



Happy
New
Year
1991





Company Honored

Carolina Mills was recently honored by the City of Newton at the Board of Aldermen meeting. The company received an award of appreciation for contributing packages of yarn to the North Carolina League of Municipalities 1990 Annual Convention, N.C. International Pride Festival. The award was presented to Carolina Mills by the Mayor of Newton, Mr. Hugh Gaither and the Board of Aldermen.

The plaque reads:

*Presented to Carolina Mills, Inc.
In appreciation for your support
and generous contribution in
providing products for the
North Carolina League
of Municipalities
1990 Annual Convention.*

Carolina Creations

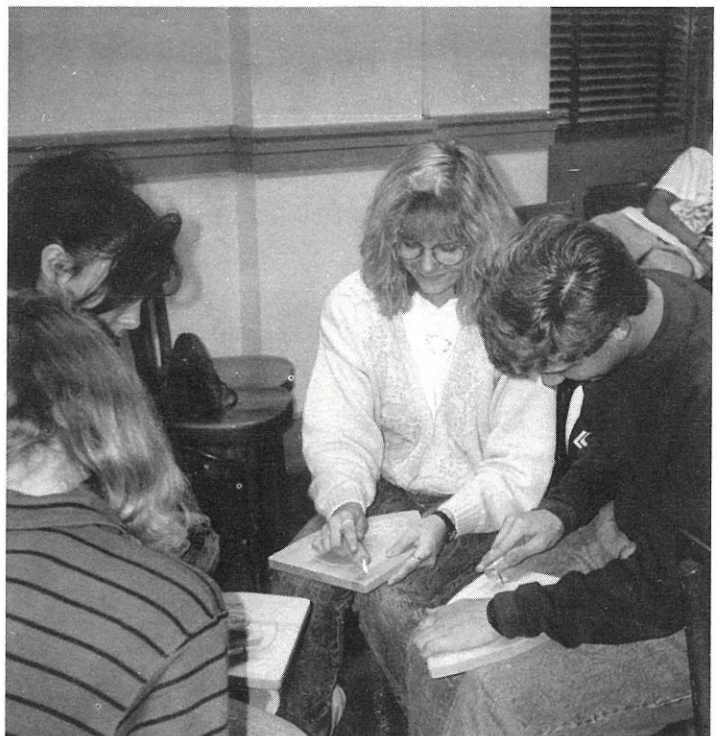
Carolina Creations, the Junior Achievement company sponsored by Carolina Mills, held open house at the old Newton-Conover Junior High School. The turnout was excellent with parents and several members of Carolina Mills management attending.

The students produced sweatshirts and devil head plaques the first half of the night; then members of Carolina Creations and the Comm-Scope sponsored company along with all guests were treated to pizza and soft drinks.

The devil head etched in shield-shaped wood that was produced during open house is Carolina Creations' next product. The plaques are made of solid wood and then painted either red or blue. The plaques are being sold for \$7.

While all members and guests were enjoying refreshments, Joan Mull, Center Manager for the Newton-Conover and Hickory centers recognized several of the achievers from Carolina Creations for being members of the sales club.

Since the beginning of the year, Carolina Creations has been successful in the sale of products. At the time of open house, they had over \$6000 in sales.



Achievers (l-r) Victoria Woods and Kelly Setzer as they produce the next product.



Environmental Update

January 1st marks the beginning of Carolina Mills' new corporate recycling program. To kick off the recycling program, Mr. Schrum explained the program to each employee by video. He asked every employee to help Carolina Mills in fulfilling their obligation as a good corporate citizen to help save the earth for future generations.

The company has committed to recycling computer paper, white paper, aluminum cans, and cardboard through a program designed by GDS, Garbage Disposal Services. Currently the company is participating in environmental preservation by printing the *CaroLines* on recycled paper.

The company recycling program will first involve the corporate office and Plant No. 4C. They will have containers placed in the canteens for aluminum and separate large containers in specified areas of the offices for the collection of white paper. Also, individual offices will be equipped with containers for waste paper.

Carolina Mills plants located in Catawba County will be furnished with a container for placement beside dumpsters for cardboard disposal. Cardboard must be kept separate since it requires a different disposal process.

