



## IN THIS ISSUE

### Corporate News

Textile Industry gives economic report. Direct Claim Filing will simplify our lives and cut the cost of health care.

*Page 2*



### Credit Union News

Take a look at The Statement of Financial Condition. Union receives five a Five-Star rating.

*Page 5*



### Health

Women's Health Awareness Month. Some Cancer Screening guidelines from the ACS. Immunization schedule.

*Page 6*



### Safety

Winners of Carolina Mills Corporate Safety Contest: Plant No. 14. Tips for buying used items.

*Page 9*



### Special Interests

Science in Fashion Exhibit. Festival of Flowers coming to Biltmore.

*Page 13*



# Textile Industry Annual Report For '93

The economic news for the U.S. textile industry was mixed in 1993. On the plus side, capital spending, production, sales, exports and wages set new records, but on the down side, imports reached their highest level in history and profits failed to match last year's record level.

The annual business review issued by the American Textile Manufacturers Institute showed:

- Textile employment fell by one percent to a year-long average of 667,000 from 672,000 last year. Wages rose from \$8.60 to \$8.88, and weekly earnings increased from \$353.64 to \$367.42.
- Capital spending on new plants and equipment reached a new record level of \$2.3 billion.
- Shipments increased over 1992 by one percent to a new high of \$70.2 billion.
- Profits were down 29 percent from last year's record level.
- Imports of textiles and apparel with an 8 percent increase over 1992, reached a new record high of 15.7 billion square meters. Textile exports showed significant gains, reaching a new high of 5.9 billion square

meters. At the same time, the textile and apparel trade deficit also set a new record high of \$33.4 billion.

ATMI President  
Henry A. Truslow, III,  
Sunbury Textile Mills,

Inc., said that while the textile industry shows signs of strength going into 1994, the outlook for the coming year will depend on the performance of the economy in general and on early

results stemming from the North American Free Trade Agreement.

"A stronger recovery for the economy in general appears to be under way, and we hope it will be sustained by growing consumer confidence and more people returning to work," Truslow said. "The continuing high level of capital spending underscored the textile industry's strong commitment to maintain its worldwide competitiveness.

"Approval of the North American Free Trade Agreement was a definite plus for both the textile industry and our nation's economy in general. As a result of NAFTA our goods will be able to enter Mexico at reduced duty rates and at zero duties for some products such as sewing thread, terry towels and denim fabric.

Changes will be taking place in our trade with other nations. The Multifiber Arrangement, which has governed textile and apparel trade since the early '70's will be phased out over 10 years beginning in July 1995, or later. U.S. textile tariffs will also be reduced, but only by 11 percent, thereby cutting textile tariffs from an average of 18 percent to 16 percent over 10 years. Textiles and apparel will be reduced by an average of 11 percent.

"We are continuing to work with our government to open the markets of other countries to textile exports from the United States. As a result of the recent GATT agreement on trade, 39 nations so far have agreed to open their markets. If other nations refuse to open theirs, they can be denied the accelerated quota growth in the agreement."

"The changing world of international trade in textiles means that we must take advantage of every opportunity to export, because that is where there is potential growth for our industry."

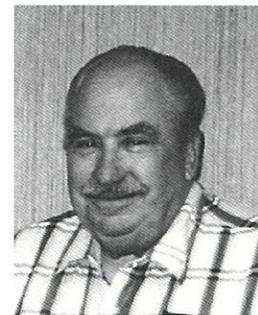
—American Textile Manufacturers Institute

*"A stronger recovery for the economy in general appears to be under way, and we hope it will be sustained by growing consumer confidence and more people returning to work."*



