## Carelines

Published For And By The Carolina Mills Family

December 1988



From All Of Us At Carolina Mills

#### **Profit Sharing Plan Grows**

In the spring we watch flowers grow, but in the fall of the year, employees at Carolina Mills watch their profit sharing grow. This year, Carolina Mills contributed \$4,113,500.00 to the employees Profit Sharing Plan. This is the largest amount ever contributed to the plan.

The Carolina Mills Profit Sharing Plan has been

in existence since 1964. This is just one of the retirement plans that is available to our employees. Many of the first plans were begun as long ago as 1942. Carolina Mills was the first textile company in the south to make retirement plans available to it's employees.

#### Dear Employee:

We are very pleased to announce an upward revision of wages effective January 1, 1989.

In addition, we are improving the vesting requirements for the Profit Sharing Plan so that you will be vested in the program much more rapidly. The new schedule as shown below will take effect October 1, 1989.

Years of Service	Vested Percentage	Years of Service	Vested Percentage
Less than 3	0	5	60
3	20	6	80
4	40	7	100

Your continued involvement in our textile and furniture programs and your producing quality products help insure that our wages and benefits are competitive with other industries.

We appreciate your efforts in keeping Carolina Mills a good place to work.

Yours very truly,

E.P. Schrum President



Jack Foote, filling Creeler at Plant 3 shown using new elevator. When asked what he thought of it he said "It rides like a Cadillac".



Jerry Hall, Plant 3, (left)was the winner of an ice cream freezer for having perfect attendance during the month of August. Presenting the freezer is Jesse Hamlett.

### CaroLines

Carolina Mills, Inc. PO Box 157, Maiden, N.C. 28650 (704)428-9911

Carolina Maiden Corporation Subsidiary

> CM Furniture, Inc. Subsidiary

> > EDITOR: Nancy Schrum

**PLANT REPORTERS:** Personnel Administrators

CaroLines

is published and distributed in February, April, June, August, October and December.



#### Plant No.3 Newspaper Reporters Treated

The newspaper reporters were treated to a continental breakfast and a Carolina Mills jacket

for their dedication and interest in the plant newspaper. Pictured here are: Pauline Jones, Lisa Johnson, Tommye McNeely, Betty Dobbins, Keith Neaves, Theresa Cook and Bill Yates. Bob Cook, right is expressing his "thanks" for the job they're doing.

#### In Passing...

Forrest Martin dropped by the Main Office talking about how proud he is of his son Arnold Martin. Arnold graduated from the University of Tennessee in May with a degree in Optomology. He is a practicing surgeon in the Army with the rank of Lt.



At this time every year.

Despite the planning on my part,
It's what I always fear.

I've signed and sealed and mailed my cards And soaked my aching wrist. I've heaved a sigh of great relief. I've finished up the list.

And then, when all my cards are mailed, It's almost always true:
The very next day I get a card
From someone NOT sent to!

#### Caroline

#### Plan Your Holiday Eating

Maintaining a desirable weight doesn't mean you have to turn down party invitations. With just a little planning, you can enjoy special occasions - even when you're offered an array of sumptuous treats and beverages.

Early in the season, establish a weight goal, then check your weight once a week before breakfast. If you gain a few pounds, don't give up. Just eat more sensibly during the next week.

As soon as you arrive at a party, put your plan into action. Drink club soda, seltzer, or mineral water with a twist of lemon or lime.

Take just a nibble of a few rich foods such as fruitcake, brownies, iced cookies, and cakes. Be selective when sampling from the cheese tray. Cheddar Cheese contains 114 calories per ounce, and process cheese spreads have even more.

If you like nuts, savor them slowly, one at a time. One tablespoon (8 to 10) of salted pecans, almonds, peanuts, or walnuts totals 50 calories.

Focus on lower-calorie hors d'oeuvres. Raw fruits and vegetables - crunchy and colorful - are more nutritious, have fewer calories, and will fill you up easily. Party dips made with sour cream or mayonnaise base can have over 100 calories per tablespoon. But plain yogurt dips that are made with skim milk and spices can have as few as 5 calories per tablespoon.

