

CaroLines



NEWS From Carolina Mills, Inc.

December, 1990

Happy Holidays





Dear Fellow Employees,

The Christmas season is upon us once again. This joyous season marked by cooler weather and warmer greetings signals the close of one year and the beginning of another.

The warmth in the spirit of Christmas makes everything in our lives easier and the world more pleasant.

If we could package the spirit, it would sell better than our finest product. Knowing we can't do that, we can store enough in our hearts to last through the next year.

May the joyful feeling be with each of you during this season and may you have the happiest holidays ever.

Merry Christmas and Happy New Year to you and your family.

Textile Industry Bicentennial Update

The story of textile manufacturing in the United States is really the story of technology, persistence and the tradition of excellence. It is a tradition that continues to this day, because the U.S. textile industry is recognized as the most efficient and productive textile manufacturer in the world.

But, the distinction of being the best does not come cheaply. Every year, the industry spends nearly \$2 billion on new plants and equipment so that today the industry buzzes with computer-driven operations, and this includes robots and lasers.

The industry is also applying high technology to customer service. Today, more and more plants are being linked by computers with apparel manufacturers and retailers. This system, known as Quick Response, means that, from the point of sale, suppliers are alerted to products that are moving.

Quick Response insures that retailers have products to sell while demand is heavy. This also cuts way down on inventory expenses, and takes some of the guesswork out of critical buying decisions by retailers. In the long run, consumers benefit because they have the right product at the right time at the best possible price.

This may sound as if the textile industry is just dresses and shirts and pants and sheets and towels. All of those products are very important to us, but they are only a part of what textiles are all about.

Apparel is 40 percent of our business, and home furnishings, such as sheets, towels and draperies, are another 15 percent. Floor coverings represent 22.2 percent of our business. The remainder of our products are in the category called industrial textiles.

Industrial textiles include underlinings for roadways, and bandages, parachutes, tea bag strings, and artificial hearts.

The list of industrial textile products includes some 10,000 items in the inventory of the Defense Department. It is no surprise that the Pentagon rates textiles as second only to steel in terms of military importance.

So proud are we that the textile industry created a program called Crafted With Pride in the U.S.A. to tell the whole country what the textile industry means to America.

You have probably seen the Made in U.S.A. television commercials featuring Bob Hope, Don Johnson and other celebrities, including Miss America. The message of Crafted With Pride is that we should buy products made in

Continued on page 4

About The Cover:

On front page, dressed in their Christmas best are employees and their children from Plant No. 2, Plant No. 3, and Plant No. 4. The employees are representing the Carolina Mills' Newton plants in wishing all employees a Merry Christmas and Happy New Year. Pictured are (l-r): Linda Lyda, Plant No. 4 in Conover and son Dean Lyda, Jr; Tim Rhodes, Plant No. 4 in Newton and son Shawn Rhodes; Linda Perkins, Plant No. 3 and daughter Priscilla Perkins; and Eva Spears, Plant No. 2 and son Anthony Spears.



Environmental Update

What advice is there for offices interested in recycling paper?

Get started immediately! You can save at least 17 trees and keep 60 pounds of pollution out of the air for each ton of paper you recycle.

Recycling office paper helps save energy: Nationwide, office waste-paper recycling programs can conserve the energy equivalent of 384 gallons of oil per recovered ton of paper. Every ton of paper not landfilled saves 3 cubic yards of landfill space. And making paper from recycled paper stock uses 15% less water than making paper from scratch. In fact, recycling just 1 ton of paper saves 7,000 gallons of water, enough to supply the daily water needs of almost 30 households.

The key to success in office recycling programs is employee cooperation:

- *Knowing why recycling is important, methods of sorting paper, and items.*

What else can we do?

- *Use less paper. Don't make copies of everything, and use both sides of the page when making rough drafts.*
- *Recycle waste paper internally as message pads.*

Keep Tree Fresh, Green and Moist

For your tree to stay fresh and green during the holidays, keep it outdoors until you're ready to set it up for decorating. If temperatures are above freezing, set the base in a pail of water.

