



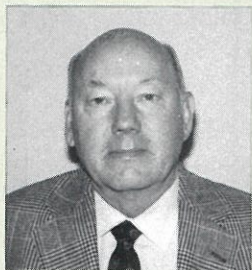
*BEST  
WISHES  
FOR A  
HAPPY  
NEW  
YEAR*





## CORPORATE NEWS

### VICE PRESIDENT OF ADMINISTRATION RETIRES AFTER 47 YEARS OF SERVICE



*Jerry Harbinson, Vice President of Administration, retired December 31, 1992 after 47 years of service with Carolina Mills. Before Jerry left, we asked him to comment on his career at Carolina Mills.*

I began my career with Carolina Mills on Labor Day, 1945. At that time, three plants made up the company: the original plant behind the main office in Maiden; the plant in north Newton, which is now Plant No. 2; and the plant in east Newton, which is now Plant No. 3.

Many changes have taken place over the years since that Labor Day in 1945. There are now 15 operating units making up Carolina Mills. There has been quite a change in equipment over the years. Machinery is much more productive; therefore, fewer machines are required to produce more. At one time, most equipment was driven by belts running off large shafts, which were attached to the ceiling

of the plant. These shafts were powered by very large motors. The plants were not air conditioned and there were no waste removal systems on the machines in the plants as those of today; therefore, the work environment was much hotter and not nearly as clean.

My first job with the company was production clerk in a small office alongside the railroad track at Plant No. 3 in Newton. A couple of years later, I transferred to the Maiden office. In those days, slide rules were used in making engineering calculations. They had mechanical adding machines; manual typewriters and carbon paper for extra copies; and checks were written by hand. This is a far cry from the computers, electronic typewriters, and copy and fax machines we use today.

Another big change over this period, of course, has been the coming and going of the people, from a few hundred in 1945 to approximately 2,500 today. As I leave for retirement, I will be going out as third in the lineup of active employees with the most years of continuous service.

By having been around for that period of time, I have had the privilege to know and work with, I suppose, literally thousands of people in all areas of the company, and that has been a very rewarding experience for me. I would like to take this opportunity to thank everyone for their kindnesses, respect and cooperation which I have been privileged to enjoy throughout a great career with the company.

—Jerry Harbinson

### CAROLINA CREATIONS RECEIVES CHARTER

On November 3, 1992, Jerry Harbinson presented Carolina Creations (the Junior Achievement company of Carolina Mills) its charter. Receiving the award is Carolina Creations member **Victoria Woods**. As of November 24, 1992, sales for the end of the first trimester reached \$4,000. For their Christmas sales, Carolina Creations produced T-shirts; current projects include a casserole server and dish.



## CREDIT UNION

### CREDIT UNION ANNOUNCES NEW LOAN PROCEDURES



New requirements placed on our Credit Union by various government agencies have required us to change the guidelines we use to loan money to our members.

What this means to our members is that the Credit Union has started the following two procedures:

- First, when a member applies for a loan, their credit record must be checked with a credit bureau. This credit report must then be considered in the loan-making decision.
- Second, a member's debt payments (including any new credit union loan) cannot be greater than 50 percent of their gross income. If that percentage is exceeded, then we are unable to make a loan until debt payments are reduced.

We apologize for any inconvenience that these new procedures may cause our members, but these new government requirements give us no choice other than to change our method of making loans.





## HEALTH

### JANUARY IS WEIGHT CONTROL MONTH

January has been designated as weight control month. Of all New Year's resolutions, "losing weight" shows up on lists more often than most other self-improvement plans.

Several CM locations will be participating in a weight control program. Interested employees will weigh in once per week and receive information on weight control. Following are some good suggestions to get you started:

- *Cut out fat:* All fats count, not just those that have cholesterol. Fats contain more than twice the calories of carbohydrates. Worse, fat calories convert to body fat easily.



- *Gorge on vegetables:* It is unlikely that you could eat enough vegetables to gain weight.

- *Eat whole foods and fiber:* A whole orange is better than orange juice; a whole apple or a whole potato would be better than one without skin (more fiber).

- *Eat half as much twice as often:* Cut your meals into six and spread them out over the day. Large meals increase insulin production, which stimulates appetite and promotes fat storage.

Remember to consult your doctor before beginning any weight reduction and/or exercise program!

COMING UP...  
FEBRUARY IS  
HEART MONTH!!!

