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HANDLEMAN CO /MI/
Form 10-Q
March 15, 2001

SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549
Form 10-Q

QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d)
OF THE SECURITIES EXCHANGE ACT OF 1934

For the third quarter ended January 31, 2001 Commission File Number 1-7923

Handleman Company

(Exact name of registrant as specified in its charter)

MICHIGAN

38-1242806

(State or other jurisdiction of
incorporation or organization)

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

500 KIRTS BOULEVARD TROY, MICHIGAN

48084-4142

Area Code 248 362-4400

(Address of principal
executive offices)

(Zip code)

(Registrant's telephone
number)

Indicate by checkmark whether the Registrant (1) has filed all reports required to be filed by Section 13 or 15 (d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the Registrant was required to file such reports), and (2) has been subject to such filing requirements for at least the past 90 days.

YES X NO
----- -----

Indicate the number of shares outstanding of each of the issuer's classes of common stock, as of the latest practicable date.

| CLASS ----- | DATE ----- | SHARES OUTSTANDING ----- |
|--------------------------------|---------------|-----------------------------|
| Common Stock - \$.01 Par Value | March 2, 2001 | 26,932,117 |

HANDLEMAN COMPANY

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HANDLEMAN COMPANY
CONSOLIDATED STATEMENT OF INCOME
(UNAUDITED)
(amounts in thousands except per share data)

| | Three Months (13 Weeks) Ended | | Nine Months (39 Weeks) | |
|---|-------------------------------|---------------------|------------------------|-----------------|
| | January 31, 2001 | January 31, 2000 | January 31, 2001 | January 2000 |
| | ----- | ----- | ----- | ----- |
| Revenues | \$348,974 | \$343,246 | \$878,002 | \$858 |
| Costs and expenses: | | | | |
| Direct product costs | 266,836 | 262,652 | 658,456 | 644 |
| Selling, general and administrative expenses | 58,518 | 54,375 | 167,731 | 160 |
| Interest expense, net | 336 | 1,088 | 1,939 | 2 |
| | ----- | ----- | ----- | ----- |
| Income before income taxes and minority interest | 23,284 | 25,131 | 49,876 | 50 |
| Income tax expense | (6,646) | (10,175) | (16,991) | (20) |
| Minority interest | (382) | (296) | (745) | (1) |
| | ----- | ----- | ----- | ----- |
| Net income | \$ 16,256 | \$ 14,660 | \$ 32,140 | \$ 28 |
| | ===== | ===== | ===== | ===== |

Net income per share:

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| | | | | |
|--|---------|---------|---------|-------|
| Basic | \$ 0.60 | \$ 0.50 | \$ 1.17 | \$ |
| | ===== | ===== | ===== | ===== |
| Diluted | \$ 0.60 | \$ 0.50 | \$ 1.16 | \$ |
| | ===== | ===== | ===== | ===== |
| Weighted average number of shares outstanding during the period: | | | | |
| Basic | 27,149 | 29,034 | 27,493 | 29 |
| | ===== | ===== | ===== | ===== |
| Diluted | 27,214 | 29,383 | 27,649 | 30 |
| | ===== | ===== | ===== | ===== |

The accompanying notes are an integral part of the consolidated financial statements.

1

HANDLEMAN COMPANY
CONSOLIDATED BALANCE SHEET
(amounts in thousands except share data)

| | |
|---|------------------------------------|
| | January 31, 2001 (Unaudited) |
| | ----- |
| ASSETS | |
| Current assets: | |
| Cash and cash equivalents | \$ 18,980 |
| Accounts receivable, less allowance of \$13,245 at January 31, 2001 and \$17,383 at April 29, 2000, respectively, for the gross profit impact of estimated future returns | 226,780 |
| Merchandise inventories | 112,903 |
| Other current assets | 13,862 |
| | ----- |
| Total current assets | 372,525 |
| Property and equipment: | |
| Land | 1,233 |
| Buildings and improvements | 17,038 |
| Display fixtures | 35,337 |
| Equipment, furniture and other | 58,306 |
| | ----- |
| | 111,914 |
| Less accumulated depreciation | 58,834 |
| | ----- |
| Property and equipment, net | 53,080 |
| Other assets, net | 97,323 |

