Sutton Publishing |
| Brick Tower Press | Himalayan Institute Press | Norwood House Press | Tanglewood Press |
| Bristol Park Books | Hippocratic Press | Nova Publishing | Tatra Press |
| Bunker Hill Publishing | Hot House Press | O Books | Tectum Publishers |
| Burford Books | Hudson Hills Press | Oneworld Publications | Vault |
| Cadmus Editions | Ibooks, Inc. | Ovation Books | Wedding Solutions |
| Carriage House | Icon/Totem Books | Para Publishing | Windsor Peak Press |
| Cato Institute | Impact Publications | Pari Publishing | Wordware Publishing Inc. |
| Clearbridge Publishing | International Broadcasting Services, Ltd. | Phobos Books | World Wisdom |
| Crossroad Publishing Company | The Intrepid Traveler | Photo Tour Books | X Press |
| Daily Racing Form | | Piatkus Publishers | YMAA Publication Center |



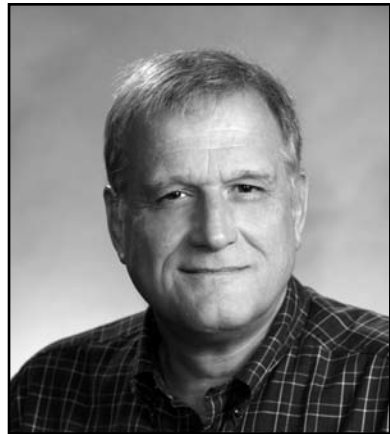
NBN Sales

NBN Senior Vice President, **Neil Levin**, former President of Publisher Marketing Group and Publisher of Time-Life Books, runs the NBN sales organization, comprising 17 full-time house sales representatives who call on such accounts as Barnes & Noble, Borders, Baker & Taylor, Books A Million, and independent bookstores throughout the country. These house sales reps are among the most experienced and respected individuals in the publishing industry. Five house reps focus on accounts outside the book trade, including ID wholesalers, cataloguers, gift stores, airport stores, grocery and drug stores, military PX stores, National Park Service stores, museum shops, and retail chains such as Cracker Barrel, Urban Outfitters, Restoration Hardware, etc. NBN also employs several of the best commission rep groups in the industry to call on smaller accounts and to sell to specialty stores.



Neil Levin

Neil is assisted by **Michael Sullivan**, Vice President of Sales, formerly of Macmillan and Scribner's, and **Mark Cozy**, Senior Director of Sales Administration, who is the former general manager of Sidney Kramer Books in Washington, D.C. Our sales department shares a continuous flow of information about new title advances and orders from the sales force with NBN's client publishers.



Michael Sullivan



Mark Cozy



NBN Marketing

Currently serving as an elected member of the Publishers Marketing Association (PMA) Board of Directors, Senior Vice President of Marketing **Marianne Bohr** oversees the Lanham-based NBN marketing department and new business development. She guides every aspect of NBN's marketing efforts, including catalogs, trade shows, advertising, and client communications. Marianne was director of marketing for the American Institute of Architects Press and Academy Editions prior to joining NBN in 1998.



Marianne Bohr

NBN Distribution

NBN represents approximately 120 publishers whose books are warehoused, picked, packed, and shipped out of NBN's Blue Ridge Summit, Pennsylvania distribution center. Under the supervision of Vice President of Operations, **Mike Cornell**, NBN handles all order fulfillment responsibilities on behalf of its clients. NBN's publishers are provided extensive daily and monthly sales reports in addition to frequent face-to-face, telephone, and e-mail consultation with NBN staff. NBN's accounting and accounts receivable operations are completely separate from those of the company's book publishing business, as are NBN clients' books, all of which are stored in a 300,000-square-foot warehouse.

Biblio Distribution

Biblio is a specialized niche book distributor providing full-service sales and distribution to a selection of small and independent presses including NewTrends Publishing, Garrett County Press, Tickle Kitty Press, Edel Classics, Integral Yoga Publications, and Synergy Books. Some of their successful titles include *Nourishing Traditions*, *Alex and the Amazing Lemonade Stand*, *The Bravo Wedding Planner*, *Rashi's Daughters*, *Amber's Guide for Girls*, *Letters from New Orleans*, *When Someone Very Special Dies*, and *Up, Up, and Oy Vey!*

Although Biblio relies on a separate sales organization, it depends on NBN for order fulfillment, distribution, daily sales reporting via the web, credit, collections, and accounting. NBN's economies of scale make it possible for small, niche publishers to enjoy the same distribution capabilities that larger NBN clients have come to expect from NBN.

