

CaroLines

News from Carolina Mills, Inc.



Fourth Quarter 1997



Happy Holidays!

About Our Cover

Our special Christmas cover features several employees and their children from Plant No. 8. Joining them this year was a very special guest - Santa Claus!

Everyone is dressed in their Christmas best, and wants to wish a very special holiday greeting to the entire Carolina Mills family!

It is a tradition to feature employees and their families on the cover of our holiday newsletter, and a very special way for us to wish everyone a wonderful holiday season. Employees who participate also have this special issue as a keepsake for family and friends. It is a special joy photographing the children so full of excitement - seeing the twinkle in their eyes and the glee in their voices when they see Santa!

We want to proudly introduce you to the employees who helped make this holiday cover so wonderful. Shown left to right: Daniel Weathers and his daughter, Casey (sitting); Tim Cline (standing) and his son, Dustin (sitting on top of truck); Debi Pezzeca and her son, Nicholas; and Alan Keener and his son, Jonathan. Santa Claus also joined in on the fun!

Each child was presented with a new red rocking chair and coloring book. A special "thank you" to everyone who worked behind the scenes to make this wonderful holiday cover!

Dear Fellow Employees,

As this joyful holiday season approaches, let us take time to remember what this season truly means. The warm spirit of Christmas brings us peace, fellowship, and goodwill towards others. It brings family and friends closer, and makes the world a more pleasant place.

The cooler weather and warm greetings also signal the close of another year, and the beginning of a new one. Each of you is part of every successful year for our company, and the main stay for the beginning of the new.

Sincere best wishes are with you and your families this holiday season. May the new year bring much success and happiness to each of you. Have a wonderful and safe holiday.





Taylor Chosen as Textile Citizen State Finalist

Rupert Taylor, 1997 Textile Citizen of the Year for Plant No. 2, was selected as one of the fifteen state finalists for the North Carolina Textile Citizen of the Year award.

Rupert and his wife, Beulah, traveled to Raleigh on September 22-23, along with Human Resource Administrator Willie Wentz and his wife, Phyllis. As a finalist, Rupert was recognized for his accomplishments and contributions in his community and on the job. The awards ceremony was held at the Raleigh Marriott Crabtree Valley, with Dennis Julian, Executive Vice President of NCTMA, presiding over the event. An introduction of each finalist was given by Dr. Robert A. Barnhardt, Dean, NCSU College of Textiles. Guest speaker for the ceremonies was Michele Warren, Miss North Carolina.

Some of Rupert's contributions and accomplishments include: United Way supporter, assists with prison ministries, Boy Scouts, aids the needy, elderly and shut-ins. Rupert is a member of Welcome Baptist Church where he assisted in building the parsonage, teaches Sunday School, serves on



Rupert Taylor (center) receives his award for being selected a state finalist. Pictured also: (L) Dr. Robert A. Barnhardt, Dean of the College of the Textiles, NCSU, and Michelle Warren, Miss North Carolina

the Building Committee, and is a member of the choir. He has also been recognized for outstanding work and leadership in his community.

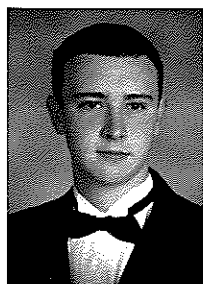
Clinton J. Powell, an employee of Alamac Knit Fabrics in Hamilton, NC, was chosen as the 1997 North Carolina Textile Citizen of the Year.

Carolina Mills would like to congratulate Rupert for his accomplishments, and for being selected as a state finalist. Congratulations to ALL of our 1997 Textile Citizens and thank you for your dedicated service to your community and to Carolina Mills.

1997 Textile Citizens of the Year

Plant No. 1	Carrol Dean Dellinger	Plant No. 14	Donna Huffman
Plant No. 3	Jerry Mayes	Plant No. 21	Marie Messer
Plant No. 5	Roy Sharpe	Plant No. 22	Ervin Bengé
Plant No. 6	Trudy Bumgarner	Plant No. 24	Tony Conner
Plant No. 8	Diane Rice	Finishing Division	Emily Ward
Plant No. 12	Linda Bradbury		

Gilleland Receives Dystar Scholarship



Thomas Gilleland has been awarded a DyStar Scholarship for 1997/98. Thomas is a Carolina Mills Merit Scholar and is a sophomore at North Carolina State University, College of Textiles. He is the son of Dennis Gibson, Site Manager of Plant No. 4, Finishing Division. Thomas worked during his summer break in our Purchasing Department.

The Dystar Scholarship, a \$4,000 scholarship, is awarded to students wishing to pursue a challenging career in the field of textile science. DyStar is the dyestuff company formed as a joint venture of Bayer and Hoechst and is the world's largest dye supplier to the textile industry.

Christmas Traditions Around The World

England: The girl who finds a thimble in the plum pudding will marry soon.

Ireland: Candles are placed in the windows to guide the Holy Family to shelter on Christmas Eve.

Portugal: Souls of the dead are welcomed during the Christmas season.

Sweden: Finding an almond within the rice pudding means marriage within a year for the finder.

Ecuador: Children place their shoes in the window on Christmas Eve to be filled with goodies.

Costa Rica: The orchid is the most popular Christmas flower.

Austria: Roast goose is served as the main course for Christmas dinner.

Peru: The bullfight is the highlight of Christmas day.

Lithuania: A special fish dinner, usually featuring Pike, is served on Christmas Eve.

