

# CaroLines

News from Carolina Mills, Inc.



Fourth Quarter 1994



Happy  
Holidays!

### About Our Cover

Dressed in their Christmas best, our Carolina Mills "family" at Plant No. 3 wishes you and your family a Happy Holiday season.

As the children and their parents arrived for the photograph, it was obvious that each was already very much excited about the soon approaching Christmas holiday. The decorations and shiny packages put a look of excitement into each child's eyes as they surveyed their surroundings. Once they warmed up to one another, their shyness disappeared, once again reminding us that children are one of the best parts of this holiday.

Each child was presented with a coloring book and a small rocking chair painted "Christmas Red" by our Carpenters.

*Pictured: L to R: Back row, standing: Wilford Rhyne, with his daughter, Alora, seated on the arm of the chair in front of him; Jay Doolin III, son of Jay Doolin, next left; Vanhsay Phanhly, with his two sons Mikey and Don, standing in front of him. Vanhasay's wife, Phuong, is also employed at Plant No. 3.*

*Front row, seated left to right: Michelle Milam, with her daughter Brittany seated in front of her. Michelle's husband, Richard, is also employed at Plant No. 3. Next, Pam Dobritz with her son, Colby seated in center; and Tommy Grigg holding his daughter, Halley.*

Dear Fellow Employees,

Each year as the holiday season approaches, we break from our normal schedules to observed the symbols of Christmas and take time to feel the warmth of friendships.

Taking this opportunity, I thank each of you who help behind the scenes in day to day operations for your continued support. You make valuable, individual contributions toward making a pleasant environment at Carolina Mills, one where friendship and courtesy is extended to everyone whose life touches ours. Working together, you make Carolina Mills a special place.

Sincere greetings for good health and happiness to you and your families. May the coming year be filled with prosperity and good will.



## The Betty and Ken Isaac Scholarship Foundation

Betty and Ken Isaac recently formed the Betty and Ken Isaac Scholarship Foundation, Inc., to contribute to the support of education in Catawba County. The Isaacs, both retirees of Carolina Mills and avid golfers, have established this scholarship to "help young people go to college who might not otherwise get that chance." Through the foundation, they plan to award one scholarship per year to a student who expresses a genuine interest in golf and plans to attend a North Carolina college. Ken noted, "Golf has taken us many places and allowed us to meet many people, so we wanted to find someone who shares our interest in golf, and maybe it will help them in life too." The applying student must have an interest in golf, but does not have to be a golf professional or even play on the golf team at their high school.

The scholarship is intended to cover tuition expenses, fees, books, room and board, supplies and equipment required for courses



Betty and Ken Isaac

of instruction leading to a bachelor's degree. Applicants must also meet other standards involving grade point average, financial need, etc. Applications for the scholarships are available through the guidance counselors at each high school.

Betty and Ken believe the greatest gift given to a child is an education. Since they have no children of their own, this scholarship is their gift to the students of Catawba County. Students will be able to benefit from their gift and continue to learn long after they are gone.

Betty retired in January, 1994, after 44 years of service as the Accounting Manager. Ken was with Carolina Mills for 40 years, serving as Vice-President of Knit Division, before retiring in December, 1993.



## Football Ticket Winners

Each year Carolina Mills, Inc. supports and participates in the Maiden High School "Tremendous Twenty-Four" Club which enables the company to give away two gate passes and one parking pass for each home game. All employees are eligible. There are two winners for each game, those being determined by a drawing.

This year our winners included: Michael Ramseur, Plant No. 1 and Sherry McRee, Corporate Office for the Maiden vs. Fred T. Foard game; Dale Fish, Trucking Warehouse and Racheal Cook, Plant No. 6 for the Maiden vs. Lincolnton game; Corey James, Fiber Department and Michael Blalock, Plant No. 24 for the Maiden vs. East Lincoln game; Frances Gilbert, Plant No. 1 and Gene Dellinger, Plant No. 4C for the Maiden vs. West Caldwell game; Missy Jones, Plant No. 1 and Evelyn Jarvis, Plant No. 2 for the Maiden vs. Newton-Conover game.



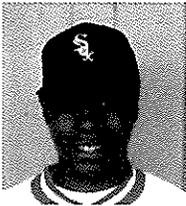
**MAIDEN VS. FRED T FOARD:**  
Sherry McRee, Corporate Office

*Not Pictured: Mike Ramseur,  
Plant No. 1*



**MAIDEN VS. LINCOLNTON:**  
Dale Fish, Trucking Warehouse

*Racheal Cook, Plant No. 6*



**MAIDEN VS. EAST LINCOLN:**  
Corey James, Fiber Department

*Michael Blalock, Plant No. 24*



**MAIDEN VS. WEST CALDWELL:**  
Frances Gilbert, Plant No. 1

*Not Pictured: Gene Dellinger,  
Plant No. 4C*



**MAIDEN VS. NEWTON**  
Evelyn Jarvis, Plant No. 2

*Not Pictured: Missy Jones,  
Plant No. 1*

## The Holidays – A Time to Compare Things of Quality

As members of a production team, as we are at Carolina Mills, we realize how important our work is. We create the products that form our reputation. We create the productivity that gives us a competitive position in world trade.

As production-oriented people, there are times when we lose sight of the human side of our work - that is, how what we do affects people's lives.

The holidays will give us many examples of how the quality of production work affects individuals. You'll get some personal information when you open your multitude of beautifully wrapped boxes. You will see new toys, new appliances, new clothes, and what

have you.

Make a mental note this year to observe how many of the gifts work as they should; how many have all the parts included; how many are unsatisfactory for some other quality reason.

If ever there is a time to bring the human factor in quality to mind, the holiday season is it. It reminds us that what we do, and how we do it, directly affects people. Whether we are involved in making toys, producing yarn, weaving upholstery, dyeing yarn, building furniture or producing paperwork, people are the final users. That's the human element in production teamwork.



*(L-R) Steve Dobbins, Vice-President Yarn Manufacturing;  
Bob Cook.*

## Cook Elected Chairman

Bob Cook was elected as Chairman of the Piedmont Division for the Southern Textile Association and recently installed during the fall meeting in Belmont, NC.