Once the program is fully established, the company plans to graduate the recycling of white paper, computer paper, and aluminum cans to the remaining Catawba County Carolina Mills locations. Carolina Mills is also planning to start a recycling program at the plants in surrounding locations once local agencies are equipped to handle recyclable materials.

Also, the company is projecting to recycle the plastic bagging and plastic and metal straps from bales of fiber.

In order to help everyone with the new program and with knowing what to recycle, a list of do's and don'ts has been prepared.

Do Recycle:

- *White office ledger such as:*
 - copier paper
 - memos
 - white letterheads
 - plain white envelopes
 - adding machine tape
- *Computer Paper*
- *Aluminum Cans*
- *Cardboard*

Don't Recycle:

- *Phone messages*
- *Post-it notes*
- *Envelopes with windows*
- *Blue Prints*
- *Carbon Paper*
- *Paper contaminated with food*
- *Magazines*
- *Glossy copier paper*
- *Fax paper*



"I said resolutions, not revolutions!"



One-At-A-Time Resolutions

If you resolved to give up all your bad habits and make lots of character improvements all at once, chances are you won't.

It's better to be realistic. That's especially true with resolutions that take dedication, like not using cigarettes, and like getting along better with people you work with.

These one-at-a-time resolutions will help you do what you want to do. If you pick one, then improve in that area until you accomplish it, you can go on to something else. By year's end you will be more satisfied with your life:

- **Start a little earlier.** You've been trying to do it for a long time, but now you have a good reason to put your plan into action. Leave for work five or ten minutes earlier every day until it's a habit. You'll feel better for avoiding the rush.

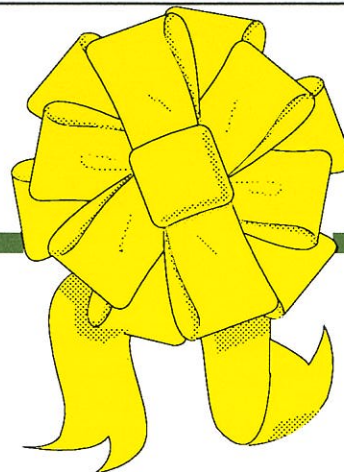
- **Reduce sick days by at least one.** How? By being a little more careful with your health in 1991. Pay more attention to eating right and getting enough rest. You could save yourself the discomfort of being sick.

- **Plan to be alert when you're working.** This starts the evening before, and could include some real planning. Be sure it's a one-at-a-time resolution. Think about what you take and what you drink, or what you eat, that makes you feel bad in the morning.

- **Improve your relationship with at least one other person at work,** someone you don't get along with very well. Decide why and make an effort toward better team work.

- **Find an area of your work that needs improvement.** What can you do about it? Rearrange your schedule; take a training class; change how that job is done now? Think about it and make it a one-at-a-time project.

These are just a few suggestions. Only you know the areas where you most want to improve. Start with something easy, like leaving for work a few minutes earlier. When you've turned that into a good habit, go on to make another change that you want.



Operation Desert Shield

The Operation Desert Shield project was a success. All Carolina Mills plants along with the main office responded to the request with large quantities of items. There were fourteen boxes filled with items mailed directly from Carolina Mills to Saudi Arabia.

Lynette Bridges, Coordinator of the Operation Desert Shield project, stated, "The turnout from the plants was more than I expected on such a short notice. I am grateful for all their help."



(l-r) Von Wilfong, Purchasing Department; Lynette Bridges, Accounting and Coordinator of the project; and Leonard Moose, Trucking Department as they prepared boxes to be mailed to Saudi Arabia.



Credit Union News

THANKS &
HAPPY 1991 from ALL
OF US.

Another year of Friendship has come to an end....
And now a New Year is here and with it comes new
goals and plans for the future. We hope that we may play
some part in making them all come true.

Credit Union Tips For 1991

Don't forget your driver's license, for identification when you come to the Credit Union Office to make a withdrawal or loan.

Remember, if you are out of work, we Do Not double up on your payroll deduction for loan payments when you return to work. You can make these payments at the Credit Union Office or to the Personnel Director at your plant, whichever is more convenient for you.

When you call to the Credit Union Office for information on your account, you will need to give your name and account number. We will not give out information on you account to anyone without your authorization.