Before you put the

tree in a holder, saw off about an inch of the butt of the trunk; this enables the tree to absorb water better. Keep the tree's reservoir filled with warm water to keep the tree from drying out. This will reduce the chances of a fire.

Preserve the Beauty of Your Lush Poinsettias

With a bit of attention and care, the rich beauty of a poinsettia can be enjoyed throughout the entire holiday season.

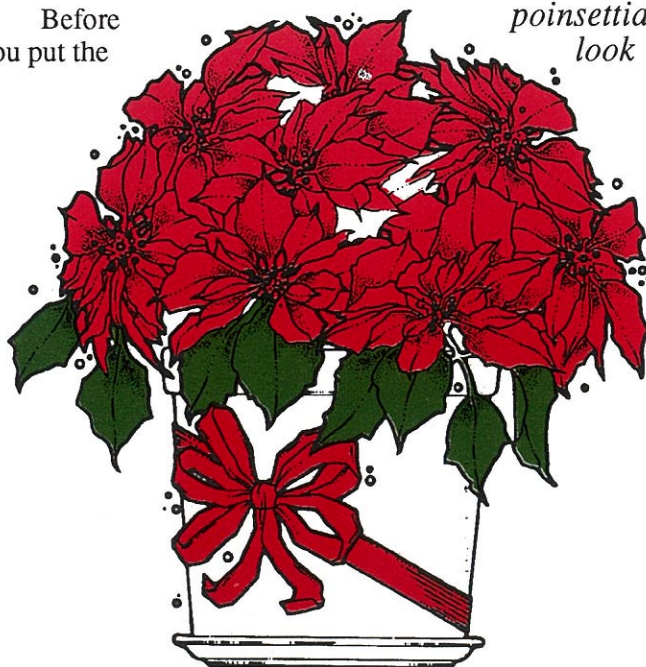
Here are some tips for the care and feeding of this favorite Christmas plant:

- *When selecting a poinsettia, look*

for tightly clustered, small central flowers with crisp, bright foliage. Green foliage down to the soil line indicates the plant has active, healthy roots, according to the Society of American Florists.

- *While some poinsettias require daily watering, others need it less frequently. When surface soil is dry to the touch, water thoroughly. Discard excess water in the saucer.*
- *Gardening columnist, Patrick Denton suggests keeping the poinsettia out of hot and cold drafts, in bright light and even, slightly cool temperatures.*

- *To ensure that the plant will turn red by Christmas, a night shading process should be started in early October. The plant needs to be in total darkness for a minimum of 12 hours each night for 40 nights. The night treatment starts the clock for setting the development of the colorful bracts and flowers. In the mornings, the plant should receive full sun.*





Credit Union News



Bicentennial Update

Continued from page 2

the United States because "It matters."

It matters because there are over 2 million fiber, textile and apparel jobs at stake. It matters because the textile industry and its employees are the foundation of many small communities all across the nation.

But it also matters for reasons that might not be so apparent. Textile products made in America were not produced at the expense of the environment. The U.S. textile industry spends millions of dollars to insure that the by-products of our manufacturing processes do not pollute the air or ground or water. The same cannot be said for manufacturers overseas.

What can be said about foreign manufacturers is that they are systematically eroding the position of U.S. mills in our own market. The textile industry, through organizations such as the American Textile Manufacturers Institute, is working with the U.S. government and Congress to develop a solution to keep import growth in line with domestic market growth.

Let me point out that the U.S. textile industry is a big player in the national economy. Textiles is part of a \$50 billion dollar industry, and is the leading manufacturing employer of women and minorities.

The industry takes its position of manufacturing and community leadership seriously. We were among the first industries to introduce education enhancement programs to improve the basic reading and writing skills of our employees.