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| | |
|---|--------------------|
| | ----- |
| Total assets | \$522,928 ===== |
| LIABILITIES | |
| Current liabilities: | |
| Accounts payable | \$161,973 |
| Debt, current portion | 14,571 |
| Accrued and other liabilities | 34,970 |
| | ----- |
| Total current liabilities | 211,514 |
| Debt, non-current | 47,986 |
| Other liabilities | 15,219 |
| SHAREHOLDERS' EQUITY | |
| Preferred stock, \$1.00 par value; 1,000,000 shares authorized; none issued | -- |
| Common stock, \$.01 par value; 60,000,000 shares authorized; 26,987,000 and 27,691,000 shares issued at January 31, 2001 and April 29, 2000, respectively | 270 |
| Foreign currency translation adjustment | (7,154) |
| Unearned compensation | (147) |
| Retained earnings | 255,240 |
| | ----- |
| Total shareholders' equity | 248,209 |
| | ----- |
| Total liabilities and shareholders' equity | \$522,928 ===== |

The accompanying notes are an integral part of the consolidated financial statements.

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HANDLEMAN COMPANY
CONSOLIDATED STATEMENT OF SHAREHOLDERS' EQUITY
(UNAUDITED)
(amounts in thousands)

| | | | | |
|----------------|---|--------|--|-------------------------|
| | Nine Months (39 Weeks) Ended January 31 | | | |
| | ----- | | | |
| | Common Stock | | | |
| | Shares Issued | Amount | Foreign Currency Translation Adjustment | Unearned Compensatio |
| | ----- | ----- | ----- | ----- |
| April 29, 2000 | 27,691 | \$277 | (\$6,449) | (\$4 |
| Net income | | | | |

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| | | | | |
|---|--------|-------|-----------|------|
| Adjustment for foreign currency translation | | | (705) | |
| Comprehensive income, net of tax | | | | |
| Common stock issuances, net of forfeitures, in connection with employee benefit plans | 38 | | | 2 |
| Common stock repurchased | (742) | (7) | | |
| January 31, 2001 | 26,987 | \$270 | (\$7,154) | (\$1 |

The accompanying notes are an integral part of the consolidated financial statements.

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HANDLEMAN COMPANY
CONSOLIDATED STATEMENT OF CASH FLOWS
(UNAUDITED)
(amounts in thousands)

| | Nine Months (|
|--|---------------------|
| | January 31, 2001 |
| Cash flows from operating activities: | |
| Net income | \$ 32,140 |
| Adjustments to reconcile net income to net cash provided from operating activities: | |
| Depreciation | 11,939 |
| Amortization of acquisition costs | 3,269 |
| Recoupment of license advances | 9,197 |
| (Increase) decrease in accounts receivable | 7,225 |
| Increase in merchandise inventories | (12,605) |
| (Increase) decrease in other operating assets | (405) |
| Increase (decrease) in accounts payable | (40,366) |
| Increase in other operating liabilities | 4,685 |
| Total adjustments | (17,061) |

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| | |
|---|-----------|
| Net cash provided from operating activities | 15,079 |
| | |
| Cash flows from investing activities: | |
| Additions to property and equipment | (19,112) |
| Retirements of property and equipment | 5,458 |
| License advances and acquired rights | (16,742) |
| Cash investment in Lifetime Entertainment Limited | -- |
| | |
| Net cash used by investing activities | (30,396) |
| | |
| Cash flows from financing activities: | |
| Issuances of debt | 498,475 |
| Repayments of debt | (484,475) |
| Repurchase of common stock | (7,024) |
| Other changes in shareholders' equity, net | (189) |
| | |
| Net cash provided from (used by) financing activities | 6,787 |
| | |
| Net decrease in cash and cash equivalents | (8,530) |
| Cash and cash equivalents at beginning of period | 27,510 |
| | |
| Cash and cash equivalents at end of period | \$ 18,980 |
| | |

The accompanying notes are an integral part of the consolidated financial statements.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. In the opinion of Management, the accompanying consolidated balance sheet and consolidated statements of income, shareholders' equity and cash flows contain all adjustments, consisting only of normal recurring adjustments necessary to present fairly the financial position of the Company as of January 31, 2001, and the results of operations and changes in cash flows for the nine months then ended. Because of the seasonal nature of the Company's business, sales and earnings results for the nine months ended January 31, 2001 are not necessarily indicative of what the results will be for the full year. The consolidated balance sheet as of April 29, 2000 included in this Form 10-Q was derived from the audited consolidated financial statements of the Company included in the Company's 2000 Annual Report on Form 10-K filed with the Securities and Exchange Commission. Reference should be made to the Company's Form 10-K for the year ended April 29, 2000.

