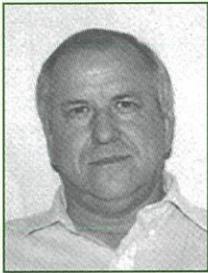
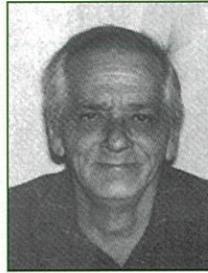




## Congratulations 1998 Textile Citizens



*James Hester  
Textile Citizen of the Year  
Plant No. 1*



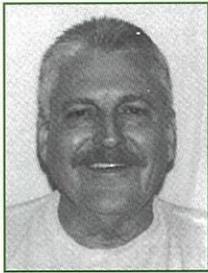
*Clurie Thomas  
Textile Citizen of the Year  
Plant No. 2*



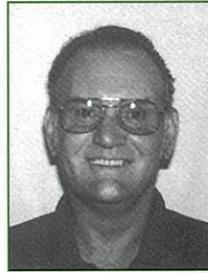
*Titus Kiziah  
Textile Citizen of the Year  
Plant No. 3*



*Loyce Leophard  
Textile Citizen of the Year  
Plant No. 5*



*John Bowlin  
Textile Citizen of the Year  
Plant No. 6*



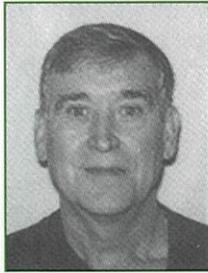
*George Kirkland  
Textile Citizen of the Year  
Plant No. 8*



*Betty Speaks  
Textile Citizen of the Year  
Plant No. 12*



*Martha Wright  
Textile Citizen of the Year  
Plant No. 14*



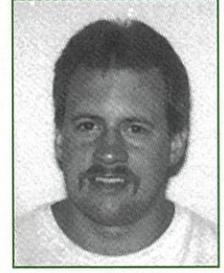
*Charlie Fore  
Textile Citizen of the Year  
Plant No. 21*



*Shirley Edison  
Textile Citizen of the Year  
Plant No. 22*



*Tim Hamrick  
Textile Citizen of the Year  
Plant No. 24*



*Mark Queen  
Textile Citizen of the Year  
Finishing Division*

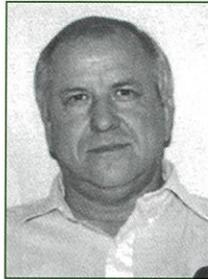
**AMERICA'S TEXTILE COMPANIES.**

**Much More Than You Think.**

## Congratulations 1998 Textile Citizens. . .

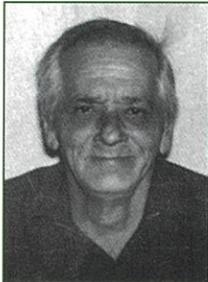
Twelve special individuals were chosen to represent Carolina Mills, Inc. for 1998 as Textile Citizens of the Year. This honor is given each year to recognize individuals whose outstanding work and civic or charitable contributions best represent the spirit of the textile industry. Our representatives are also entered into the state level competition along with representatives from other textile organizations for the North Carolina Textile Citizen of the Year award. The contest is sponsored by the American Textile Manufacturers Institute and state textile associations.

Each Textile Citizen of Carolina Mills was recognized during September and honored with a special presentation, along with gifts and special congratulations from company and plant officials.



*James Hester represents Plant No. 1 as Textile Citizen of the Year for 1998. He is a 24-year employee, currently employed as the 1st shift Creel Foreman. James graduated from North Carolina Vocational Textile School with a degree in Yarn Manufacturing. Fellow employees agree James is*

*always willing to lend a hand, to neighbors, co-workers, family and friends. He does his job and more, and is always on the look out for things that need to be done or improved upon. James was nominated for this honor by Becky Ayers.*



*Plant No. 2 has chosen Clurie Thomas as their 1998 Textile Citizen. He has been employed with the company for 6 years, currently working as a Can Hauler. Clurie is involved in many community and church related functions, sometimes during the much needed "behind the scenes" work.*

*He transported water to Hurricane Hugo victims, takes food to those in need, delivers toys to Baptist Children's Home, collects food and clothing for The Christian Ministries. Clurie also assists at his church with setup for Bible School and Children's Church, repairs at the church, and serving on the Building and Grounds Committee. He is also a foster parent for two children. Clurie is an active participant in the United Way and March of Dimes organizations. Clurie was nominated by Pete Thomas. "He is the leg work and back bone of the whole process of helping others." Clurie was also selected as a finalist for the North Carolina Textile Citizen of the Year award.*



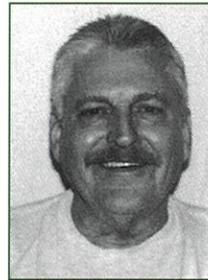
*Meet Titus Kiziah, Textile Citizen for Plant No. 3. Titus has been employed with Carolina Mills for 11 years, having achieved perfect attendance for the last 10 years. Titus has also worked in our Electrical Department before transferring to Plant No. 3. Titus was selected as Textile Citizen for Plant No.*

*3 by all of his fellow employees. "Titus is an all around good person, dedicated family man, faithful husband, father and employee." Titus has served as the Assistant Coach for Little League baseball at the YMCA for four years, works with the Kiwanis Club, and helps in his community and his church.*



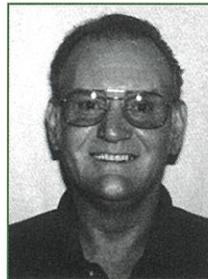
*Plant No. 5's representative for Textile Citizen of the Year is Loyce Leophard. Loyce is a 20-year employee, holding various positions within the plant throughout her 20 years. She is a graduate of NC Vocational Textile School. She is a member of Oak Grove Baptist Church where she*

*serves as President of the choir, Vice-President of Women on Missions, Assistant Church Treasurer and Clerk. She has also taught Sunday School. At work Loyce is a model employee. She goes beyond the boundaries of her job, helping the doffers doff the spinning frames and the fixers work on the frames. She is also a newspaper reporter for the plant paper. Nominator Roy Sharpe had this to say about Loyce, "If this award is for someone who has touched many lives, then Loyce deserves to be selected".*



*The very special honor of Textile Citizen of the Year was given to John Bowlin for Plant No. 6. John passed away on August 25, 1998. Employees will recognize John for this honor during September and throughout the 1998/99 year. John most recently celebrated 20 years of service with Carolina*

*Mills. He was actively involved with the Cancer Drive and the Easter Seal program in his community. John was also a financial supporter of the Lakota Indian Children's Mission in North Dakota and a supporter of Disabled American Veterans. Judy Johnson nominated John for the honor of Textile Citizen for his "outstanding contributions to his community and co-workers". John was a friend to everyone, making you laugh with his super personality, and just knowing how to make you feel good.*



*George Kirkland was chosen to represent Plant No. 8 as Textile Citizen of the Year. George has been employed with Carolina Mills for 4 years and is currently Card Room Foreman. He is a member of Union Baptist church where he is very active in church activities.*

*He delivers vegetables to the elderly and shut-ins of his community, assists with the maintenance of the church grounds and drives the church van. Willie Phelps nominated George for the honor of Textile Citizen because he is a very caring man, devoted to his church and his family, and is also a pleasure to work with.*



Plant No. 12 has chosen Betty Speaks as their 1998 Textile Citizen of the Year. Betty is a Lab Tester and has been employed with Carolina Mills for 33 years, with many years of perfect attendance. Betty is a member of First Church of Nazarene. She aids neighbors in her community

and furnishes vegetables from her garden. She buys groceries and mows the lawns for shut-ins. Betty spends a great deal of time with her grandchildren. Carolyn Muse nominated Betty for this honor because of her consideration of others, and she is a dependable and loyal employee, willing to help everyone.



Shirley Edison was chosen to represent Plant No. 22 for 1998. She is a Lab Tester and has been employed with Carolina Mills Inc. for 17 years. Shirley is an active member of Hardin Baptist Church where she is a past Sunday School president and treasurer, and has served on many other church

committees. Shirley assists at the Mary Ellen Nelson Center for disabled children, is a volunteer with the Dallas Rescue Squad and has also worked at the Belmont Teen Shelter for run-away teens. Besides all of this, she also works as a CNA part-time through Gaston Memorial Hospital. Shirley was nominated by Barbara Jenkins.