## GOVERNMENT ISSUES

### 1992 U.S. TEXTILE INDUSTRY BUSINESS REVIEW

Business conditions for the U.S. Textile Industry showed steady improvement in 1992, with increases in shipments, production, profits, employment, and capital spending, as reported by the American Textile Manufacturers Institute (ATMI).

In its annual business review for 1992, ATMI said the otherwise optimistic report was clouded by 14 consecutive months of textile and apparel import increases, resulting in a record annual level. Imports were up 20 percent from 1991. The textile and apparel trade deficit grew steadily, totaling \$32 billion in 1992, 21 percent greater than in 1991.

"Customers began buying more clothing and home furnishings in 1992 as the country started to pull out of the recession. At the same time, textile and apparel imports surged into this country," said ATMI President M.L. Cates, Jr.

Cates also said, "While business did improve for the U.S. textile industry during the first part of 1992, we began to see a decline in new orders, a buildup of inventories and a leveling off of employment growth later in the year. The big question for 1993 is how sustained will consumer spending be and how much will imports continue to grow."

ATMI's business review for 1992, compared with 1991, showed:

- A five percent increase in the textile production index and a seven percent increase in textile shipments, which totaled \$72.4 billion in 1992;

- A one percent increase in textile employment, which grew to 678,000;

- A record level of profits, which increased from \$833 million to \$1.9 billion, caused in part by a drop in the cost of cotton prices, improved productivity and a reduction of long-term debt in the industry;

- A seven percent increase in capital spending, which rose to \$2.09 billion.

"The resurgence of capital spending is a strong indication of the textile industry's confidence in the future," Cates said.

Nearly \$42 billion worth of textile and apparel goods were imported into the United States in 1992, compared with \$35 billion in 1991. In square meters, the imports grew from 12.8 billion to 14.8 billion; the increase alone is the equivalent of 8.8 billion shirts or 37 billion towels. More than 61 percent of clothing purchased in the United States were made either entirely offshore or of imported fabric.

"In 1993, U.S. textile companies will continue to fight for fair trade practices worldwide," Cates said. "We will also continue enhancing our competitiveness through investment in the latest machinery, Quick Response strategies designed to speed deliveries and cut inventories through increased communications and cooperation among all sectors of the industry. At the same time, we will remain committed to environmental preservation and educational improvements in our work force."





## SAFETY

# HOURS WORKED WITHOUT A LOST-TIME INJURY

## WORKING TOWARD AN ACCIDENT-FREE WORKPLACE

As Of 11/28/92

999,557	Plant No. 1	308,110	CM Furniture, Inc.	116,505	Plant No. 9
829,641	Plant No. 2	302,223	Plant No. 24	103,305	Plant No. 5
690,745	Plant No. 8	301,460	Plant No. 22	99,819	Plant No. 21
524,637	Plant No. 3	295,513	Plant No. 6	75,853	Plant No. 4
310,853	Plant No. 14	265,201	Plant No. 12		

## EMPLOYEES ON THE MOVE

### NEW EMPLOYEES



Art Gardin

**Art Gardin** is in the Management Trainee Program at Plant No. 4. He holds a degree in Fine Arts and Business Administration from UNC-Asheville.

Art lives in Newton with his wife, April, and 5 1/2-month-old daughter, Andrea.



Mike Miller

**Mike Miller** is Technical Director/Chemist at Plant No. 9. He previously worked at Raytex Chemical Co. and holds a B.S. in Textile Engineering from NCSU.

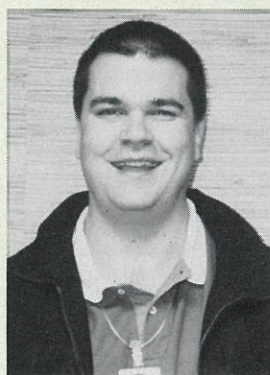
Mike lives in Charlotte and has two daughters, Tracy and Michelle, and two grandchildren.



Kim Baxter Hamrick

**Kim Baxter Hamrick** is the new Data Entry/Receptionist at Plant No. 4. She and her husband, Jimmy, live in Newton.

Kim's favorite pastime is reading.