2. At each balance sheet date, Management evaluates the carrying value and remaining estimated lives of long-lived assets, including intangible assets, for potential impairment by considering several factors, including

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Management's plans for future operations, recent operating results, market trends and other economic factors relating to the operation to which the assets apply. Recoverability of these assets is measured by a comparison of the carrying amount of such assets to the future undiscounted net cash flows expected to be generated by the assets. If such assets were deemed to be impaired as a result of this measurement, the impairment that would be recognized is measured by the amount by which the carrying amount of the assets exceed the fair value of the assets as determined on a discounted basis.

3. In June 1998, the Financial Accounting Standards Board issued Statement of Financial Accounting Standards No. 133 "Accounting for Derivative Instruments and Hedging Activities" ("SFAS 133"). This Statement establishes accounting and reporting standards for derivative instruments, including certain derivative instruments embedded in other contracts (collectively referred to as derivatives), and for hedging activities. This statement will be adopted in fiscal 2002. The Company does not believe the impact of SFAS 133 on reported earnings and financial position will be material.

4. The Company operates in two business segments: Handleman Entertainment Resources (H.E.R.) is responsible for music category management and distribution operations, and North Coast Entertainment (NCE) is responsible for the Company's proprietary operations, which include music, video and licensing operations.

The accounting policies of the segments are the same as those described in Note 1, "Accounting Policies," contained in the Company's Form 10-K for the year ended April 29, 2000. Segment data includes intersegment revenues, as well as a charge allocating corporate costs to the operating segments. The Company evaluates performance of its segments and allocates resources to them based on income before interest, income taxes and minority interest ("segment income").

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Notes to Consolidated Financial Statements (continued)

The tables below present information about reported segments for the three months ended January 31, 2001 and January 31, 2000 (in thousands of dollars):

| Three Months Ended January 31, 2001: | H.E.R. ----- | NCE --- | Total ----- |
|--------------------------------------|-----------------|------------|----------------|
| Revenues, external customers | \$314,446 | \$ 34,528 | \$348,974 |
| Intersegment revenues | -- | 4,306 | 4,306 |
| Segment income | 20,958 | 2,531 | 23,489 |
| Capital expenditures | 5,490 | 775 | 6,265 |

| Three Months Ended January 31, 2000: | H.E.R. ----- | NCE --- | Total ----- |
|--------------------------------------|-----------------|------------|----------------|
| Revenues, external customers | \$312,144 | \$ 31,102 | \$343,246 |
| Intersegment revenues | -- | 4,306 | 4,306 |
| Segment income | 22,708 | 3,180 | 25,888 |
| Capital expenditures | 2,696 | 1,865 | 4,561 |

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A reconciliation of total segment revenues to consolidated revenues and total segment income to total consolidated income before income taxes and minority interest for the three months ended January 31, 2001 and January 31, 2000 is as follows (in thousands of dollars):

| | Jan. 31, 2001 | Jan. 31, 2000 |
|--|---------------|---------------|
| Revenues | | |
| ----- | | |
| Total segment revenues | \$353,280 | \$347,552 |
| Elimination of intersegment revenues | (4,306) | (4,306) |
| | ----- | ----- |
| Consolidated revenues | \$348,974 | \$343,246 |
| | ===== | ===== |
| | | |
| Income Before Income Taxes and Minority Interest | | |
| ----- | | |
| Total segment income for reportable segments | \$23,489 | \$25,888 |
| Interest revenue | 715 | 435 |
| Interest expense | (1,051) | (1,523) |
| Unallocated corporate income (costs) | 131 | 331 |
| | ----- | ----- |
| Consolidated income before income taxes and minority interest | \$23,284 | \$25,131 |
| | ===== | ===== |

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Notes to Consolidated Financial Statements (continued)