More advanced education and technical training is also available to our employees. I might add the tradition of education in textile manufacturing is 200 years old.

Samual Slater brought in teachers for his employees in Rhode Island in the 1790s.

Textiles has also played a leadership role in the development of drug-free workplace programs. Pre-employment screening is near-universal in the textile industry, and we help those who are addicted seek assistance.

The American textile industry has come a long way in the last 200 years. From its humble beginning along the shores of the Blackstone River in Rhode Island to modern plants all over the United States, textile manufacturing has come of age in America, and it is poised to grow with America once again.

Holiday Greetings

For a Holiday Season
full of special joys
for everyone.



There is no more appropriate time than the Holiday Season to say "Thank You" and express our sincere appreciation for the confidence you have placed in us and the opportunities you have given us to serve you.
May the New Year be a Happy and Healthful one for you and your loved ones.

Joyce

Carol

Dot

NOTE: The year-end Credit Union Statements will be mailed out the second week in January. PLEASE KEEP THIS STATEMENT FOR TAX INFORMATION. . .

Your 1099-Interest and/or 1098-Mortgage form will be mailed to you by January 31, 1991.



A Christmas Candle Legend

One of the oldest of all religious symbols is surely the candle. In rich tradition and long before the celebration of Christmas, candles were used to signify Christ as the light of the world.

In medieval times a wonderful story was told about the Christmas Candle. It was said that on Christmas Eve the Christ Child wanders throughout the world, looking for places where He will be welcomed. Those who love Him place lighted candles in their windows, offering welcome and shelter.

No one knew whether He would come as a lonely child or in some other form, so it became the custom that no one would be turned away on Christmas Eve.

The Christmas Candle symbolizes both love and giving. It can lift darkness and fear from our lives, and there should be nothing that can extinguish it. As an ancient poet wrote:

*Blow cold against the flame,
Throw sand upon the spark;
You cannot keep the Light
From shining in the dark.*

Today, large glowing candles, beautiful red tapers, and radiant electric candles are in the windows of homes and stores. They are at the center of banquet tables and upon the altars of our churches. Always, they bear silent witness to the glorious light of Bethlehem.



Season's Greetings Word Search

Hidden in this puzzle are many words that will remind you of the holiday season. If you find them all, the left-over letters spell the name of this puzzle . . . and our message to you.

- | | | |
|-------------|-----------------|-------------|
| Angels | Gifts | Noel |
| Baby Jesus | Gift Wrap | Party |
| Bells | Happy Chanukah | Peace |
| Bows | Home | Santa Claus |
| Carols | Ice | Smiles |
| Cheer | Joy | Snow |
| Chimney | Laughter | Star |
| Decorations | Lights | Stockings |
| Egg Nog | List | Tag |
| Elves | Love | Tinsel |
| Families | Manger | Toys |
| Friend | Merry Christmas | Trees |
| Gag (gift) | Music | Wisemen |



D E C O R A T I O N S E S
 N E M E S I W C J T V G U
 S S E M T M E E F O N I S
 A R C O H A I I L I Y F E
 M E A H G A G L K C R T J
 T T E L I S T C E I Y W Y
 S H P A L M O S E S T R B
 I G O O N T N N T U R A A
 R U R S S G D E O M A P B
 H A K U N A H C Y P P A H
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 Y N E E R E A N G E L S O
 R O T R E G N A M S N O W
 R E I R E N E G G N O G S
 E L V E S S E I L I M A F
 M G S S U A L C A T N A S

see page 8 for answers to Season's Greetings Word Search.



Health, Fitness And Safety

Accident Free Holidays

The holiday season is a time of joy and fun, presents, and surprises! However, beware of the extra hazards the holidays bring . . . more traffic accidents, home fires, accidents with toys, falls, and accidental poisonings. Here are some ways to make sure your holidays are happy days! Holiday traffic is tricky. When driving, make safety your number one job. Be courteous, allow extra time, stay alert, and always use your safety belts. Be sure your car is holiday-safe. Check brakes, lights, wipers, defrosters, exhaust system, tires, battery, and ignition system. Holidays often create a dangerous combination—the throttle and the bottle. Remember, don't drink and drive.