(Taken from Cooking Light Magazine)



#### Quiz

Do you know the history of holiday traditions?

These Christmas trivia questions are from "Celebrations, the Complete Book of American Holidays," by Robert Myers with Hallmark Cards, (Doubleday):

- 1. The actual date of Christ's birth:
- (a) is recorded in the Gospel of Luke
- (b) is January 6, the Feast of Epiphany
- (c) is probably sometime in the summer or early fall
  - 2. The Puritan response to Christmas was:
- (a) to fast, then celebrate by feasting
- (b) to refuse to acknowledge it at all
- (c) to attend church from dawn to dusk
- 3. Washington decided to cross the Delaware on Christmas because:
- (a) Hessian mercenaries had abandoned themselves to a rousing German festival and forgot to keep watch
- (b) His troops were eager to get home for holiday celebrations
- (c) the date was insignificant; it was merely a coincidence
- 4. The first state to grant legal recognition of Christmas was:
- (a) Massachusetts
- (b) Alabama
- (c) New York
- (d) none Christmas is a religious holiday



- 5. The image of Santa Claus as a full-bodied, bearded bell-ringer comes from:
- (a) Clement Moore's poem, "The Night Before Christmas"
- (b) Thomas Nast's cartoons for Harper's Weekly
- (c) a costume designed by a Salvation Army volunteer
- 6. The origin of the word "Yule" probably comes from:
- (a) a German-Celtic November feast of the same name
- (b) the Gothic Hiul, which meant wheel
- (c) the Anglo-Saxon geol, meaning feast
- (d) all the above
- 7. The number of Christmas cards mailed this year will be approximately:
- (a) 10 million
- (b) 3 billion
- (c) 1.5 billion
  - 8. A century ago, Christmas dinner turkeys:
- (a) were force-fed English walnuts and sherry
- (b) ate a strict diet of bread and water
- (C) were running wild until a day before the event
  - 9. Holly traditionally symbolizes:
- (a) the crown of thorns and Christ's blood
- (b) the burning bush in which God appeared to Moses
- (c) a good luck charm for men
- (d) all of the above

Answers: 1 (c); 2 (b); 3 (a); 4 (b); 5 (b); 6 (d); 7 (b); 8 (a); 9 (d)

# Textile Week

#### Ed Schrum, Key Note Speaker, Textile Appreciation Dinner

Ed Schrum addressed the Textile Appreciation Dinner at the Gaston Country Club where Gastonia firemen and those from volunteer departments were guests.

Applauding the Textile Week Committee for making such recognition possible, Schrum said, "Charity begins at home and it's time to make our

counties a better place to live."

Through the cooperation of the textile industry, he said this could be possible.

"This is an industry known by what it is, and what it has earned," Schrum said, "and those who work in it are resourceful."

He noted that Textile Week, now in it's ninth year, is being observed in nine states. There are 700,000 textile employees in the nation, Schrum said.

The week, he said, is a tribute to good people. "We have computers and they're important," he said, but no business can exist without people. "This may be corny, but I like it."

#### Happenings From Plant No. 8

Everyone at Plant No. 8 enjoyed the activities provided by Carolina Mills during Textile Week. All were treated to free popcorn and drinks, a special gift from the company, and to top off the week, a hot dog dinner for "Employee Appreciation Day". If the amount of food that some ate is an example of how employees "appreciate" the thoughtfulness given to

them, then Carolina Mills can certainly stand proud!

Several employees from Plant No. 8 attended the Presidential Debate in Winston-Salem and the trip to Washington, DC to encourage the override of the Textile Bill veto. Those that participated said they would never forget the honor of being able to participate and take a stand for the Textile Industry.

Also, many of our employees have attended the "Expression of Liberty Great American Quilt Exhibition" at the Hickory Museum of Art. Free tickets were provided for all employees and their families.





Free popcorn and drinks were provided for Textile Week at all Plants. Darrell Cogdill and John Bowlin enjoy their popcorn and drinks with Personnel Administrator Joe Roseman at Plant No. 5.