Holland: Gifts are exchanged December 5.

China: The word for Christmas is "Sheng Dan Jieh".



Holiday Trivia

When was Christmas made official? In the year 350 AD, Pope Julius I who, as head of the Church in Rome, became the first person to officially set the date for a Christmas celebration. This date was already widely celebrated in the Roman world as citizens observed the Natalis Solis Invicti (the birthday of the Inconquerable Sun) in honor of the sun god, Mithras. The festival took place just after the winter solstice, when the days became longer.

Who animated the first manager scene? It is attributed to St. Francis of Assisi who in the year 1223 AD, gathered together the friars of his order, villagers, and the animals of the village to create a living manager scene.

The first Christmas tree? Most authorities agree that one of the first evergreens used to celebrate Christmas was used in Strassburg, Germany, in 1604, and quickly became popular throughout the country. It was the young German Prince Albert, however, who alarmed English nobility by importing the custom to England when he married Queen Victoria.

Plant No. 21/22/29 Winners Newspaper Contest Plant No. 3 - 1st Runner Up

Congratulations to the editors, reporters, employees and staff of Plant No. 21/22/29 in Ranlo. They were chosen the winners of our recent newspaper contest put together by Lori Benfield in the Corporate Human Resource Department.

Their newspaper was judged "best overall newspaper" based on newspapers for the months of August through October. Plant No. 3 was chosen as 1st runner up. Judging was done by the newspaper reporters at the plant locations, each judging all of the newspapers except their own. The judging was also based on certain criteria, and each category was rated by the reporters. The contest was a close one - each location put a lot of time and effort into publishing a great newspaper!

The winners of our contest will receive popcorn and drinks for their entire plant. Congratulations to all of our newspaper

reporters and staffs for your continued hard work and participation in this company project. Your fellow employees and retirees reap the benefits of your volunteer efforts each month, and appreciation your willingness to contribute your time.

All of plants did an excellent job on their newspapers. Listed are notable sections of the newspapers that deserve special recognition:

Plant No. 1	Company News
Plant No. 2	Best Article
(Growing Up with Willie)	
Plant No. 5/6	Creativity
Plant No. 8	Cover
Finishing Division	Design/Layout
Plant No. 12	Plant News
Plant No. 24	Personnel Page

Congratulations to all on a job well done!



Plant No. 21/22/29 Newspapers Reporters (Front Row L-R): Berry Cauble, Sharon McClure, Crystal McKnight, Angie Leviner, Rosa Woidyla. (Back L-R): Becky Stuart, Erma Burgess, William Seate, Judy Ratchford.



ATMI Sues The Limited, Inc.

On April 8th, 1997, the US District Court in Los Angeles unsealed a major lawsuit brought by ATMI (American Textile Manufacturers Institute) using the False Claims Act to attack US Customs fraud. Named as defendants were The Limited, Inc., a major apparel retailer headquartered in Columbus, Ohio, and several of its retailing subsidiaries including Victoria's Secret, Abercrombie & Fitch, Lane Bryant and Express. Also named as defendants were Tarrant Apparel Group, Los Angeles, and Mast Industries, Inc., Andover, Mass, both major importers of apparel from the Far East.

The lawsuit alleges that the defendants knowingly purchased garments made in the People's Republic of China and filed false records with US Customs Service. These

records claim the merchandise was made in Hong Kong. ATMI's complaint alleges that the defendant's false claims concealed their obligation to pay duties and penalties to the US and therefore the US is entitled to damages in excess of 1,230 percent of the total value of the imported merchandise. The False Claims Act permits persons with evidence of fraud to file lawsuits on behalf of the US to recover lost revenue and penalties owed to the US Treasury. The complaint is based on eyewitness accounts by investigators hired by ATMI as well as numerous documents, photographs, and other physical evidence.

*Taken from Textile Highlights
September, 1997*

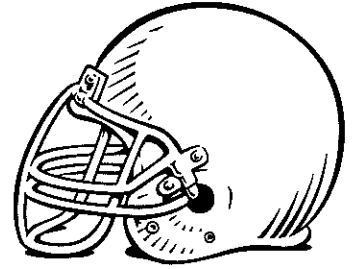
UPDATE

The US District Court in Ohio has dismissed the lawsuit brought by ATMI against The Limited, its subsidiaries and the Tarrant Apparel Group. The suit was brought by ATMI under the False Claims Act to remedy alleged customs violations involving transhipped apparel products. The judge ruled that the False Claims Act was not an appropriate remedy for customers violations. Commenting on possible further action, Carlos Moore of ATMI stated, "We are in the process of reviewing the Court's decision and will decide how we will proceed once we have finished examining the decision."

Carolina Mills Shows Appreciation For Maiden Fire Department

Members of the Maiden Fire Department were treated to a dinner on behalf of their countless hours of hard work not only to the community, but to Carolina Mills. Recently, we have had numerous ADT system calls that have alerted the fire department. Their response has been immediate, and their patience and concern sincere, as we have

worked through our problems with the ADT system false alarms. The dinner, provided by Scottie's BBQ in Maiden, is a token of our thanks and friendship to every member of the fire department. The Maiden police staff also assists our company in many ways. They are invited each year to join us for Christmas dinner at Plant No.8.