Homes are America's No. 1 fire hazard, especially during the holiday season. The cold weather of the holiday season puts extra demands on your heating system. Follow these safety tips and the holidays will be safe:

- *Furnaces should be cleaned and checked regularly by a professional.*
- *Chimney pipes and flutes should be checked. They should have no cracks or loose mortar and should be clean.*
- *Use andirons and a screen or glass front at fireplaces.*
- *Never leave a fire unattended.*
- *Don't burn gift wrappings, tissue or evergreens in the fireplace.*
- *Check portable heaters and keep them away from curtains and furniture. They should have an automatic shutoff in case the heater tips over.*
- *Place Christmas trees away from heat sources and open flames.*
- *Check lights before putting on the tree.*
- *Look for loose sockets, broken and frayed wires.*
- *Keep water in base container of the tree, and check it daily.*
- *Make sure circuits are not overloaded.*
- *Place cords away from traffic areas and heat sources—not under rugs.*
- *Turn Christmas tree lights off when you leave your home unattended.*

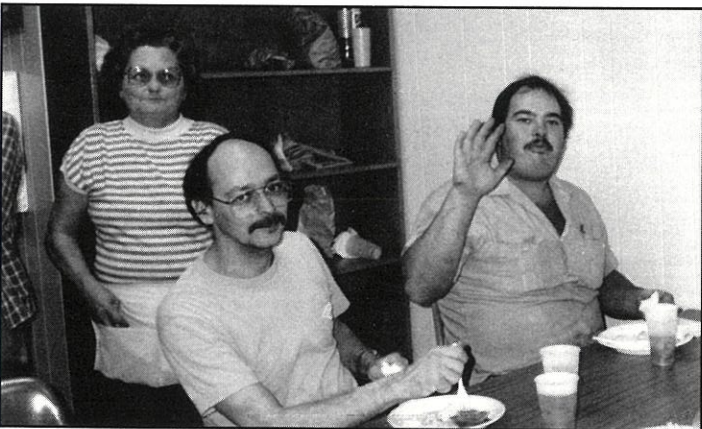
Make your home fall-free for the holidays. Inside stairways should be kept clear. Hand rails should be kept free of decorations. Walkways should be considered when you're arranging furniture to make room for the tree. Electrical cords and wires should be away from traffic areas where they could be tripping hazards. Ladders, not stools or chairs, should be used for those out-of-reach decorating jobs. Toys, boxes, paper, etc., are tripping hazards when left on floors.

Children need special protection from holiday hazards. Plants and greens used for decoration—holly berries, mistletoe berries, and Jerusalem cherry plants, for example—may be poison. Toys which are intended to bring pleasure can bring injury and death. Select toys to suit the age, abilities, and temperament of the child. Infants and toddlers should have toys which are too large to be swallowed and have no sharp edges, hidden pins or wires. Young children should have toys with no parts that can be pulled off and swallowed. Toys that shoot projectiles or have sharp edges should be reserved for older and more responsible children. Check all toys to be certain they are noncombustible and have no lead-base paint on them.

Don't let an accident mar your holiday season. Think safety all the time and have a safe and Merry Christmas and a Happy New Year!



(l-r) Darlene Poole, Sharon Rogers, Jean Campbell, and Gail Dillon enjoyed the safety meal served to Plant No. 22 employees. Plant No. 22 was one of the plants honored for not having any lost time accidents during the fiscal year 1989-1990. The employees enjoyed ham, turkey, roast beef, assorted breads and cheeses, along with potato salad and dessert.



Plant No. 2 employees enjoyed their safety award dinner during November. The employees received the "Best Plant" award for the 1989-1990 safety year. Enjoying the meal of roast beef, green beans, mashed potatoes and dessert are: (l-r) Dorothy Drum, Bobby Thomas, Tim Little.