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# Coroling Lines



#### Plant No. 12 Celebrates Textile Week

The windshield covers were great especially if you work on 3rd said these ladies from the winding Dept. From left to right are Joyce Nelson, Pauline Jones, Sallie Witt, Marie Moore, Emma Carlson (sitting) Linda Holzworth and Lucille Johnson.

Tim Johnson won the doffing contest during Textile Week with a time of .0176 minutes per spindle. Tim doffed a 288 spindle frame in 5.07 minutes. Maria Stroupe, from the I.E. Department is in the background to verify the time. Dean Willis won 2nd place and Jerry Mayberry won 3rd out of a total of 20 entries.

The poster contest was won by Jim Speaks. Pictured here is Wendy Minton, Jim Speaks, and Bill Yates, standing in front of the art work of some of our entries. Wendy and Bill had the runner-up posters.

Everybody enjoyed free popcorn and drinks all day Thursday during Textile Week at Statesville. Here Steve Sparkes fixes a bag for our mail courier, Shuford Campbell. 41 lbs. of popcorn was popped.

If you wore "American Made" clothes, yogurt was the treat on Friday. Over 100 lbs. of yogurt was eaten. Pictured here is Bristol Cheek, Lenarda Morrison, Randy Josey, Ken Swink, Dennis McCall, J.W. Hedrick and Odell Hinson, up front.

George Barnes was caught with his mouth full on hamburger day. Roger Ireland was between burgers. Bob Cook was the winner of the day with 5 burgers under his belt. A total of 427 hamburgers were served.







## Override Of The Textile Bill Fails

The House of Representatives on October 4 narrowly failed to override President Reagan's veto of the Textile, Apparel and Footwear Trade Act. While the final recorded vote was 272 to 152 in favor of overriding, the real margin in fact, before certain committed votes were released, was 2-3 votes. With 64% voting for the override, the vote fell short of the required two-thirds majority of those members present and voting.

The vote was a culmination of a major two-year lobbying effort by the Fiber, Fabric and Apparel Coalition for Trade (FFACT) and a last-minute push involving hundreds of textile executives and more than 1,000 textile workers who came to Washington to demonstrate for the veto override and contact members of Congress.

Shortly after the final vote, ATMI President Daniel K. Frierson, who also is chairman of FFACT, issued a statement to the news media saying the failure to override was a "disappointing setback for two million Americans whose jobs are being threatened by an unrelenting flood of foreign imports".

"The textile and apparel trade crisis will not go away," Frierson said. "Ît will only get worse unless or until Congress acts decisively to stop the flood of imports which already has resulted in the loss of 400,000 jobs in just eight years.

"Both the House and Senate voted overwhelmingly to pass the textile bill. This reflects the support the bill has received from people across the entire country. But a small minority in Congress and the President have blocked its enactment. The American workers who have fought this battle will be heard from again at the polls and in the halls of Congress."

Frierson expressed the industry's gratitude for the bipartisan support and the strong leadership the textile bill received as it moved through Congress.

Just Prior to the vote, more than 1,000 textile workers carrying banners, signs and red, white and blue umbrellas rallied on the steps of the Capitol and made personal calls on congressional offices seeking support for the override. At the rally preceding the office visits, Frierson praised them for coming to Washington, not only to seek to slow imports and save American jobs, but "to exercise your patriotic duty."



## Carolina Mills Employees Go To Washington, D.C.

Employees from Carolina Mills went to Washington, DC to impress upon the leaders of our country the need for the Textile Bill that President Reagan over rode.

Carolina Mills employees joined other textile firms on Capitol Hill with signs that said "Override the President's veto".



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#### Plant No. 12 Celebrates Textile Week



The Main Office celebrated Textile Week with a luncheon cookout. "Kids of the USA" from Maiden Elementary, under the direction of Doris Triplette performed patriotic songs in honor of Textile Week

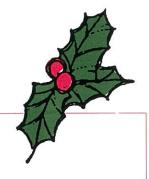




Monnie Heffner, Supervisor at Plant No. 5 presented June Read and Pam Lineberger with their Textile Week gift- a windshield cover.