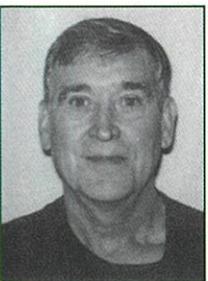
Martha Wright represents Plant No. 14 as Textile Citizen of the year. She is a 32-year employee of the company and member of the Quarter Century Plus Club. She has had many job assignments during her years at Plant No. 14.

Employees of Plant No. 14 chose Martha as their Textile Citizen because she is an outstanding employee, an asset to our company and a witness to others. She is a member of East Hickory Baptist Church where she sings in the choir and is Head of Childcare on Sunday mornings. She is a member of the Hospitality committee and spends much of her time visiting shut-ins and nursing homes, while involved in many other church and community activities.



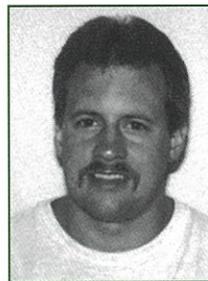
Meet Tim Hamrick, Textile Citizen of the Year for Plant No. 24. He is 7-year employee with the company and works as a Draw Tender. Tim is a tremendous volunteer for Brookside Elementary School where he helps each year with their Fall Festival

constructing games. He also helps with their Santa Shop, builds bookshelves for the class rooms, and has purchased and painted a the school mascot for each of the classrooms (a bulldog). Tim is a member of North Side Baptist Church. Ralph Champion nominated Tim as Textile Citizen for his dedicated work in his community and his outstanding leadership as an employee. Tim was also chosen as a finalist for the North Carolina Textile Citizen of the Year award.



Plant No. 21's choice for Textile Citizen of the Year is Charlie Fore. Charlie has been employed with Carolina Mills Inc. for 17 years, and is Spinning Foreman Fixer. Charlie is an active member of Bethlehem Baptist Church where he teaches RAs, a children's group ages 6-17.

He also teaches Sunday School and is a member of the Family Deacon Ministry. Crystal McKnight commented on her nominee, "Charlie is a kind and caring person and a great co-worker, and will represent Carolina Mills well as Textile Citizen of the Year."



Meet Mark Queen, Textile Citizen of the Year for the Finishing Division. Mark has been employed at Plant No. 9 for 4 years, and is employed in Dyehouse Service. He is a member of Mt. Calvary Baptist Church in Valdese where he is a deacon, Sunday School teacher, and member of the Brotherhood. He is also

a volunteer fireman and First Responder. Mark is also very active in school activities with his two sons. Lori Berry nominated Mark for this honor because he exemplifies what a Textile citizen should really be. Mark was also selected as a finalist for the North Carolina Textile Citizen of the Year award.

## Three Chosen as Finalists for NC Textile Citizen Award

Special congratulations to Clurie Thomas, Plant No. 2; Mark Queen, Finishing Division; and Tim Hamrick, Plant No. 24. Each was chosen as a finalist in the North Carolina Textile Citizen of the Year contest. These employees are now eligible to travel to Raleigh for the awards ceremony in October, where the North Carolina Textile Citizen of the Year will be announced. Stay tuned next issue for details about their trip and the results of the contest!

## Students Spend Their Summer With Carolina Mills

During the summer of 1998, Carolina Mills was proud to have six area students working within our plant and office locations.

Jonathon Sparks is a freshman at North Carolina State University, and is a Carolina Mills Merit Scholar. He provided a helping hand to the staff of our Yard Maintenance Department during the summer months. Jonathon is the son of Steve Sparks, Plant No. 12.

Andrew Dobbins is a senior at North Carolina State University and is also a Carolina Mills Merit Scholar. Andrew participated in an internship project sponsored by NCSU and Carolina Mills at Plant No. 12. This project was in association with the new machinery that is being installed at Plant No.12. Andrew received academic credit for the project. Andrew is the son of Steve Dobbins, Corporate Office.

Thomas Gilleland is a junior at North Carolina

State University and is a Carolina Mills Merit Scholar. He worked in the Industrial Engineering Department as a frequency checker. Thomas is the son of Dennis Gibson, Finishing Division.

David Hoffmann is the son of Dave Hoffman, Credit Department, and a sophomore at North Carolina State University. He is also a Carolina Mills Merit Scholar. David assisted in the Information Systems Department.

Amy Goodson is junior at the University of North Carolina-Chapel Hill. She also worked in the Information Systems Department throughout the summer months. Amy is the daughter of Kermit Goodson, Plant No. 3.

Stephanie Miller is a senior at Western Carolina University. She assisted in the Information Systems Department. Stephanie is the daughter of Tim Miller, Industrial Engineering Department.

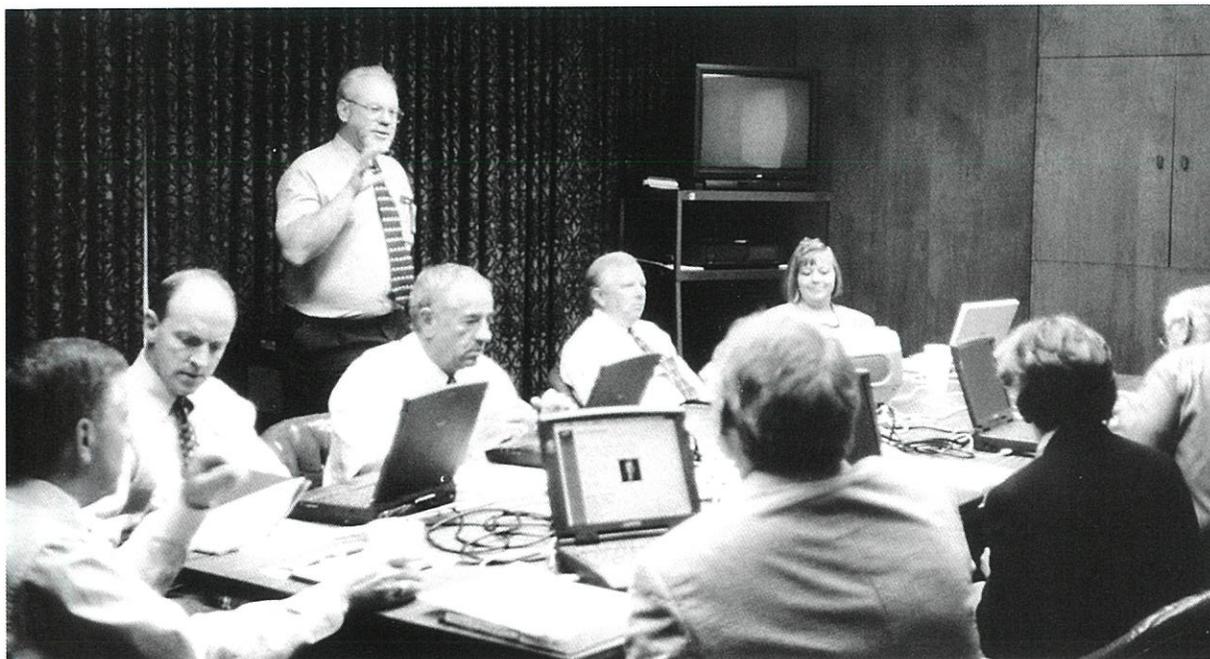


(L-R): Jonathan Sparks, Andrew Dobbins, Amy Goodson, Thomas Gilleland, Jeremy Morrison, Stephanie Miller, and David Hoffman.



## Computer Training For Sales Group

A special training session was recently held for members of the sales group of Carolina Maiden Corporation. Sales members Augie Reis and John Weber, based in New York, were in attendance for the session along with other members of the sales group: Ron Parson, Charlie Harper, JoAnn Harper, Mike Groce and George Moretz. The Information Systems Department instructed the group on remote access to the network and the e-mail system.



## UPDATE: ATMI To Appeal Lawsuit Against The Limited, Inc.

The American Textile Manufacturers Institute (ATMI) announced its decision to appeal the US District Court's ruling concerning ATMI's lawsuit against The Limited, Inc. companies and Tarrant Apparel Group. An appeal will be filed with the US Court of Appeals for the 6th Circuit in Cincinnati, Ohio.