J. V. Randall (right) received the "Best Plant Safety Award" on behalf of the Plant No. 2 employees. Presenting the award is Ed Schrum, President of Carolina Mills (left).

Service Awards

Carolina Mills policy is to present employees with a service award based on continuous years of service from the last date of hire.

Beginning, January 1, 1991, service awards will be presented to an employee by their supervisor on the date of their anniversary. Service awards are presented to employees completing 5, 10, 15, 20, or 25 years of fulltime continuous service. The awards for years of service are:

5 year award -

tie tac

10 year award -

14-karat gold Cross felt tip pen

15 year award -

14-karat gold Cross pen and pencil set

20 year award -

pewter platter

25 year award -

gold watch

Twenty-five years of continuous service is recognized with a gold watch that is presented at the annual Quarter Century Plus Club Banquet.

The 1990 service awards will be presented to all eligible employees at their plant's Christmas dinner.





President Of The Gaston County Personnel Association Elected

Recently, Dan Blair, Personnel Administrator at Plant Nos. 21, 22, and 29 in



Dan Blair

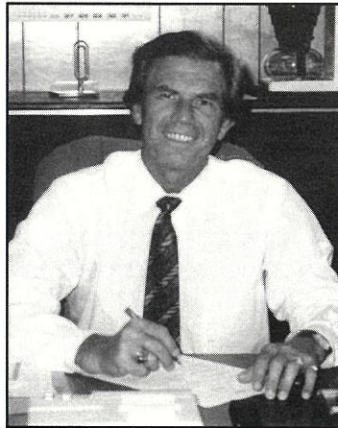
Ranlo, was elected President of the Gaston County Personnel Association. The Personnel Association is an organization designed to give an educational and inspirational approach to Personnel and Industrial Relation problems. Also the organization encourages a more thorough understanding of Human Resource problems for the purpose of increasing efficiency in this field of work.

The Gaston Personnel Association is composed of individuals affiliated in a Personnel Management capacity. There are active

and honorary members in the organization.

As President, Dan will direct all affairs of the association and at the final meeting of the year he will present an Annual Report to the members.

Besides holding the office of President, Dan had the responsibilities of the Secretary and Vice President. He has been involved with the association for 17 years.



Berry Cauble

Berry Cauble, Personnel Administrator at Plant No. 24 was appointed the new Vice President of the Personnel Association. Berry has been a member of the association since 1985. He feels the group is close knit and not only are they working companions they are close friends.

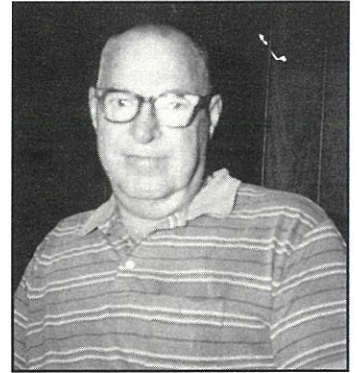
Employees On The Move

Retirements

James Travis

James retired from Plant No. 1 after 39 years of service. James' first job was a Twister Doffer and he retired as a Warehouseman in the Plant Services Department.

One special memory James has of Carolina Mills is that Mr. Moretz loaned him money to start his marriage of 38 years. He also said Carolina Mills had been like home to him for 39 years and helped him when he faced trying times.

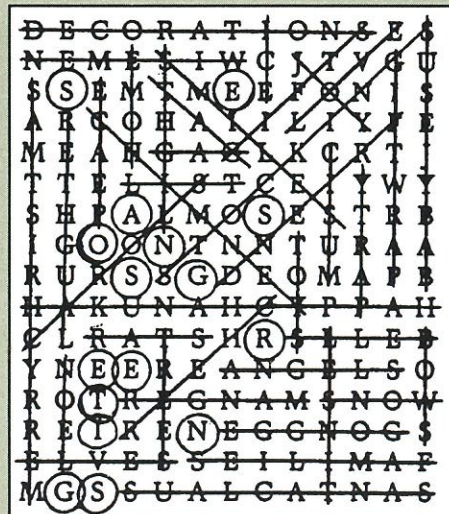


James E. Travis

Now that James has retired, he plans to do some gardening, cut firewood, and entertain himself by playing pool.