MHS Football Ticket Winners

Each year Carolina Mills supports the Maiden High School football program as members of the "Tremendous Twenty-Four". This enables us to offer employees chances to win free passes into each home football game. A drawing is held before each game, and two winners are chosen. Lucky winners during the 1997 season included Steve Martin, Plant No. 1; Roy Seagle, Plant No. 8; Gary Kanipe, Carpenters; Pete Thomas, Plant No. 2; Danny Killian, Purchasing Dept; Pat Reinhardt, Plant No. 3; Roger Helms, Carpenters; Nathan Reinhardt, Fiber Department; Jason Spivey, Plant No. 6; David Early, Finishing Division; Nathan Keener, Plant No. 12; and Polly Abernathy, Corporate Office. Congratulations to all our winners, and thanks for playing!

Let's Update for 1998!

The Human Resource Department asks this question, "Have you notified your Human Resource Administrator of any changes that need to be made in your records?" It's almost 1998 - and time to update!

Your personnel record must be kept up-to-date, so please consider any changes which should be made:

- A new address or telephone number
- Additions or reductions in the number of exemptions claimed for tax withholding
- Any change in your name due to marriage or divorce
- Do you need to make changes in any of your life insurance beneficiaries?

Contact your Human Resource Administrator to ensure your records are accurate and current. Let's get the new year off to a great start!

Correction

Jeff Crouse, a 1997 Carolina Mills Merit Scholar, was featured in our last issue of the CaroLines. Jeff is the son of Gary Crouse of the Finishing Division. This information was mistakenly omitted from the article.

The United Way Thanks You

This year over 1300 employees of Carolina Mills, Inc. were contributing participants for our area United Way campaigns. The theme for the 1997 campaign was "The Power of U". This "power" that each of you provides from your generous United Way dollars aids agencies in our counties and all across the country. There are many agencies funded by the United Way, including the YMCA, Girls Scouts and Boy Scouts of America, Adult Life Programs, Inc., and many others.

The United Way is a non-profit organization dedicated to supporting the many agencies, but they cannot do so without your help. This year, Carolina Mills had over 78% of the company participating in the United Way program. A special thank you goes out to the employees of Plant No. 2 and Plant No. 12. These locations have 100% participation by payroll deduction.

Thanks to each of you for your continued support of the United Way. Your dollars do make a difference. Your "power" can make a difference in the life of another!



Carol Dean Dellinger, (L), Textile Citizen for Plant No. 1 attended a Catawba County United Way breakfast along with (L-R) John Hudler, Plant No. 14; Mark Yarbrough, Plant No. 8; and Diane Rice, Textile Citizen for Plant No. 8. Not pictured, Bill Brotherton, Plant No. 1.

Textile Citizens Attend United Way Functions

During the 1997 campaign drive for United Way, each plant's Textile Citizen for 1997 was invited to attend area United Way functions along with their Human Resource Administrator. Various activities were held in each county. Many of the Catawba County Textile Citizens attended a breakfast program sponsored by the United Way, and were introduced to what campaigning means to the United Way and the agencies it supports.

Quarter Century Plus Club Travels To Dillsboro

On a rainy day in October, over 260 Quarter Century Plus Club members and their guests traveled to Dillsboro for a wonderful day visiting the Great Smoky Mountains.

Six buses from Sun Tours transported the group to Dillsboro, leaving Maiden at 8:30 on Sunday, October 26. Lunch was provided at The Jarrett House, and a round trip train ride

followed from Dillsboro to Bryson City. The group was treated to a wonderful lunch, a scenic view of the mountains, and some free time to do some shopping. The weather didn't dampen this group's spirits!

Each year the company hosts a trip for members of the Quarter Century Plus Club. Everyone is already waiting with anticipation to see what next year's trip will be!



Margaret Harkey retired from Plant No. 5 in June after 22 years of service. Her plans for retirement include working in the yard, and just enjoying each day. Margaret has many fond memories of her years with Carolina Mills, but a most special happening was when she won a trip to New

York City for her participation in a textile lyric contest sponsored by the company. Margaret will be missed by all of the many friends she has made over the years. A special quote she passes along; "Do a simple deed of kindness, though its end you cannot see. It may reach like widening ripples down into eternity".



Ruby Grigg retired in August from Plant No. 5, after serving 21 years as a spinner for Carolina Mills. She plans to do some traveling, volunteer work, and enjoy watching her grandchildren in their sporting activities. Ruby lives in Iron Station and has 3 children. She attends Sharon

Baptist Church. Her hobbies include bowling, reading, gardening, and cross-stitch.



Larry Reid retired from Plant No. 6 after 25 years of service with the company. Larry began his career in the Finishing Division, Plant No. 4 where he worked for 23 years as a kier operator. He transferred to Plant No. 6 in 1995 as a card tender. Larry and his wife Gladys live in

Lincolnton and have two children. He plans to make time now for fishing and hunting.



Roger Ireland has retired after 21 years of service from Plant No. 12. He served as their Winding Foreman, having begun his career as a winding fixer on second shift. Roger and his wife, Annie, live in Union Grove and have four children. He retirement plans include gardening, traveling,

fishing and hunting. When asked about a special happening that occurred while he was employed, Roger noted how he saw his sweeper move from sweeping on second shift, to Plant Manager.



Mabel Holleman retired August 1, from Plant No. 12 after 40 years of service. She and her husband, John, live in Statesville and have 3 children. Her retirement plans include traveling, spending time with her sisters and doing some volunteer work.

Mabel noted that she enjoyed every one of the forty years she spent with Carolina Mills, including serving on the United Way Committee, being chosen as Textile Citizen of the Year, and going places with the Quarter Century Plus Club.