The STA is made up of three (3) divisions with more than 600 members. The membership consists of line and staff personnel involved in textile manufacturing and those in business allied with industry. Bob says he hopes to continue the growth of the association by being a motivator in conducting meetings on topics of special interest.

Bob has been the Plant Manager for Plant No. 12 in Statesville since 1985. He has worked with Carolina Mills for a total of 25 years, also working in the Industrial Engineering Department and Quality Control, as well as a shift supervisor and department manager for Plant No. 12.

Bob and his wife, Kathy, have two children, both in college; Sherron at UNCC and Jennifer at UNC.



### Moretz Named to AYSA Board

George Moretz, Vice-President of the Sales Yarn Division, has been named to the board of directors of the American Yarn Spinners Association, Inc. Moretz was elected at AYSA's 27th annual meeting held recently in Sea Island, Georgia. He will serve with other officers and directors elected from textile enterprises in North Carolina, South Carolina, Georgia, Tennessee, and Alabama.

The American Yarn Spinners Association is the national trade association of the sales yarn sector of the textile industry. Membership includes companies that manufacture yarns for the machine knitting, weaving, carpet, home furnishings, industrial and craft markets.

## Lora Bush Chosen as Textile Citizen State Finalist

Lora Bush represented Plant No. 2 as their Textile Citizen for 1994. Lora was also chosen as a state finalist for the 1994 North Carolina Textile Citizen of the Year. This honor enabled Lora and her husband, Jay, to travel to the state awards banquet in Greensboro, NC.

Willie Wentz, Human Resource Administrator at Plant No.2 and his wife traveled with Lora and Jay. The ceremony was held at the Holiday Inn Four Seasons on September 14, 1994. Here Lora was presented with her award from George Waldrep, President of North Carolina Textile Manufacturers Association, Inc.



Lora receives her awards for being chosen as a state finalist from George Waldrep, President of NCTMA.



Lora was congratulated as she prepared to depart for the awards ceremony in Greensboro: (L-R) Front: Willie Wentz; Lora and Jay Bush; Steve Dobins, Vice-President Yarn Manufacturing. Back: J.V. Randall, Plant Manager of Plant No. 2; John Truesdale, Administrative Manager.

## October Furniture Market

For the recent October market, CM Furniture introduced a variety of new products that were well received by the buyers.

A very stylish combination of washed white bases and wood tone tops was introduced on Country French designs. Several of the new table tops featured unique carved details which were created with our computer controlled routers. The most successful design was a display table made of solid cherry. This table top features intricate carvings of fishing flies.

New designs added interest and new sales opportunities in our showroom. With these and a variety of older products continuing to sell quite well, our sales people left the market with considerable optimism for sales on the road during the coming weeks.

John Wells  
President of CM Furniture



# Quarter Century Plus Club Enjoys Fall Trip

On Sunday, October 16th, the Quarter Century Plus Club took their annual Fall Trip to the Riverbanks Zoo & Gardens in Columbia, SC. One hundred ninety five members and guests departed from the Corporate Offices in Maiden at 8:00am, on buses chartered by Sun Tours. After a busy morning of exploring the zoo, lunch was provided by the Kenya Cafe located in the zoo; a burger, chips, zoo cookies and drink, all served in a "jungle bucket" to take home as a souvenir. (Everyone also received a toy surprise in their jungle meal!). There were several gift shops to browse in, many snack bars and ice cream stands to sample, and some special animal feedings and demonstrations.

The group returned to Maiden approximately 5:30, having all enjoyed a wonderful day together, visiting with old friends we don't get to see as often as we all would like. Our Quarter Century Plus Club Members are a special group of individuals, making each trip a wonderful and pleasurable event!



Ruby Cook, (2nd from right) and Ina Gardner, (2nd from left), and their guests all enjoyed a wonderful day at the zoo.



Thomas Nixon, a retiree from Plant No. 5, during a lunch break enjoying his "Jungle Meal".



## "The Red Leaves and the Green"

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

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

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

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

—Nadine Brothers Lybarger

## Happy Holidays Word Search

M L C Y S U A L C A T N A S  
I E A O T T P Y E N M I H C  
T O R B A R O B I I A A R A  
S N O R R E S C I C K Y A R  
T S R E Y A E A K K E R E O  
O U N M O C D T U I E O Y L  
R O A M T H H N N A N L W E  
I Y M U S T A R L I T G E R  
E O E R L H O L I D A Y N S  
S J N D Y E O J E S U S Y Y  
G O T P I D E L B A T S P W  
N A P P E A R R Y R A M P O  
U A N G E L S Y T H G U A N  
H O S E K I N G N I R A H S

- |                 |             |
|-----------------|-------------|
| Angels          | Mits        |
| Appear          | Must        |
| Bike            | Naughty     |
| Car             | Nice        |
| Carolers        | Nick        |
| Cat             | Ornament    |
| Chimney         | Pear        |
| Doll            | Pie         |
| Drummer Boy     | Posed       |
| Glory           | Reach       |
| Got             | Real        |
| Happy Hanukkah  | Reel        |
| Happy New Year  | Saint       |
| Holiday         | Santa Claus |
| Hose            | Sharing     |
| Holy            | Stable      |
| Hung            | Snowy       |
| Jesus           | Star        |
| Joyous Noel     | Starlit     |
| Jot             | Story       |
| King            | Stories     |
| Make            | Tree        |
| Mary            | Tog         |
| Merry Christmas | Toy         |

## We Want Your Input

In an effort to make the CaroLines a better newsletter for you, as well as improve our communication efforts, we need your input. Please complete the following survey concerning our newsletter, plant newspapers, and video communications.

We ask that you please include your plant number in the space provided, and if you like, please sign on the designated line. Your signature is optional.