Tax Information

Your 1099-Interest and/or 1098 Mortgage form is being prepared and will be mailed by January 31, 1991. **Important Tax Document....**

Your Credit Union Statement is being prepared and will be mailed by January 10, 1991. **This Is An Important Tax Document....**

New Dividend Rates for January, February, March 1991

Less than \$ 1000	5%
\$1000 - \$1999.99	6%
\$2000 - \$4999.99	7%
\$5000 and up	8%





Plant Happenings

Kevin Harris
William Roberts
Walter Willis
Jimmy Haynes

Jeff Finger
Earnest Jones
Donald Rouse
Doug Potter

Plant No. 4 recently held an attendance contest between the employees on different shifts. The employees at Plant No. 4N and 4C were challenged to achieve perfect attendance for one week. To accomplish the task, every employee had to be present for the entire shift every scheduled day. The winners were treated to doughnuts and coffee.

The first night shift at Conover and the second night shift at the Newton plant were the winners.

The winners at the Conover Plant were on night one:

Jim Kiziah
Kenneth Copeland
Steve Coulter
Gary Crouse
Clarence England
Hazel Waugh
Neil Allen
Linda Kiziah
Jimmy Bolick
Gary Shook
Regina Caldwell
Shannon Lail
Lou Ellen Devine
Patsy Loftin
Mabeline Smith
Marceline Crouse
Tony Shuford
Jerry Fletcher
Charlene Staton
John Staton
Kenneth Campbell
Pam Matthews
Lisa Galloway
Floyd Gibbs
John Franklin
Jason Kearney
Deanna Courtney

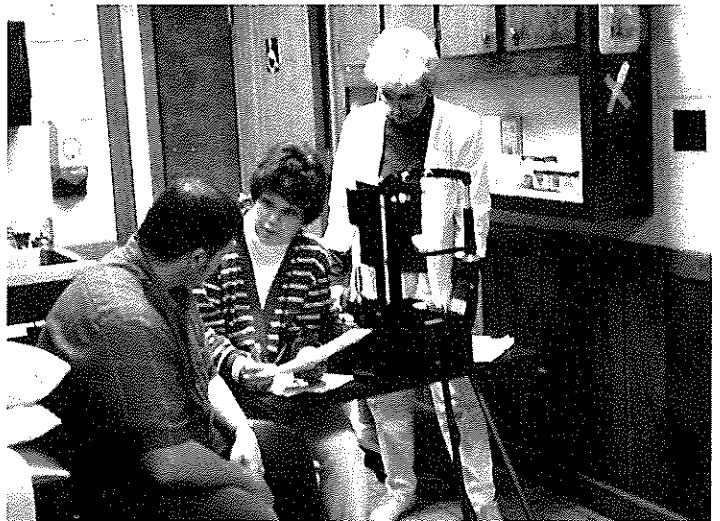
Sylvia Mundy
Judy Harris
Tracy Fuller
Ann Sigmon
Julie Hill
Linda Proctor
Darlene Hatchett
Evette Funderburke
Judy Felts
Larry Hewitt
Mike James

The winners on the second night shift at the Newton plant were:

Clint Brewington
Troy Bishop
Boyce Travis
Bruce Whipple
Roger Bivens
David Caldwell
Tony Moose
Jimmy Heffner
Randy Savacool
Johnny Ward
Janet Parker
Howard Dill
Ralph Helms
Joe Shuford
Ray Smith
Robert Sponhouse
Matt Forner
Von Abernathy
Charles Josey
Mark Mecimore
David Parker
Dale Wescott
Fred Parsons
Kelly Brown
Bobby Dill
Wayne Wilson
Mike Tupman
Glenn Parker
Ronnie Gilbert
William Haas
Billy Drum
Todd Harkins
Robert Keller
Carolyn Benfield
Jim Willis
John Smith
James Moose
Jerrell Bolick
Frank Hendrick



(l-r) Jimmy Haynes, Earnest Jones, Kevin Harris, and Sherrill Philyaw, winners of the attendance contest from the second night shift at Plant No. 4N.



CM Furniture had 150 employees participate in a recent Glaucoma test. Nancy Holloway (right), CM Furniture plant nurse watched as Billie Carr, (middle) with the N.C. Department of Human Resources discussed with Wayne White (left) his test results.