Geraldine Smith retired from Plant No. 12 in September after 25 years of service. She and her husband, Thomas, live in Statesville and have four children. Geraldine is planning a trip to Disney World as her first big retirement venture. She also plans to do some gardening

and yard work now that she has more time. Geraldine fondly remembers the trip to Washington DC in 1988, when she went along with fellow employees to help lobby for the Textile Bill.



Mabeline Smith retired from the Finishing Division, Plant No. 9 in June after 25 years of service. She has worked as a warp knitter, and a steamer operator at Plant No. 4 and Plant No. 9. Mabeline lives in Hickory and has three children. She plans to take a complete year off before

possibly going back to work some at a later time.

Juanita Christopher retired from Plant No. 12 after 41 years of service. She lives in Statesville and attends Westminster Church of God. Juanita plans to spend more time now with her grandchildren, and "whatever else comes up".

Retiree News

Doris Hughes...dropped by to visit Plant No. 21. She reported that she is really enjoying retirement and that her health is the best it has been in a long time. She is busy though, sewing for others.

Joe Moose...recovering from heart surgery and doing well.

Dillard Stiles...and wife Lucy celebrated their 50th wedding anniversary on July 26. A party was hosted by their children.

Junior Davis...and wife Betty have enjoyed working with their flowers. They have traveled to the mountains to see the fall colors. Junior has also purchased a new grill and enjoys cookouts with Joe and Betty Moose, and DC and Mattie Ball.

Lou Ellen Devine...has been doing some traveling and going places with her girls. Lou Ellen and her husband also visited several of his Korean Veteran friends recently.

Ernest Kiser...fishing this summer and caught a 27 ½ lb. and a 17 1/2 lb. King Mackerel.

Catherine Poole...stopped by in October to say hello. She is getting ready for her annual beach trip with her sisters. She and husband, Wiley, are doing well and not getting on each others nerves too bad!

Streta Williams...and wife, Vivian, celebrated their 50th wedding anniversary on August 14.

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Retiree News Continued

Mary Lowman...and husband, Clifford, celebrated their 50th wedding anniversary on June 29. They have two sons, three grandchildren, and one great-grandchild.

Ellen Rankin...stopped in and brought one of her famous coconut cakes. There wasn't a crumb left at the end of the day. Everyone definitely misses Ellen's cooking!

Jerry Harbinson...sends his best wishes to everyone, and special thanks for the garment bag he received for his birthday.

J.C. Bridgeman...and wife, Elsie, send a "hello" to all of their friends at Carolina Mills.

Charlie Henley...says he hasn't been doing much of anything. He leaves his lawnmower out in the yard, comes home and the grass still hasn't been mowed!

Helen Mauney...came by Plant No.2 for a visit.

Emma Key...had successful surgery earlier this year, but some trouble through her recovery and had to go back to the doctor.

J.D. Parson...and wife Nell came by Plant No. 2 for a visit. They just returned from another trip to Alaska.

Calvin Drum, Olin Bass, and Jim Harwell...dropped by Plant No. 3 for a visit.

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Vickie Byrd has assumed the position of Human Resource Administrator for Plant No. 9, Finishing Division. She has worked for Carolina Mills for 6 years, previously in various positions at Plant No. 4. She is a graduate of Catawba Valley Community College with an Associates Degree in Business Administration, and also has a Certificate in Business Computer Programming. She plans to return to Gardner Webb to complete her education. Vickie and her husband, Earnest, lives in Maiden. She enjoys camping, reading and cross-stitch.



Lisa Jones is the new receptionist for Plant No. 4, Finishing Division. She previously worked for 4 years as a Pak-Nit Wrapper at Plant No. 9. Lisa lives in Conover and has two sons. She attends First Baptist Church in Maiden. Lisa enjoys all sports, crafts, and cooking.



Lisa Herman has joined the office staff at Plant No. 9, Finishing Division, as payroll clerk. She has been employed with Carolina Mills since 1991, previously working as a Pak-Nit Operator.



Tonya Watters has joined the Customer Service staff at Plant No. 4, Finishing Division. She has been employed with Carolina Mills for 6 years, previously working at Plant No. 9 as payroll clerk. Tonya and her husband, Marty, and daughter Paige, live in Claremont. She has enjoyed being a part of Carolina Mills and is looking forward to many more years with the company.



Rhonda Poole has joined the nursing staff as the Plant Nurse for Plants No. 21/22/24/29 in Ranlo. She comes to Carolina Mills from Gaston Memorial Hospital Ambulatory Care. Rhonda and her husband, Terry, live in Gastonia and have two grown daughters, and two grandchildren. She attends Firestone Wesleyan Church where she is the organist. Her hobbies include music, traveling, and shopping. Rhonda is looking forward to the challenges at Carolina Mills, seeing this as learning a new scope of nursing.



Lynn Triplett has been promoted to PC Specialist for Carolina Mills. She is a nine-year veteran of the company, having worked previously at CM Furniture in Customer Service and as Secretary to the Vice-President of Administration. She also worked in the Industrial Engineering Department for five years. Lynn is a graduate of Catawba Valley Community College, with an Associates Degree in Business Administration ('93) and Microcomputer Systems Technology ('97). Lynn's father is a retiree of Plant No. 2 with 25 years of service, and she also has family working in the Finishing Division. Lynn and her husband, Jim, live in Claremont. She enjoys reading Stephen King novels, and watching movies.