The tables below present information about reported segments as of and for the nine months ended January 31, 2001 and January 31, 2000 (in thousands of dollars):

| | H.E.R. | NCE | Total |
|-------------------------------------|-----------|-----------|-----------|
| Nine Months Ended January 31, 2001: | | | |
| Revenues, external customers | \$777,309 | \$100,693 | \$878,002 |
| Intersegment revenues | -- | 8,928 | 8,928 |
| Segment income | 44,804 | 6,458 | 51,262 |
| Total assets | 422,867 | 189,918 | 612,785 |
| Capital expenditures | 16,396 | 2,716 | 19,112 |
| | | | |
| Nine Months Ended January 31, 2000: | | | |
| Revenues, external customers | \$757,760 | \$100,698 | \$858,458 |
| Intersegment revenues | -- | 9,955 | 9,955 |
| Segment income | 39,975 | 12,723 | 52,698 |
| Total assets | 401,795 | 177,319 | 579,114 |
| Capital expenditures | 10,814 | 4,732 | 15,546 |

A reconciliation of total segment revenues to consolidated revenues, total segment income to total consolidated income before income taxes and minority interest, and total segment assets to total consolidated assets as of and for

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the nine months ended January 31, 2001 and January 31, 2000 is as follows (in thousands of dollars):

| | Jan. 31, 2001 | Jan. 31, 2000 |
|---|---------------|---------------|
| Revenues | | |
| ----- | | |
| Total segment revenues | \$ 886,930 | \$ 868,413 |
| Elimination of intersegment revenues | (8,928) | (9,955) |
| | ----- | ----- |
| Consolidated revenues | \$ 878,002 | \$ 858,458 |
| | ===== | ===== |
| Income Before Income Taxes and Minority Interest | | |
| ----- | | |
| Total segment income for reportable segments | \$ 51,262 | \$ 52,698 |
| Interest revenue | 1,520 | 1,565 |
| Interest expense | (3,459) | (3,990) |
| Unallocated corporate income (costs) | 553 | 31 |
| | ----- | ----- |
| Consolidated income before income taxes and minority interest | \$ 49,876 | \$ 50,304 |
| | ===== | ===== |

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Notes to Consolidated Financial Statements (continued)

| | Jan. 31, 2001 | Jan. 31, 2000 |
|--|---------------|---------------|
| Assets | | |
| ----- | | |
| Total segment assets | \$ 612,785 | \$ 579,114 |
| Elimination of intercompany receivables and payables | (89,857) | (61,864) |
| | ----- | ----- |
| Total consolidated assets | \$ 522,928 | \$ 517,250 |
| | ===== | ===== |

5. A reconciliation of the weighted average shares used in the calculation of basic and diluted shares is as follows (in thousands):

| | Three Months Ended | | Nine Months Ended | |
|--|--------------------|---------------|-------------------|---------------|
| | Jan. 31, 2001 | Jan. 31, 2000 | Jan. 31, 2001 | Jan. 31, 2000 |
| | ---- | ---- | ---- | ---- |
| Weighted average shares during the period-basic | 27,149 | 29,034 | 27,493 | 29,863 |
| Additional shares from assumed exercise of stock options | 65 | 349 | 156 | 323 |
| | ----- | ----- | ----- | ----- |
| Weighted average shares adjusted for | | | | |

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| | | | | |
|---|--------|--------|--------|--------|
| assumed exercise of stock options-diluted | 27,214 | 29,383 | 27,649 | 30,186 |
| | ===== | ===== | ===== | ===== |

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Handleman Company Management's Discussion and Analysis of Financial Condition and Results of Operations

Revenues for the third quarter of fiscal 2001, which ended January 31, 2001, increased to \$349.0 million, from \$343.2 million for the third quarter of fiscal 2000, which ended January 31, 2000. Net income for the third quarter of fiscal 2001 was \$16.3 million or \$.60 per diluted share, compared to \$14.7 million or \$.50 per diluted share for the third quarter of fiscal 2000.

Revenues for the first nine months of fiscal 2001 were \$878.0 million, compared to \$858.5 million for the first nine months of fiscal 2000. Net income for the nine-month period this year was \$32.1 million or \$1.16 per diluted share, compared to \$28.8 million or \$.95 per diluted share for the comparable nine-month period last year.