PLANT NO: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

### CaroLines

1. Do you read the CaroLines? Yes \_\_\_\_\_ No \_\_\_\_\_  
If you answered no, why don't you read it?  
\_\_\_\_\_

2. How do you receive the CaroLines?  
\_\_\_\_ Supervisor hands it to me \_\_\_\_ Pick it up off a table in canteen  
\_\_\_\_ U.S. Mail \_\_\_\_ Do not receive a personal copy of the CaroLines

3. Where do you read the CaroLines?  
\_\_\_\_ Canteen/Breakroom \_\_\_\_ At home \_\_\_\_ Elsewhere

4. How well does the CaroLines keep you informed on company policies such as insurance information?  
\_\_\_\_ Fully informed on policies \_\_\_\_ Enough information on policies  
\_\_\_\_ Not enough information on policy \_\_\_\_ Has little or no policy information

5. How well does the CaroLines keep you informed about the company?  
\_\_\_\_ Fully informed about the company's happenings  
\_\_\_\_ Enough information about the company  
\_\_\_\_ Not enough information about the company  
\_\_\_\_ Has little or no information about the company

6. Please indicate your interest in each of the following as future stories for the CaroLines by checking the appropriate space:

|                      | Great Deal of Interest | Some Interest | Little Interest | No Interest |
|----------------------|------------------------|---------------|-----------------|-------------|
| New Equipment        |                        |               |                 |             |
| Employee Suggestions |                        |               |                 |             |
| Employee Concerns    |                        |               |                 |             |
| Policy Changes       |                        |               |                 |             |
| New Programs         |                        |               |                 |             |
| New Products         |                        |               |                 |             |
| Plant Focus          |                        |               |                 |             |
| Safety Feature       |                        |               |                 |             |
| Update by Ed Schrum  |                        |               |                 |             |
| Business Outlook     |                        |               |                 |             |

7. What other stories and/or employee concerns would you like to see in future issues of the CaroLines?  
\_\_\_\_\_  
\_\_\_\_\_

8. What kinds of articles that are not generally used would you like to see more of in the CaroLines?  
\_\_\_\_\_  
\_\_\_\_\_

9. Which of the following best describes how you usually read the CaroLines?  
\_\_\_\_ Read most of the articles thoroughly  
\_\_\_\_ Skim some articles and read others thoroughly  
\_\_\_\_ Skim most articles, reading only a few thoroughly  
\_\_\_\_ Mostly look at the pictures and read the headlines

Please answer all questions. Choose only one response per question checking the space beside it. Once you have completed the survey, cut it out and give it to your Human Resource Administrator. Or you may mail it to: Kim Abernathy, Carolina Mills, Inc. PO Box 157 Maiden, NC 28650.

Thank you for participating in the survey. Your responses will assist us in making the CaroLines a newspaper that you want to read. We can only achieve this goal with your help.

10. Each of the following is a regular feature in the CaroLines. Please indicate how much interest you have in each by checking the appropriate space.

|                       | Great Deal of Interest | Some Interest | Little Interest | No Interest |
|-----------------------|------------------------|---------------|-----------------|-------------|
| Corporate News        |                        |               |                 |             |
| Credit Union          |                        |               |                 |             |
| Health                |                        |               |                 |             |
| Safety                |                        |               |                 |             |
| Service Anniversaries |                        |               |                 |             |
| Plant News            |                        |               |                 |             |
| Insurance             |                        |               |                 |             |
| New Employees         |                        |               |                 |             |

### PLANT VIDEOS:

11. Have you viewed your plant's video magazine in the last two weeks?  
\_\_\_\_ Yes \_\_\_\_ No

12. How often is a new video released at your plant?  
\_\_\_\_ Weekly \_\_\_\_ Bi-Weekly \_\_\_\_ Monthly Other: \_\_\_\_\_

13. How well does the video at your plant keep you informed on company policies, products, and other information?  
\_\_\_\_ Fully informed \_\_\_\_ Not enough information  
\_\_\_\_ Enough information \_\_\_\_ Little or no information

### PLANT NEWSPAPERS/BULLETIN BOARDS

14. How well does your location's newspaper keep you informed on the happenings at your plant and throughout the company?  
\_\_\_\_ Fully Informed \_\_\_\_ Not enough information  
\_\_\_\_ Enough information \_\_\_\_ Little or no information

15. Do you consider bulletin boards an important source of information?  
\_\_\_\_ Yes \_\_\_\_ No  
If no, why not \_\_\_\_\_

16. What type of information do you look for on bulletin boards?  
\_\_\_\_\_

### GIVE US YOUR COMMENTS . . .

What can be done to improve communications at Carolina Mills, Inc.?  
\_\_\_\_\_

### GENERAL INFORMATION

This information will be used to study how different readers view communication efforts at Carolina Mills. We also want to improve in the areas you feel are most needed. Your concerns and suggestions are welcomed and appreciated. Please complete the following information about yourself. This will not be used in any attempts to identify anyone should you choose to omit your signature.

Age: \_\_\_\_\_ Sex: \_\_\_\_\_ Type of Job: \_\_\_\_\_  
 \_\_\_\_ Under 30 \_\_\_\_ Male \_\_\_\_ Hourly  
 \_\_\_\_ 30 - 50 \_\_\_\_ Female \_\_\_\_ Daily  
 \_\_\_\_ Over 50 \_\_\_\_ Supervisory



# Truth-in-Savings, Effective January 1, 1995: What is it?

Let's say you just inherited \$5,000. Naturally you want to deposit this money into an account earning the highest dividend rate possible. After checking with your credit union and several banks, you find they offer the same rate of 4% on a savings account. Sounds like a toss up, right? Not necessarily!

What if the credit union compounds dividends monthly and the bank compounds quarterly? What about fees and penalties? How about minimum balance requirements? Obviously, all accounts paying 4% aren't necessarily equal.

That's why, beginning in 1995, your credit union will advertise an annual percentage yield (APY) for deposit accounts. The APY factors the effects of compounding. It presents a clearer picture of potential earnings and is a better tool for making apple-to-apple comparisons.

The APY is an outcome of the Truth-in-Savings (TIS) Act enacted in December, 1991, as part of the Federal Deposit Insurance Corporation

Improvement Act. The National Credit Union Administration (NCUA) adopted the Truth-in-Savings Regulations for credit unions, which implement TIS.