Betty Cary has joined the nursing staff as the Plant Nurse for Plant No.1 and Plant No. 12. Originally from Pennsylvania, Betty and her son now reside in Conover. Employees of both locations welcome her as a part of our Carolina Mills family.



Shelia Davis has joined the Industrial Engineering Department as the secretary for that department. She has been employed with Carolina Mills for 10 years, having previously worked at Plant No. 2 in the Insurance Department. Shelia attended Caldwell Community College and Catawba Valley Community College. She and her husband, Rick, and sons Matt and Brandon, live in Conover, and attend Miller's Lutheran Church. Shelia enjoys making crafts, collecting antiques, church activities and her work with the Catawba County Firefighters Auxiliary.



Judy Nilsson has joined the nursing staff as Plant Nurse for Plants No. 2,3, and 14. Judy is a resident of Sherrills Ford, and has previously worked in hospital environments, most recently at Lake Norman Regional Medical Center and Iredell Memorial Hospital. Judy is ready for the challenge of nursing in an industrial setting, and the plants are very excited she has chosen to be part of the Carolina Mills family.



Service Anniversaries July – December, 1997

25 Years

Terry Anthony	Finishing Division
Annette Chapman	Plant No. 14
Martha Davis	Finishing Division
Fred Fisher	Plant No. 3
Terry Hager	Plant No. 24
Patty Martin	Plant No. 1
Larry Reid	Plant No. 6
David Smith	Plant No. 5
Geraldine Smith	Plant No. 12
Steve Sparks	Plant No. 12

20 Years

Patsy Boyles	Plant No. 5
Pauline Clover	Plant No. 12
William Devine	Finishing Division
Leslie Gwaltney	Finishing Division
Jesse Hamlett	Plant No. 3
Gary Harvell	Plant No. 2
Roger Helms	Carpentry Crew
Randy Jones	Plant No. 6
David Lippard	Plant No. 12
Jeanette Morrison	Plant No. 2
David Poovey	Plant No. 6
Roy Sharpe	Plant No. 5
Bobby Gene Smith	Plant No. 14
Joseph B Tate	Finishing Division
Nathan Williams	Finishing Division

15 Years

Lloyd Barrett	Plant No. 24
Lonnice Bullock	Plant No. 12
Alan Chamberlin	Plant No. 12
Forrest Todd Crouse	Plant No. 2
Billy Dellinger	Plant No. 1
Tim Garris	Plant No. 2
Clyde Wilford Rhyne	Plant No. 3
Roy Seagle	Plant No. 8
Esther Tolbert	Plant No. 24
Patricia Wilson	Plant No. 24

10 Years

Ruby Beal	Plant No. 2
Rhonda Beck	Plant No. 5
Rebecca Bennett	Plant No. 1
Phyllis Blackwell	Plant No. 12
Martha Bolick	Plant No. 2
Thongsay Bounthisane	Plant No. 21
Danny Bost	Finishing Division
Cynthia Boyter	Plant No. 21
Sarah Janice Byrd	Plant No. 24
Gloria Conner	Plant No. 22
Frank Costello Jr	Plant No. 3
Gary Crouse	Finishing Division
Kimberly Crump	Finishing Division
Jimmy Farris	Finishing Division
Randy Farris	Finishing Division
Brenda Fowler	Plant No. 22
Betty Fuller	Plant No. 21
Dale Gates	Plant No. 5
Burton Goodson Jr	Plant No. 2
Patricia Grice	Plant No. 22
Dale Hart	Plant No. 3
Donna Huffman	Plant No. 14
Faye Hulcey	Plant No. 24
Kenneth Jackson	Plant No. 22
Roger Keener	Plant No. 2
Titus Kiziah	Plant No. 2
Phyllis Lail	Plant No. 2
Jessie Leatherman	Plant No. 3
Karen Letterman	Plant No. 2
James Lingerfelt	Plant No. 6
Cynthia Lowrance	Plant No. 5
Sidney McClure	Plant No. 29
Jerry McCorkle	Trucking Dept
James McKnight	Plant No. 21
Jerry McManus	Plant No. 2
Joel Melton	Plant No. 22
Douglas Morrison	Plant No. 6
Jimmy Morrison	Plant No. 5
Timothy Pearson	Plant No. 22
Dennis Plyler	Plant No. 22
Betty Poovey	Plant No. 6
Bonnie Ramsey	Plant No. 24
Elizabeth Rikard	Plant No. 3
Sharon Rogers	Plant No. 22
Marilyn Roseboro	Plant No. 3
Peggy Roseboro	Plant No. 5
JoAnn Shook	Plant No. 3
Daryl Smith	Plant No. 3
Sherry Smith	Industrial Eng.
Patricia Tench	Plant No. 6
Thomas Threats	Plant No. 22
Willard Whitted	Plant No. 24
Brenda Williams	Plant No. 5
Robert Wilson	Finishing Division