James and his wife, Nancy, live in Maiden and have two children.

Season's Greetings Word Search Answers





Plant Happenings

Plant No. 4 picnic was held at the Newton-Conover YMCA. The employees enjoyed hotdogs and hamburgers along with games and a special appearance by the Ninja Turtles.



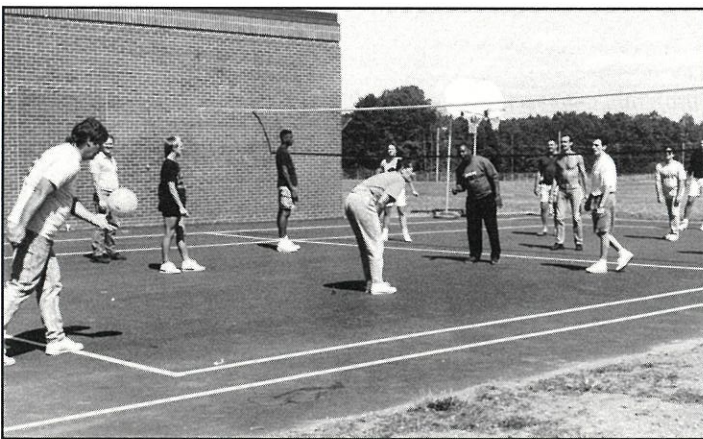
Recently the Redcross BloodHound visited Plant No. 4. The plant reached its goal with sixty-five pints collected. Some of those who gave blood were: (left front) Ervin Keener, (left back) Joe Verbos, and (right), Donna Blackburn.



Plant No. 4 employees as they enjoyed lunch. (l-r) Tim Crouse, Eddie Crafton, DC Ball, Betty Davis, and Mrs. Charlie Weaver.



Plant No. 8 had several Halloween goblins running around the plant on Halloween day. They were: (l-r) Nila Elmore, Lois Brittain, Myra Keener, Terri Bivens, and David Caldwell.



Employees and guests during a heated game of volleyball.

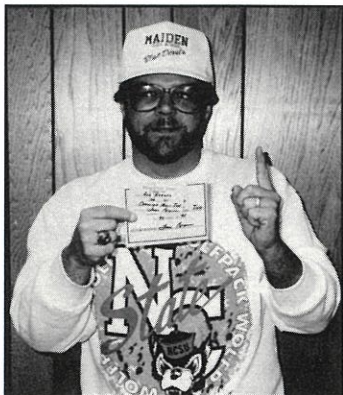


"Hey, that nose is supposed to be part of my stew!"



And The Lucky Winners Are . . .

The winners of the football game passes for the State Playoff game between Maiden vs. Randleman were:



John Biggerstaff

Maiden High School Football

Maiden vs. Randleman
November 9

NAME John Biggerstaff
PLANT 22

John is the Plant No. 22 Superintendent. He has been employed with Carolina Mills for 2 years.



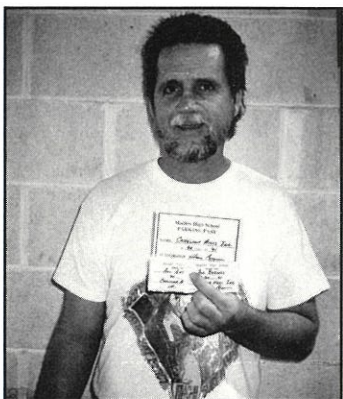
Donna Sain

Maiden High School Football

Maiden vs. Monroe
November 16

NAME Donna Sain
PLANT #6

Donna presently works in the Spinning Department as a Sweeper at Plant No. 6 in Lincolnton. She has been employed since January, 1990.



