

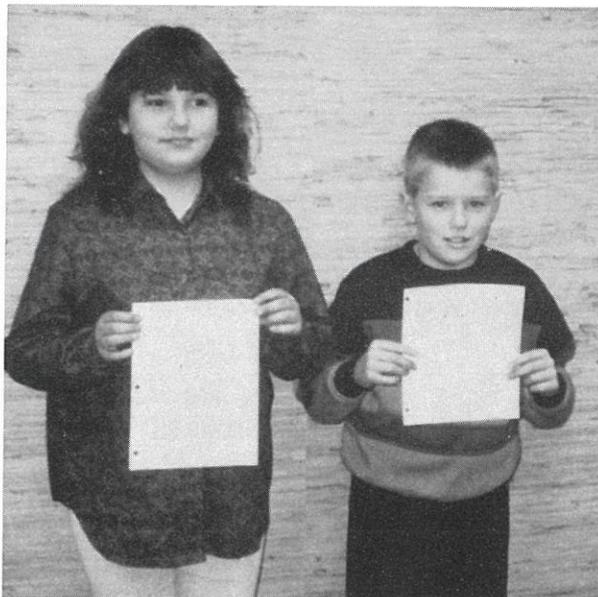


Carolina Mills Plays Santa

Here Comes Santa Claus, Here Comes Santa Claus! That was the tune everyone in the corporate office was singing as they bought and gathered gifts for the family the corporate office adopted for Christmas.

As the holiday season began, several people asked how they could provide a "Christmas" for a family who might need some assistance this year. A telephone call to Maiden Elementary solved our problem. We were given the name of a family to adopt for Christmas.

When the notice was posted on the bulletin boards with the first names of the children, their sizes and their Christmas wish lists, telephone calls came in immediately to the Human Resource Office from all departments: "Our department will buy the doll"; "We will get the motorized car"; and so it went.



On December 20, the last day of school, Jerry Harbinson, William Adair and Nancy Schrum went to Maiden Elementary loaded down with gifts. The mother of the family was presented with a *Carolina Mills Christmas Cookbook*, a box of groceries and a gift certificate to Food Lion. A special presentation was made to the family and the children were told that they had to be good until Christmas, because they couldn't open the presents until then.

After Christmas the family visited with us at Carolina Mills and talked about how much they enjoyed the gifts and appreciated the generosity of those at Carolina

Mills. The two children wrote special thank-you notes that were placed on the bulletin boards for everyone to see.

The true meaning of the holiday season is a feeling of sharing and giving. Carolina Mills and the "special family" together felt the holiday spirit this year.

Dear Carolina Mills,

Thanks for all the presents that you ~~for~~ give us. I don't know any words that I could say that show how happy I was when opened them. I loved all the dolls, cloths, and the Eatch a Sketch. I am always playing with it. Oh one more thing

Thanks a Million Times over.

Sincerely
Carlson Thompson

Dear Carolina Mills,

Hi Thanks for the presents. I really liked them. And I want you to thank the Purching department

Thanks
alot

Jonathan Thompson



Need To Improve #1 In '92?

Here's How To Get A Real Kick Out Of New Year's Resolutions

It's here again — the season for New Year's Resolutions! Time when we analyze our human frailties, and resolve to turn over new leaves. Everyone does it, and nearly everyone has trouble sticking to the promises they make themselves.

This year, boost your chances for success. Face yourself and the new year with a resolve to improve #1. But don't expect miracles from resolutions made at the stroke of midnight on New Year's Eve. Instead, approach your self-improvement program slowly and methodically.