TIS requires that federally insured financial institutions fully disclose the terms and conditions of all deposit accounts. Besides APY, financial institutions also must state minimum balance requirements, fees, and penalties. (In essence, the APY represents the total amount of dividends a depositor will receive on a particular principal amount if it were left in the account for a full year.) When your credit union compounds dividends, it bases dividend payments on your total principal balance plus any dividends accrued during the previous payment period. The more frequent an account pays dividends (monthly, quarterly, semi-annually) the higher the amount of dividends and the higher the corresponding APY.

TIS also requires financial institutions to include on the periodic

statement an effective yield based on an average daily balance - APYE, annual percentage yield earned.

Your credit union will use Variable Rate Accounts, which means the dividend rate and annual percentage yield may change every month as determined by the Credit Union Board of Directors. Dividends will be calculated using the average daily balance method and dividends will begin to accrue on cash and noncash deposits on the date of deposit. Dividends will be compounded monthly and posted to your account monthly. The dividend period will be monthly and runs from the first day of the month to the last day of the month. You will receive a quarterly statement which will show the APYE.

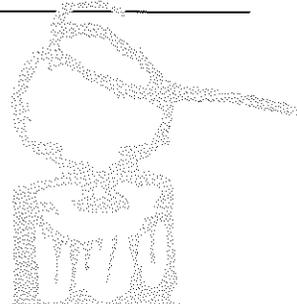
TIS allows you to earn dividends on the money in your account. For instance, one share is \$5.00 and at the present time dividends are calculated on even shares of \$5.00, \$10.00 etc. Under the TIS regulation, you will receive dividends on every penny in your account.

## Carolina Mills Employees Credit Union Now Offering Home Equity Loans

We are happy to announce the beginning of our Home Equity Line of Credit Program. A Home Equity Loan from Carolina Mills Employees' Credit Union is the ideal resource for achieving your goals and making your dreams a reality. You can use it to finance your home improvements or college education, purchase a car, take a dream vacation or even pay off existing bills or loans with higher interest rates. With a Home Equity Line of Credit you will enjoy easy access to your available funds.

- A Current Interest Rate of 9.25%
  - Maximum Line of Credit: \$100,000
  - Borrow up to 80% of appraised value of property less first mortgage
  - Minimum initial advance: \$2,500
  - Full Term to maturity: 15 years from date of loan closing
  - Draw Period: 5 years from date of loan closing
  - Maximum allowable rate (Ceiling): 18%
  - Minimum rate (Floor): 6%
  - Maximum increase or decrease in loan interest rate: 2% per year
- |                       |               |
|-----------------------|---------------|
| Range of Balances     | Payoff Period |
| Up to \$5,000         | 5 years       |
| \$5,000.01 - \$10,000 | 10 years      |
| \$10,000.01 Up        | 15 years      |
- Possibility of 100% Tax Deductible Interest - Consult your tax advisor
  - Payroll Deducted Payments

Call the Credit Union Office today about a Home Equity Line of Credit Loan!



*Season's Greetings!  
At this happy season, and at every season of the year, we appreciate the privilege of serving your financial needs.*

*We hope to make our services more and more helpful to you. Furnishing money to good people like you is one of the things we do best.*

**MAY THE COMING YEAR BRING YOU GREAT HAPPINESS!**

*Honey Joyce Lee  
Carol*

# Home Safety Month

The health topic for October at each plant was Home Safety. Pamphlets were distributed by each plant nurse, and safety videos were shown in the canteen areas. A drawing for fire extinguishers was also held at each plant in promotion of Home Safety month. Featured below are several of the winners.



Linda Goble, Nurse at Plant No. 3, presents Kelvin Ferguson with his fire extinguisher. Rodney Martin, (not pictured), was also a winner.



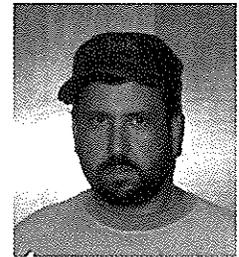
Frances Pennington,  
Plant No. 5



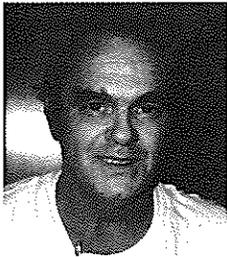
Cathy Allen,  
Plant No. 5



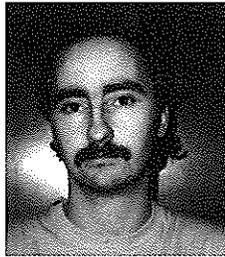
Brenda Perkins,  
Plant No. 6



Tim Beard,  
Plant No. 4N, was a  
winner during Home  
Safety Month. Other  
winners included Mike  
Miller, Plant No. 4N;  
Mary Phillips, Plant  
No. 4C; Michael  
Clark, Plant No. 4C.



Reanus Bryant,  
Plant No. 1



Tony Brooks,  
Plant No. 1



David Black,  
CM Furniture



Edward Schronce,  
CM Furniture



Nouan Keodouangsy,  
Plant No. 21



Ralph Stevens,  
Plant No. 22



Brian Poteat,  
Plant No. 24



Vickie Haun,  
Plant No. 29

Grady Fox, 3rd Shift Winding Supervisor, congratulates the winner of a fire extinguisher at Plant No. 12, Lucille Johnson. Evelyn Scruggs (not pictured) was also a winner.



Bob Lineberger,  
Plant No. 9



Diane Sanders,  
Plant No. 9



## December – Mental Health Month

### FIGHT ANXIETY FOR A BETTER YOU



Your emotions play a role in heart conditions, headaches, and a host of other medical conditions. To fight anxiety, handle situations where you can take control, and stop worrying about those that are beyond your control. After that, consider these tips:

Talk about it. Sharing your burden may lighten the load and help acknowledge your limitations.