Wayne Hendricks

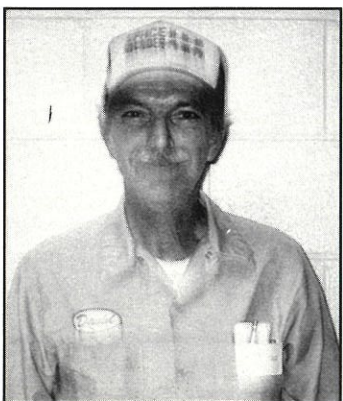
Maiden High School Football

Maiden vs. Randleman
November 9

NAME Wayne Hendricks
PLANT CM FURN

Wayne works in the Quality Control Department of CM Furniture as Glue Line Inspector. He has been employed since 1988.

The winners of the football game passes for the State Playoff game between Maiden vs. Monroe were:



David Sisk

Maiden High School Football

Maiden vs. Monroe
November 16

NAME DAVID SISK
PLANT CM FURN

David has been employed with CM Furniture for five years. Currently, he is a Spindle Shaper Operator in the Machine Room.

Carolina Mills Inc.

FACTORY OUTLET

Select from 1st and 2nd quality carpets in an array of colors:
Beige Mauve Gray Blue Peach Brown Teal Green
... many styles and colors available at great savings!

OPEN:

- Tuesday & Thursday-10:00 am to 5:00 pm
- Saturday- 9:00 am to 1:00 pm



Holiday Snapshot Contest

Carolina Mills in conjunction with Mecklenburg Printing, the company that prints the *CaroLines*, is sponsoring a holiday photo contest. All photographs should have a Thanksgiving/Christmas theme illustrating all the joy and spirit of the season. A gift will be presented to the winner of the contest.

All employees are encouraged to show off

their photographic talent and enter the contest. All photos should be labeled on the back with your name and plant location.

Entries should be submitted to the Human Resource Department located in the Main Office no later than Friday, January 11, 1991.

The following advertisement mentions the contest rules along with the type of photographs needed.



Catch The Spirit Of The Season On Film

The CaroLines wants to add even more holiday cheer to your season. We invite you to share your talent with us by entering our Thanksgiving & Christmas photo contests. You could win \$25 in cash and have your winning photo published in the next edition of *The CaroLines*!

Contest Rules

- Photo subject must be related to Thanksgiving & Christmas.
- Only black and white or high-contrast color photographs will be eligible (no Polaroids, please).
Photos produced in black and white are preferred.
- Submit your entry to **Susan Hawkins** by **January 11, 1991**.

Thank you for your participation!





Carolina Mills

Employee Discounts



CHIMNEY ROCK PARK

Adults.....\$ 5.00
 6 to 15 years.....\$ 3.00
 under 6 years.....FREE

Quarter Century Plus Club

Sweatshirts \$15.00
 Sizes available:
 Mens: M, L, XL, XXL
 Womens: L, XL
 Sweatsuits will be sold as long as they are in inventory.
 Sweatsuits can only be purchased by a member of the Quarter Century Plus Club.



Adult tickets.....\$16.10
 Students.....\$11.50
 Children under 11.....FREE

Carolina Mills

- Beverage Bags**\$ 5.00
- Carolina Mills Books**
- Christmas Cookbook..... \$ 5.00
- Carolina Mills Windshield Covers**\$ 4.00
- Carolina Mills Key Chains**
- Key Chain.....\$ 4.00
- Carolina Mills Green Corduroy Ballcaps**\$ 5.00

Carolina Mills Videos .

Styles in Oak; Styles in Pine & Entertainment Centers; Styles in Cherry and Maple (catalogue accompanies each video)
 Contact your Personnel Administrator

Announcements

Carolina Mills will close for the Christmas Holiday on Friday, December 21 at 5:00 p.m. and re-open on Monday, December 31, at 8:30 a.m.