The Company has two business segments: Handleman Entertainment Resources ("H.E.R.") and North Coast Entertainment ("NCE"). H.E.R. consists of music category management and distribution operations in the United States, Canada, United Kingdom, Mexico and Brazil. NCE encompasses the Company's proprietary operations, which include music, video and licensing operations.

H.E.R. net sales were \$314.4 million for the third quarter of this year, compared to \$312.1 million for the third quarter of last year. H.E.R. net sales for the nine months ended January 31, 2001 increased to \$777.3 million from \$757.8 million for the nine months ended January 31, 2000. This increase in net sales for the nine-month period this year versus last year was principally due to increased sales within the United Kingdom.

NCE net sales were \$38.8 million for the third quarter of fiscal 2001, compared to \$35.4 million for the third quarter of fiscal 2000. The increased sales volume in the third quarter of this year versus last year was driven by higher sales at the Anchor Bay Entertainment operating unit. Net sales at NCE for the first nine months of this year were \$109.6 million, compared to \$110.7 million for the first nine months of last year.

Consolidated direct product costs as a percentage of consolidated revenues was 76.5% for the third quarter of both this year and last year, and for the nine months ended January 31, 2001 was 75.0%, compared to 75.1% for the nine months ended January 31, 2000.

Consolidated selling, general and administrative ("SG&A") expenses were \$58.5 million or 16.8% of consolidated revenues for the third quarter of fiscal 2001, compared to \$54.4 million or 15.8% of consolidated revenues for the third quarter of fiscal 2000. SG&A expenses this year were impacted by \$3.4 million of incremental costs incurred to implement the Company's Channel of Choice strategy in the United Kingdom and develop the Company's e-business initiatives. The Company expects costs associated with these activities to continue in the fourth quarter of this year; however, there will be revenues generated in the fourth quarter from these investments, particularly in the United Kingdom.

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Consolidated SG&A expenses for the first nine months of this year were \$167.7 million or 19.1% of consolidated revenues, compared to \$160.8 million or 18.7% of consolidated revenues for the comparable nine-month period last year. This increase in SG&A expenses was primarily a result of the incremental costs associated with the implementation of the Company's Channel of Choice strategy and e-business initiatives, as mentioned above.

Income before interest, income taxes and minority interest ("operating income") for the third quarter of fiscal 2001 was \$23.6 million, compared to \$26.2 million for the third quarter of fiscal 2000. H.E.R. operating income was \$21.0 million for the third quarter of this year, compared to \$22.7 million for the third quarter of last year. Operating income at H.E.R. was impacted by the \$3.4 million of incremental costs associated with the implementation of the Company's Channel of Choice strategy in the United Kingdom and the development of the Company's e-business initiatives. NCE operating income was \$2.5 million for the third quarter of fiscal 2001, compared to \$3.2 million for the third quarter of fiscal 2000. This decrease at NCE was due to lower operating results this year versus last year at the Madacy Entertainment and The itsy bitsy Entertainment Company operating units, while operating income at Anchor Bay Entertainment improved over last year.

Operating income for the first nine months of this year was \$51.8 million, compared to \$52.7 million for the first nine months of last year. H.E.R. operating income increased to \$44.8 million for the first nine months of fiscal 2001 from \$40.0 million for the comparable prior year period. This increase in H.E.R. operating income was mainly due to increased sales volume. NCE operating income was \$6.5 million for the first nine months of this year, compared to \$12.7 million for the first nine months of last year. This decrease in operating income at NCE was primarily due to lower operating results at the Madacy Entertainment and The itsy bitsy Entertainment Company operating units. The Company expects that NCE operating income for fiscal 2001 will be less than its operating income for fiscal 2000.

During the third quarter of this year, the Company recognized tax benefits resulting from tax planning initiatives. The effective income tax rate for the third quarter was 28.5%, compared to 40.5% for the same period last year. The Company expects the effective tax rate in the fourth quarter of this year to be in line with the fiscal 2001 nine-month rate of 34.1%.

Interest expense for the third quarter of fiscal 2001 was \$.3 million, compared to \$1.1 million for the third quarter of fiscal 2000. Interest expense for the nine months ended January 31, 2001 decreased to \$1.9 million from \$2.4 million for the nine months ended January 31, 2000. This decrease in interest expense for both the quarter and nine-month period was attributable to lower borrowing levels.

