



***For Immediate Release***

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## **VICS Association Announces Change In Leadership**

*Tom Cole, Vice Chairman, Federated Department Stores,  
Elected to Chair VICS*

*Randy Salley, Vice President Information Systems, Wal-Mart Stores,  
Inc. is New Vice Chairman*

**PRINCETON, NJ September 29, 2003**—The Voluntary Interindustry Commerce Standards (VICS) Association announced today that in a special election, Tom Cole, Vice Chairman, Federated Department Stores, has been elected as Chairman of the VICS Board. Mr. Cole fills the vacancy created by the resignation of Ron Griffin; former Executive Vice President & CIO, Fleming Companies, Inc. Mr. Cole, who has served on the VICS Board since 1995, is currently the Co-Vice Chairman of the VICS Association Board and previously served as Floor-Ready Merchandise Committee Chairman.

Mr. Cole began his career at Federated in 1980 as Vice President/Controller of the company's then I. Magnin division in California. This followed eight years in various positions at the former Allied Stores Corporation. From 1983-87, Mr. Cole was Senior Vice President/Finance and Administration at FMG. He moved to the Lazarus department store division as Senior Vice President/Financial Services in 1987, and from 1988-95 served as President of FMG. He was named President of Federated Logistics in 1995, and assumed additional responsibilities for Operations in 1997, the Federated Systems Group (FSG) in 2001 and Federated's Financial, Administrative and Credit Services (FACS) division in 2002. He was named a Vice Chairman of Federated in February 2003. A native of St. Louis, MO, Mr. Cole is a graduate of Kent State University.

In the same special election, the VICS Board elected Randy Salley, Vice President Information Systems, Wal-Mart Stores, Inc. to succeed Mr. Cole as Vice Chairman. Mr. Salley was elected to the VICS Board in June 2002, and serves on its Executive Committee.

Mr. Salley joined Wal-Mart in 1980. He began his career as a Computer Operator and has since held various technical and management positions in Distribution & Merchandising Systems Development. He was promoted to his current position of Vice President, Information Systems Division in September 1999. His current responsibilities include the strategic development and deployment of Wal-Mart's Merchandise Replenishment, Distribution, Logistics, Transportation, and EDI systems worldwide. Mr. Salley attended Louisiana State University in Baton Rouge, LA.

VICS is the leading association in North America where companies can sit at the same table as their competitors and their trading partners to work collaboratively to take costs out of their supply chains and increase their profits. Small companies sit at the same table as the giants and have an equal voice.

Nowhere else can companies learn from the inside-out about the advantages and value of such powerful business processes and tools as Collaborative Planning, Forecasting and Replenishment (CPFR®), Radio Frequency Identification (RFID), and Floor-Ready Merchandise as they continually grow and evolve to improve sales and profitability for the companies who implement them.

VICS sets the process in motion that will streamline, synchronize, and link the supply chain. VICS has grown the ideas of a few into an association that touches every aspect of the supply chain.

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**About the Voluntary Interindustry Commerce Standards (VICS) Association**

The mission of the VICS Association is to take a global leadership role in the ongoing improvement of the flow of product and information about the product throughout the entire supply chain in the retail industry. The Association's overall global objective is to improve product availability to the consumer by providing leadership and encouragement in the identification, development and implementation of volunteer standards, protocols, guidelines, and other mechanisms, which when properly utilized, are expected to lead to better anticipation of, and reaction to, changes in consumer demand for these products with the subsequent optimization of production and carrying costs. For information about becoming a member of VICS or participating in one of its other Board Committees, such as VICS CPFR®, Floor-Ready Merchandise, Hardlines eCollaborative Commerce, or Logistics, please visit [www.vics.org](http://www.vics.org) or [www.cpfr.org](http://www.cpfr.org). You may also contact VICS directly at [info@vics.org](mailto:info@vics.org).