5 Years

Gary Allen	Finishing Division
Carl Blanton	Electrical Dept
John Chandler	Plant No. 21
Ricky Chapman	Finishing Division
David Church	Finishing Division
Catherine Davis	Plant No. 22
Michael Davis	Finishing Division
William Ennis	Plant No. 21
Marlin Ethridge	Finishing Division
Iris Faile	Plant No. 22
Sam Freeman Jr	Finishing Division
Nellie Heavner	Plant No. 22
Rachel Hefner	Plant No. 1
Ted Hicks	Finishing Division
Angela Johnson	Plant No. 5
Allen Jonas	Plant No. 1
Clint Lail	Finishing Division
Robert Lail	Finishing Division
Dana Laws	Plant No. 1
Earnhardt Lee	Plant No. 12
Phillip Martin	Finishing Division
James McCall	Finishing Division
Curtis McClure	Finishing Division
Richard McGalliard	Finishing Division
Kim Parker	Plant No. 22
Billy Penley	Plant No. 22
Loan Phan	Plant No. 22
Timothy Pittman	Plant No. 14
Roger Poteat	Plant No. 24
Roger Powell	Finishing Division
Precious Sanders	Plant No. 21
Tammy Seate	Plant No. 22
Evelyn Scruggs	Plant No. 12
Nathan Springs	Plant No. 1
Kathleena Staley	Plant No. 22
Shane Street	Finishing Division
Clurie Thomas Jr	Plant No. 2
Clure Thomas Sr	Plant No. 2
Sang Tran	Plant No. 22
Kimberly Tryling	Plant No. 24
Venessa Vealey	Finishing Division
Narong Vongmalaythong	Plant No. 24
Leslie Wagner	Plant No. 2
Tammy Walker	Plant No. 1
William Walker	Finishing Division
Charles Ware	Plant No. 21
Lee White	Plant No. 14
Lorinza White	Plant No. 12
Debbie Workman	Finishing Division
Jerry Workman	Plant No. 1
Brian Wright	Finishing Division

Retiree News Continued

Nancy Carter...came by in November wearing her "Santa" cap. She dresses for every holiday. Last year she wore Christmas ornaments in her hair and resembled a bright Christmas tree. Everyone at Plant No. 24 truly misses seeing what she will be wearing at the holidays!

Ray Johnson...and his brothers went to Alaska for thirty-one days. He took a lot of photographs, and was very excited about his first trip to Alaska.

Jerry Sigmon...has recovered well from heart surgery and is now working some again.

Harley Fisher...stopped by Plant No. 2 to talk about his visit to Graceland. He didn't see Elvis.

Shelby Cornwell...baked a pie for the office staff and told about her trip out West this fall.

Lorene Laney...said to tell everyone "hello".

Clif Fish...says he "goes to bed when he wants to, gets up when he wants to, and works around the house when he wants to".

Juanita Christopher, RB and Frances Christopher, Mary Lea Sharpe, Dorothy Sparks, Annie Redmond, Helen Austin, and Bob Cook...retirees of Plant No. 12 enjoyed the Quarter Century Plus Club trip to Dillsboro. Had a wonderful time, enjoyed the fall leaves in spite of the rain. Rose Teague said she was too old to go.

Eating and Emotions...

YOUR HOLIDAY SURVIVAL GUIDE

- Feed every part of yourself during the holiday. Indulge in your mental, emotional and physical self, as well as remembering your spiritual self.
- Learn the humble joy of giving, for the pure sake of giving, without any expectation of recognition or reward.
- Understand that too much alcohol and sugar can lead to mood swings, depression, and sluggishness.
- Don't fast and feast. Eat a light meal on time; later, eat moderately at big meals or buffets.
- Maintain your regular sleep, exercise, and eating routines. Don't schedule so many activities that you skip the basics of taking care of yourself.

FOR EVERY REASON, BE SAFE AND HEALTHY THIS SEASON!

Noonlighting Program A Success

Employees of Plant No. 5 & 6 have turned into big losers - and the biggest losers of all were Linda Schronce and Robert Reep, both employees of Plant No. 5. And they owe it all to the Noonlighting Weight Loss program sponsored by Lincoln County's chapter of the NC Cooperative Extension agency. It is a program to help with weight loss and learning to eat healthy, while enabling employees to fit the program into their busy schedules.

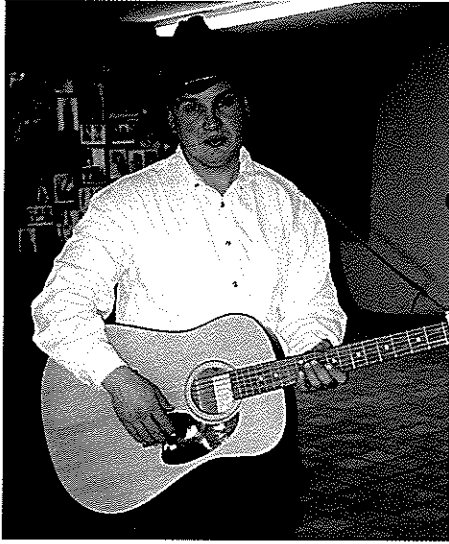
As Linda noted, this is a program she can go on, and stay on, working around her schedule. Linda, who lost 20 pounds over the past two years, and Robert, who lost 21.5 pounds, were both featured in The Gaston Gazette recently to discuss the program and their success.

Kim Metts, the nurse for the Lincolnton locations, oversees the program for her employees along with Melinda Houser, an extension agent. They have held the 8-week program several times, having 10-minutes videos available for viewing during break times, and literature available on-site. Dewayne Moore, Human Resource Administrator, noted that the program stands to benefit everyone. "It is part of our wellness program to do things like this on a monthly basis. People are happier when they are healthy and morale is good."

Another note of interest: walking seven times around the spinning room in Lincolnton equals one mile.

(L-R) Kim Metts, Nurse for Plants No. 5/6; Robert Reep, and Linda Schronce, both employees of Plant No. 5.