Accounts receivable decreased to \$226.8 million at January 31, 2001 from \$234.0 million at April 29, 2000. This decrease was mainly due to the Company's on-going collection efforts.

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Merchandise inventories increased to \$112.9 million at January 31, 2001 from \$100.3 million at April 29, 2000. This increase was primarily due to the seasonality of product returns from customers.

Other assets, net at January 31, 2001 was \$97.3 million, compared to \$90.0 million at April 29, 2000. This increase was principally due to additional license investments within NCE.

Accounts payable at January 31, 2001 was \$162.0 million, compared to \$202.3

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million at April 29, 2000. This decrease was primarily due to the timing of vendor payments relating to inventory purchases made during the holiday season.

Debt, non-current at January 31, 2001 was \$48.0 million, compared to \$34.0 million at April 29, 2000. This increase was mainly due to higher borrowing levels during the third quarter of fiscal 2001 versus the fourth quarter of fiscal 2000.

During the third quarter of this year, the Company repurchased 376,080 shares of its stock at an average price of \$7.88 per share. Included in the shares purchased during the quarter were 115,000 shares repurchased as part of the 10% share repurchase program announced in December 2000. The Company has repurchased 741,580 shares of its stock during the nine-month period ending January 31, 2001 at an average price of \$9.47 per share. Since September 1997, the Company has repurchased approximately 22% of its outstanding shares (prior to initiating the stock repurchase programs) at a cost of \$79 million. As of January 31, 2001, the Company had 26,987,450 shares outstanding, compared to 28,469,324 shares outstanding as of January 31, 2000.

The Company continued its international expansion with the commencement of category management, distribution and service to a discount retailer in the United Kingdom beginning February 1, 2001. The Company anticipates, going forward, that Handleman UK Limited will generate an additional \$100 million of sales on an annual basis. In addition, the Company has made progress in the implementation of its e-business initiatives linked to its category management services. The expansion of the Company's SKU selection to provide fulfillment for e-commerce is anticipated to be completed by the fourth quarter of fiscal 2001. When completed, the Company's U.S. SKU count will total approximately 60,000, and accommodate direct to consumer fulfillment in partnership with the Company's retail customers, or support in-store pickup of merchandise ordered electronically. The Company installed its first generation, internet-based music kiosks in a pilot group of customer retail stores during the third quarter of this year. These kiosks will serve as the "music expert," providing a wide range of information on each title, including track information, music sampling and product availability. Through the kiosks, consumers will be able to order additional titles not found on the store shelves. The Company will integrate its e-fulfillment options with its customers, allowing the consumer to have the product shipped to the consumer's home or to the retail store for pickup. During the fourth quarter of fiscal 2001, the Company anticipates the testing of manufacturing on demand through these kiosks. In addition, the Company has developed an application service provider ("ASP") service to support ordering music product through customer web sites.

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* * * * *

This document contains forward-looking statements that are not historical facts and involve risk and uncertainties. Actual results, events and performance could differ materially from those contemplated by these forward-looking statements, including, without limitations, conditions in the music industry, ability to enter into profitable agreements with customers in the new businesses outlined in the Company's strategic growth plan, securing funding or providing sufficient cash required to build and grow the new businesses, customer requirements, continuation of satisfactory relationships with existing customers and suppliers, nature and extent of new product releases, retail environment, effects of electronic commerce, relationships with the Company's lenders, pricing and competitive pressures, certain global and regional economic conditions, and other factors discussed in this Form 10-Q and those detailed from time to time in the Company's other filings with the Securities and

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Exchange Commission. The Company undertakes no obligation to update any forward-looking statement to reflect events or circumstances after the date of this document. Additional information that could cause actual results to differ materially from any forward-looking statements may be contained in the Company's Annual Report on Form 10-K.

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PART II - OTHER INFORMATION

Item 6. Exhibits or Reports on Form 8-K

No reports on Form 8-K were filed during the quarter.

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

HANDLEMAN COMPANY

DATE: March 15, 2001

BY: /s/ Stephen Strome

STEPHEN STROME
Chairman and
Chief Executive Officer

DATE: March 15, 2001

BY: /s/ Leonard A. Brams

LEONARD A. BRAMS
Senior Vice President, Finance
and Chief Financial Officer
(Principal Financial Officer)

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