- *Get enough rest. It's restorative.*
- *Do something you enjoy. Wrap a gift. Visit a friend. Watch a funny movie.*
- *Exercise. It will help you relax.*
- *Eat properly and skip the coffee, chocolate, and alcohol.*
- *Plan your time and accept reality.*
- *Love someone.*

### Future Health Topics

January: Work Safety

February: Heart Month

March: Diet and Nutrition

## Control your “Holiday” Appetite

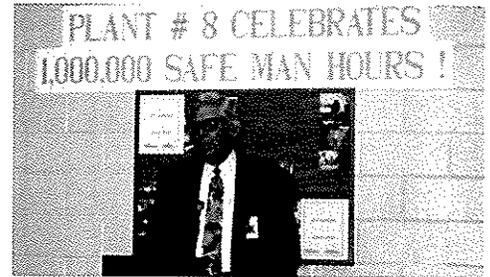
If you find you eat too much during this busy holiday season, it could be that your appetite and your brain are out of tune with each other. It takes 20 minutes for food to be digested to the point where the brain can respond to it and bring a feeling of satisfaction. The brain feels satisfied by nutrients and calories, not just with bulk. For example, if you eat a big bowl of raw vegetables, you will be full, but you may not feel satisfied. To put your brain and your appetite into a more cognitive mode, remember these:

- Eat slowly. Give foods a better chance to send their filling signals to your brain.
- Think about what you are eating. If you read, watch television, or work while you eat, you don't give your senses the pleasure of enjoying the food. It will take more food to get the sense of having eaten sufficiently.
- Avoid sweets on an empty stomach. They give a very short-term lift, are high in calories, and make you want to eat again very soon. If you need something sweet, make it whole fruit.
- Practice leaving the table when you have had enough to eat, not when you feel “stuffed”.
- Rearrange your meal. Get some protein and fat early in the meal so it can start making an impression on your brain. Cool down your appetite at the end of the meal with fresh fruit.



## Plant No.8 Reaches 1,000,000 Safe Hours

The employees of Plant No. 8 celebrated their achievement of 1,000,000 safe hours with a recognition dinner on September 29, 1994. They received this mark July 31, having been working towards it since May of 1990. This was no easy task. It was a concentrated team effort that made this goal possible. The management of Plant No. 8 wants to thank each and every employee for their continuous effort and team work.



### Hours Worked Without a Lost-Time Injury

As of October 29, 1994

|              |           |
|--------------|-----------|
| Plant No. 2  | 1,204,711 |
| Plant No. 3  | 1,096,127 |
| Plant No. 8  | 1,026,166 |
| Plant No. 24 | 903,123   |
| Plant No. 12 | 857,237   |
| Plant No. 6  | 559,577   |
| Plant No. 22 | 247,554   |
| Plant No. 1  | 166,647   |
| Plant No. 21 | 106,535   |
| Plant No. 14 | 53,404    |
| Plant No. 5  | 49,979    |
| Plant No. 4  | 45,203    |
| CM Furniture | 30,740    |
| Plant No. 9  | -0-       |

## Plant No.3 Celebrates Achievement

The employees of Plant No. 3 were recognized on August 30, 1994, with a dinner for their accomplishment of 1,000,000 safe hours. Plant No. 3 achieved a goal of 2,000,000 safe hours in 1990, however lost these hours in 1991. It has taken hard work by the employees and management of Plant No. 3 since that time to reach this new goal. On hand to congratulate Plant No. 3 was Ed Schrum, President of Carolina Mills; Tom Pruitt, Vice-President Weaving Division; Harold Lineberger, Corporate Safety Director; and Nancy Schrum, Director of Human Resources.



Safety Committee Members (L-R): Monica Lineberger, Pete Bungarner, Ernest Pilkey, and Larry Mosteller. Not Pictured: Donna Smith, Danny Houk.

## Industrial Accidents Comparison

1/1/94 - 10/1/94:  
3rd Quarter

| PLANT | NUMBER/ACCIDENTS | LOST TIME CASES | NUMBER/DAYS LOST |
|-------|------------------|-----------------|------------------|
| 1     | 6                | 0               | 0                |
| 2     | 4                | 0               | 0                |
| 3     | 2                | 0               | 0                |
| 4N    | 5                | 0               | 0                |
| 4C    | 8                | 2               | 2                |
| 5     | 13               | 2               | 32               |
| 6     | 4                | 0               | 0                |
| 8     | 1                | 0               | 0                |
| 9     | 20               | 1               | 11               |
| 12    | 2                | 0               | 0                |
| 14    | 4                | 1               | 1                |
| 21    | 8                | 1               | 29               |
| 22    | 1                | 0               | 0                |
| 24    | 8                | 0               | 0                |
| CMF   | 17               | 2               | 5                |
| TOTAL | 103              | 9               | 80               |



## Service Anniversaries October—December, 1994

### 25 Years

|                 |             |
|-----------------|-------------|
| Paul Helms      | Plant No. 1 |
| John Miles      | Plant No. 1 |
| Larry Mosteller | Plant No. 3 |
| Mary Ramseur    | Plant No. 1 |

### 20 Years

|               |              |
|---------------|--------------|
| Jerry Bivens  | Plant No. 4N |
| Juanita Davis | Plant No. 8  |
| Steven Henry  | Plant No. 4C |

### 15 Years

|                  |                 |
|------------------|-----------------|
| Jerald Broyles   | Plant No. 14    |
| John Crowther    | Sales Yarn Div. |
| Lou Ellen Devine | Plant No. 4C    |
| David Houser     | Plant No. 6     |
| Donald Lyda      | Plant No. 4C    |
| Michael Moose    | Plant No. 9     |
| Willie Phelps    | Plant No. 8     |
| Lisa Saunders    | Plant No. 2     |
| Mary Sellers     | Plant No. 6     |
| Doris Wilkinson  | CM Furniture    |
| Joyce Winters    | Plant No. 2     |

### 10 Years

|                |                  |
|----------------|------------------|
| Kenneth Beard  | Electrical Dept. |
| Noah Bottoms   | Plant No. 14     |
| Tracy Carter   | Plant No. 22     |
| Odell Hester   | Plant No. 1      |
| Tim Ingle      | CM Furniture     |
| Elsie Rathbone | CM Furniture     |
| Polly Reitzel  | CM Furniture     |
| Nancy Ross     | Plant No. 22     |
| Cindy Weber    | Plant No. 12     |
| Cindy Yount    | Fabric Division  |