Eula Chapman and Debbie Jenkins from Plant No. 6 with the windshield cover that all employee received for Textile Week.





### Have A Happy Holiday And Return To Carolina Mills Safely









"Kids of the USA" from Maiden Elementary.

#### Retirements

Lander "Bummy" Bumgarner

Retired Oct. 7, 1988 after 28 years at Carolina Mills. Although Bummy worked for Grady Rhodes, he was at the Statesville Plant for many years and thought of as one of us. Pictured here are Bob Cook left and Odell Hinson standing wishing Bummy a happy retirement. The rocking chairs were given to Bummy by the employees on 1st shift from spinning and carding.





Rt.1 Vale, Weaver Plant 3 retired during Sept. with over 31 years service. Said she was going to spend time with her sister and travel with her husband. Margaret shown with Weaving Supervisor John Cooke, was given a dinner by her fellow employees.



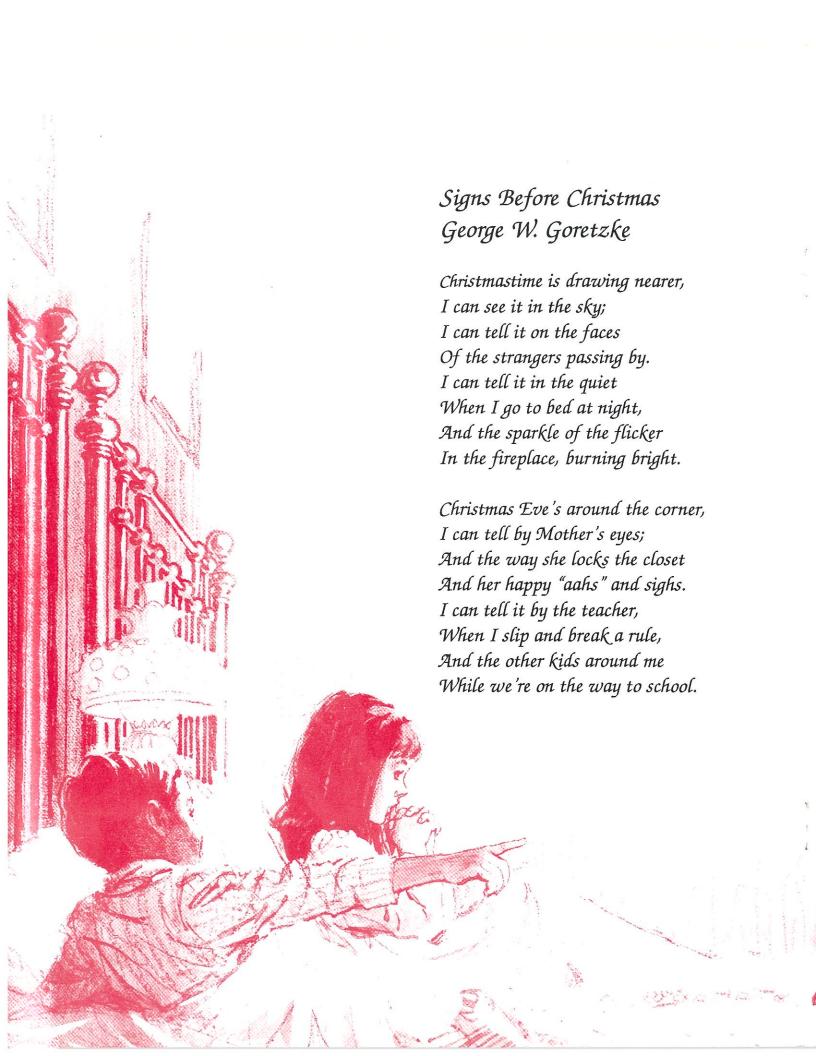
#### The Red Leaves and the Green Nadine Brothers Lybarger