MEDICAL AND DENTAL BENEFITS		** PLEASE REMEMBER PROVIDE **	
MEDICAL AND DENTAL BENEFITS FOR YOU AND YOUR COVERED DEPENDENTS	80% OF COVERED MEDICAL EXPENSE (UP TO \$ 1,000,000 ) PAID BY OUR CARRIER AFTER YOU PAY A DEDUCTIBLE OF \$200 PLUS \$150 PER HOSPITAL ADMISSION. THE \$150 HOSPITAL DEDUCTIBLE IS WAIVED FOR A PROVIDENT PREFERRED NETWORK HOSPITAL.	25,000.00	IS THE MAXIMUM COVERED FOR THE TREATMENT OF NERVOUS AND MENTAL DISORDERS DURING THE LIFETIME OF YOU OR YOUR DEPENDENT.
	1,000.00	2,000.00	IS THE MOST OUT OF POCKET COVERED EXPENSES YOU WILL HAVE TO PAY DURING ANY CALENDAR YEAR FOR EACH INSURED FAMILY MEMBER, OR IS THE MOST OUT OF POCKET COVERED EXPENSES YOU WILL HAVE TO PAY DURING ANY CALENDAR YEAR WITH RESPECT TO TWO OR MORE INSURED FAMILY MEMBERS.
	YOU HAVE DELUXE EMPLOYEE COVERAGE WHEN YOU RETIRE FROM THE COMPANY WITH 25 YEARS CONTINUOUS SERVICE, A MEDICARE SUPPLEMENT IS PROVIDED FOR YOU AND YOUR SPOUSE AT NO COST FOR THE LIFE OF THE EMPLOYEE AND THE SPOUSE, UPON MEETING ALL OUTLINED CONDITIONS. YOU HAVE EMPLOYEE ONLY DENTAL COVERAGE.		
<b>DISABILITY</b>			
	SHOULD YOU BECOME TOTALLY DISABLED AND PREVENTED FROM WORKING AT YOUR REGULAR OCCUPATION AND ARE UNDER THE CARE OF A LICENSED PHYSICIAN, YOU WILL RECEIVE THE FOLLOWING DISABILITY BENEFITS:	3,408.44	IN A LUMP SUM FROM OUR PROFIT SHARING PLAN (BASED ON YEARS OF SERVICE AND PAST EARNINGS).
YOUR DISABILITY AND ACCIDENT BENEFITS	YOU HAVE NOT ELECTED SHORT TERM DISABILITY INSURANCE WHICH PAYS AS FOLLOWS: PER WEEK FOR LENGTH OF TOTAL DISABILITY (UP TO A MAXIMUM OF 13 WEEKS) BASED ON A LICENSED PHYSICIAN'S STATEMENT (WILL NOT PAY IN CASE OF WORKMAN'S COMPENSATION) MONTHLY LONG TERM DISABILITY AFTER A WAITING PERIOD OF 90 DAYS	60%	
<b>ACCIDENTAL DISMEMBERMENT</b>			
	THE COMPANY PROVIDES AT NO COST TO YOU THE FOLLOWING EMPLOYEE COVERAGE:	1,250.00	FOR LOSS OF ONE LIMB
		2,500.00	FOR LOSS OF MORE THAN ONE LIMB
	ADDITIONAL ACCIDENT INSURANCE EMPLOYEE COVERAGE:	100,000.00	FOR THE LOSS OF TWO LIMBS OR BOTH EYES OR SPEECH AND HEARING OR COMBINATION OF ANY TWO
		50,000.00	FOR LOSS OF ONE LIMB OR ONE EYE OR SPEECH OR HEARING
		25,000.00	FOR LOSS OF THUMB AND INDEX FINGER OF SAME HAND
<b>DEPENDENT COVERAGE:</b>			
	SPOUSE ONLY - 50% OF EMPLOYEE COVERAGE		
	SPOUSE WITH CHILDREN - 40% OF EMPLOYEE COVERAGE		
	CHILDREN - 10% OF EMPLOYEE COVERAGE		
	YOU HAVE EMPLOYEE ONLY COVERAGE		
<b>SURVIVOR BENEFITS</b>			
YOUR FAMILY SURVIVOR BENEFITS	GROUP LIFE INSURANCE	2,500.00	
	ADDITIONAL GROUP LIFE INSURANCE BENEFIT IN THE EVENT OF ACCIDENTAL DEATH.	2,500.00	
	SOCIAL SECURITY DEATH BENEFIT	255.00	
	ADDITIONAL ACCIDENT INSURANCE BENEFIT IN THE EVENT OF ACCIDENTAL DEATH.	100,000.00	
	PAID TO THE NAMED BENEFICIARY FROM YOUR PROFIT SHARING PLAN.	3,408.44	
	<b>TOTAL</b>	108,663.44	
<b>PROFIT SHARING</b>			
YOUR PROFIT SHARING	AMOUNT IN YOUR ACCOUNT (12/31/92)	2,858.07	
	YOUR SHARE OF INCREASE OR DECREASE IN FUND (INCLUDES CONTRIBUTION AND FORFEITURES)	550.37	
	AMOUNT IN YOUR ACCOUNT (12/31/93)	3,408.44	
	IS YOUR VESTING ACCORDING TO NUMBER OF YEARS OF SERVICE.	60%	
<b>ADDITIONAL BENEFITS</b>			
YOUR ADDITIONAL BENEFITS	YOU RECEIVED THE FOLLOWING IN ADDITIONAL BENEFITS DURING THE PAST YEAR:	223.23	HOLIDAY PAY
		712.74	VACATION PAY
		715.82	CHRISTMAS GIFT
<b>YOUR WITHHOLDING INFORMATION</b>			
	INCOME TAX WITHHOLDING STATUS: (AS OF 12/31/93)		
	FEDERAL (9-4) STATUS: S EXEMPTIONS: 01 EXTRA: \$ 3+25		
	STATE (NC-4) STATUS: S EXEMPTIONS: 01 EXTRA: \$ .00		

PREPARED FOR: LAST NAME FIRST NAME AS OF 12/31/93 PLANT NO 18  
 STREET ADDRESS DATE OF BIRTH 12/19/69 EMPLOYEE NO. 98765  
 CITY, STATE & ZIP DATE OF HIRE 11/28/88 SOC SEC NO. 987 65 4321



**Congratulations!**

Clifford Burke, a retiree from the Lab, was elected President of the Quarter Century Plus Club Board of Directors during its meeting held February 28, 1994.

Ed Schrum was present as the board members discussed plans for the banquet and the fall outing. The annual banquet will be scheduled for Saturday, May 14, at Trinity United Church of Christ in Conover, NC. Plans for the fall trip will be voted on at the banquet.

The following employees/retirees currently serve on the Quarter Century Plus Club Board of Directors: Willie Wentz, Carrol Dellinger, Bill Devine, Jerry Lee Sigmon, Ken Isaac, Ruby Sharpe, John Hudler, Betty Isaac, Frank Cloninger, Virginia McAlister, Pansy Morrison, Charles Young, and Gerald Blanton.

*This is an example of the "Green Sheet" received by each Carolina Mills employee. It is divided into different titled sections, each of which includes an explanation of the benefit.*

# Your Personal Annual Report of Benefits

The benefits sheet, better known as the "Green Sheet", is a special information sheet compiled and produced by our Data Processing Department. It provides employees a detailed outline of the benefits they have with Carolina Mills. The figures in the report were calculated to indicate benefits currently protecting you, and to estimate the value of these benefits to you and your dependents. Carolina Mills hopes the information statement will aid you in planning for your future.

- This sheet details explanation of:*
- ° Medical Benefits for You
  - ° Your Disability and Accident Benefits
  - ° Your Family Survivor Benefits
  - ° Your Profit Sharing
  - ° Your Additional Benefits
  - ° Your Federal and State Withholding Tax

# Direct Claim Filing

Effective April 1, 1994, the Carolina Mills Group Insurance Program will change from employer certified to direct claim filing for all active employees and COBRA participants.

Direct claim filing simply means that employees and providers will now file medical and dental expenses directly to Provident Life & Accident Insurance Company. This may be done manually or electronically.

### How Does Direct File Benefit Employees?

You will receive faster turn-around time on claims submitted, as well as fewer rejection of claims. Each covered employee will also have direct access to Provident through an 800-number to enable them to ask questions, get assistance, or check on the claims submitted. The better efficiency of the direct file method impacts the overall cost of the program.

### Why Direct Submission?

Direct filing impacts the cost of health care and benefits all parties: insureds, providers, and employers. Savings are produced from the reduction of mail costs, microfilming, and the reduction in lost claims.

Electronic filing of claims is already being

administered by providers, including all of our Provident Preferred Providers. Electronic claims can produce a 3-4 day turn-around time, and fewer rejections because of incomplete information. Provident saves approximately \$1.70 on each electronic claim - these savings are in turn passed along to the customer - Carolina Mills.

Each employee will receive a Direct File Kit. The kit will include claim forms, a PROVIEW card, and information and tips on filing claims directly. Any extra claim forms needed will be available in the Human Resource Department at each plant location. Carolina Mills, Inc., has also notified the top 100 providers in our area of this change. Assistance will be available for everyone from the Insurance Personnel or Human Resource Administrator at the individual plant locations.