Sam Harwell

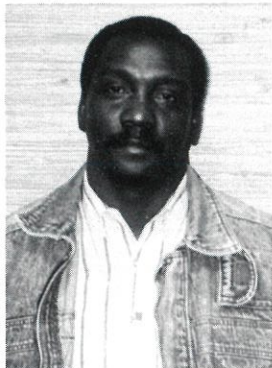
**Sam Harwell** is a new Management Trainee at Plant No. 4. He holds a B.A. in Economics from Appalachian State University.

Originally from Gastonia, Sam enjoys music, golf, basketball, and weekend road trips.





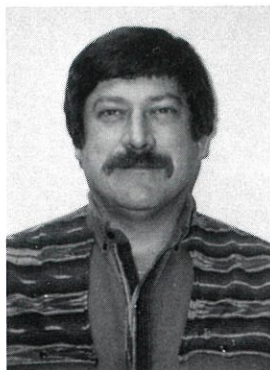
## PROMOTIONS



Larry Hewitt

**Larry Hewitt** has been promoted to Shift Supervisor, Night I, at Plant 4C. He has been with Carolina Mills for 18 years.

Larry lives in Newton with his wife, Helen, and their four children. The family attends Smyre Chapel AME Zion Church in Catawba. He enjoys basketball, fishing and chess.



Randy Pruitt

**Randy Pruitt** was recently promoted to Superintendent of Plant 4C. Randy has worked in many phases of plant operations at Carolina Mills for 15 years.

He and his wife, Donna, have three children: Amber, Melissa and Randi. Randy's favorite pastime is raising and showing horses.

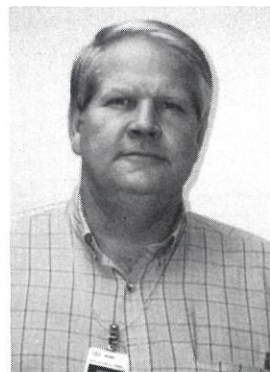


Mary Phillips

**Mary Phillips** has been promoted to Supervisor Trainee at Plant 4C. She began her career at Carolina Mills in 1974.

Mary resides in Newton with her husband, Rev. Danny Ray Phillips, and their three children: Richie, Christylen and Maria. Mary is involved in many activities at Liberty Hill Missionary Baptist Church in Claremont. She also does volunteer work with the Straight-Up Boys' Club of Conover and the Teen-Up Girls' group at the Newton Recreation Department.

## NEW ASSIGNMENT



**Larry Brown** has been assigned to the position of Traffic Manager. He has been with Carolina Mills Plant 4 since 1976 and has held a number of positions.

Larry attends Corinth Baptist Church in Vale and enjoys music, fishing, cooking and family activities. He and his wife, Aleta, have five children and three grandchildren: Ashley, Lance and Chandler.

Larry Brown

## RETIREES

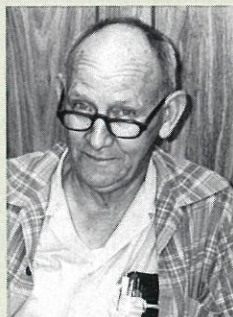


Dorothy J. Carver

**Dorothy J. Carver** retired from Plant No. 3 with 17 continuous years of service. Her first job was as a Winder Tender-Spooler; she later became an Inspector.

Dorothy lives in Maiden with Keith, who currently works at Plant No. 3 in the Weave Department as a Loom Fixer.

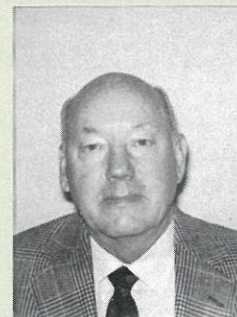
Dorothy said, "I've enjoyed working at Carolina Mills for the past 17 years."



Frank E. Hatchett

**Frank E. Hatchett** retired from the Fiber Department at Carolina Mills. Frank leaves Carolina Mills after 35 years of service.

He said, "I will miss everyone; I have a lot of friends here. Carolina Mills is a good place to work."



Jerry Harbinson

**Jerry Harbinson** retired from Carolina Mills as Vice President of Administration after 47 years of service.

Jerry said, "I have had the privilege over the years of working with so many great people throughout the whole company and have enjoyed a very rewarding career."





## A FLASH FROM THE PAST

### DO YOU KNOW THESE PEOPLE?

You could win \$10 in cash!! All you have to do is join *CaroLines*' quest to identify nameless photographs from the archives. It's easy. Simply complete the form provided below, detach along the perforated lines and mail to Human Resources, P.O. Box 157, Maiden, NC 28650, or give it to your personnel administrator. Each correct entry that is completed in full and received by January 30 will be included in a drawing for the \$10 prize. The winner will be notified.