Service Awards

Beginning January 1, 1991, service awards will be presented to an employee by his supervisor on the date of his anniversary. Service awards will be presented to employees that have completed 5, 10, 15, or 20 years of full time continuous service. Employees that have completed 25 years of full time continuous service will be presented gold watches at the Quarter Century Plus Club Annual Banquet.

At the time of the service award presentations, each employee will be recognized on video and photographs will be taken. The video tape of an employee receiving his award will be shown in their plant canteen.

Employees receiving service awards in January, 1991 are:

5 Year Awards

Roger Buff	01/06/86	Plant No. 3
Brenda Minish	01/06/86	Plant No. 3
Joseph Hale	01/21/86	Plant No. 21
Doris Hughes	01/06/86	Plant No. 22
Jerita Mills	01/08/86	Plant No. 22

10 Year Awards

Dale Smith	01/06/81	Plant No. 1
James Abernathy	01/19/81	Plant No. 8
Rick Link	01/26/81	Plant No. 8

15 Year Awards

Franklin Dellinger	01/19/76	Plant No. 4
Brenda Hendrick	01/19/76	Plant No. 4

20 Year Awards

David Martin	01/27/71	Plant No. 2
Horace Norman	01/27/71	Plant No. 5
Pauline Abernathy	01/13/71	Main Office

25 Year Awards

Willie Wentz	01/24/66	Plant No. 2
Florena Smith	01/10/66	Plant No. 3
Rebecca Harris	01/10/66	Plant No. 4
William Underwood	01/10/66	Overhauleders
Evelyn Womack	01/10/66	Main Office



Employees On The Move

Retirements



Marshall F. Sigmon (Bud)

Bud Sigmon

Bud recently retired from Plant No. 8 with 37 years continuous service. He worked in the carding department as a card grinder.

The employees of Plant No. 8 gave Bud a retirement dinner and presented him with many gifts such as a wallet, "Retired" license plate, coffee mug, and a video tape of the dinner.

Now that Bud has retired, he plans to go camping and whatever else he decides. Bud feels Carolina Mills is one of the best places to work.



Roland L. White (Bill)

Bill White

After 13 years of service, Bill retired from Plant No. 3. He began as a roving hauler and retired as a yarn man in the weaving room.

While at Carolina Mills, Bill had by-pass surgery and was really glad he was able to return to work. Bill also feels fortunate to have worked at Carolina Mills because of the profit sharing.

Retired Employee Honored

Laura Hill Setzer retired from Carolina Mills with 45 years of service. She worked in the Production Planning Department at the time of retirement.



Laura Hill Setzer

Laura Hill Setzer, a retired employee from Carolina Mills was recently named one of 39 finalists for WSOC-TV's "9 Who Care" Award. Ms Setzer is an American Red Cross volunteer who spends two days a week at Lincoln County Hospital.

The director of volunteers for the Red Cross feels Ms. Setzer gives above and beyond any reasonable sense of civic duty. Also, she is an inspiration to her co-workers, and is an asset to her community as well as the hospital.

Ms. Setzer has been a hospital volunteer through

the Red Cross since 1978. As a retired secretary, she brings many talents and years of clerical experience to the Hospital Inservice Education Department. She volunteers more than 500 hours annually.

At the hospital, she handles monthly calendars, memorandums, and helps the Inservice Education Director with special classes.

Along with her work at the hospital, she volunteers time for her church.

Her commitment to the hospital and her church are true indications, she is one who cares.



Health, Fitness And Safety

Have A Good Year, For The Health Of It

Having a sense of purpose in life and avoiding cigarette smoke are among the ten healthiest New Year's resolutions you can make.

The American Institute for Preventive Medicine has always put quitting smoking as one of its top health resolutions. Now it adds avoiding inhaling smoke from other people's cigarettes as a health measure.

Here are their top ten recommendations for a healthy new year, but not listed in the order of importance. Which is most important for you is your own decision.

- *Have a sense of purpose in life.*
- *Quit smoking.*
- *Eat less fat and cholesterol.*

- *Control your blood pressure.*
- *Drink only moderate amounts of alcohol.*
- *Maintain the right body weight.*
- *Wear a seat belt in your car.*
- *Develop a network of supportive friends and relatives.*
- *Learn to relax.*
- *Avoid second-hand cigarette smoke.*

To inhale less of other people's smoke, ask that people smoke only in one room in your home (the basement is best). Consider declining invitations to gatherings where you know there will be smoke in the air.