"Our lawsuit alleges that The Limited, Inc. companies and the Tarrant Apparel Group knowingly purchased garments made in China and filed false records with the US Customs Service claiming that the garments were made in Hong Kong," stated ATMI Executive Vice President Carlos Moore. "The lawsuit alleges that these false records permitted the defendants to avoid quotas as well as the payment of duties and other financial obligations to the United States."

"We have filed this case using the False Claims Act, which permits those with evidence of fraud to file lawsuits on behalf of the United States to recover lost revenue and penalties owed to the US Treasury. It is clear that the US

Justice Department feels strongly about this case as well, having filed two amicus curia briefs in support of ATMI's lawsuit."

"ATMI's lawsuit is an extremely important case that will establish whether the United States can collect millions of dollars in duties and other revenue when importers make false claims to Customs about the origin of imported goods", Moore said. "The US District in Ohio held that the United States cannot recover such revenue in ATMI's case because the False Claims Act is not applicable to cases involving Customs fraud. ATMI's appeal will be the first time a US Court of Appeals will have the opportunity to address this issue."

Moore added that "the continued practice of illegal transshipping not only deprives the US government of revenues, but it also hurts those textile and apparel companies, foreign and domestic, that play by the rules."

*Taken from ATMI Textile News*

## Birthday Gifts for 1998/99

On August 1, the new birthday gifts for 1998/99 were unveiled. A new Carolina Mills umbrella will be given to each employee and retiree as a special birthday gift from the company. The umbrellas have always been a very popular gift in the past, and we have had many requests for new umbrellas.

The new umbrella is 52" in width, with panels of green and white, with the company logo printed in green. The umbrella comes enclosed in a matching protective sleeve.

Happy Birthday to all, and enjoy your umbrella!

## Billions Purchased In Textile Products

In 1997 US consumers spent nearly \$280 billion on apparel. Last year, Americans purchased 1.2 billion pair of trousers, 3.2 billion shirts and blouses, over 300 million sweaters and 725 million active-wear garments.

More than half of the apparel dollars spent were on women's wear, 30% on men's wear, and less than 20% on children's apparel.

Approximately 35% of the dollars spent on the apparel go through traditional department stores, while more than 30% go through discount, factory, or off-price outlets. About 22% of sales are through apparel specialty stores, and

6% of apparel is sold through catalog and mail order outlets.

US consumers spent nearly \$270 billion on home furnishings and purchased 294 million sheets, 74 million pillowcases, 72 million blankets, 115 million comforters and bedspreads, 700 million bath towels, 305 million kitchen towels, and 104 million bath and scatter rugs.

In 1996 to supply customer, hospitality and military demand, US manufacturers produced over 400 million sheets and cases and over 540 million terry towels. US manufacturers also produced 1.6 billion square yards of carpet and 550 million square yards of woven upholstery.



## Which Day Is Most Productive?

If you're feeling a sense of accomplishment at work, it's not your imagination - it's probably just Tuesday! According to a survey developed by Accoutemps, executives were asked, "On which day of the week are employees generally most productive?" Their responses:

	1998	1997
Monday	17%	6%
Tuesday	51%	53%
Wednesday	15%	19%
Thursday	5%	9%
Friday	1%	2%

Executives were also asked, "On which day of the week are employees generally least productive?" Their responses:

	1998	1997
Monday	19%	33%
Tuesday	0%	0%
Wednesday	2%	0%
Thursday	0%	0%
Friday	71%	59%



## “Buy American” Law For Textiles Maintained

### Berry/Hefner Amendment Intact in Defense Bill

House and Senate negotiators on the Fiscal Year 1999 defense appropriations have rejected Pentagon efforts to weaken the Berry/Hefner amendment “Buy American” requirements for military purchases of textiles and textile products. The legislation is expected to receive final congressional approval shortly.

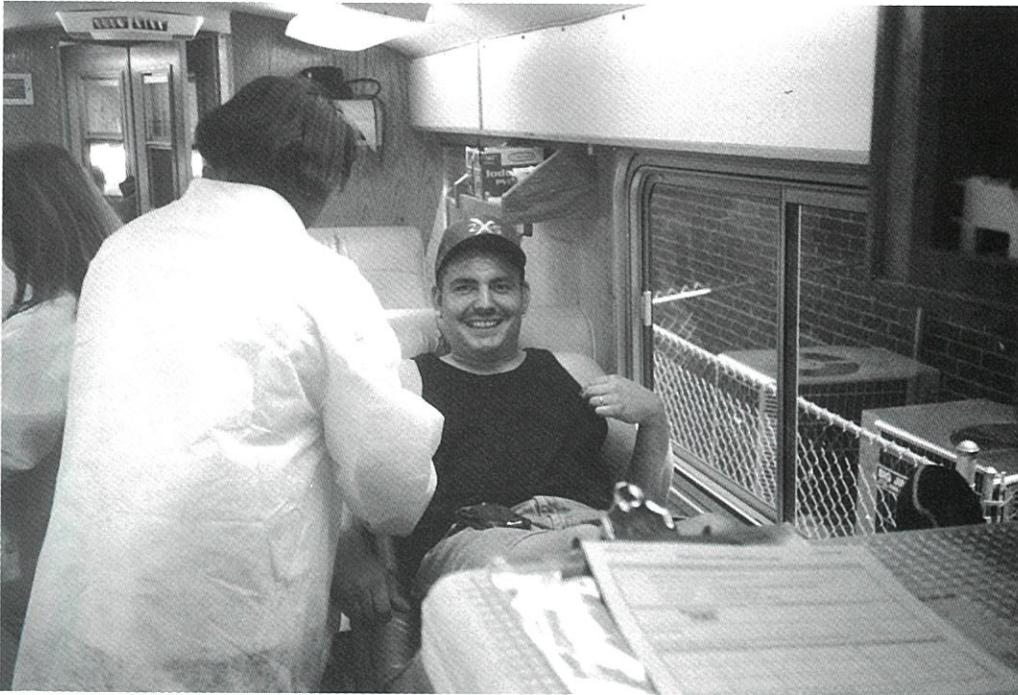
The 1999 defense spending bill does renew the McCain amendment, which allows these “Buy American” requirements to be waived for countries that have cooperative agreements with the Department of Defense. However, at the insistence of retiring Rep. Bill Hefner (D-NC),

the bill continues to exempt textiles and textile products from the McCain amendment waiver. In addition, House and Senate negotiators involved in the conference committee on this bill have expanded the list of products exempt from the McCain waiver to include specialty steel and certain shipping vessels and foods.

ATMI has led the coalition in support of the Berry/Hefner amendment and in opposition to any efforts to weaken it, including attempts to eliminate the exemption to the McCain amendment for textiles and textile products.

### E-mail Replacing Greeting Cards?

No . . . greeting cards are selling well despite the e mailing and faxing. Greeting cards sell well because they reflect changing lifestyles, with humor that pushes the envelope.



*A blood drive was sponsored by employees of Plant No.5 and Plant No. 6. Pictured is Mark Kaylor, Plant No. 5. A total of 25 pints was collected. Thank you to all who participated!*

### Maiden High School Football

Throughout the remainder of the Maiden High School football season, each employee has the opportunity to win two free passes and a free parking pass into each home football game for the Blue Devils! Watch for details and entry forms at your plant! And extra this year - each winner will receive a free Carolina Mills stadium cushion to take along to the game! YOU COULD BE A WINNER! More information on bulletins boards and video - you have to play to win!

## Leatherman Elected IMC President

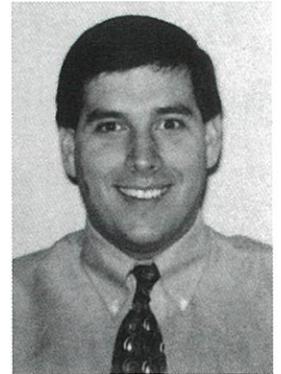
Scott Leatherman has been elected to serve as President of the International Management Council (IMC) for 1998/99.

IMC is a forum for front line managers to discuss pertinent information about a variety of subjects which they are confronted with on a daily basis. Topics that have been discussed include Effective Corporate Communications, Management in the Service Sector and Working with Self-Managed Teams. IMC is an adult educational program sponsored by the YMCA nationally.