Moore Moonlights as Songwriter *and hits the big time!*

John Moore, more affectionately known as "Cowboy", is a finishing department employee at Plant No. 21. But in his spare time, Cowboy is a songwriter.

Moore has been employed with Carolina Mills for almost two years, but has been writing songs nearly all his life. He noted in a recent profile article in the Gaston Gazette, that he has probably written nearly 800 songs. It has been his lifelong dream to become a successful songwriter, and he is just that!

His first hit, "The One Who Cries", which was recorded by an aspiring singer on tape, has received tremendous airplay in the Netherlands and Spain, along with 30 other countries. The tape will also soon be offered for sale on the Internet.

Moore enjoys all types of music, including country, rock, blues, and gospel. He most prefers country-gospel.



Employees certainly enjoy it when the boss is doing the cooking! Management of several locations treated employees to a hotdog lunch as part of their Textile Week celebrations. Pictured (R) is Willie Wentz and Bob Harrison, burning up some hotdogs for employees of Plant No. 2. Pictured (L) are employees of Plant No. 9 enjoying a hotdog dinner catered by their management staff.



Congratulations to Martha Bolick, Plant No. 2, who won \$25 during Textile Week. A contest was held for all employees to guess how many pinto beans were in a quart jar. Martha guess was the closest - she really knows her pinto beans.

Plant No.3 Eyes New Markets

The end use of Plant No. 3's canton flannel has primarily been, for the past 35 years, in the work glove industry. But with the changing economy and forces in our world today, it has become necessary to move into new markets and develop new end

uses for the flannel.

In 1995, this new venture began, with Plant No. 3 undergoing a complete modernization of the plant and machinery. In 1997, with this renovation completed,

attention is now focusing on new relationships.

The apparel market is thought to be a larger market for the use Plant No. 3's fabric. Many new styles have been developed specifically for the garment

manufacturing customers, with a great response for these patterns. One of their largest customers is Brazo's Sportswear. They cut the canton fleece here in the United States, and ship it off shores to be sewn. Once garments are produce, they are shipped back to the states for dyeing and screen-printing. These shirts can be found at all K-Mart store nationwide, and can be recognized by the Chic Sportswear hangtag.

This new venture for Plant No.3 has not stopped with just the apparel market. Opportunities are open for progress in the furniture industry, with many furniture manufacturers already using canton fleece in the making of futons.

Response has been very positive to the new patterns Plant No.3 has to offer, and thus the beginning of new relationships that will soon become a good customer base. Plant No. 3 is continuing to adapt to the changing markets, and research continues for new uses for their products to remain a driving force in the market place.



These screen-printed garments are made of Plant No. 3's canton fleece, and can be found in all K-mart stores nationwide.

Physicians from Piedmont Urgent Care recently met with the medical staff at Plant No. 12 to get a first hand look at the textile manufacturing environment. Picture (L-R): Tracey Jordan, Physical Therapy; Betty Cary and Betty Pruette, Nursing Staff for Carolina Mills; Mike Hyman, Administrator; Harold Lineberger, Director of Safety for Carolina Mills; Jeff Faulk, Physical Therapy; and Drs. Dunaway and Kuhlman.





MERRY CHRISTMAS
MERRY CHRISTMAS



Thanks for being a credit union member!
We wish you a wonderful
holiday season with prosperity and
happiness throughout the year!

Your Credit Union Staff,
Joyce Carol Sue Nancy

Correction

Featured in the last issue of the **CaroLines** were members of the 1997 Credit Union Board. Also serving on the board is Jill Bailey, Plant No. 24. This information was mistakenly omitted from the article.

International Credit Union Day

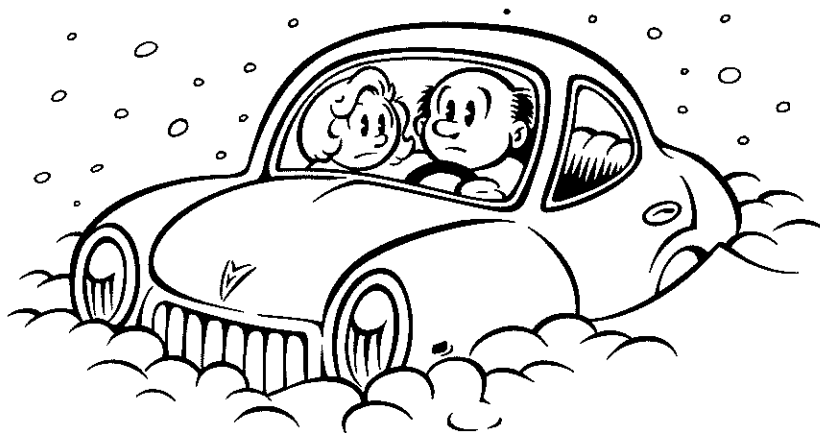
The theme for International Credit Union Day on Thursday, October 16, 1997, was "NOT FOR PROFIT, NOT FOR CHARITY, BUT FOR SERVICE".

A credit union is a member-owned, not-for-profit cooperative financial institution formed to permit those in the field of membership specified in its charter to pool their savings, lend funds to one another, and own the Organization where they save, borrow, and obtain related financial services. Members are united by a common bond and democratically operate the credit union under state or federal regulation.

Each Carolina Mills Employees' credit union member visiting the credit union on International Credit Union Day received a free gift. Coffee Mugs were given to those either applying for a loan or making a loan add-on to their present loan.