David Breier is Biblio Distribution's Sales and Marketing Director. Prior to joining Biblio she worked in marketing, sales, design, and as a writer, with a book published in 2001 (*Vegan & Vegetarian FAQ*). In addition to acting as the sales rep for the major wholesalers, she manages Biblio's in-house rep for the chains, as well as six commission rep groups who sell to regional wholesalers and independent booksellers. David has participated at PMA-U and done many print and radio interviews speaking about small press issues. She edits *Bibliophile*, the quarterly newsletter sent to all Biblio publishers, and also *News Breaking Now*, NBN's quarterly newsletter. With a growing list of high-quality publishers, Biblio has increased their marketing programs and offers smaller presses the type of exposure normally reserved for large houses.



David Breier

International

NBN International

In November 2003, NBN acquired Plymbridge Distributors, Ltd. in Plymouth, England. With 60 employees and 110 U.S. and U.K. clients, NBNi is one of the larger distributors offering sales, marketing, and distribution services in the United Kingdom and throughout Europe. Founded in the early 1970s, Plymbridge was owned for many years by Harper & Row. A thorough upgrade of its systems, procedures, and equipment occurred in 2004 and 2005. The head



Sheila Bounford

of new business development is **Sheila Bounford**, former Executive Director of the U.K.'s Independent Publishers Guild, who joined the U.K. team in the Fall of 2004. Sharing management responsibility for NBNi with Sheila is **Wayne Ellis** who held senior positions at Marston Book Services/Blackwell's and at Haynes. Wayne is a highly organized operations expert who keeps the warehouse operating efficiently at all times and was instrumental during the refurbishment period.



Wayne Ellis

Canadian and Overseas Marketing

Our Canadian sales and marketing operation is run by **Les Petriw** in a Toronto NBN office where Les and his team handle all sales, marketing, promotion, and publicity responsibilities for both NBN and Rowman & Littlefield Publishing Group books. Before joining the company, Les was Vice President of Copp Clark, one of the largest Canadian publishers and distributors. Overseas sales are handled by a variety of sales organizations and agents covering virtually every country in the world.



Les Petriw

Production Services

The Rowman & Littlefield Publishing Group Production Services staff is located in Lanham, Maryland; Blue Ridge Summit, Pennsylvania; and Boulder, Colorado. This department, which includes Design, Composition Services, Production, Graphics Marketing and Manufacturing, oversees all phases of production for approximately 1,325 frontlist titles and 700 reprints each year. **Stephen Driver**, who joined RLPG in 1998, is Vice President of Production Services and oversees a staff of 58.



Stephen Driver

Production



Terry Fischer

Under the leadership of **Terry Fischer**, Managing Editor, the editorial production department manages all phases of production for 1,325 frontlist titles each year. Terry has been with RLPG since 2002.

Design

Piper Wallis, Director of Design, has run the Design department for the past three years. She and her staff handle art direction and cover design for approximately 1,325 titles each year. Her staff also oversees the design and layout of special projects and many company publications.



Piper Wallis

Composition Services

Lori Roblin is Director of Composition Services. The Typesetting group, which runs two shifts in Blue Ridge Summit, PA, is setting more than 700 titles per year. Prior to joining Rowman and Littlefield in 1997, Lori had eight years of publishing experience as Art Director of the computer and electronics line for McGraw-Hill.



Lori Roblin

Graphics Marketing

Rosetta Smith is Director of Graphics marketing and has been with Rowman & Littlefield for six years. Her department handles design and typesetting for almost 1,000 pieces of direct mail and other miscellaneous marketing pieces each year.



Rosetta Smith

Manufacturing

For the past 26 years, Vice President of Manufacturing **Joyce Culley** has been responsible for the purchase of printing and binding for every book published by RLPG. Managing a staff of three, Joyce oversees the manufacture of 1,325 frontlist titles annually. **Lois Raimond** coordinates the reprinting of more than 700 backlist titles by incorporating both offset and print-on-demand technologies. She is also responsible for overseeing the digital printing of more than 800 frontlist titles per year. Our primary printer, Edwards Brothers of Ann Arbor, Michigan, has manufactured more than 15,000 individual titles for us since our relationship began in the late 1970s. The Rowman & Littlefield Publishing Group was also one of the first publishers to incorporate print-on-demand



Joyce Culley

technology by partnering with Edwards Brothers in operating an on-site print-on-demand printing and binding facility in the RLPG warehouses in Pennsylvania and in the U.K. Print-on-demand allows us to continue to print titles that otherwise would have gone out of print.



Lois Raimond

Operations

Accounting

George “Chip” Franzak, Jr. has been Senior Vice President and CFO for the past ten years. Chip is a Certified Public Accountant with a long background in public accounting and private industry. He oversees all accounting and credit and collection activities. In addition, Chip is the Managing Director of our UK subsidiary located in Plymouth, England.



George “Chip” Franzak Jr.