### 5 Years

|                   |              |
|-------------------|--------------|
| Cathy Beal        | Plant No. 1  |
| Tim Chapman       | Plant No. 21 |
| Willie Coulter    | Plant No. 1  |
| Nith Douangmala   | Plant No. 21 |
| Betty Finger      | Plant No. 4C |
| Richard Gentry    | Plant No. 22 |
| Michelle Hambrick | Plant No. 24 |
| Kevin Johnson     | Plant No. 4C |
| Nouan Keodouangsy | Plant No. 21 |
| William Lewis     | Plant No. 21 |
| Deborah Lowery    | Plant No. 21 |
| Rodney Martin     | Plant No. 3  |
| Thurman Matney    | Plant No. 5  |

|                      |              |
|----------------------|--------------|
| Lewis McGlothlin, Jr | Plant No. 4C |
| Jeannie Osborne      | Plant No. 12 |
| John Parkhurst       | Plant No. 4N |
| Teddy Pittman        | CM Furniture |
| Perry Powell         | Plant No. 1  |
| William Reynolds     | Plant No. 8  |
| Charlotte Rhoton     | CM Furniture |
| Judy Riddle          | Plant No. 12 |
| Tina Searcy          | Plant No. 14 |
| Martin Solano        | Plant No. 5  |
| Gerald Wilkes        | Plant No. 4N |
| James Williams       | Plant No. 6  |

## TRIVIA TEASER

- The poinsettia is native to: a) Canada, b) France, c) Italy, d) Mexico
- Jacob Marley is a character in: a) Miracle on 34th Street, b) Holiday Inn, c) A Christmas Carol, d) Auntie Mame.
- In what story are combs and a watch chain purchased as gifts? a) The Night Before Christmas, b) The Gift of the Magi, c) Snow White, d) It's a Wonderful Life
- What is another name for a potato pancake served at Hanukkah? \_\_\_\_\_
- December once has 29 days. Who added two more? a) Julius Caesar, b) Pope Pius II, c) King Henry VII, d) Napoleon.
- What often-played Christmas movie is viewed worldwide and is available in 50 languages?  
a) Miracle on 34th Street, b) A Christmas Carol, c) It's A Wonderful Life, d) Babes in Toyland.
- On what instrument was Silent Night, Holy Night first played? a) guitar, b) pianoforte, c) organ, d) viola.
- In Canada and England, on what day are gifts given to people who provide expected services? a) The Second Day of Christmas, b) St. Stephen's Day, c) Boxing Day, d) The Day of the Wren.
- The most popular Christmas record of all time is: a) Rudolph the Red-Nosed Reindeer, b) White Christmas, c) Grandma Got Run Over By A Reindeer, d) Ave Maria
- What day has the last hours of daylight in a given year? a) December 15, b) December 21, c) December 30, d) December 6

- Mexico
- A Christmas Carol
- The Gift of the Magi
- Larke
- Julius Caesar
- It's A Wonderful Life
- guitar
- Boxing Day
- White Christmas
- December 21

## New Challenges



### APRIL GARDIN

April Gardin has been promoted to a Customer Service position at Plant No. 4C. April came to Carolina Mills in December, 1990, in Data Entry at Plant No. 4C, and later moved into the Scheduling Department. She graduated from McDowell High, attended Western Piedmont Community

College, and is currently attending CVCC pursuing a business degree. April and her husband, Art, and daughter, Andrea, attend Friendship Methodist Church and reside in Maiden.



### DENISE CALDWELL

Denise Caldwell has recently taken the position of Edit Clerk in our Data Processing Department. Denise has worked with Carolina Mills for 8 years as a full-time employee, and 1 1/2 years as a part time employee while in school. She previously worked in the Industrial Engineering Department.

Denise and her husband, Tracy, live in the Balls Creek area and attend St. James Lutheran Church.



### MIKE DETTER

Mike Detter has been promoted to Shift Supervisor for Night 1 at Plant No. 4N. Mike began his employment with Carolina Mills in July, 1980, as a dryer operator. He has held various positions with the company before his most recent promotion to Shift Supervisor. Mike graduated from Maiden High School. He

and his wife, Beverly, have three children: Nichole, 22; Brian, 21; and Jeremy, 12; and one grandson, Holden. They live in Maiden and attend Pentecostal Holiness Church. Mike enjoys golfing, riding his motorcycle and doing brick masonry work on the side.



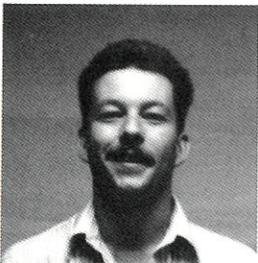
### DEBRA HOLLAR

Debra Hollar has transferred from the Trucking Department to the Industrial Engineering Department. She has worked for Carolina Mills since January, 1988, having also worked at Plant No. 14 for many years. Debra and her husband, Jim, live in Claremont. They have one daughter, Melissa.



### ANNETTE SMYRE

Annette Smyre has joined the Human Resources Department in Maiden as the Human Resource Secretary. She has been employed with Carolina Mills for 12 years, having previously worked at Plant No. 4C, and Plants No. 5&6 in Lincolnton. Annette and her husband, Len, live in Maiden. They have one son, Daniel.



### RONNIE BRITT

Ronnie Britt was recently appointed Supervisor in the Finishing Department at CM Furniture. Ronnie has worked with CM Furniture since 1988, being very successful in several production jobs and as a finishing foreman. Ronnie and his wife, Vickie, live in Maiden.

## Retirements



### JOYCE HATLEY

Joyce Hatley retired from CM Furniture in October, after 21 years of service. Joyce appreciated CM Furniture and Carolina Mills as being "a good company to work for." She plans to travel some and do some work in her church. Joyce lives in Maiden and attends East Maiden Baptist Church. She has two children.