This photograph is from 1953. A correct entry must name the three people, left to right. So, put on your thinking cap and send in your entry!



#### Photo Information

Names (left to right):

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### Your Information

Name: \_\_\_\_\_

Plant or Department: \_\_\_\_\_

Retired: Yes \_\_\_\_\_ No \_\_\_\_\_

## MONTHLY HIGHLIGHTS

### CROSSWORD PUZZLE

#### ACROSS

1. January 18, 1993 honoree
5. Places to celebrate December 31
9. Region
10. Peruse
11. "Happy —", January 1 greeting
13. Curvy letter
14. Letters between L and Q

15. Gave food

16. Scheme

18. — Tzu, philosopher

21. With 26 across, December 31 song: two words

23. Atone's — wit, tired

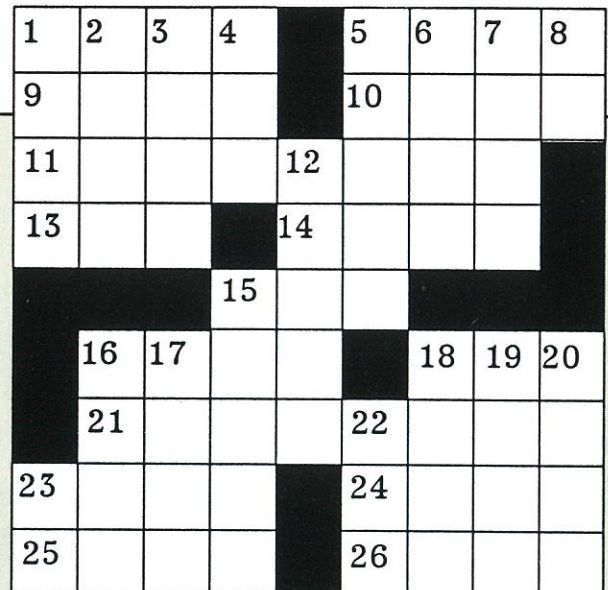
24. Smell

25. January 19 honoree, Robert — —: two words

26. See 21 Across

#### DOWN

1. "Citizen —"
2. Makes angry
3. Tiding
4. Lighthearted
5. Mark cattle
6. Flying prefix
7. Rough file
8. Pierre's state: abbr.
12. Improve a text
15. Disloyal
16. Bucket



17. Guitar's kin

20. Fairy tale monster

18. Lord's wife

22. — Alamos

19. Soon

23. "—shall overcome"

(Answers on back page)





We have a great interest in what you think and we want to provide you with the kind of information you want to see in the *CaroLines*. Please take a minute to complete the following survey and turn it in to your personnel administrator or to the Human Resources Department in Maiden. Thank you!

1. Do you read the *CaroLines*?

a. Yes \_\_\_\_\_ b. No \_\_\_\_\_

If you answered no, why don't you read it?

2. Which of the following best describes how you usually read the *CaroLines*? (Please check the space beside your answer.)

- a. Read most of the articles thoroughly. \_\_\_\_\_
- b. Skim some articles and read others thoroughly. \_\_\_\_\_
- c. Skim most articles, reading only a few thoroughly. \_\_\_\_\_
- d. Mostly look at the pictures and read the headlines. \_\_\_\_\_

3. 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.

	A Great Deal Of Interest	Some Interest	Little Interest	No Interest
a. Corporate News _____				
b. Credit Union _____				
c. Health _____				
d. Safety _____				
e. Environmental _____				
f. Employees On the Move _____				
g. Plant News _____				
h. Service Awards _____				
i. Flash From the Past _____				

4. Please indicate your interest in each of the following types of articles by checking the appropriate space.

	A Great Deal Of Interest	Some Interest	Little Interest	No Interest
a. Company operations _____				
b. Textile/apparel industry _____				
c. News about your own plant or location _____				
d. News about other plants or locations _____				
e. Employees on their jobs _____				
f. Safety achievements _____				
g. Benefits _____				
h. Financial information _____				
i. Product information _____				
j. Sales and marketing _____				
k. Family news _____				
l. Self help; how-to articles _____				
m. Economic outlook _____				

5. Do you regard the *CaroLines* as an important source of information about what is happening in the company?

- a. Yes \_\_\_\_\_ If so, why?
- b. No \_\_\_\_\_ If not, why not?