With the implementation of the Direct File Program, Carolina Mills, Inc., is striving to provide better service to our employees as well as do our share towards reducing health care costs for everyone. Working together we can make this a smooth transition into a program that benefits all.

## Insurance Factoid

### PROVIEW

A pre-admission review is important. With so many medical options available today, a hospital is not always the best treatment facility because the prescribed treatment may be available in a less costly outpatient facility. PROVIEW's staff reviews the prescribed procedure for appropriateness before you undergo treatment.

### WHY USE PROVIEW?

#### Proview:

- qualifies you to receive the maximum benefit for hospital services covered under your medical plan;
- helps evaluate whether you need to be treated in a hospital
- eliminates unwarranted time in the hospital and expenses associated with that hospitalization
- may reduce the total cost of treatment, out-of-pocket costs may be less

Remember, you can help control the costs of your own health care contributions by taking advantage of this program. PROVIEW can help you eliminate unwarranted hospitalization and reduce your medical costs.

We encourage each of you to take advantage of this program should you need to schedule a hospital stay or in the event of any emergency visit. If you would like more information about this program, consult the PROVIEW pamphlet included in your Direct File Kit or contact the Insurance Personnel at your plant location.

## A Flash From The Past

# Do you Remember?

Do you know these people? If so, you could win \$10 in cash! All you have to do is join the Carolines' quest to identify nameless photographs from the archives. It's easy. Simply fill out the form to the right, cut along the dotted lines and mail it to the Human Resource Dept. at P.O. Box 157, Maiden, NC 28650, or give it to your Human Resource Administrator. Each correct entry completed in full and received by April 30 will be included in a drawing for the \$10 prize. The winner will be notified.

So put on your thinking cap, and send in your entry!



Names(left to right):

---



---



---



---



---

Your Name: \_\_\_\_\_ Plant: \_\_\_\_\_



# Carolina Mills Employees Credit Union



## Statement of Financial Condition

<b>ASSETS:</b>	12/31/92	12/31/93
Cash & Investments	4,162,552	5,329,149
Net Loans	6,583,616	5,771,925
Other Assets	10,546	9,203
<b>TOTAL ASSETS</b>	<b>10,756,714</b>	<b>11,110,277</b>
<b>LIABILITIES &amp; CAPITAL:</b>		
Liabilities	7,965	7,066
Shares	8,789,326	8,824,485
Capital	1,959,423	2,278,726
<b>TOTAL LIABILITIES &amp; CAPITAL</b>	<b>10,756,714</b>	<b>11,110,277</b>
Increase (Decrease) in Assets	353,563	3.29%
Increase (Decrease) in Loans	(811,691)	(12.33%)
Increase (Decrease) in Savings	35,159	.40%
Total Income	1,110,323	957,509
Total Operating Expense	78,662	234,784
<b>NET INCOME BEFORE DIVIDENDS</b>	<b>931,661</b>	<b>722,725</b>
Dividends on Shares	562,988	403,423
<b>NET INCOME AFTER COST OF FUNDS</b>	<b>368,673</b>	<b>319,302</b>
Required Transfer to Statutory Reserve	55,516	47,875
<b>NET INCOME</b>	<b>313,157</b>	<b>271,427</b>
Total Expenses to Total Income	16.09%	24.52%
Dividends to Total Income	50.71%	42.13%
Other to Total Income	5.00%	5.00%
Net Gain to Total Income	28.20%	28.35%

## Credit Union Receives 5-Star Rating From Bauer Financial Reports, Inc.

The Credit Union received the following certificate from Bauer Financial Reports, Inc.:

"Congratulations! Your credit union has earned our FIVE-STAR RATING based on our evaluation of your financial data as submitted to federal regulators for the six month period ended June 30, 1993. This is the seventh consecutive period that we've awarded credit unions our five-star rating. Your credit union has received our five-star rating five (5) consecutive times. To earn our five-star rating, the highest on a scale from 0-stars to 5-stars, your credit union's tangible capital exceeded 9.0% of tangible assets, delinquencies and repossessed assets were manageable and your credit union was soundly invested at June 30, 1993."

## CATAWBA

### MAMMOGRAPHY:

Fairgrove Professional Building, beside Catawba Memorial Hospital  
 Telephone: 322-6266  
 Cost: \$40.00  
 Monday - Friday, 9am-4:30pm. By appointment only.

### GASTON OUTPATIENT DIAGNOSTIC CLINIC:

Cox Road  
 Telephone: 834-2050  
 Cost: \$60.00  
 Monday - Friday, 8:30am - 5pm. By appointment only.  
 Must also designate doctor to receive report  
 Must designate that you are a Carolina Mills employee.

### LINCOLN COUNTY HOSPITAL:

Off Highway 321 Bypass  
 Telephone: 732-5126  
 Cost: \$55.00  
 Monday - Friday, 1pm - 3:30pm. By appointment only.

### VALDESE GENERAL HOSPITAL:

720 Malcolm Blvd.  
 Telephone: 879-7611  
 Cost: \$36.00  
 Monday, Wednesday, Friday: 9:30am - 2:30pm  
 Tuesday, Thursday: 9:30am - 4:30pm. By appointment only.

### IREDELL MEMORIAL WOMEN'S CENTER:

Crossroads Shopping Center, Statesville.  
 Telephone: 878-4551  
 Cost: \$50.00  
 Monday - Friday, 8am - 6pm  
 Saturday, 8am - 1pm.  
 By appointment or walk-ins accepted.

## Women's Health Awareness Month

As part of the Carolina Mills Wellness Program, April has been designated as Women's Health Awareness Month.

During the month of April, any woman employed with Carolina Mills, CM Furniture, and/or Carolina Maiden who receives a mammogram not part of a regular physical will be reimbursed \$25 toward the cost of the mammogram. Give your receipt to your Human Resource Administrator for reimbursement. A baseline mammogram is recommended between ages 35 and 39.

Several locations that offer the mammogram testing are listed at left. You choose which location you prefer to go for your test. You may choose to visit a facility that may not be listed. To receive your mammogram, call the location of your choice and schedule your own appointment. Please be sure to get a receipt for reimbursement.

This program was implemented in April of 1993, to help ensure good health for our women. April will be designated as Women's Health Awareness Month each year.

The following guidelines for the early detection of cancer in people without symptoms are recommended by the American Cancer Society. Remember, these guidelines are not rules and only apply to people without symptoms. Talk with your doctor. Ask how these guidelines relate to you.