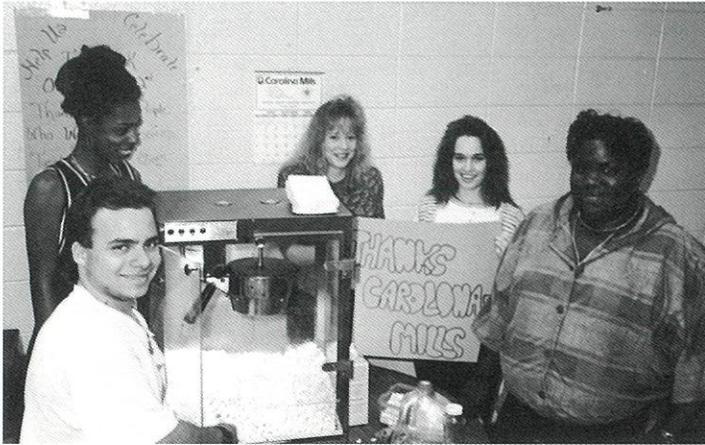


### RUBY SHARPE

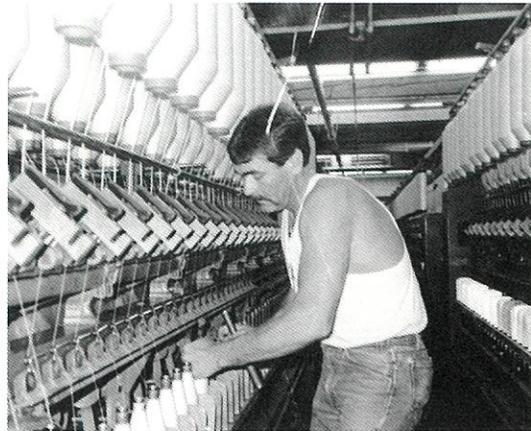
Ruby Sharpe has retired from Plant No. 12 after almost 30 years of service. She hopes to do some traveling with her husband, J.D. They hope to visit their son, James, who lives in Knoxville. Ruby says, "I've really enjoyed my time at Carolina Mills, especially the birthday gifts, textile week celebrations and all the other gifts Carolina Mills gives to their employees. My most memorable moments are the people I worked with and all those Christmas dinners."



# Textile Week 1994



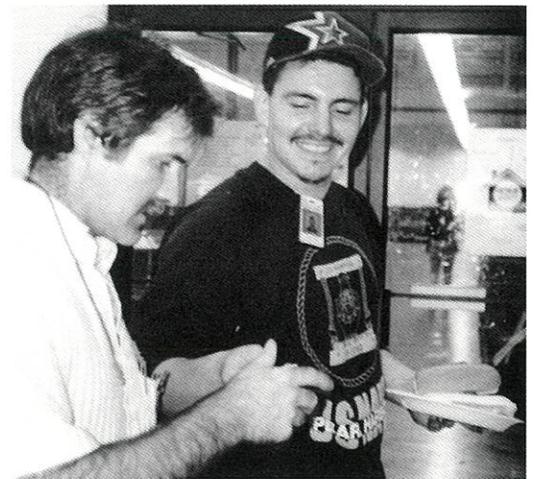
Plant No. 12 celebrated National Textile Week with many special activities. As you can see, Popcorn Day was a big hit with the smell of fresh popcorn in the canteen all day long. Picture (L-R): Adrian David, Bernie Miller, Judy Riddle, Amanda McCrary, and Melissa Graham.



A Doffing contest was held at Plant No. 12 in celebration of Textile Week: Johnny Link, (pictured), had the best overall time doffing a 228 spindle frame in 4.16 minutes or .0182 seconds per spindle



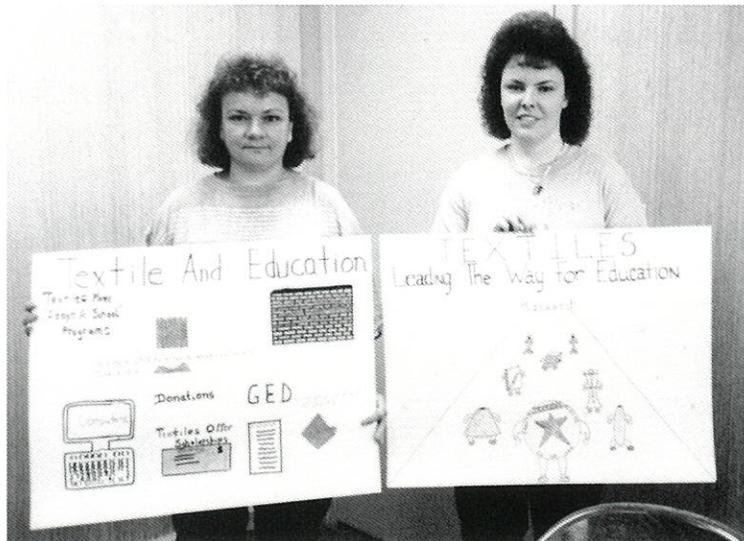
Textile Week put a smile on everyone's face at Plant No. 9



Tony Mitchem (L), and Mark Kaylor, (R) enjoyed the Hot Dog Dinner held at Plant No. 5 during Textile Week



Bucky Russell, Plant No. 29, stepped outside to enjoy the Ice Cream Bars given out during the Ranlo celebration of Textile Week.



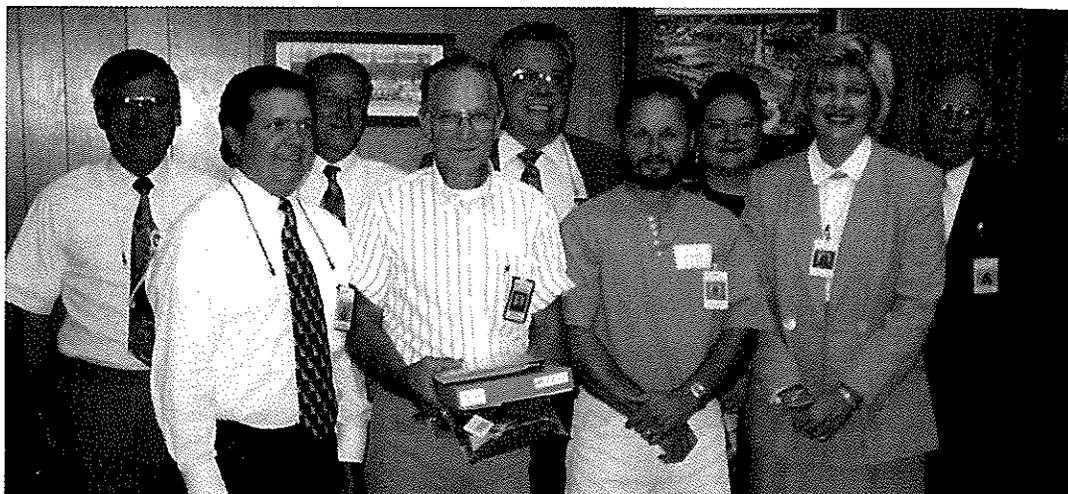
A poster contest for Textile Week was held in Lincoln County. Susan Cline's (left), Plant No. 6, entry won her 2nd place recognition, while Angie Martin (right), Plant No. 6, placed 3rd. These ladies participated in the contest along with entries from 13 other textile companies in Lincoln County.