6. What kinds of articles that are generally not used would you like to see more of in the paper? (List in the space provided below.)

Detach Here





**Return To:**

**Carolina Mills, Inc.  
Human Resources Department  
P.O. Box 157  
Maiden, N.C. 28650-0157**





### PLANT OF THE FUTURE

Carolina Mills Plant No. 9 began operation in May 1991, and is already four years ahead of schedule in size and production capabilities. By November 1991, 270,000 pounds of cloth were being produced each week.

Demand increased, necessitating the facility to double its size to 180,000 square feet years ahead of schedule. Employment has grown steadily from 115 employees to 205 and this figure continues to grow weekly.

Dye house operations also continue to increase and have currently gone from three dye tubes to 11. This brings dye tube capacity to 200,000 pounds or 750,000 pounds plant-wide.

We at Carolina Mills are proud of Plant No. 9. It continues to exceed production goals and to produce a superior quality product.



### CAROLINA MILLS EMPLOYEES ATTEND CPR CLASSES

Several Carolina Mills employees recently attended CPR classes held at Plant No. 3.



Front row (left to right): Jesse Hamlett, Plant No. 3; Pete Bumgarner, Plant No. 3; and Gerald Blanton, Plant No. 9. Back row (left to right): Greg Campbell, Plant No. 3; Bill Robinson, Plant No. 9; Betty Pruette, Plant No. 3; Betty Warren, CM Furniture; Bill Devine, Plant No. 3; Chris Daniels, Plant No. 9; Kermit Goodson, Plant No. 3; and Michael Watkins, CM Furniture.



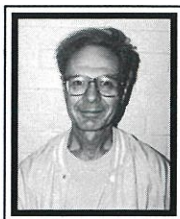
Kermit Goodson, Superintendent of Plant No. 3, demonstrates CPR techniques.