### AGE 20-40:

#### Cancer-Related Checkup Every 3 Years:

Should include the procedures listed below plus health counseling (such as tips on quitting cigarettes) and examinations for cancers of the thyroid, testes, prostate, mouth, ovaries, skin and lymph nodes. Some people are at higher risk for certain cancers and may need to have tests more frequently.

#### BREAST

- ° Exam by doctor every 3 years
  - ° Self-exam every month
  - ° One baseline breast X-ray between ages 35-40.
- Higher risk for Breast Cancer: Personal or family history of breast cancer, never had children, first child after 30.

#### UTERUS

- ° Pelvis exam every 3 years

#### CERVIX

- ° Pap test- after 2 initial negative tests 1 year apart - at least every 3 years, includes women under 20 if sexually active.
- Higher Risk for Cervical Cancer: Early age at first intercourse, multiple sex partners.

### AGE 40 & OVER

#### Cancer-Related Checkup Every Year:

Should include the procedures listed below plus health counseling (such as tips on quitting cigarettes) and examinations for cancers of the thyroid, testes, prostate, mouth, ovaries, skin and lymph nodes. Some people are at higher risk for certain cancers and may need to have tests more frequently.

#### BREAST

- ° Exam by doctor every year
  - ° Self-exam every month
  - ° Breast X-ray every year after 50. Between ages 40-50, breast X-ray every 1-2 years.
- Higher risk for Breast Cancer: Personal or family history of breast cancer, never had children, first child after 30.

#### UTERUS

- ° Pelvic exam every year

#### CERVIX

- ° Pap test- after 2 initial negative tests 1 year apart - at least every 3 years.
- Higher Risk for Cervical Cancer: Early age at first intercourse, multiple sex partners.

#### ENDOMETRIUM

- ° Endometrial tissue sample at menopause if at risk
- Higher Risk for Endometrial Cancer: Infertility, obesity, failure of ovulation, abnormal uterine bleeding, estrogen therapy.

#### COLON & RECTUM

- ° Digital rectal exam every year
- ° Stool blood test every year after 50
- ° Procto exam- after 2 initial negative tests 1 year apart- every 3 to 5 years after 50. Higher risk for Colorectal Cancer: Personal or family history of colon or rectal cancer, personal or family history of polyps in the colon or rectum, ulcerative colitis.



## February—Heart Month

Our goal for February is to promote a healthy heart. By identifying the steps to heart healthy living, managing your cholesterol can become reality.

When cholesterol goes up above a desirable level it puts you at risk for heart attack, heart disease, stroke and other cardiovascular diseases.

Changing your diet is usually the most effective way to lower cholesterol. The most helpful change is to lower the amount of fat you eat. Make changes in the food you buy. Choose poultry, fish, seafood, and lean cuts of meat. Fresh fruits and vegetables are good choices. Use nonfat or low-fat milk, cheeses, yogurt and frozen desserts. Beans, potatoes, grains, oats, breads and cereals are good choices. Choose low-fat and light oils, mayonnaise and salad dressings. Read food labels and choose low fat products. Just because it says no cholesterol doesn't mean it's low in fat. Cooking

methods that lower fat are broiling, grilling, baking, microwaving or steaming after trimming all fat. Use low-fat and low cholesterol

substitutes in recipes.

Other steps to help lower cholesterol include: watching your weight, exercising, stop smoking, control high blood pressure and reduce stress in your life.

If 3 to 6 months of dieting, weight loss, and exercise does not reduce your cholesterol, your doctor may put you on a cholesterol-lowering medication.

You can feel great knowing you have your cholesterol under control because it will greatly reduce your risk of heart attack, heart disease, stroke and other cardiovascular diseases. You will have the satisfaction of knowing you are in charge of your own well-being.

**YOU CAN CONTROL  
YOUR CHOLESTEROL.**



*Joyce Andrews, Plant #5, with a nurse from Catawba Memorial Hospital, participating in the blood screening held at the plant.*



*Joyce Hovis, Credit Union, having her cholesterol checked.*



*Bill Brotherton, Plant #1, isn't bothered at all by the sight of a needle.*



*Kim Deal, Trucking Department, is shown here during the annual blood screening held at the Corporate Office.*

## The Need For Prevention

- ❶ Coronary heart disease is the number one killer of men between the ages of 35 and 45.
- ❷ One in four adults has some form of heart or blood vessel disease.
- ❸ Most standard medical evaluations are not sufficiently thorough to detect cardiovascular disease. For example, a resting EKG is not effective in predicting an impending heart attack when compared to a treadmill exercise test.
- ❹ Studies of Harvard Business School graduates showed that alumni who exercised fewer than 2,000 calories per week had a 64% higher risk of heart attacks compared to their classmates who exercised more.
- ❺ Between 80 and 90% of managers in industry do not exercise properly. Inactive males have at least three times the risk of a heart attack compared to active males.

- ❻ Almost 17% (15 million) of workers are 20% or more overweight and are at greater risk for complications from hypertension and diabetes.
- ❼ Nearly 19% of workers have cholesterol levels greater than 260 mg/dl. The risk of cardiovascular disease is twice that in people with cholesterol levels 265 mg/dl compared to those with lower levels.
- ❽ Approximately 34% (31 million) of America's workers have hypertension. Those with untreated hypertension have a significantly greater risk of early death and disability.
- ❾ Approximately 36% (32 million) of workers smoke one or more packs of cigarettes a day. Smokers have almost two times the risk of dying from heart disease than nonsmokers.
- ❿ In 1983, one in three deaths from cancer may have been avoided with early diagnosis and treatment.

## March: Children Immunization Month

Immunizations have had a positive impact on children's health. Years ago smallpox, polio, diphtheria, whooping cough and tetanus killed many people. These diseases are now controlled by immunizations. Immunizations provide protection for a long time.

Keep a record of your child's immunizations and keep them up-to-date.

You may go to your private physician or the Health Department, where you can get free immunizations.

### RECOMMENDED IMMUNIZATION SCHEDULE

Age	Immunization
2 months	DPT (diphtheria, pertussis, tetanus) and oral polio
4 months	DPT and oral polio
6 months	DPT
15 months	Measles, mumps, rubella
18 months	DPT, oral polio, and HIB (hemophilus influenzae), diphtheria toxoid conjugate vaccine
5 years	T(d) (adult tetanus, diphtheria)
12 years	Rubella (only for females with a rubella hemagglutination test negative or less than 1:16) if MMR not given
Every 10 years	T(d) (adult tetanus, diphtheria)

### In Upcoming Months

#### MAY: National Employee Health & Fitness

National Employee Health & Fitness Day is May 18. In promotion of the event, T-shirts displaying the health & fitness logo will be sold. Carolina Mills will pay half the cost for each shirt, so the cost to you is only \$4. The shirt comes in sizes Large and X-Large only. The deadline to place your order is APRIL 15. For more information, or to place your order, please contact the nurse at your plant location.