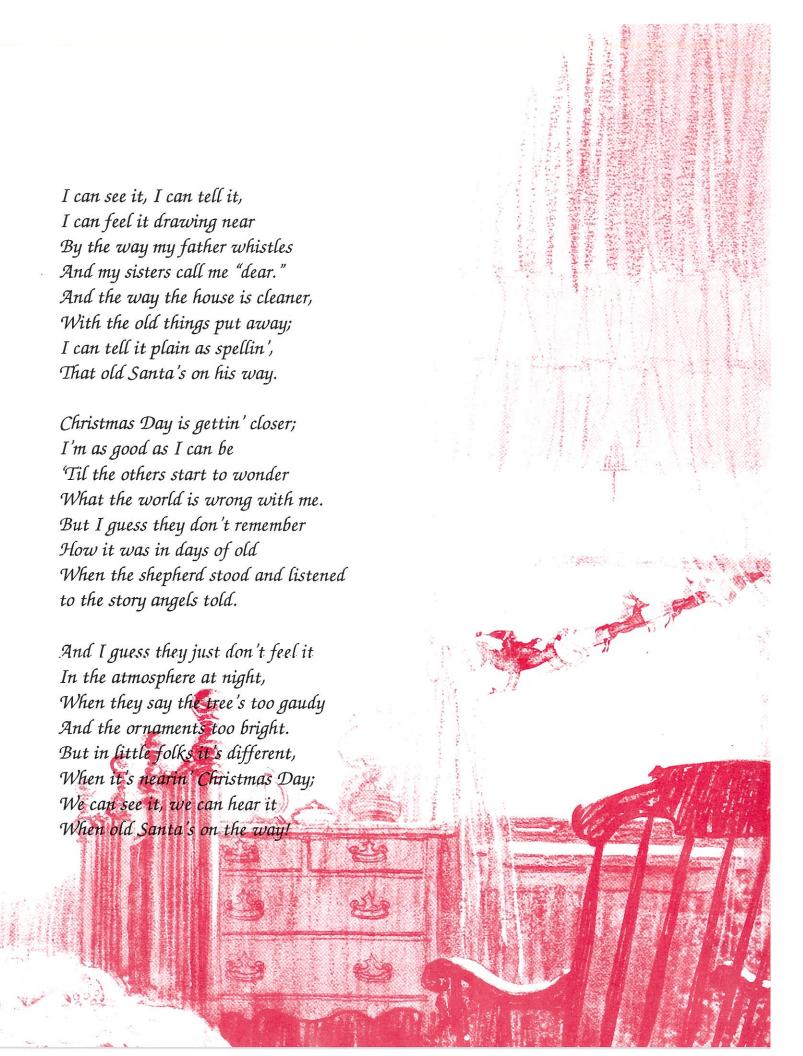
A splash of vibrant color Upon the Christmas scene Are beautiful poinsettias With the red leaves and the green.

So Brilliant in their blooming; Small gemlike flowers unfold To crown their loveliness of leaf With gleaming red and gold.

In a sea of decorations, They add that special touch Of a living, glowing atmosphere That always means so much.

When we think of the poinsettias, We think of Christmas cheer And beauty that stays with us Far into the coming year.





## Carolina Creations A Junior Achievement Company

Carolina Creations is back in business. The Junior Achievement Company is busy producing as their first product a solid oak adjustable book shelf. The shelf is selling for \$11.00.

Carolina Mills has sponsored a Junior Achievement company since 1981. Carolina Creations has received the Company of the Year award each

Mills. They meet once a week and actually run a company.

Junior Achievement is a non-profit organization

high school students and 5 advisors from Carolina

The company is composed of approximately 25

year they have participated in the program.

allowing high school students "hands on" experience in business operations. JA businesses are formed and managed for a 19 week period and at the completion of the program, companies are liquidated and profits shared.



Junior Achievement officers (l to rt) Jennifer Darnell-President; Donna Beal-VP Marketing; Jeff Dillingham-VP Finance; Iris Brigman-VP Sec/Personnel; Regina Smith-VP Production.