Scott is Account Representative for Canton Flannel Sales at Plant No. 3. His career with Carolina Mills began in 1995 in supervision at Plant No. 1. Scott is a 1994

graduate of North Carolina State University College of Textiles with a degree in Textile and Apparel Management.

Previous presidents of IMC from Carolina Mills include Pete Bumgarner and Jesse Hamlett. Member companies include Carolina Mills, Southern Furniture, Lee Industries, Manpower, Carpenter Company, Piedmont Plate Processing, Ridgeview Industries and Inco.



*Scott Leatherman*

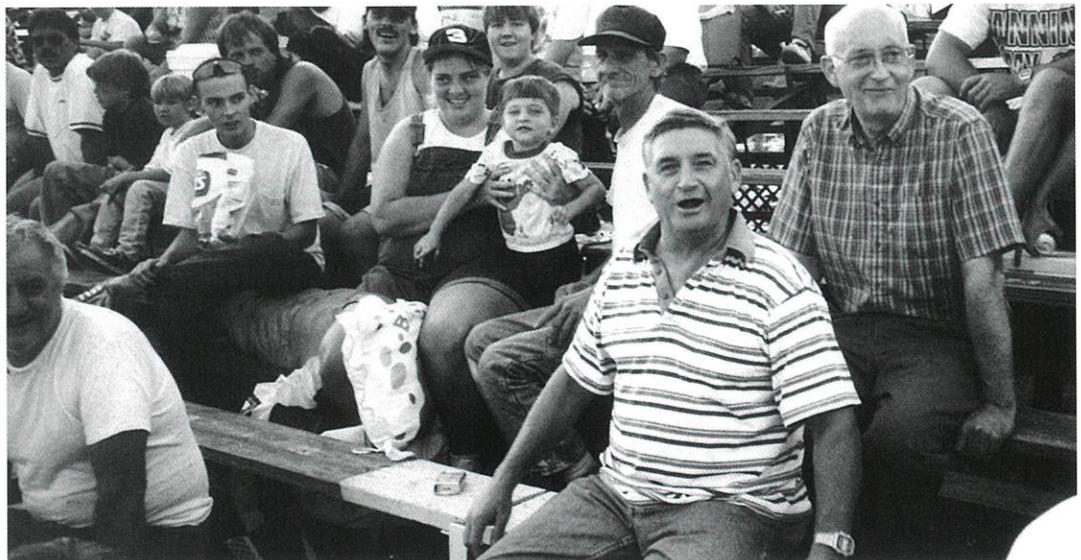
## Employee Night at the Hickory Motor Speedway

Carolina Mills Employee Appreciation Night at the Hickory Motor Speedway was held Saturday, August 1. One of the favorite company events, approximately 2,200 employees and their families were in attendance for a night of racing.

The company provided each employee with 4 free tickets into the race. Bill Brotherton, Human Resource Administrator

Plant No. 1, was on hand to take photographs of employees and their families. Jill Bailey, Human Resource Administrator Plant No. 24 greeted everyone at the gate, and welcome all to a wonderful night of fun!

The unanimous response from those in attendance, "Thanks Carolina Mills it was a great night!"





# Helms Recognizes Company Through Hobby

Roger Helms, a member of the Carpentry Crew, recently presented Carolina Mills, Inc. with a special carving celebrating the company's 70th anniversary.

Roger's carving depicted the processes of yarn manufacturing, from bale to tray pack, and detailed the company logo and 70 years of business. He presented the carving to Ed Schrum, President/CEO of Carolina Mills and Steve Dobbins, Vice-President of Yarn Manufacturing, in June.

Roger is a 21-year employee with Carolina Mills, having worked at Plant No. 8 for 13 years, and as a member of the Carpentry Crew for the past 8 years. He began carving 15 years ago, "just do see if I could do it", he noted. But in January 1997 he became more serious about carving and enrolled in a carving class at Catawba Valley Community College.

Since that time he has carved such items as shoes, snakes, duck decoys, sea turtles, chains, walking sticks, angels, and animals.

Roger's creations are carved from pine, cedar, basswood, butternut, mahogany, and kudzu. He was most recently featured on WBTV with his kudzu carvings he was displaying for Mays Chapel United Methodist Church's annual Kudzu Festival.



*Helms(R) presented Ed Schrum and Steve Dobbins with a carving in recognition of Carolina Mills 70th anniversary.*

# Helping Hands United Way 1998

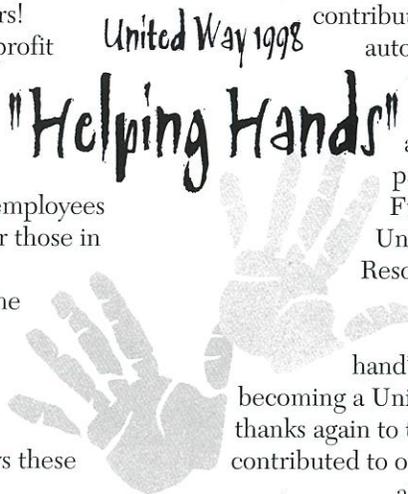
Each year Carolina Mills sponsors a campaign for the United Way. Thank you to all that are participants in our United Way program, by payroll deduction or cash donation. Your United Way dollars do make a difference in the life of others!

The United Way is a non-profit organization dedicated to supporting the many service agencies in our area as well as throughout the country. The generous contributions from employees enable agencies to be there for those in need. But many ask, "Do we really need a United Way?" The answer is Yes, and for several reasons. United Way agencies have limited staff, time and resources to devote to fund-raising. The United Way allows these agencies to spend more time actually helping the people of

your county. Ninety-two cents of every dollar goes directly to the agency programs and services.

The Carolina Mills United Way program is unique in the fact that any employee who contributes to the United Way is automatically a participant in the employee Flower Fund. To learn more about becoming a participant in the Flower Fund while supporting the United Way see the Human Resource Administrator at your location.

If you can "lend a hand", please consider becoming a United Way supporter. And thanks again to those of you who contributed to our campaign this year! We all can make a difference!



Can you lend a hand?

## Carolina Mills Sponsors NCSU Football

*Carolina Mills, Inc. is one of the sponsors for the North Carolina State University Wolfpack football games for the 1998 season. The games are broadcast on WXRC-FM 95.7. The advertisement will have special comments about each division of Carolina Mills. So stay tuned for our company radio advertisements, and cheer on the North Carolina State Wolfpack!*

# NATIONAL TEXTILE WEEK

OCTOBER 10 – 17, 1998

## AMERICA'S TEXTILE COMPANIES. Much More Than You Think.

### National Textile Week: An Industry Celebration

"America's Textile Companies. Much More Than You Think", is the theme for this year's National Textile Week, celebrated October 10-17, 1998. The theme highlights the industry's economic importance, its role in the global marketplace, and the innovative products used everywhere from outer space to our homes to the inner space of the human body.

The US textile industry established National Textile Week in 1981 to recognize the contributions made by the approximately 600,000 industry employees and to draw attention to the industry's importance to communities and consumers.

National Textile Week is traditionally celebrated with a host of company sponsored activities and special events.

The US textile industry is the most efficient and productive manufacturer of textiles in the world. It is an \$82 billion a year industry that has invested more than \$2 billion a year for the past 10 years in new plants and equipment. Today's textile plants create high-tech, innovative products, such as gear for firefighters, materials that are used by NASA in space suits, and artificial arteries used in heart surgery. Not only is the US textile industry on the cutting edge with innovative, high-tech products, it also manufactures a full-range of home furnishing products as well as apparel fabrics.

### Making Our Mark on the US Economy

On the eve of the 21st century, the US textile industry is globally competitive and high tech in its production processes. The industry, which employs approximately 600,000 people nationwide, is present in nearly every state from coast to coast.

The industry's commitment to investing in new technology has given the consumer many new products and a greater selection of high-quality, sophisticated and technically advanced yarns and fabrics. According to the most recent figures available, the industry's capital expenditures for new plants and equipment totaled nearly \$2.7 billion in 1996. Over the past 10 years, the industry's capital investment has averaged \$2.4 billion a year.