#### JUNE Summer Safety High Quality Words

June is designated as Summer Safety month. Each plant will focus on the dangers associated with such summer activities as boating and skiing, along with safety measures to remember while enjoying the summer. Sun safety and risks will also be discussed.

## Some Things Just Don't Mix

Some over-the-counter medication can do more harm than good if you take them in combination with alcohol, food, tobacco or other OTC products. Editors of THE MISSION, a journal of the University of Texas Health Science Center in San Antonio, published a partial list of some combinations you should not mix. When in doubt, consult your pharmacist.

☠ Don't take aspirin or ibuprofen if you have alcohol in your system. It can cause stomach irritation. If you've been drinking alcohol, or if you're on a cough or cold remedy that contains alcohol, try a painkiller that contains acetaminophen.

☠ Antacids reduce the effectiveness of aspirin. So do laxatives that contain psyllium.

☠ Antacids do not work as well if you smoke or drink at the same time. Even food can diminish their effect, so wait at least an hour after a meal to take an antacid.

☠ When antacids are taken at the same time as tablet-form laxatives that contain phenolphthalein, the coating on the laxative tablet may dissolve too rapidly and irritate the stomach or bowels.

☠ Decongestants that contain phenylpropanolamine can cause nervousness or insomnia if they interact with caffeine.



# Plant No. 14— Winners 2nd Consecutive Year

Harold Lineberger, Corporate Safety Director, has announced Plant No. 14 as the Carolina Mills Corporate Safety Contest winner for 1993. The employees of Plant No. 14 completed the total year without a medical accident of any type. They were also co-winners in 1992, with Plant No. 12 with only 1 medical accident. This is a tremendous accomplishment and the employees and management of Plant No. 14 are to be commended for a job well done.

During the safety contest year of 1993, there were 10 plants who did not have a lost time injury, qualifying each for a safety dinner for their employees. This is the

highest number of plants ever to qualify for safety dinners.

Plants No. 2, 3, 5, 6, 8, 12, 14\*, 21, 24, and CM Furniture are the plants that qualify for the dinners. Congratulations to all the plants and thank you for working safe during 1993.

A special note of congratulations goes to CM Furniture for completing the '93 year without a lost time injury for the first time. The dedicated effort of every employee at CM Furniture has helped them achieve this goal.

*Ed Schrum, President of Carolina Mills, Inc., congratulates the employees of Plant No. 14 on their accomplishment.*



Also on hand to commend the employees for their achievement were: (L-R) Ed Schrum, Gary Bowers (Plant Manager), Harold Lineberger, and Tom Pruitt, Vice-President, Weaving Division.



Tom Pruitt, Ed Schrum, Harold Lineberger (back row) are pictured with members of the Safety Committee for Plant No. 14: from (L-R) front: Annette Chapman, Nancy Holloway, Larry Parton, Jerry Hunt, Larry Huffman, John Hudler, Gary Bowers.

## Hand-Me-Down Hazards

Springtime brings with it more garage sales and flea markets. And while "one man's junk" may be "another man's treasure", the National Safety Council suggests that consumers be wary of "hand-me-down hazards". Look over each item you are tempted to buy for concealed corrosion or painted-over defects. Watch for splits or cracks in wood, as well as peeling paint and protruding nails or other metals.

Be sure plugs are in good condition; never buy appliances with exposed or frayed wires. For example, if the grounding plug (the third prong) has been cut off, the appliance may still work but could be dangerous.

# Hours Worked Without A Lost-Time Injury As Of Feb. 19, 1994

Plant No. 2	1,068,793	Plant No. 21	433,823
Plant No. 8	944,836	Plant No. 14	425,387
Plant No. 3	871,040	CM Furniture	333,554
Plant No. 24	683,526	Plant No. 9	38,768
Plant No. 12	643,689	Plant No. 22	38,611
Plant No. 6	456,883	Plant No. 1	32,948
Plant No. 5	434,751	Plant No. 4	20,592

## Service Awards January – March, 1994



### New Employee

Ann Carpenter is the new nurse at CM Furniture. Ann has worked in the nursing profession for 17 years. She has worked at Catawba Memorial Hospital, Conover Family Practice, and Abernethy Retirement Home.

She resides in Claremont with her husband, Don. They have four children.

Gidget is married and the mother of a two year old. Scott attends college in Savannah, GA. Tiffany is a senior at Bunker Hill High School, and Jason is a 7th grade student at Catawba Middle School.

Ann's hobbies are reading and horseback riding, and she is very active in her church, St. Mark's Lutheran.

### 25 Years

Alfred Armstrong	Plant No. 1
James Grigg	Plant No. 3
Vicky Herron	Plant No. 1
Steve Martin	Plant No. 1

### 20 Years

Jerry Baird	Plant No. 4C
Patsy Beal	Plant No. 4N
William Bridgers	Plant No. 12
Mary Ann Clark	Plant No. 12
Eddie Crafton	Plant No. 4N
Donna Davis	Administration
Barry Martin	Plant No. 12
William Setzer	Plant No. 3
Dale Wilson	CM Furniture
Willie Ray Young	Fiber Dept.