A Tip for Cold Weather Walkers

If you will walk or jog in cold weather, plan your course against the wind on the way out and with the wind on the way back. If you start running with the wind, body warmth will produce more sweat, and your clothes will be

more damp for the stressful trip back. More body heat will be used then as you go against the wind and the cold, wet clothes are pressed against you.

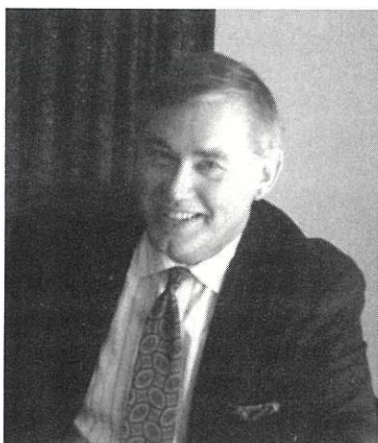
Remember, go against the wind on the way out.

15 Reasons For Coming To Work

1. You are the **only** one who knows everything about your job.
2. You will build credibility and job security.
3. You save personal days for a time when something important and unavoidable comes up.
4. Customers are depending on you to provide what they need and to do so at the right time.
5. You can save your sick leave in case you get something serious.
6. You will be showing concern for people you work with.
7. If you save a day of vacation, you'll have enough days to go to Hawaii later on!
8. You'll be right in the vital game of business, making the organization, and the country, stronger.
9. Reducing absence helps keep shipping costs down. Air freight isn't needed because orders are shipped on time.
10. By helping to control costs, you build greater returns for employees and investors.
11. By building better returns for stockholders, you encourage them to invest more so we can buy equipment and facilities.
12. You will feel good about yourself because you are doing what's right.
13. You'll save a lot of people's time. They won't have to take on your workload in your absence.
14. People who like you and want to see you won't be disappointed.
15. **WE NEED YOU!**



Salesperson Of The Year



John Weber

John Weber was named salesperson of the year for 1990 at the Carolina Maiden sales meeting for the second time in a row. He has been recognized four times for this honor. John has been with Carolina Maiden Corporation for 15 years.

The salesperson of the year award is based on the following criteria: Gross sales; percentage increase of sales; personal interview with the President of Carolina Maiden and an interview with the Vice President of Sales with Carolina Mills; Carolina Maiden incentive program.

John is responsible for the territory of New Jersey and New York, including New York City, upper state New York and the boroughs.

It would appear John spends all of his time working, but that is not the case. He enjoys golf, history, and cheering for his favorite teams, the Philadelphia Eagles and the Villanova Wildcats.

John and his wife Terry live in Pennsylvania and have four children, including a set of twins. The Weber family is unique in that all four children followed their father's footsteps with careers in sales.

'Twas The Night Before Christmas

An employee from Plant No. 12 expressed his/her thoughts about the textile industry quite cleverly in the following poem. The person preferred not to be named.

*'Twas the night before Christmas, and all through the house
There was scarcely enough food for even a mouse;
The stockings were hung by the chimney with care,
But alas, they hung empty and the Christmas tree was bare;
The children were tossing fretfully in their beds,
While nightmares of imports danced in their heads;
And mama on her couch and I in my chair,
Were racking our brains why our unemployment checks
weren't here,
When out on the lawn there arose such a clatter,
I sprang from my chair to see what was the matter,
Away to the window I flew like a flash,
Tore open the shutters and threw up the sash.
The moon on the breast of the new fallen snow,
Gave me cold chills because I knew our heating fuel was
low,
As I did a double-take, I couldn't believe what I'd seen,
'Twas several well-dressed people in a black limousine.
As a tall lanky man arose from the plush,
I knew in a moment it was St. George Bush.
Joyfully I cried, "St. George, you're just the person I need
to see",
I know you can do something to help out ailing Textile
Industry.
Our Textile Bill was defeated and imports are pouring in;
St. George, you just can't imagine what a predicament
we're in,
They say that our economy is in a steep decline,
And people still employed in textiles now are on short time;
Some plants have closed and for others the outlook's not
too great,
Can't you do something to limit imports before it's too
late?
A wink of his eye and a twist of his head,
Soon gave me to know I had nothing to dread;
He smiled and told me, "You need not fear";
He said, "Read my lips, things will be much better next
year."
He spoke not another word, but went back to his car,
And with a small spray of snow pulled out of my yard.
"Merry Christmas, St. George," I whispered as I watched
his car's taillights begin to fade,
We'll continue to fight for our industry and jobs 'cause
we're American Made.*



CM Furniture Sales To Employees

Effective immediately, CM Furniture has developed a policy concerning the sale of merchandise to employees of Carolina Mills and CM Furniture.