This investment has resulted in significantly increased productivity. For example, over two decades ago it took 13 minutes to weave enough material to make a man's shirt. With today's high-tech air jet looms, it takes only 3 minutes. With machines currently in development, this process will take less than one minute to complete.

The Bureau of Census reports that in 1996 the US textile industry purchased \$47.5 billion in goods and services from other industries. These purchases included \$2.3 billion in gas and electricity, and \$2.7 in new plants and equipment. Other products and services purchased by the textile industry include chemicals, fibers and dyes, agricultural products, machine parts, transportation and warehousing, gasoline and oil, and miscellaneous expenditures ranging from computer repair to janitorial services.

In its 1997 analysis, *The Fiber Organon*, reports that 39% of the US fiber consumed by the textile industry goes into apparel, 15% into home furnishings, 24% into floor coverings, 22% into industrial uses such as tires, medical supplies, transportation and environmental barrier fabrics.

With our commitment to increasing productivity to remain competitive in the global marketplace, the US textile industry is positioning itself to remain a leader in the nation's manufacturing sector.



OCTOBER 10 – 17, 1998

## The US Textile Industry: Pursuing Global Opportunities

Today, the US textile industry is working with the government, Congress and other organizations to develop and implement trade policies that enhance its global competitiveness. The industry also is working to increase its access to foreign markets. Approximately six billion people live in the world, yet only 265 million of these people live in the United States. In other words, for every 100 potential customers, 95 of them live outside of the United States. Therefore, being able to compete domestically as well as globally is critical to the future of the industry.

During the past decade, US textile exports have increased steadily. In 1986, exports represented only 4.5 percent of textile mill shipments. By 1997, exports were nearly 11 percent of shipments. The industry has achieved this remarkable growth while facing a flood of imports and while many markets remain closed to US textile products.

Today the United States is one of the top 10 textile exporting nations. Without question, the North American Free Trade Agreement (NAFTA) has played a significant role. Because of NAFTA, apparel production is moving from Asia to the Western Hemisphere.

In the past, the US textile industry did not need to look beyond its borders to increase business, but that is no longer the case. The US textile industry intends to remain a player in the international marketplace, which means continuing to seek export opportunities around the world.

### QUICK FACTS ABOUT US TEXTILES

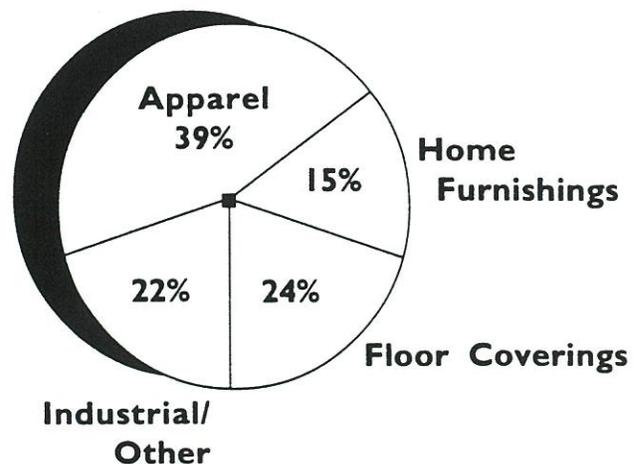
<b>Industry Profile</b>	
Companies*	5,117
Plants *	5,913
Capital Investment, 1996	\$2.7 billion
Annual Sales, 1997	\$68.4 billion
1997 Employees	608,000

\*Source: 1992 Census of Manufactures

### EMPLOYMENT IN MAJOR PRODUCING STATES, 1997

North Carolina	178,700	Virginia	35,200
New York	17,800	Rhode Island	8,100
Georgia	106,400	Pennsylvania	22,200
Massachusetts	17,800	Maine	4,900
South Carolina	77,300	California	21,400
New Jersey	15,100	Florida	4,100
Alabama	40,300	Tennessee	18,700
Kentucky	9,700	Mississippi	3,900
Profits After Taxes		1996	1997
In dollars		1.8 billion	1.9 billion
Per \$ of Sales		2.6 percent	2.8 percent

### TEXTILE END USES, 1996 (% BY POUNDS)



Source: Fiber Organon, February 1998

### Raking Leaves: A Great Fall Exercise

Variety is not only the spice of life, it's close to inspirational when it comes to your exercise program. So here it is, the exercise you can get during only a week or two of every year: raking leaves.

Raking on a beautiful fall day gives you a chance to work out in nature's health club. No fancy gear needed. No trip to the court or the health club, just put on an old shirt and jeans. Just 30 minutes of rigorous raking burns up about 200 calories.

So get out there and enjoy this wonderful time of year and spice up your exercise program!

## Prevent Child Abuse North Carolina Golf Tournament a Success!

The Foothills Chapter of the North Carolina Credit Union League first charity golf tournament for Prevent Child Abuse North Carolina was a great success! It was held Saturday, August 8, at Granada Farms Golf Course in Granite Falls, NC.

Carolina Mills Employees Credit Union and Carolina Mills Inc. sponsored a hole, \$125 each.

There were 96 golfers in the tournament including our foursome of Berry Cauble, Bill Canipe, Dale Gates and Bob McCarter. Golf shirts were donated by Carolina Maiden Corporation in support of our team, who finished in 5th place. Prizes and gifts were given after the tournament.

Proceeds from the tournament totaled \$4,480.98 and were given to Prevent Child Abuse North Carolina. This will help abused and/or neglected children of North Carolina by providing support and education to parents. Public awareness is the first step in the prevention of child abuse. We must significantly increase the resources we put into preventing child abuse if we hope to see a

decrease in the number of children who are reported as victims.

We would like to thank Carolina Mills Inc. and Carolina Maiden Corporation for their support in this worthy project. Thank you Berry, Bill, Dale and Bob for participating in the tournament and for representing us so well! We hope to have this tournament again next year with many more teams participating.



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IS A LITTLE CROWDED!**

**GET A HOME EQUITY LOAN**

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Minimum Advance of \$7,500  
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## Health News

### What Is Diabetes?

#### NOVEMBER IS DIABETES CONTROL MONTH

Diabetes means having too much sugar in the blood. Your body changes the food you eat into blood sugar. Body cells use blood sugar for energy. Some people cannot get blood sugar in to cells. The blood sugar builds up in the blood. They get high blood sugar. Over time, high blood sugar can damage the heart, arteries, eyes, nerves and kidneys, leading to serious health problems.

SIXTEEN MILLION AMERICANS HAVE DIABETES, but 1 out of 3 do not know it! Diabetes kills more than 182,000 Americans each year — don't let it happen to you or those you care about!

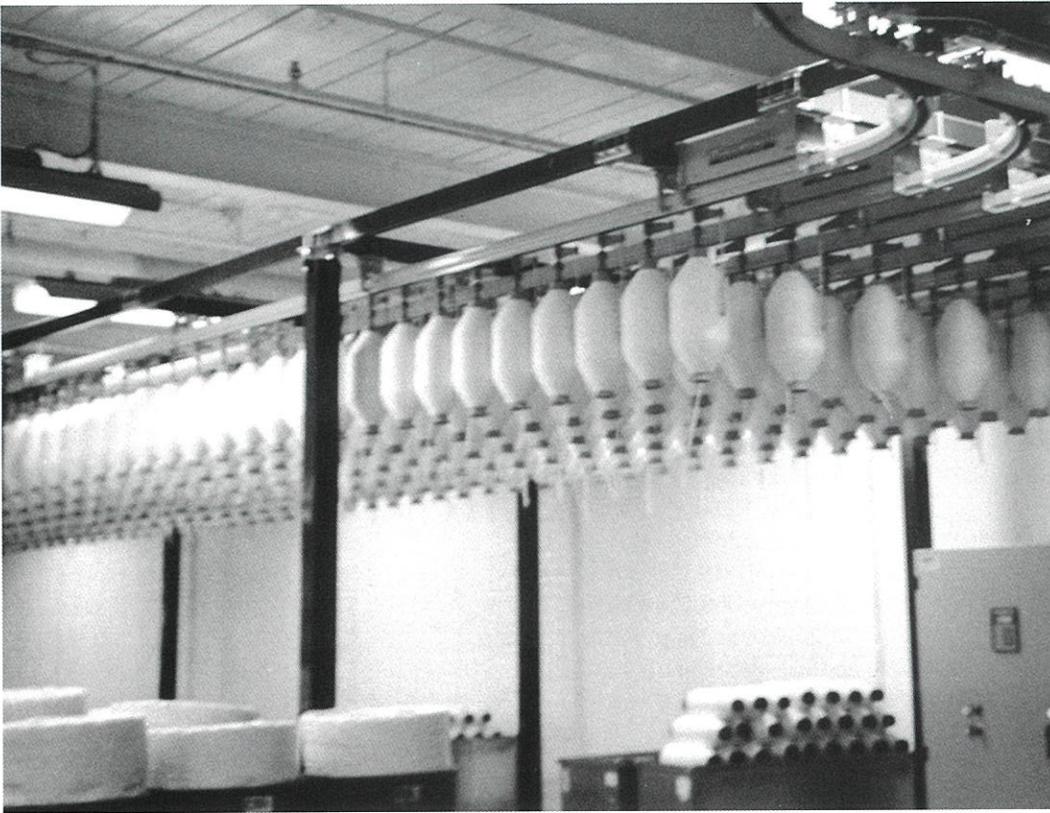
COULD YOU HAVE DIABETES? This is a silent disease. Every minute at least one person is diagnosed with diabetes. You are at higher risk if:

- You are age 45 or older
- Member of high-risk ethnic group
- You are overweight
- You have high blood pressure
- You have a family history of diabetes

This disease can sometimes have obvious signs. But most people with diabetes do not notice any symptoms. However if you should have any of these symptoms, you should contact your doctor right away.

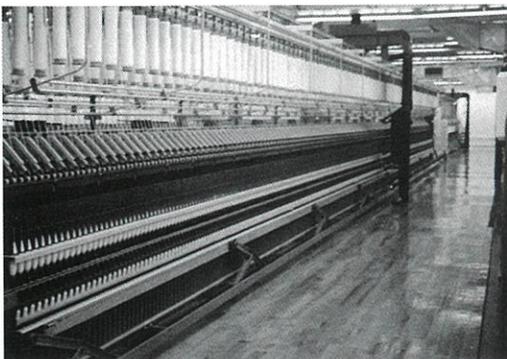
- Extreme thirst
- Frequent urination
- Unexplained weight loss

THERE IS NO CURE, BUT THERE IS HOPE! What you do now can make a difference!



## Plant No. 12 Installs New Spinning Machinery

Carolina Mills, Inc. is the number one supplier of 100% spun polyester yarns to the sales yarn market in this nation. To remain in this position, we must continue to improve and strengthen our abilities to manufacture our product with the most technologically advanced machinery available.



Our most recent endeavor is the modernization of Plant No. 12's spinning department. Some of the company's oldest spinning equipment is being replaced with a package consisting of 3 main areas.

The roving transport system will allow the roving to be manually "loaded" onto an overhead conveyor system. It is then stored overhead until the spinning requires creeling. The empty roving bobbins are then transported out of spinning, and full bobbins are moved into the creel.

The new Marzoli NSF4 720 spindle spinning frame has state of the art features including a roving stop motion which prevents front-roll lapups. The frame also has an automatic doffing system that, when combined with link winding, enables the frame to run very high efficiencies.

The third component of this new system is Murata winders. These winders have the latest yarn monitoring system produced by Zellweger Uster. This system gives the ability for on-line quality monitoring of each winder position. The Murata winder is linked to the Marzoli spinning, allowing automatic "full" bobbin delivery to winding and "empty" bobbin exit back to the spinning.

## Retiree News

**Margaret Goodson . . .enjoys the CaroLines very much. "It's like a letter from home".**

**Annie Hicks . . .enjoys the newsletter very much, and looking at all employees and company events. Thanks a lot!**

**J.C. Bridgeman . . .and wife, Elsie are doing well. Elsie had to have a pacemaker several months ago but is doing fine now. A neighbor says the reason for it is because she has lived with JC for so long! The Bridgemans' send their best to everyone at Carolina Mills, and their thanks for the remembering the retirees!**

**Ellen Rankin . . .visits Plant No. 24 and the Lab whenever she can. She sends her thanks for the birthday gift and for remembering the retirees. She is enjoying her retirement.**

**Hazel Hudson and Evelyn Eurey . . .were spotted around town recently. Both looking very well. Our best to Hazel as she recovers from surgery.**

**Jim Harwell . . .spotted riding a bike through downtown Maiden. It is for exercise, or just to get you away from your "chores"! Ride by and see us sometime Jim!**

## New Challenges

### Retiree News

**Bill Underwood** . . .still spending most of this time at the marina, and loving every minute of it! His wife Annie is doing well - we get to see her more often than we do Bill!

**Carol Harwell** . . .a new "retiree", and on the go! Visiting the beach, Ohio, her daughter in Winston-Salem, and much more! Go Carol!

**Louise Caldwell** . . .sent a big **THANK YOU** for the birthday card and gift. It made her day.

**Boyce Rimmer** . . .we enjoy his visits and his tall tales.

**Dan Blair** . . .busy with softball tournaments, as usual. He left his "itinerary" with the plant in case they want to catch up with him.

We love to hear from all of our retirees - so drop us a note, let us know what you are doing! We can't wait to hear from you!

**Carolina Mills, Inc.**  
**Human Resources**  
**PO Box 157**  
**Maiden, NC 28650**



Ronnie Johnson was recently promoted to Traffic Coordinator at Plant No. 4, Finishing Division. Ronnie has been employed with Carolina Mills for 11 years, holding various positions within the Finishing

Division. Most recently Ronnie completed Dale Carnegie classes and was presented with the Special Award for Achievement, Outstanding Performance Award, and the plaque for Highest Award of Achievement.



Greg Sigmon has been promoted to Spinning/Winding Supervisor for 2nd shift at Plant No. 1. Previously Greg served as Card Room Supervisor at Plant No. 1, and has also worked in

many areas at Plant No. 6 during his 14 years with Carolina Mills. Greg and his wife, Carolyne, live in Lincolnton and have just celebrated the birth of their first child, Paxton.



In August, Nathan Keener assumed the position of General Supervisor for Plant No. 6 in Lincolnton. Nathan has 28 years of service with Carolina Mills, previously working at Plant No. 1 and Plant No. 12.

Nathan and his wife, Myra, live in Lincolnton and attend Pearl Baptist Church. They have two daughters.



Alan Keener has joined the management staff at Plant No. 1 as 2nd shift Carding Supervisor. Alan has been employed with Carolina Mills for 13 years. Previously Alan was a foreman at Plant No. 8.

Alan is a graduate of the Center for Applied Textile Technology and is currently pursuing a degree in Textile Management. Alan and his wife, Vickie, and son, Johnathan live in Lincolnton and are members of Iron Station Church of God.



Wanda Martin has joined the nursing staff as Plant Nurse for Plants No. 2, 3 and 14. Wanda and her husband, Carl, live in Newton, and attend Mountain Grove Baptist Church. They have four children, seven grandchildren and one more on the way. Wanda is a graduate of Catawba Valley Community College with an LPN degree. Her hobbies include knitting, crocheting, doll making and sewing.



Shane Lynch has been promoted to Head of the Winding department at Plant No. 12 in Statesville. He has been employed with the company since 1997, previously serving as Spinning/Winding Supervisor at Plant No. 1. Shane is a graduate of Newton-Conover High School and a 1995 graduate of North Carolina State University with a degree in Textile Management. He and his wife, Judy, live in Conover.



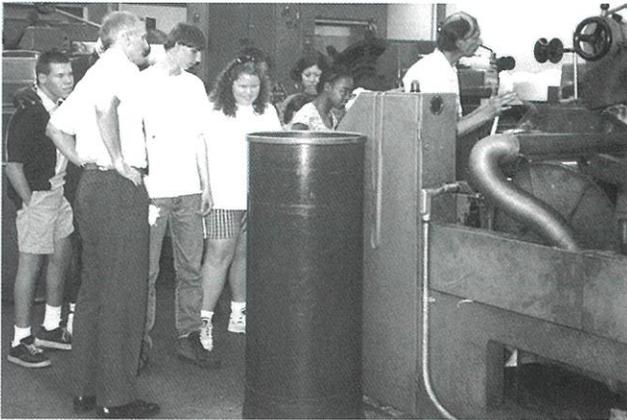
Arland Leatherman is the new Weaving Overseer at Plant No. 3. He has been employed with Carolina Mills for 14 years. Arland is married with two children and one grandchild. His hobbies include crappie fishing.