### 15 Years

Gay Holt	Plant No. 2
Lucille Johnson	Plant No. 12
Johnny Link	Plant No. 12

### 10 Years

Steve Biggerstaff	Plant No. 14
Leonard Coulter	Fiber Dept.
Jerry Drum	Plant No. 3
Robin Earle	Plant No. 5
Kathy Hoyle	Plant No. 14
John Kearney	Plant No. 4N
Larry Parton, Jr.	Plant No. 14
Bobby Scott	Plant No. 4N
Gregory D. Sigmon	Plant No. 5
Claude Taylor	Plant No. 3
Peggy Whitaker	Plant No. 22

### 5 Years

Theodore Bartley	Plant No. 4C
Kevin Bolick	Plant No. 4C
Marie Bolick	Plant No. 4C
Lonnie Brown	Plant No. 9
Kenneth Copeland	Plant No. 4C
Jack Correll	Plant No. 22
Linda Craig	Plant No. 1
Flonnie Cross	Plant No. 5
Neil Crye	Plant No. 21
Daniel Davis	Plant No. 12
Jay Doolin, Jr.	Plant No. 3
Mark Galloway	Plant No. 14
Malcolm George	Electrical Dept.
Vickie Haun	Plant No. 29
Sandra Hefner	Plant No. 3
Bobby Helms	Plant No. 1
Cindy Helms	Plant No. 4C
Charles Kennedy	Plant No. 24
Sandra Lane	Plant No. 21
Lidia Lucaciu	Plant No. 3
Nancy Meitzler	Plant No. 4C
William Moses	Plant No. 4C
Jay Parson	Plant No. 4N
Steven Penley, Jr.	Plant No. 21
Brenda Reel	Trucking Dept.
Tony Reynolds	Plant No. 5
Earl Roberts	Plant No. 21
Teresa Scronce	CM Furniture
Jody Widener	Plant No. 24



## Recent Retirements



**Dan Blair**  
Plant No. 21/22

Dan Blair retired March 15, from his Human Resource Administrator position at Plant No. 21/22 in Ranlo. Having worked for Carolina Mills for 12 years, he has seen many happy times with his fellow employees. Dan's motto: "The heart beats happiest when it beats for others".

Dan and his wife Bette live in Lowell, and have two children: Dan Blair, Jr., and Mrs. Jim (Kaye) Phillips.

Dan plans after retirement include teaching softball umpires, travel, spending time in the mountains, and watch baseball spring training.

To everyone, Dan leaves with this message: "Thanks for allowing me to be a part of a time filled with gracious memories. As we depart your presence and continue life's journey, know you are a treasured part of my life. And in closing: "AIN'T LIFE GREAT!"



**Betty Isaac**  
Accounting Department

Betty Isaac retired January 30, 1994, after 43 years as the Accounting Manager for Carolina Mills. Her future plans include golfing, traveling, and just doing whatever she wants to do.

Betty lives in Newton with her husband Ken, who retired from Carolina Mills in December, '93, after working for the company for 40 years.



**Renner Tanner**  
Plant No. 24

Renner Tanner has retired from the finishing department at Plant No. 24 in Ranlo, with 12 years of service.

Renner plans to get lots of rest and relaxation, and maybe go to a few movies. While at Carolina Mills, she has enjoyed being able to see the many changes take place in the plant, especially with the new machinery. She will miss all of her friends in the finishing department, as well as getting up early to come to work.

Renner has one son, Nelson Tanner.

## Retiree's Corner

☞ **Thelma Propst** . . . hospitalized for a few days with a heart condition, but home now and doing fine.

☞ **Marjorie Acuff** . . . sent us a nice "thank-you" to let us know how much she appreciates her Christmas gift and birthday gift.

☞ **Ross Williams** . . . having some health problems but is recuperating and promises he is coming to see us!

☞ **William "Bill" Helms** . . . had a bout with pneumonia but is getting along better now.

☞ **Mary Lea Sharpe** . . . After a hospital stay with a hip replacement, she is home now doing physical therapy. Can't keep this old bird down!

☞ **Jack Thompson** . . . says hello while passing through on his way to the Board of Directors meeting.

☞ **John Caldwell** . . . volunteering his time with the Red Cross during emergency situations.

☞ **Jerry Harbinson** . . . spent a glorious two weeks in Hilton Head.

☞ **Congratulations Frank Cloninger!** . . . daughter Linda has a new baby girl.

☞ **J.C. Bridgeman** . . . building a new home in Wilmington.

☞ **Jim Harwell** . . . on the go, and at the beach!

# Congratulations!!

Plant No. 2 achieved One Million Safe Hours without a Lost Time Accident on September 17, 1993. This is the second time the one million safe man hour goal has been met by Plant No. 2. Employees first met their goal on March 8, 1986, by reaching a total of 1,704,664 safe hours. Plant No. 2 ended the 1993 year with only one medical accident.



## April Furniture Market

The 1994 Spring Furniture Market opens on April 14. During the past few months, the sample department at CM Furniture has been busy developing new designs and finishes for the market. A variety of new products will be introduced. One of the more unique collections will feature rustic wood details and heavy wrought iron

Both casual and formal styles continue to sell well for CM Furniture. New products will be added to existing table groups in both categories. New sleep sofa designs and a selection of new fabrics will also be introduced.

With retail sales improving and growing acceptance of CM products, we expect to have a very good market.



Dan Blair serving tea at the recent safety dinner held for Plant No. 21. Picture (L-R): Sandra Lane, Beverly Cook, Dan Blair, Brenda Bolch, and Teresa Samuels.



Ed Schrum is congratulating the employees of Plant No. 2 for reaching their goal of One Million Safe Hours without a lost time accident. Harold Lineberger, Steve Dobbins—Vice President Yarn Manufacturing Division, and Nancy Schrum—Director of Human Resources, also attended the safety meal. NOTE: Ed Schrum was presented the first gift by the plant manager, J.V. Randall, during the ceremony.



Pictured here with their safety gifts, a Carolina Mills thermos, are: Top Left: Shelia Davis, Jan Carpenter Bottom Left: Helen Mauney, Pansy Echerd

Plant #12 did a lot of eating (celebrating) for achieving another year with no accidents requiring anyone to be absent from work. Plant No.12 has now completed 800 safe days and still going. "Safety is An Attitude" and everyone seems to be serious about safety.



Ronee McHargue, Judy Hayes (background), Tammy Wyre, and Wendy Minton enjoy their dinner on 2nd shift.



Bob Cook, Harold Lineberger (far right).



Micheal Moose and Chris Dugan, 3rd shift



## Biltmore Estate's Eighth Annual Festival of Flowers

**APRIL 8 - MAY 8, 1994**

Among all the flowers, shrubs, and trees in bloom during the Festival of Flowers, guests to Biltmore Estate will also be able to experience events planned for each weekend throughout the festival. Each weekend will focus on different aspects of the season. There will be ongoing entertainment and special activities for guests of all ages.

The specific schedule of activities for Festival of Flowers is as follows:

**April 9 & 10:** Turn of the Century Weekend featuring an antique carriage parade, Victorian fashion show and a Mad Hatter Tea Party

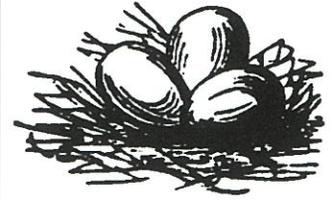
**April 16 & 17:** Weekend in the Gardens will feature guided garden walks, a discussion on the "Language of Flowers" by Biltmore

Estate's floral design staff, musical performances by Mad Hatter's Hat making for children.