For Sale-The 1989 Textile Week gifts, green and white stadium seats, are now on sale. The cost per seat is \$5.00. If you are interested in purchasing one of the gifts contact your Personnel Administrator.

Carolina Mills is an official member of Sam's Club. Sam's offers discount prices on a wide range of products. There are two locations, Winston-Salem and Charlotte.

Sam's Club is open:

<i>Monday - Friday</i>	<i>10:00 am to 9:00 pm</i>
<i>Saturday</i>	<i>9:00 am to 8:00 pm</i>
<i>Sunday</i>	<i>12:00 noon to 6:00 pm</i>

In order to receive a membership card, present the letter given to you by your Personnel Administrator and your drivers license at your nearest location and a card will be given to you.

Have A Safe Holiday!

Carolina Mills Inc.

P.O. Box 157
 618 Carolina Avenue
 Maiden, N.C. 28650

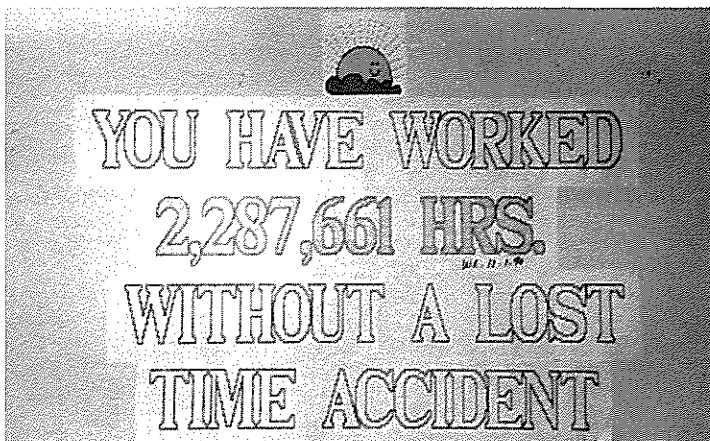
Buy Textiles and Apparel
 Made in the USA

Published By:
 Editor: **Susan Hawkins**
 Reporters: **Personnel Administrators**
 Production Assistant: **Cindy Taylor**

BULK RATE
 US POSTAGE
PAID
 PERMIT NO. 33
 Maiden N.C. 28650
 RETURN POSTAGE
 GUARANTEED



Plant No. 3 was one of the recipients of a safety award for the physical year 1989-1990. Everyone was treated to a BBQ dinner. The plant completed 287,661 safe man hours without a lost time injury. (l-r) Phyllis Staton, Jerry Leatherman, Linda Fitzgerald, Teresa Sigmon, and Greg Moser as they enjoyed the safety dinner.



Plant No. 3's Safe man hours.



Plant No. 12's United Way campaign was completed with over 96% participating in payroll deduction. Plant Manager, Bob Cook commented, "I'm proud of all our employees who support the community the way they do." Front row: (l-r) Louise Lenderman, Phyllis Parker, Carolyn Muse and Johnny Ireland. Back row: Gene Garner, J.W. Hedrick and William Bridgers.

Legislative Update

As 1991 begins, the textile industry prepares to face new and challenging issues.

The most prominent issue is the fact that imports continue to capture an even greater share of America's market. It appears imports will increase to an 80% market share by the year 2000.

To try and combat the rising number of imports, the House of Representatives is planning to introduce a new textile bill restricting imports of textiles into the United States in January to congress. From past experience, the industry knows

that making a textile bill into law is time consuming and frustrating, but we are prepared to offer full support of a new bill.

Although it may take months for the bill to be placed on the agenda for voting in the House of Representatives, the textile and apparel industry must continue to work hard producing top quality products and remember to buy American Made products. Another important concept to remember is sometimes we have to try again and again, but it takes time to pass a bill, and persistence pays off.