All credit union members making a transaction were eligible to win a T-shirt with the Credit Union Day theme imprint. Winners were Dennis Mungro from the Fiber Department, and Clurie Thomas, Jr. from Plant No. 2.

Some 85 million credit union members served by some 36,196 credit unions in 85 nations celebrated International Credit Union Day.



Speaking of Safety...

WINTER DRIVING REVIEW

- * If you skid on ice or snow, take your foot off the brake and accelerator, shift into neutral. Steer in the direction you want the front of the car to go. Return to the driving gear once the wheels grip the road again.
- * Don't walk under the influence. Half of all adult pedestrians killed in traffic accidents in recent years had been drinking.
- * Keep your tires fully inflated. An underinflated tire is more likely to skid, and to blow out.
- * Wash your car's headlights. Dirt on the lights can reduce the light output by half.
- * Hold the steering wheel at the 9 o'clock and 3 o'clock position. Experts now say this will give you maximum control.
- * Don't ignore your seatbelt just because you have an airbag.

Hours Worked Without a Lost Time Injury

As of November 1, 1997

Plant No. 3	1,853,581
Plant No. 8	1,332,477
Plant No. 21	932,472
Plant No. 22	879,743
Plant No. 1	848,945
Plant No. 2	375,601
Plant No. 14	314,080
Plant No. 9	171,263
Plant No. 5	155,270
Plant No. 24	148,647
Plant No. 12	124,809
Plant No. 6	27,218
Plant No. 4	25,052

Industrial Accidents Comparison

01/01/97 - 09/2/97

PLANT	NUMBER/ACCIDENTS	LOST TIME CASES	NUMBER/DAYS LOST
1	6	0	0
2	0	0	0
3	3	0	0
4	2	1	21
5	7	1	51
6	2	1	4
8	0	0	0
9	12	2	20
12	4	0	0
14	1	0	0
21	10	0	0
22	7	0	0
24	5	0	0
TOTALS	59	5	96



The Insurance Corner is a column designed to answer your questions about our company's group medical and dental 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: I need to change my Primary Care Physician. Who do I talk with to make this change?

A: Representatives of the Member Services area of United HealthCare are available every day to take your calls, including a call to change your Primary Care Physician. You will need to know the name of the physician you wish to change to, along with his ID Number. (Refer to your Provider Directory). You may change your Primary Care Physician once a month. United HealthCare will notify you of the effective date of your new PCP once you call and make this change. They will also issue you a new insurance card with your new PCP listed on it.

Q: I have been waiting on my regular doctor to be added to the United HealthCare network, and he has informed that he is now participating, yet he is not listed in our directory. How can I confirm that he is in the network?

A: Simply contact Member Services of United HealthCare and give them the name of your doctor. Their computer system is updated immediately once a new physician or facility is added to the network. They can accurately inform you if your doctor is in the network, and when this addition was effective.

Q: My Primary Care Physician has referred me to a specialist for my condition. How do I know that he is referring me to a doctor that is in the network?

A: Guidelines of your physician's contract with United HealthCare require him to refer you to a network provider when other treatment is necessary. He will also notify United HealthCare about the referral, and you are not required to contact the insurance company. He will also only send you to other facilities that are also in the network.

Should your condition require your seeing a physician that is not in the network, and there is not a physician in your area that can perform the treatment you need, your PCP will also notify United HealthCare of this and their Medical Management Team will review your case to see if you can go to this out-of-network physician, and still be eligible for in-network benefits.

Q: Do I need a claim form to file the expenses I have incurred using out-of-network providers?

A: United HealthCare has noted that as long as your name, social security number, and employer name is on the claim, a claim form will not be required. Please remember that there is a \$400 out-of-network deductible before any benefits will be issued. Out-of-network providers are not required to file your claims for you. If you need a claim form contact your Human Resource Administrator. When using in-network providers, your claim filing is done for you.

IF YOU HAVE QUESTIONS:

Member Services, a service available from United HealthCare, is your source for answers. Just dial the toll free number on your insurance card (1-888-697-8323), and a Member Services Representative will assist you with any question you may have, including:

- offering assistance with how the plan works, and what benefits your plan covers
- changing your Primary Care Physician
- replacing a directory or card

Attention All Medicare Supplement Participants

As a participant in the Carolina Mills Medicare Supplement plan, your benefits did not change although the company administering these benefits did. United HealthCare now handles the Medicare Supplement program but the plan has remained the same. They did, however, provide each of you with an insurance card. This card will provide proof of coverage to your physicians. You are not required to use a specific network of doctors or facilities. You may also replace your card, or make name/address changes by simply contacting Member Services at 1-888-697-8323.

Employees Discounts

MEMORIALS

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

Richard Farmer
Plant No. 6 - Retired
March 4, 1997

Earl Craig
Plant No. 5 - Retired
June 25, 1997

Carl Gilbert
Plant No. 12 - Retired
July 18, 1997

Otis Rollins
Plant No. 3 - Retired
September 16, 1997

Yvonne Blackwood
Plant No. 14 - Retired
October 6, 1997

Martha Human
Plant No. 24 - Retired
October 23, 1997

Sarah Wilson
Plant No. 24
November 4, 1997

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 Bags	\$8

United Artist VIP Theatre Tickets

Discount theatre tickets are available for \$4.00 per ticket. Tickets may be used at any United Artist theatre.

Chimney Rock

Adults	\$7.00
Children (6-15):	\$5.00



ADULTS \$23.50
YOUTH (10-15): \$18.00

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.



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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