James Herndon has been promoted to Weaving Supervisor for 3rd shift at Plant No. 3. He has been employed with Carolina Mills for 4 years, previously working as a loom fixer on 3rd shift. James and his wife Linda live in Newton.



Paul Lail was recently promoted to Head of the Spinning Department at Plant No. 12. Paul has been employed with Carolina Mills for 15 years. Paul and his family reside in Maiden.



*Students from Conover School toured Plant No. 1. Gary Hefner, Plant Manager, and the management staff of Plant No. 1 provided the students with an educational visit of the yarn manufacturing process.*



*The Weaving Division, Plant No. 3 and Plant No. 14, held their Employee Outing at Southside Park in Newton. Everyone enjoyed a day of fun, food and prizes! Bingo was a big hit!*



*Employees and their families of Plant No. 21/22/24/29 enjoyed an outing at North Belmont Recreational Park. Over 200 people were in attendance for the event.*

## Plants Enjoy Summer Fun for the Entire Family

Each plant location hosted an outing during the spring and summer months for all employees and their families. Lots of fun, food, and fellowship for all! Many enjoyed softball games,

sack races, egg tosses, water games, and lots of hotdogs and hamburgers!

## Summer Showtime Success at Plant No. 14

Decorative fabrics are no longer being created with a specific end-use in mind. The same fabric can now be easily applied to window treatments, fashion bedding and upholstered furniture.

This was the theme for Plant No. 14's Summer Showtime. Unveiled were several new lifestyle driven collections to accommodate the more selective consumer, the demand for a variety of looks and price points, and a wider range of coordinating products.

In addition, to respond to the consumers demand for relaxed

comfort, Plant No. 14 introduced a new backing concept, "SOFTBAC" by Carolina Mills. This product provides a soft, more relaxed hand, luxury, texture and a perceived value that compliment the plant's "Lifestyles Collection".

The new line was very well received, and most recently publicized in two home product magazines: HFN, a weekly magazine for Home Products Retailing; and HighPoints.

All has opened new avenues in the market, making for very exciting opportunities at the October Furniture Market.

## Retirements

### The Whole Place is Bugged!

**Giant Robotic Insects at Catawba Science Center**  
Enter a world where enormous, moving bugs tower over people. A Unicorn Beetle the size of a Volkswagen, Ants as big as your Uncle . . . They're bigger than big - they're HUGE!

So crawl on down to this blockbuster exhibit on display now at the Catawba Science Center. It is sure to thrill kids of all ages. Check out the Praying Mantis that will be looking down at you from 12-foot above. The Emperor Scorpion's giant claws reach for you and its venomous tail coils, preparing to strike its prey. And much more!

A MONSTER of an exhibit . . . on display now through November 15, 1998.



Josephine Sloan retired from Plant No. 1 in July after 25 years of service with Carolina Mills. She and her husband Charles live in Denver and attend Friendship Methodist Church.

Josephine remembers a lot of special times at Carolina Mills, many special Christmases and a lot of fun at Halloween! Josephine plans to do some gardening, reading and just enjoy her retirement!



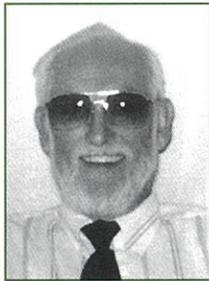
Carol Harwell has retired in June after 34 years of service with Carolina Mills. During her years, Carol worked in many different departments: Cost, Data Processing, Industrial Engineering, Fiber, and

most recently the Credit Union. Carol fondly remembers the special times she has shared with everyone at Carolina Mills, and the many close friendships she has made. Carol commented, "I appreciated the opportunity of working in different areas of the company and to learn new things." Carol is a resident of Sherrils Ford and attends Hopewell United Methodist Church. She has two children, Debbie and Perry, and one grandson, Kyle. Her plans for retirement include traveling, working in the yard, and going back to school.



Della Upton retired August 1 from Plant No. 6, after 21 years of service. She and her husband, Rayford, live in Vale and have three children, and four grandchildren. Della has

many plans for retirement; needle point, television, cooking, gardening, travel and spending time with her family. She noted, "It's hard to say good-bye to such special people".



Bremonne "Monnie" Heffner retired from his position of General Supervisor at Plant No. 6, after 25 years of service. Monnie also served as Supervisor at Plant No. 5 during his years with the company.

He and his wife, Jean, live in Maiden and attend Providence Road Baptist Church. They have one son, Joe. Monnie's hobbies include hunting and fishing. Monnie commented on his years at Carolina Mills, "The company has truly been a blessing to my family".



Shirley Blanton retired from Plant No. 14 in June. She was employed with Carolina Mills for 12 years. Shirley lives in Shelby and has two sons and two grandchildren. She plans to do some sewing and spend time

with her grandchildren.



# Safety Awards Banquet

The Western Carolina Chapter of the American Society of Safety Engineers and the North Carolina Department of Labor sponsored the 27th annual Safety Awards Banquet on June 9, at the Holiday Inn in Hickory.

Worth Joiner, Bureau Chief of Consultative Services for the NC Department of Labor was guest speaker. His message was simple, "Work safe; Safety works".

Safety Awards winners for 1997 included Carolina Mills Plant No. 14, Third Consecutive Year; Plant No. 8, Eleventh Consecutive Year; Plant No. 3, Fourteenth Consecutive Year; Plant No. 2 Nineteenth Consecutive Year; and Plant No. 1, Twenty-third Consecutive Year.

Plant No. 8 was also recognized for their achievement of One Million Safe Employee Hours.



Mark Yarbrough (L) accepts the award for Plant No. 8 from Worth Joiner, NC Department of Labor.

# Plants Celebrate One Million Safe Hours

## *Congratulations Plant No. 1*

Employees of Plant No. 1 recently celebrated One Million Safe Work Hours, a goal made possible by their commitment to safety in the workplace. Every associate at Plant No. 1 is involved in the safety program. Videos keep employees informed and updated on safety policies and regulations, as well as detailing the safety concerns and progress at their location. The safety committee, composed of employees from all shifts, meets every month to discuss employee concerns, and conduct their own safety inspection of the plant. New safety committee members are chosen each quarter, giving all employees a chance to serve on the team and learn more about how they directly affect the safety for themselves and fellow employees. A special dinner was provided by Bennett's Smokehouse, with plant and company officials in attendance for the celebration. All employees were also presented with a Coleman thermos, a special gift in honor of their achievement. Congratulations Plant No. 1!

## *Employees of Plants No. 21/22 Celebrate One Million Safe Hours*

It is unusual to have three plant locations meet such a tremendous goal, but it has been done and all in the same year! Employees of Plants No. 21/22 have also reached the milestone of One Million Safe Work Hours, and were recognized with a special dinner in their honor. Ed Schrum, President of Carolina



Ed Schrum, President of Carolina Mills; and Steve Dobbins, Vice-President, were present to congratulate employees on One Million Safe Work Hours.

Mills, and Steve Dobbins, Vice-President, along with other plant and company officials, were present for the recognition dinner. It takes many years of working safely to reach an accomplishment of One Million Safe Work Hours. Plant No. 21 started working on their goal June 4, 1994; Plant No. 22 began March 17, 1995. All employees were presented with a Coleman thermos. Khal Shreitah, Plant Manager for Plants No. 21/22/24, thanked his employees and noted, "We are on our way to Two Million Safe Work Hours!"