Junior Achievment Advisors (ltort) Richard Miller-Executive; Tim Abernathy- Finance; Dale Wilson- Marketing; Steve Biggerstaff- Production; Tracy Philyaw- Personnel.



Jerry Harbinson gave an inspirational "pep talk" to the officers and advisors as they prepared to put Carolina Creations in operation.



John Truesdale, a former Executive Advisor and President of the Catawba County JA Advisory Committee introduced the officers and advisors as to the procedures of running a Junior Achievement Company.

#### **Poor Mans Dinner**

The first shift employees at Plant No. 6 held a "Poor Man's Dinner". The Menu was pinto beans, slaw, cornbread and onions. The occassion was in observance of the Plant now running 5 days.

Buy items made in the USA.



Bobby Smith, Randy Neal, George Fraley.



Ted Carpenter, James Black

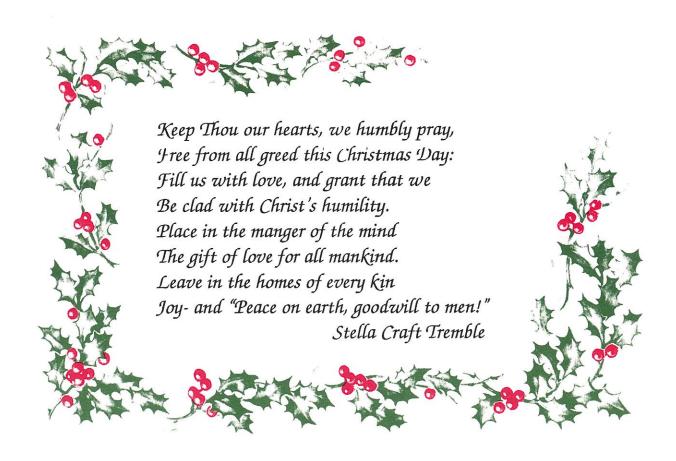








Plant No. 3's employees had a "great time" at their summer outing



#### Plant No. 8 Halloween Spooks



Larry Teague



Ada Ellis





(BackRow,Left to Right) Myra Keener Lois Brittain, Vickie Ramsey, Debbie Williams, Elizabeth Bivens (Front Row, Left to Right) Terry Talbert, Nila Elmore, Diane Rice, David Caldwell



#### Colts End Season

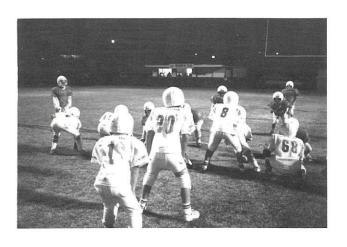


The Carolina Mills Colts coached by Steve Biggerstaff (Plant No. 14) and Barry Drum ended the season with a 2-4 record. The Colts were a young team with only two of the players having any football experience. Carolina Mills provided the uniforms with the company logo on them.

At the end of the season Carolina Mills sweatshirts were provided for each team player.

#### First in the League

J.W Hendrick, Shop Mechanic at Plant No. 12, left rear stands behind his "rinky dink" ball team who finished 1st in the league this year. Carolina Mills bought the teams pants this year as a donation. The ice cream was bought after the last game for having a winning season. Congratulations team!



#### Carolina Mills Yarn In London

Yarns manufactured at Carolina Mills were shown at the Leicester Yarntex Exhibition in Leicester, England. The booth is sponsored by Carolina Mills and Durban Yarns, Ltd. Durban Yarns is the yarn sales agency that represents Carolina Mills Yarn Division in the United Kingdom.

The exhibition is an international show mainly for fabric manufacturers in the apparel industries. Shows are held in January and September.

Forthcoming government regulations regarding fire safety in night wear and children's wear, customers at this exhibit seemed particularly interested in the flame retardant polyester garments exhibited by Carolina Mills.

Mike Groce was in charge of coordinating the exhibit.