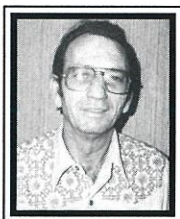


## SERVICE ANNIVERSARIES

### 20 YEARS



Ernest Abernethy  
Plant No. 3



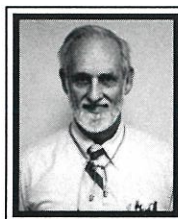
Lester Hart  
Plant No. 3



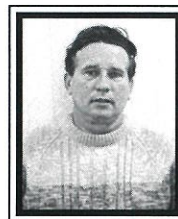
Phyllis Jo Hull  
Plant No. 4C



Rosa Lindsey  
Plant No. 5



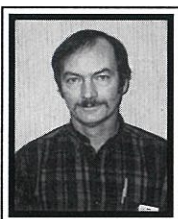
Bremonne Heffner  
Plant No. 5



Bruce Goins  
Plant No. 6



Louise Propst  
Plant No. 8



Larry Hunt  
Plant No. 14



Barbara Hopper  
Fiber



Turner Boston  
Trucking

### 15 YEARS

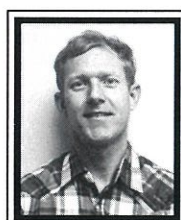
### 10 YEARS



Steven Helms  
Plant No. 3



Jenester Henry  
CM Furniture



David Lewis  
Electrician



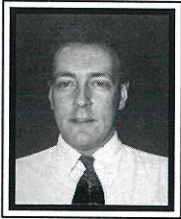
Lynette Bridges  
Main Office



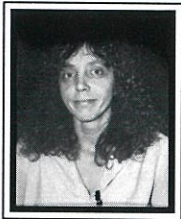


## SERVICE ANNIVERSARIES

### 5 YEARS



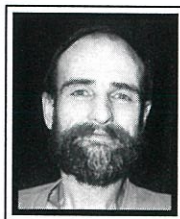
Greg Eller  
Plant No. 1



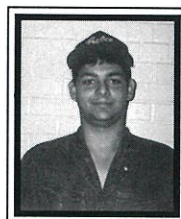
Daisy Drum  
Plant No. 1



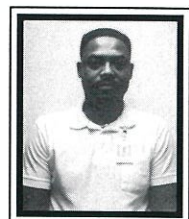
Gloria Roberts  
Plant No. 1



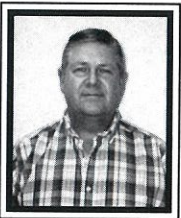
Richard Owenby  
Plant No. 1



Alex Suarz  
Plant No. 3



Johnny Farley  
Plant No. 4C



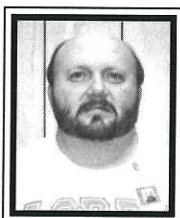
Eugene Bolick  
Plant No. 4C



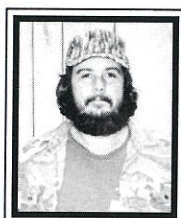
Brenda Caldwell  
Plant No. 4C



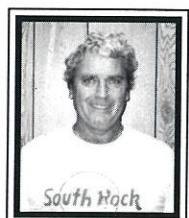
Bob Sponhouse  
Plant No. 4N



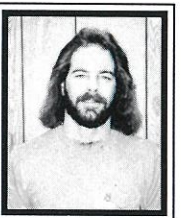
Mike Toler  
Plant No. 4N



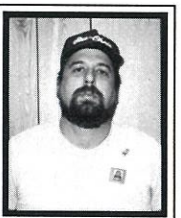
Ron Beaty  
Plant No. 4N



David Kiser  
Plant No. 4N



Alan McCaslin  
Plant No. 4N



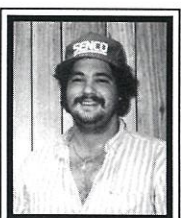
Ronnie Smith  
Plant No. 4N



Carolyn Matney  
Plant No. 5



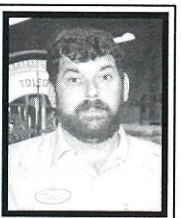
Margaret Littman  
Plant No. 8



Benjamin Burdette  
Plant No. 8



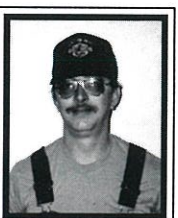
Jill Degroff  
Plant No. 8



Keith Neaves  
Plant No. 12



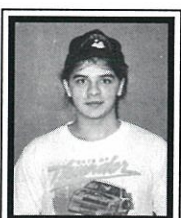
Debra Hollar  
Plant No. 14



Jerry Bush  
Plant No. 21



Albert Tolbert  
Plant No. 22



James Bradley, Jr.  
Plant No. 21



Barbara Burgess  
Plant No. 21

Steve Sigmon  
Plant No. 4N  
(not pictured)





## ANNOUNCEMENTS

### EMPLOYEE DISCOUNTS

The following items are available from Human Resources.

Christmas Cookbooks	\$5.00
Windshield Shades	\$4.00
Corduroy Ball Caps	\$5.00
Mesh Ball Caps	\$3.75
Health Book	\$5.00
Small Cooler	\$7.00

### QUARTER CENTURY PLUS CLUB ITEMS

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

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, as well as catalogs and videos of furniture products, can be checked out from the Human Resources Department.

### CROSSWORD PUZZLE

ANSWERS  
(FROM PAGE 6)

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



Adult Tickets	\$18.00
Students	\$13.00
Children Under 9	FREE*

\*Children 9 and under admitted free with a paying adult.



WALT DISNEY'S

Magic Kingdom Club®

**Memberships Available**  
Walt Disney World Magic Kingdom memberships are available from Kim Eller, Human Resources. Members receive discounts on various services and activities at the park. Available by request only.



CHIMNEY ROCK PARK

Adults	\$5.00
Children	\$3.00

### WHAT'S NEW?

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

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

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

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

**Carolina Mills Inc.**

### FACTORY OUTLET

Carpet and Furniture available at this location

Open:

TUESDAY-- THURSDAY  
10:00 AM TO 5:00 PM

SATURDAY

9:00 AM TO 1:00 PM  
HIGHWAY 7 IN RANLO, NC

### FURNITURE OUTLET

Open:

MONDAY - FRIDAY

9:00 AM TO 4:30 PM

CM FURNITURE ON HIGHWAY 321 IN MAIDEN

**Carolina Mills Inc.**

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

Buy Textiles and Apparel  
Made in the USA

BULK RATE  
U.S. POSTAGE  
PAID

PERMIT NO. 33  
Maiden, N.C. 28650  
RETURN POSTAGE  
GUARANTEED

Reporters: Personnel  
Administrators

This newsletter is printed on recycled paper