## Hours Worked Without a Lost Time Injury

As of August 29, 1998

Plant No. 3	2,013,915
Plant No. 8	1,426,821
Plant No. 21	1,219,482
Plant No. 22	1,162,529
Plant No. 1	1,048,957
Plant No. 2	467,262
Plant No. 14	394,878
Plant No. 12	357,659
Plant No. 24	247,278
Plant No. 5	179,562
Plant No. 6	148,081
Plant No. 9	113,150
Plant No. 4	79,447

## Industrial Accidents Comparison

1/1/98 – 6/30/98

PLANT	NUMBER/ ACCIDENTS	LOST TIME CASES	NUMBER/ DAYS LOST
1	1	0	0
2	0	0	0
3	0	0	0
4	0	0	0
5	2	0	0
6	0	0	0
8	0	0	0
9	5	1	16
12	2	0	0
14	0	0	0
21	5	0	0
22	6	0	0
24	0	0	0
TOTALS	21	1	16

# Service Anniversaries

## July–September, 1998

### Textiles A . . .

abrasion media  
ammunition bags  
Astroturf  
athletic wear  
backpacks  
banners and flags  
boat sails  
body bags  
bridges  
bullet proof vests  
buoys  
burlap  
car interior airbag  
carpet  
casket linings  
cellophane tape  
cleaning wipes  
comforters  
covers  
drapes/ curtains  
duffle bags  
elastic  
fake fur  
felt tip pens  
fishing line  
gaskets  
hair nets  
handbags  
heart prosthesis  
hoses  
hot air balloons  
insulation  
kayaks  
laundry bags

### 25 Years

Morris Cates	Plant No. 9	Donald Schism	Overhaulers
Rosie Cooper	Plant No. 1	Ned Setzer	Finishing Division
Herman Dellinger	Plant No. 3	Ronald Smith	Trucking Department
Jerry Hunt	Plant No. 14	Lori Wilson	Plant No. 12
Josephine Lowe	Plant No. 12	Sandra Wright	Plant No. 6
Barry Perryman	Data Processing		
Robert Saunders	Electrical Department		
Josephine Sloan	Plant No. 1		
Beattie Smith	Plant No. 5		

### 5 Years

Todd Arrowood	Overhaulers
Doria Betancur	Plant No. 22
Sarah Brewer	Finishing Division
Roy Carter	Plant No. 29
Jerry Cooke	Plant No. 3
Sammy Farley	Plant No. 6
Robert Gibson	Plant No. 5
Jessie Hopper	Plant No. 6
Fabiola Iriarte	Finishing Division
Charles Johnson Jr.	Plant No. 12
Randy Lail	Finishing Division
Sandra Lee	Finishing Division
Christopher Menscer	Plant No. 12
Nancy Morrison	Plant No. 5
Robert Randall	Finishing Division
Joey Rhoney	Finishing Division
Angela Rudisill	Plant No. 6
Cindy Tyner	Plant No. 22
Emily Ward	Finishing Division

### 20 Years

Greg Campbell	Plant No. 14
Roger Haithcox	Plant No. 12
Kathryn Isenhower	Corporate Office
Donald Lail	Plant No. 3
Lester Adkins, Jr.	Plant No. 2
Darlene Link	Plant No. 5
Tommy Willis	Electrical Department

### 15 Years

Jimmy Brooks	Plant No. 1
Terry Estes	Plant No. 29
Hazel Houser	Plant No. 6
David Keziah	Plant No. 6
Clarence Owen	Plant No. 12
Roger Sigmon	Plant No. 8
Joseph Verbos Jr.	Finishing Division
Jeffery Watts	Finishing Division

### 10 Years

Robin Beal	Finishing Division
John Biggerstaff	Plant No. 22
Joan Brooks	Plant No. 5
William Byrd	Plant No. 21
Wayne Campbell	Plant No. 3
Wilbur Dalton	Plant No. 22
Linda Fitzgerald	Plant No. 3
Mikey Furr	Plant No. 21
Melvin Gibson	Plant No. 21
Elena Ionescu	Plant No. 3
Richard Johnson	Plant No. 14
Hubert Lingerfelt	Plant No. 5
Michele Long	Cost Department
Dennis Mungro	Fiber Department
Florence Neal	Plant No. 1
Clyde Palmer	Finishing Division
Ricky Reid	Finishing Division
Robert Rollins	Plant No. 21



The Insurance Corner is a column designed to answer your questions about our company's group medical, disability or life programs. If you have any questions you would like to see addressed, send them to "The Insurance Corner", c/o Human Resources, PO Box 157, Maiden, NC 28650. The Human Resource Administrator at your location will also send your questions to us.

**Q: HOW OFTEN CAN I CHANGE MY PRIMARY CARE PHYSICIAN?**

A: United HealthCare allows any covered participant to select a new Primary Care Physician every 30 days, however this is not recommended. Should you need to select a new physician, choose a doctor from your Provider Directory. Or if the physician you prefer is not listed in the directory, contact United HealthCare to see if they have the physician listed. In many cases, new physicians are added to the network after directories are printed. A Customer Service representative with United HealthCare can change your Primary Care Physician for you by telephone and also inform you of the effective date of the change. New insurance cards will be issued and mailed to your home.

**Q: HOW DOES THE MAIL SERVICE PRESCRIPTION DRUG PROGRAM WORK?**

A: If your doctor prescribes a medication that you will be taking for an extended period of time, you can obtain that medication through United HealthCare's Diversified Prescription Delivery (DPD). Simply ask your doctor to write a NEW prescription for you, then mail it to DPD using the mail order form along with your \$10 co-pay. You should receive your medication in approximately 10 working days, along with a re-order form for your next supply.

If you need medication immediately, ask your doctor for two prescriptions: one for a preliminary supply to be filled at your local pharmacy and one for a larger supply by mail order.

## Carolina Mills Benefits Book

In July Carolina Mills presented each employee with a customized Benefits Book. Each book contains plan booklets for the insurance programs the employee has elected to participate in, information concerning the life insurance the company provides, and also a special section to include the "green sheet" (given annually to every employee). New employees of Carolina Mills will also receive

their own customized Benefits Book once their coverage has become effective. We hope each employee enjoys this book as a way to better store important insurance and company information. Questions about the Benefits Book can be addressed by Human Resource Administrators or Insurance Personnel at each plant location.

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rafts  
ribbons  
roofing shingles  
ropes/cables  
rugs  
sachets  
seat belts  
silk screening mesh  
drop cloths  
slings  
stretchers  
swimwear  
synthetic skin  
table linens  
tarpaulins  
tea bags  
towels  
trampolines  
truck covers  
typewriter ribbon  
umbrellas  
Velcro  
water filters

## Employees Discounts

### MEMORIALS

*The family of Carolina Mills expresses their deepest sympathy to the relatives and friends of the following employees or retirees who recently passed away:*

**Ralph Mundy (R)**

Plant No. 4  
June 14, 1998

**Rener Tanner (R)**

Plant No. 24  
June 16, 1998

**Fred Deal (R)**

Plant No. 2  
July 15, 1998

**Loree Ward (R)**

Plant No. 5  
July 17, 1998

**Floyd Icenhour (R)**

Plant No. 2  
August 10, 1998

**John Bowlin**

Plant No. 6  
August 25, 1998

**Ruby England (R)**

Plant No. 21

### The following items are available in the Human Resource Department:

Health Book	\$5
Glass Mugs	\$7 (set of 4)
Sweatshirts	\$10 (L-XXL only)
Tote Bag	\$8
Hats	\$7
Beverage Bats	\$8

### United Artist VIP Theater Tickets

Discount theater tickets are available for \$4.50 per ticket. Tickets may be used at any United Artist theater.



ADULT:	\$27.60
CHILD:	\$18.80

### Tweetsie Railroad

Discount coupons available. Valid for \$2 discount on regular admission tickets.



ADULTS:	\$25.50
YOUTH (10-15):	\$19.25

Children 9 and under are admitted free with paying adult.



### WALT DISNEY'S Magic Kingdom Club.

#### Memberships Available

Walt Disney World's Magic Kingdom memberships are available from the Human Resource Department. Members receive discounts on various services and activities at the park. Available by request only.

### Chimney Rock

Adults:	\$8
Children (6-15):	\$5
Under 6 Admitted	FREE

### Has your address changed?

To ensure that you receive your copy of the newsletter, please let us know if your address changes! Please fill out the change form below, and mail it to our return address indicated on the newsletter. If you would like more than one person to receive the *CaroLines*, please indicate. We would also like to hear any comments you might have concerning the newsletter.

NAME: \_\_\_\_\_

PO BOX OR STREET NUMBER: \_\_\_\_\_

CITY AND STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

COMMENTS: \_\_\_\_\_

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REPORTERS: Human Resource  
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