#### Once Again We Pause Lucile E Teske

What ever else we lose throughout the years, Let us keep Christmas, shining and apart, And cast aside grim worries and dark fears To feel a stir of joy within the heart. If dreams have failed and disappointments throng While problems seem too difficult to face, The muted cadence of the angels' song Renews again this blessed time of grace. Unrest and folly, glimmerings of war Enmesh us in a net of puzzling strife, But far above the star still goes before To point the way to happiness and life. May hearts be listening when the joy bells ring New courage, faith, and hope on Christmas morn, As once again we pause, remembering That unto us the Prince of Peace is born.



#### **Christmas At The Biltmore Estate**

When George Vanderbilt opened Biltmore House to guests for the first time, it was Christmas Eve in 1895. Over 60 fireplaces within his 250 room French renaissance chateau glowed with the warmth of holiday celebration and Vanderbilt's own personal welcome.

Christmas cards, many of them gilded or jeweled, were just coming into vogue. The use of both floorstanding and table top Christmas trees was a novelty in the United States. Also new to 19th century America were the customs of stockings hung on the mantles or on bedposts, plus puddings and mince pies, and a lyrical little poem composed a few years before called"'Twas the Night Before Christmas."

Many of the traditions begun in 1895 still continue. In 1895, the Asheville press reported that a "beautiful Christmas tree that stood in the banquet hall" caused "the liveliest anticipation of the little folks," children of employees of the estate, for whom the Vanderbilts put gifts under the large tree. The 40-foot fir tree still presides in the Banquet Hall, its massive boughs decorated with miniature gifts reminiscent of those celebrations for George Vanderbilt's Biltmore Estate staff.

In 1906, Mr. Vanderbilt hired a 30 piece brass band and a company of vaudeville artists from New York to provide entertainment at the Christmas party. In 1988, Biltmore House is filled with musicians throughout-the seasonal music provided by choral groups, harpsichordists, pianists, flutists, cellists, violinists, harpists and guitarists.

Today, the housekeeping and decorations staffs at

Biltmore House, go to great lengths to duplicate what Edith Vanderbilt must have expected from her housekeeping staff in the late 1800's.

Barnhart's decorating efforts include using some 1500 poinsettias throughout the season, 200 at a time in the Palm Court alone. Biltmore House staff help with the display of some 20 Fraser fir Christmas trees (decorated with about 4,000 tree ornaments, many of them handblown glass and wax ornaments imported from Europe), a topiary deer, 450 red velvet bows, 150 wreaths, 10,125 feet of roping (24 strands of 25 yard roping are used just to wrap the Grand Staircase), Cornellia Vanderbilt's one-horse sleigh, handblown glass and wax ornaments imported from Europe and fresh flowers (which the Victorians used year-round) ranging from amaryllis and Azaleas to gloxinia, narcissus, violets, Christmas cacti, cyclamen and tropical plants.

Like their Victorian counterparts, the Biltmore House staff spends months in preparation for the season, creating their own special handmade ornaments from paper, ribbon, lace, silk and dried flowers. spices, feather and fruits, velvets, pine cones, gum drops, mistletoe and streamers. Tussie mussies, a Victorian traditional nosegay made of fresh or silk flowers and lace are made by Biltmore House staff and form a special tree in the Morning Salon.

In the kitchen at Biltmore House, a large gingerbread replica of Vanderbilt's chateau stands about three feet tall. Cinnamon, clove and citrus simmer in Kettles in the downstairs, filling the house with the familiar scents of seasonal spices. The result is a sensual delight, a nostalgic visit for each guest into the past when Christmas was a celebration of the traditional.

Discount tickets are available through your Personnel Administrator.



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## Carolina Mills Annual Report Wins Awards



Carolina Mills 1987 Annual Report received national recognition from Larimi Communications ARC Awards and Financial World Magazine.

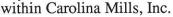
Larimi Communications awarded Carolina Mills a bronze award in the categories of Cover Design and President's letter. The competition is open to all organizations and individuals involved in the process of producing annual reports. Over 680 corporations, associations, government agencies, public relations agencies, designers, and other suppliers from across the United States, Canada and abroad submitted entries in the competition. Each entry was evaluated in several rounds of separate judging. After the initial rounds of judging, an average score out of a possible 100 points was then tallied for each entry. Final judging was made by senior executives from top financial relations organizations, public relations agencies, and design firms.

