

CAPITAL GAINS

► NEWS, TALK AND SPECULATION

WE'LL THROW IN THE BOOKCASE FOR FREE

Texas cities come up with some innovative ways to lure out-of-state companies. Pflugerville's latest economic development score involved the use of office furniture as bait.

As a result of the furniture "incentives," EOS of North America Inc. will move its head office from Novi, Michigan, near Detroit to Pflugerville's 130 Commerce Center. The company will be rewarded with \$151,000 worth of furniture and fixtures in exchange for EOS meeting and maintaining agreed-upon staffing levels.

Under the terms of the agreement, which was negotiated by the Pflugerville Economic Development Corp. and approved by Pflugerville City Council, EOS has to employ and maintain staff levels of 25 full-time workers who make an average wage of \$70,000 per year plus health benefits. It must also stay in Pflugerville for five years. **For more:** <http://bizj.us/1jwb9k>
—Michael Theis, @MyABI

ACL FEST CAN REALLY TALK SOME TRASH

The Austin City Limits Festival continues to improve its recycling rate.

Festival officials reported diverting 56 percent of the collected waste to recycling and composting during the two-weekend event in early October. That's a 5.1 percent increase compared with last year's diversion rate. The festival sent nearly 131 tons of waste to the landfill versus 169.3 tons for composting and recycling, marking the event's most successful year for reducing

landfill waste. The ACL recycling program managed by Austin-based Texas Disposal Systems Inc. has improved 21 percent since launching in 2009, organizers said.

About 450,000 people attended last year's festival. No word yet on this year's final attendance.

—Christopher Calnan, @ABICalnan

FORESTAR SHELLS OUT FOR EXEC PAY PACKAGES

With the changing of the guard at Forestar Group Inc. comes a new set of executive compensation packages.

The multifaceted holding company that keeps a relatively low profile has been involved in oil and gas enterprises, natural resource management and real estate investment and development, but is refocusing on real estate after a nasty tussle with activist investors earlier this year.

Phillip Weber, the former Fannie Mae exec who has just taken over as CEO at Austin-based Forestar (NYSE: FOR), will receive a base annual salary of \$500,000 and will be considered for a pay raise in early 2017, as well as being eligible for bonuses and stock options. His predecessor, James DeCosmo, received a base salary of \$591,667 in 2014 and a total compensation package worth \$2.4 million, according to ABI research.

Forestar also wrapped up a severance package with the suddenly departed Christopher Nines, the company's former CFO. He'll receive a pair of lump-sum payouts worth \$700,000 plus another \$50,000 in consulting fees, among other perks.

—Greg Barr, @ABIBarr



JENN HAIR

DESIGNER NABS SPACE FOR HOME DECOR BOUTIQUE

In early October, interior designer Tarica Navarro opened Kettle & Brine, a housewares and home decor boutique a short walk northwest of downtown.

Located in a strip center at 908 W. 12th St. near other independently owned shops, Kettle & Brine specializes in cookware, pantry products and other necessities for the consummate host.

Since graduating from the University of Southern California and the University of California at Los Angeles, Navarro has handled interior design projects on behalf of architects in Beverly Hills, New York and Bangkok, Thailand, according to her LinkedIn profile. She's also done work for Austin-based Michael Hsu Office of Architecture.

Still, she wanted to open a boutique that would evoke the ambiance of a contemporary home with chic furniture such as a custom slab dining room table, a brass and smoked glass chandelier and a vintage Beni Quarain rug.

Retail real estate broker Jason Faludi of Aquila Commercial LLC assisted in securing the 1,200-foot space. Navarro looked far and wide at various options but kept coming back to the 12th Street location for its proximity to other unique stores and available parking.

—Jan Buchholz, @ABJBuchholz