(L-R) David Martin, Bill Michael

## First Aid Training Pays Off

On Monday evening, August 8, David Martin was in the Winding Department at Plant No. 2 eating a piece of orange slice candy. As he started up the stairs, the candy became lodged in his throat. David lost his breath and could only grab his throat as he was trying to cough. His supervisor, Bill Michael, just happened to come by at that moment. Bill could see David was choking and immediately performed the Heimlich Maneuver on him, and quickly unlodged the piece of candy from David's throat. David says, "It's thanks to Bill that I am alive today." Bill was in the right place at the right time, and his First Aid Training really paid off.



George Barnes was honored by company executives with the Textile Citizen Award for Plant No. 12. Pictured (L-R): Bob Cook, Plant Manager; Steve Dobbins, Vice-President Yarn Manufacturing; Harold Lineberger, Corporate Safety Director; George Barnes; John Truesdale, Administrative Manager; Johnny Ireland, who nominated George for this award; Maria Stroupe; Nancy Schrum, Director of Human Resources; and Clyde Hawn, Purchasing Manager.



Dennis Gibson, Quality Director Plant No. 4C, received a Gallon Pin during the Blood Mobile held at the plant on October 5. The employees donated 47 pints, exceeding their goal of 41. Four employees were first time donors.



The United Way/Flower Fund Committee at Plant No. 12 conducted another successful campaign this year. The Committee toured three agencies as benefactors of our United Way Funds. Thanks to everyone for your contributions. Shown (L-R): Mabel Holleman, Patsy Holthouser, and Jeff Hartness.

Plant No. 9 sponsored the American Red Cross Blood Mobile on September 28. The event was a huge success and many thanks to all who gave. Pictured is Scott Byers, showing how easy it is to be a donor.





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 Dept, PO Box 157, Maiden, NC 28650. The Human Resource Administrator at your plant will also send your questions to us.

**Q: Explain what Provident means by “Usual and Customary Charge”.**

For any service you may receive from your doctor, the charge for that service must not exceed the lesser of: a) the amount customarily charged by the doctor for it; b) the charge for the service made by other doctors/providers of similar services in the local area. This means that your doctor should charge you the customary charge for your area, it being similar to the charge other doctors

performing the same service might charge. Should you doctor/provider overcharge you for a particular service, the dollar amount that exceeds the usual and customary charge will be omitted from any type benefits payable by Provident. This amount will be your responsibility. Should this situation also occur after you have already reached your out-of-pocket limit, you will still be required to pay the amount that is above the usual and customary charge. A special provision does apply when there are no other providers in your area that perform comparable services.

**Q: If I satisfy my deductible in the last quarter of the year, does that mean I do not have to meet a new deductible for the new year?**

The deductible, (\$200 for Deluxe Plan and \$500 for Basic Plan), applies separately to each covered person once

each calendar year. Any covered expenses incurred during the last 3 months of the calendar year that are applied towards your deductible may also apply to the deductible for the next calendar year. This is so you will not have to satisfy your deductible at the end of one year and at the beginning of another year.

**Q: If I meet my out-of-pocket limit in the last quarter, does that carry over into the next?**

The out-of-pocket limit does not carry over. For example, if you meet your out-of-pocket amount (\$1,000 for the Deluxe Plan; \$3,000 for the Basic Plan), in November of a particular year, the remaining part of that year your allowable expenses will be paid at 100%. However, January 1 of the next year, payment of benefits will revert back to the percentage based on your chosen plan.

## Come Alive in '95

January 1, 1995. It's a new year and time for new beginnings. It's the perfect opportunity to work on a new you, to fix all your bad habits – in short, to make New Year's resolutions.

Many of us do this each year. But we lose our resolve within weeks – or even days. After all, January also means that two months of busy activities have ended, there's nothing to look forward to, and the weather's cold and dreary. The post-holidays blues is not the best frame of mind in which to tackle lifestyle changes.

How can you make this year different? The secret: Make reasonable, realistic resolutions that take into account the mid-winter blahs and our natural inertia where change is involved. Focus on one of your bad habits, not five. Set achievable goals for yourself. Reward yourself for jobs well done. Most importantly, be persistent. Success breeds success... don't let yourself get discouraged. Don't abandon your projects, even though commitment is a task itself, your rewards will be great in the end.



## Employees Discounts

### MEMORIALS

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

**Charles H. Deal, Jr.**,  
a retiree from our Electrical Department, who passed away on November 3, 1994.

**Lonnie Matthews**,  
retiree from Plant No. 5, who passed away in October.

**Charlie Moore**,  
a retiree from Plant No. 8, who passed away on October 17, 1994.

### Reminder

Carolina Mills will close for the Christmas Holiday on Friday, December 23, at 5:00pm and re-open on Monday, January 2, 1995, at 8:30am.

### 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) |
| Ponchos            | \$6.00       |

### 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 - 12 noon

### 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.

*Biltmore Estate*  
HOUSE • GARDENS • WINERY

ADULTS: \$21.25  
YOUTH (10-15): \$15.95

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 Human Resources. Members receive discounts on various services and activities at the park. Available by request only.

### Chimney Rock

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

### Has your address changed?

To enable us to send the CaroLines to the proper person and address, 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 CaroLines.

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

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

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

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

*Buy Textiles and Apparel Made in the USA*

**Carolina Mills** inc.

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

EDITOR: Kim Abernathy  
REPORTERS: Human Resource  
Administrators

BULK RATE

U.S. POSTAGE

PAID

PERMIT #33

MAIDEN, N.C. 28650



This newsletter is printed on recycled paper.