Financial World informed Carolina Mills that the 1987 Annual Report had been chosen as a second place Bronze winner in Financial World's Annual

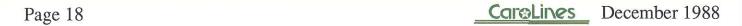
Financial World fosters excellence in corporate communications by sponsoring the annual report competition. Over 1,000 annual reports in 80 industry categories undergo a four month judging process.

As a Bronze Winner, Carolina Mills annual report was recognized in Financial World Magazine's November 1, 1988 cover story and was announced as a winner at the awards banquet.

Carolina Mills Annual Report is created and designed by Nancy Schrum with assistance of Cindy Taylor and information submitted by each division









#### The Twenty-Sixth of December Dr. Donald R. Stolz

Christmas Eve is a memory, And Christmas Day has gone, And now a New December-The twenty-sixth-has dawned. The holiday is over, The year is history, And the only vivid evidence is a tinseled Christmas tree.

The kids have all their presents; Now they're nowhere to be seen, And slowly people everywhere Are returning to routine. There are no voices caroling; There are no sounds of fun. The world just seems a bit depressed 'Cause Christmas is all done.

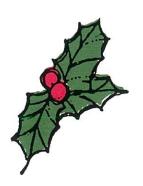
And in a place so far away Rests a man with strength depleted, For as everyone returns to work His job is now completed. He Slumps into his favorite chair, Too weak to get undressed, His fur lined boots kicked off to give His weary feet a rest.



He has traveled so many lands With his reindeer and his sleigh And has spread the Christmas spirit As he coursed along the way. He has driven through great blizzards And has fought the tropic sun As he circumnavigated earth Bringing pleasure, gifts, and fun.

And now his journey is complete; He's earned a nice long rest, And soon his head droops in deep sleep With his beard upon his chest. And as he dreams he recollects The centuries gone by And the many miles he has flown Across the winter sky,

And the happy faces he has seen And the laughter and the joys, And the tons of presents he has brought To countless girls and boys. And now its slumber, well deserved, Without a doubt of fear. Then when he wakes he will be preparing for next year.



So children everywhere, take note, When your feeling very glum, 'Cause Christmas Eve has come and gone And Christmas day is done; Just remember what this day is And you'll feel a new elation, For on December twenty-sixth, Santa Clause takes his Vacation.



#### CareLines

#### Calendar

#### December, 1988

18th- 23rd:

Christmas celebrated in all the Plants

26th- 30th:

Carolina Mills closed

January, 1989

2nd:

Carolina Mills Office reopens

TBA

ACelebration of Carolina Mills 60th Birthday

TBA:

Junior Achievement Open House

#### Variety Of Discounts Offered To Employees

Hickory movie tickets are available at the price of \$3.00(normally \$4.50). Contact your Personnel Administrator for more information.

Carolina Mills has available three different ball caps:

Green Ball cap \$2.75 White Ball cap \$4.00 Red Ball cap \$4.00

Ball caps are available at the Main Office.

Carolina Mills, Inc. has available cookbooks for the price of \$5.00. A Carolina Mills cookbook which includes recipes Christmas and various crafts. Cookbooks are available at the Maiden Office location in Maiden.

Carolina Mills sweatshirts are available for the price of \$5.00. The sweatshirt is gray with Carolina Mills in black. Sizes available: small and medium.



The Biltmore House and Estate in Asheville offers Carolina Mills employees adult tickets for tours that include the house garden and winery at \$14.85 (gate admission \$16); \$10.95 students and children 11 and under are admitted free when accompanied by a parent See your Personnel Administrator for more information on tickets.



Carmike Cinemas offers movie tickets for the price of \$3.00 (normally \$4.50). These tickets are good for Lincolnton and Statesville theaters. See your Personnel Administrator for information.



#### Q. Carolina Mills Inc

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