The policy reads as follows:

- Tables will be sold at wholesale price, less a 10% quantity discount, less 10% employee discount, plus sales tax.
- Upholstery items will be sold at wholesale price by style and fabric grade,

less 10% employee discount, plus sales tax.

Items for sale as part of special promotions by the Sales Department (overstock, showroom samples, discontinued styles, fabrics, frames, etc.) will be made available to employees as these promotions occur. Prices for the items sold during special promotions will be established at that time. The 10% employee discount will not apply to these sales. Sales tax will be added.

CM Furniture Outlets

Beginning January 21, 1991, CM Furniture will be selling both upholstered furniture and occasional tables at special value prices in the Ranlo Carpet Outlet and at the CM office showroom on highway 321 in Maiden.

The CM Furniture items to be sold will be first quality discontinued items and slightly damaged current and discontinued items. First quality, current CM Furniture products will not be sold in these outlets. Sales will be made to the

public as well as CM Furniture and Carolina Mills employees. A 20% discount off the ticketed prices will be allowed only to CM Furniture and Carolina Mills employees.

The Ranlo Carpet Outlet is open on Tuesdays and Thursdays from 10:00am until 5:00pm and on Saturdays from 9:00am until 1:00pm.

The CM Furniture Maiden outlet will be open Monday through Friday 9:00am until 3:00pm.

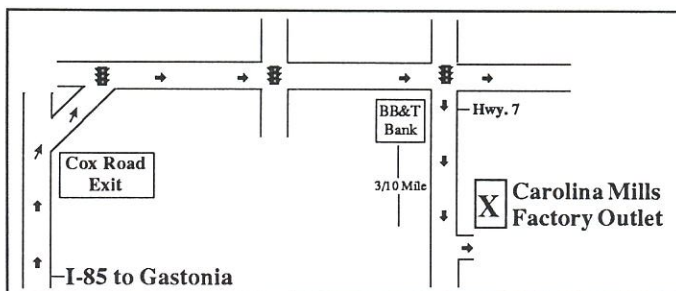


FACTORY OUTLET

**Carpet And Furniture
available at this location**

OPEN:

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



FURNITURE OUTLET

**ONLY Furniture available
at this location**

OPEN:

Monday - Friday
9:00 am to 3:00 pm

Highway 321 Maiden



Carolina Mills

Employee Discounts

Carolina Mills

Beverage Bags\$ 5.00

Carolina Mills Books

Christmas Cookbook..... \$ 5.00

Carolina Mills Windshield

Covers\$ 4.00

Carolina Mills Key Chains

Key Chain.....\$ 4.00

Carolina Mills Green Corduroy Ballcaps

.....\$ 5.00

Carolina Mills Videos.

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

Contact your Personnel Administrator



CHIMNEY ROCK PARK

Adults.....\$ 5.00

6 to 15 years.....\$ 3.00

under 6 years.....FREE

Quarter Century Plus Club

Sweatshirts.....\$15.00

Sizes available:

Mens: M, L, XL, XXL

Womens: L, XL

Sweatsuits will be sold as long as they are in inventory.

Sweatsuits can only be purchased by a member of the Quarter Century Plus Club.



Adult tickets.....\$16.10

Students.....\$11.50

Children under 11.....FREE

Announcements

What's New?

The Human Resources Department reminds us that up-to-date personnel records are important.

The beginning of a new year is an excellent time to take stock of what occurred in your life since last New Year's Day, such as:

- A change in the name or telephone number of the person to be notified in case of emergency.
- A change in your own name, address, or telephone number.
- Should your number of dependents be increased or decreased?
- Is the list of persons covered on your health insurance correct?
- Are your life insurance beneficiaries still the same?

If you aren't sure your information on file is correct, stop by your Personnel Office to review the facts.

Happy New Year 1991

Q. Carolina Mills Inc.

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

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Made in the USA

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