Credit and Collections

Jeff Harris is Vice President of Credit and Financial Analysis. Before joining RLPG, Jeff directed the Credit and Collection efforts for Houghton Mifflin in Boston. He is a past chairman and current board member of the Book Publisher’s Credit Group, an organization comprised of credit professionals from the 20 largest publishers in the book industry. The group meets each month in New York City to discuss customer credits issues and industry trends, and frequently hosts top executives from customers such as Borders, Barnes & Noble, Ingram, Baker & Taylor and Amazon.com to present financial results and corporate initiatives. Jeff also oversees RLPG’s Digital Printing (Print-on-Demand) service which is located on site at the distribution center in Blue Ridge Summit, Pennsylvania.



Jeff Harris

Distribution

Mike Cornell, Vice President of Operations since joining the company from Darling Kindersley in 2005, and **Al Patterson**, Vice President of Distribution since 1989, have day-to-day responsibility for running the Blue Ridge Summit distribution center. The company has invested millions of dollars in state-of-the-art order fulfillment and computer technology designed to make our distribution center one of the most effective in the industry. In addition to EDI capabilities, we offer Automatic Shipping Notice (ASN) to our customers who demand a high level of service in an era of just-in-time inventory management.



Al Patterson



Mike Cornell

Customer Service

Our customer service department is run by Vice President of Customer Service **Carla Quental** who has more than 20 years experience in the book industry, including six years as manager of customer service at Daedalus Books. Carla and Customer Service Manager, **Meg Phelps** oversee a department of 28 in our Blue Ridge Summit distribution center. An inbound 800 number and 800 fax number combined with EDI (electronic data interchange) capabilities make ordering simple and easy. Customer service representatives are available from 8:00 a.m. to 6:00 p.m. five days a week. The Inventory Management department assists Carla in keeping abreast of inventory matters for more than 100,000 active titles.



Meg Phelps



Carla Quental

Human Resources

Our Human Resources department is managed by former head of HR at Lippincott Williams & Wilkins, **Rob McCreddie**, who is assisted by several human resource and payroll specialists in the Lanham and Blue Ridge Summit offices. We are an equal opportunity employer offering a competitive 401(K) program and a cafeteria-style benefits plan, including medical, dental, and life insurance, short- and long-term disability plans, flexible spending accounts, and many other great benefits.



Rob McCreddie

Management Information Systems

Our 16-person MIS department is run by **Steve Mitchell**, formerly of McGraw-Hill, who has overall responsibility for the company's computer systems. With recent upgrades to our fulfillment and warehouse management systems, we are well equipped to continue our rapid rate of growth. Additional system enhancements have prepared us to handle industry changes that include ISBN13 and the increased use of EDI transactions.



Steve Mitchell

Facilities

In 1997, The Rowman & Littlefield Publishing Group purchased the Tab Books/McGraw-Hill distribution center in Blue Ridge Summit, Pennsylvania. The facility includes a 100,000-square-foot, state-of-the-art distribution center built by McGraw-Hill in 1991 and two adjoining buildings situated on the 75-acre property. A 100,000-square-foot addition was completed in August 2000, giving us almost 300,000 square feet of space in Blue Ridge Summit. Located near Interstates 70 and 81 in the vicinity of Hagerstown, Maryland, the property is now fully utilized. In addition, we have approximately 35,000 square feet of office space in various locations in North America. These include the Lanham, Maryland, headquarters, a New York office at 200 Park Avenue South, a Canadian office in Toronto, the Ivan R. Dee office in Chicago, and a Rowman & Littlefield editorial office in Boulder, Colorado.



Print and Letter Shop

Ed Evans, formerly head of the TAB Books/McGraw Hill print and letter shop in Blue Ridge Summit, oversees our in-house direct mail printing and mailing operation. With the assistance of a trained staff and modern equipment, the shop handled over 1300 jobs and dispatched 3 million direct mail pieces in 2006. Capable of handling one- to four-color process printing, the shop's inkjet addressing equipment and onsite postal facility allow processing of large volumes of mail efficiently and economically.



Ed Evans



Our in-house printing and mailing facility produces over 3,000,000 pieces each year.

Conclusion

The Rowman & Littlefield Publishing Group is one of the few remaining mid-sized independent publishing companies in North America. NBN is one of the largest independent distributors in North America. Rapid consolidation in the book publishing industry has resulted in a handful of giant companies and thousands of small ones. Through a combination of rapid internal growth and a series of acquisitions of other independent publishers, our company has grown quickly— but not at the expense of its entrepreneurial roots. We take pride in being able to make decisions quickly, whether regarding which books to publish, which acquisitions of other publishing companies to make, or which publishers to distribute through National Book Network. We intend to continue as an independent company for the foreseeable future.



Jed Lyons, President and CEO