**April 23 & 24:** Performing Arts Weekend will include musical and dramatic performances from area groups, including Nylon Zoo and Impromptu! A special performance of Alice In Wonderland will also take place.

**April 30 & May 1:** Nature weekend focuses on the great outdoors with guided garden, forestry and nature photography walks.

**May 7 & 8:** Festive of Flowers' Finale includes special events for the entire family, including a fashion show of Victorian bridal gowns and special music and dance. This weekend will also feature a special Mother's Day brunch at Deerpark Restaurant.



### Upcoming Events

**April 3: Easter Sunday**  
Commemorates the Resurrection of Christ; the most joyous festival of the Christian year

**April 30: Carolina Mills Employees Yard Sale—**  
The yard sale will be held in the parking lot of CM Furniture in Maiden. 8:00 am - until. Only employees can sell.

**May 8: Mother's Day**  
Mother's Day was first observed in Philadelphia in 1907. Treat mom to something special today to show her how special she is.

**May 14: Quarter Century Plus Club Banquet—**  
The annual spring banquet for the Quarter Century Plus Club will be held at Trinity United Church of Christ in Conover, NC. All members please make plans to attend.

**May 31: Memorial Day**  
A day to honor and remember those who died in battle serving our country. Pause and think of those who paid the ultimate price for our freedom.

**June 19: Father's Day**  
Father's Day first occurred on June 19, 1910, but was not presidentially proclaimed until 1966. Take some time to thank Dad for all the things he's meant to your life.

## Make Spring Cleaning A Family Affair

Ah, springtime at last. By the time winter blows away, we are ripe for change. Perhaps that's why we run for the mop and broom when the first sunny, warm breezes arrive. Warmer weather brings the urge to stretch muscles and exert elbow grease attacking the whole house. We are eager to begin anew.

Why not involve the whole family this year? Not only will you end up with a cleaner home, you'll end up with a safer one—clutter is both a trip hazard and a fire hazard. Approach the job with humor and enthusiasm and it could be a fun day for all.

To begin, throw out all those holiday gift boxes. Bundle stacks of newspapers and magazines; take them to be recycled. Clean and pack away bulky winter blankets, outdoor clothing, snow shovels, boots and other winter items. Items such as leaf blowers, snow blowers, and portable heaters should be cleaned, drained of fuel, and safely stored away.

Find and dispose of oily rags and other flammable rags. This is a good time to get a fresh batch of shoe-polishing and cleaning cloths.

Basements, garages, attics, closets and the spaces under stairways are prime spots for fires to start for the same reasons they make great storage areas: They're out of sight and not often checked. Sort out what you really need and what you can live without. Then go through your "discard" pile. Give away what's usable, recycle what's suitable and throw out the rest. Or have a garage sale — another all-American springtime ritual! You may want to hang frequently-used household tools on pegboards high enough to be away from children but still within reach of adults who need them.

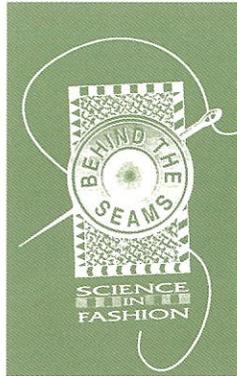
To avoid accidents, discard containers with small amounts of paint and solvents. Dust swept from the floor and from the vacuum cleaner should be immediately discarded. Make it a point to empty trash cans and wastebaskets on a regular basis.

At the very least, go through your storage areas and make sure everything is three feet from furnaces, water heaters, and other heat sources. Spring cleaning is also a good time to replace all the batteries in your smoke detectors. If you have portable fire extinguishers, have them serviced at this time of the year. Go through and check to the condition of electrical cords.

With everyone in the family pitching in, spring cleaning can probably be accomplished in one day, with time left over for pizza and ice cream!

BEHIND THE SEAMS:

# Science In Fashion Exhibit Interprets Science of Textile and Apparel Industry



Ever wonder why some clothes stretch and others don't? Or how that pattern was created on your favorite sweater or blanket? Behind The Seams: Science in Fashion, an exhibit designed and fabricated by Discovery Place,

interprets the science behind the textile and apparel industry by answering these questions and more.

Behind The Seams, the largest and most expensive exhibit ever developed by Discovery Place, will entice the visitor to learn about textiles and apparel with interactive video and hands-on activities. From Jacquard looms to the dyes and finishes used in fabrics, visitors to this 5,500 square foot exhibit will be educated and entertained with information on the present and future of these industries.

The exhibit certainly highlights the clothing industry, but Behind The Seams also makes obvious to the visitor, the abundance of textile-related products which surround us in

our daily lives. An underlying theme carried throughout the exhibit is the relationship between technological and scientific developments and the use of textiles.

Behind The Seams introduces the basic building blocks of textiles with a group of exhibits on fibers and yarn production. The collection and processing of raw materials and natural fibers, the formulation of manufactured fibers, and the production of yarn are simplified with greatly magnified versions of these microscopic materials. A second group of exhibits focuses on the structure of fabrics and offers visitors a glimpse of the traditional and modern methods and machinery used to create textiles. Visitors are challenged to create their own knits, wovens, and non-woven fabrics.

The exhibit will remain at the Charlotte museum through April 30, 1994. Discovery Place, one of the nation's top hands-on science and technology museums, is located at 301 N. Tryon Street in uptown Charlotte. Your Carolina Mills Catawba Science Center Membership Card will enable you and your family to visit Discovery Place with free admission.

## A Note Of Thanks

CONOVER SCHOOL  
108 7TH ST. PL. S. W.  
CONOVER, N. C. 28613

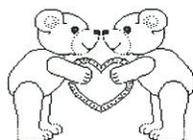
Dear Ms. Schrum,

Thank you so much for your generous donation of Apple IIE computers to Conover School. These computers will enable our students to learn how to use a computer and practice various academic and pre-academic skills. Teachers are enjoying having a computer in their own classrooms, both for use with students and for the various tasks they have to perform themselves.

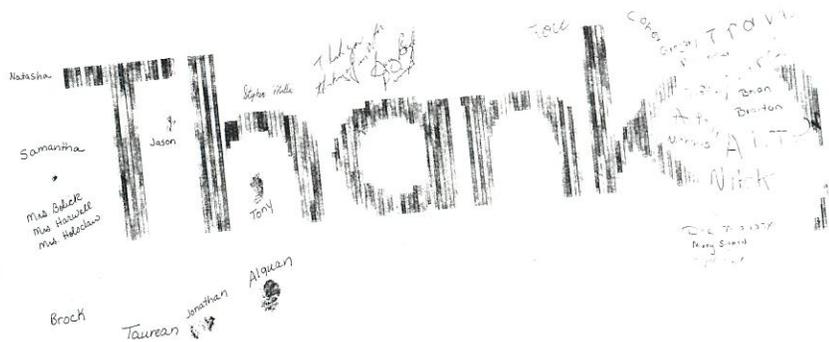
We hope you will enjoy the banner that the students and faculty signed showing their appreciation. Thank you again for your interest and support of our young people.

Sincerely,

Conover School Students & Faculty



THANK YOU, CAROLINA MILLS!





**CATAWBA SCIENCE CENTER**

**New Physical Science Arcade Open at Catawba Science Center**

Amazing physical changes have been made at the Catawba Science Center! CSC's new Physical Science Arcade is now open to the public! The 1100 square foot exhibit will open with a spectacular VIP event for Physical Science Arcade sponsors, Science Center donors, and special invited guests. The new exhibit features over 25 hands-on modules exploring topics such as forces, energy, magnetism, light, and sound.

Phase I exhibits (which have been in and out of the exhibit area during last year) are: The Flow Tunnel, Plasma Walk, Circuits, Fluid Spinner, The Lever, Bernoulli Blower, Physics Computer, and Frozen Drops. New exhibits making their appearance for PSA Phase II are: The Electromagnetic Tower - including Jacob's Ladder, Hand-Crank Generator, Magnetic Pin Ball, Magnetic Fields, and

Earth As A Magnet; The Light Island - including Seeing In the Dark, Prisms and Lenses, Laser Light, Why We See Colors and Ultraviolet Light; See-Through Kaleidoscope, Rosette Kaleidoscope, See Sound Oscilloscope, Momentum, Vibration Cancellation, Whisper Disks, Bicycle Generator, and the Vortex (Tornado) Machine.

The Science Center's new Physical Science Arcade will provide great interaction, and will show all ages how physical science concepts are connected to everyday life. The exhibit, which will have a life span of three to five years, has been mostly built "in-house" by CSC exhibit staff. It is the most extensive exhibit undertaken by CSC to date.

Admission to the Physical Science Arcade, as well as CSC's other exciting exhibits, is free of charge to the public. CSC is open Tuesday through Friday from 10am until 5pm, Saturday from 10am to 4pm, and Sunday from 1 until 4pm. Located in the Arts and Science Center of Catawba Valley at 243 Third Avenue NE, the Science Center is a United Arts Funded Affiliate of the Catawba County Council for the Arts.

Your Carolina Mills Catawba Science Center Membership cards will also enable you to receive discounts on educational programs and purchases in the Science Emporium.

**April 15: Deadline for Tax Return**

The IRS says, "Use Your Label"

That's the preprinted label and envelope provided by the IRS in your tax package. The label contains your social security number, name and address, along with other relevant information the IRS needs to promptly and properly process your return.

An illegible or incorrect social security number is a common error. It can delay the processing of your tax return. If you note a mistake, make a correction directly on your label before mailing your federal tax return.



**CAROWINDS**

*The only place  
thrills are Paramount!*

**Credit Union Weekend  
April 16 & 17, 1994  
at  
Paramount's Carowinds**

**\$13.50 per ticket!**  
Regular Admission \$24.95

**Tickets only available at the credit union.** No discount tickets sold at the gate. A percentage of sales will benefit local charities. For more information, please call your credit union.

-Tickets Limited-

TM and Copyright © 1993, Paramount Parks Inc.  
All Rights Reserved

## Employees Discounts

*The family of  
Carolina Mills  
expresses their  
deepest sympathy to the  
relatives and friends of*

Mary McDaniel,  
employee of Plant #24 who  
passed away on  
January 3, 1994;

Richard Gantt,  
employee of Plant #6 who  
passed away on  
February 9, 1994;

Lavonia Story,  
a retired employee of  
Plant #7 who passed away on  
February 18, 1994;

and  
Billy Steve Schronce,  
a retired employee of our  
Trucking Department who  
passed away on  
February 27, 1994.

### Employee Discount:

The following items are available in the  
Human Resource Department

Corduroy Ball Caps	\$5.00
Mesh Ball Caps	\$3.75
Health Book	\$5.00
Glass Mugs	\$7.00 (set)

### Quarter Century Plus Club Items

Sweatsuits:	\$15.00
Men's Sizes: XL,XXL	
Women's Sizes: L, XL	
Jackets:	\$20.00
XXL only	

Items will be available as long as inventory lasts, and can  
only be purchased by members of the Quarter Century  
Plus Club.

### Carpet Samples/Furniture

Actual carpet samples and catalogs of furniture  
products can be checked out from the Human  
Resources Department.

### Carolina Mills CARPET OUTLET

Highway 7 in Ranlo, NC  
Carpet and Furniture available at this location:  
Tuesday - Thursday: 10am - 5pm  
Saturday: 9am - 1pm

### FURNITURE OUTLET

CM Furniture - Highway 321 in Maiden  
Monday - Friday: 9am - 4:30pm

### United Artist VIP Theatre Tickets

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



1994 Operating Schedule:  
• March 12 - June 4: Weekends only  
• Open daily June 5 - August 19  
(closed July 28 and 29)  
• August 20 - October 9: Weekends only  
ADULTS: \$19.50  
CHILDREN (4-6): \$12.95  
SR. CITIZENS (over 60): \$12.95  
Children 3 & younger, admitted free.



ADULTS: \$19.50  
YOUTH (10-15): \$14.75  
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 Teresa Greene, Human Resources. Mem-  
bers receive discounts on various services and activities at  
the park. Available by request only.



Open daily Saturday, May 21 - Monday, October 31  
9:00am - 6:00pm  
After Labor Day, Weekday hours are 9am - 5pm  
ADULTS: \$10.25  
CHILDREN (4-12): \$ 8.25  
SR. CITIZENS (60+): \$ 8.25

Buy Textiles and Apparel Made in the USA

**Carolina Mills** Inc.

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

BULK RATE  
U.S. POSTAGE  
**PAID**  
PERMIT #33  
MAIDEN, N.C. 28650

EDITOR: Kim Abernathy  
REPORTERS: Human Resource  
Administrators