- **On January 1, promise yourself to kick a bad habit and renew yourself** — on a specific date later in the month. Challenge yourself to alter bad habits at a more relaxed time. The holidays are hectic enough without adding the burden of change.
- **Tackle one bad habit at a time.** If it's nail biting you want to banish, then don't worry about overeating for a while. If you try to work on all your bad habits at one time, you probably won't be successful at breaking any of them.
- **Do it for #1.** Don't decide to stop smoking because someone else wants you to quit. If you aren't convinced about kicking a bad habit, your subconscious will know it, and program you to stick with what's familiar — and bad — for you.
- **Substitute a good habit for a bad one.** When you feel an oncoming urge to grab a cigarette or cookie, tie on your hiking shoes and take a quick stroll. Repetition of the good habit will keep you motivated and feeling more upbeat and less deprived.
- **Tell people you've reformed.** Family and friends make great cheerleaders. Pair with a friend or co-worker. You'll keep each other honest and mutually encouraged. Join a support group (such as Overeaters Anonymous or Weight Watchers) or one recommended by your health care provider.
- **Reflect.** Everytime you're ready to give up, think about how destructive your bad behavior can be. Read an article about lung cancer or obesity. Then read a success story. Imagine how great you'll feel without your bad habit. Visualize the new slim you strolling the beach.
- **Go s-l-o-w-l-y.** Changing habits is never an overnight quick fix. It takes time to build self-control and re-orient yourself. Once you've set your goal, break it down into a series of small, manageable chunks. If you need to lose 30 pounds, you can't expect to do it in a month; but you can realistically lose a pound per week. Reward yourself as you achieve each mini-goal.
- **Persist! Persist! Persist!** Don't give up because you tried and failed! Everyone has lapses; you're only human, after all. Try again — as soon as possible. Why wait until next New Year's Day? Instead, simply turn a page of the calendar and promise to make a fresh start tomorrow or next week.

New Year's Thoughts

For 1992, try to...

- Greet everyone with a cheery "hello" and a warm, friendly smile. Make them feel special!
- Give more of your time helping others. Volunteer your skills to those in need.
- Look for the good in people and discover the good in yourself.
- Take risks, be strong, worry less. Learn from the past and let it guide you into the future.

New Year's Dinner, North And South

Corned beef and cabbage may be the traditional good-luck dinner in the North, but in Dixie, it's black-eyed peas.

Many Southerners eat the same meal — black-eyed peas and ham hocks — every January 1. It's touted as the meal that insures health and wealth for the coming year. As one faithful diner noted: "you'd be poor as a church mouse if you didn't have black-eyed peas." (Cornbread is the complement of choice.)

Folks who like corned beef with sauerkraut may be interested to know that the dish originated in China, where it sustained coolies building the Great Wall 2,000 years ago.

The Chinese "pickled cabbage" was exported to Europe by Genghis Kahn, and the sauerkraut tag originated in Austria. Some years later it was a diet staple of Captain Cook and other seafaring men who found it prevented scurvy. Its vitamin C content was responsible, but the great men of the sea didn't know that.



Catawba Science Center

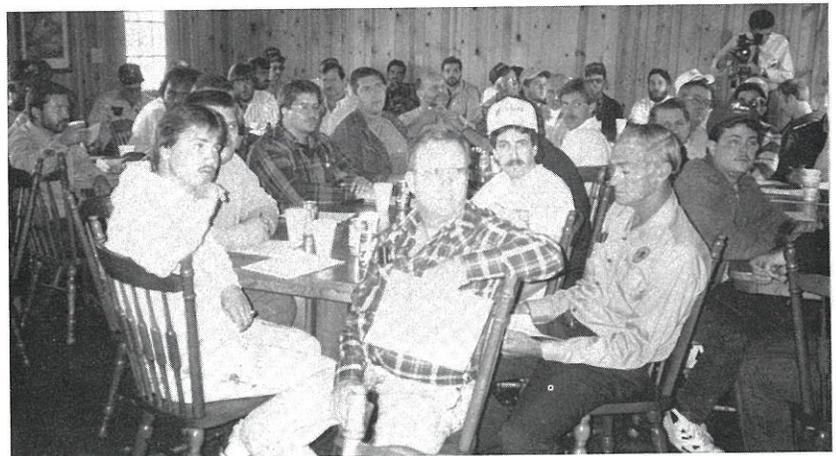
With the winter months here, are you looking for something to do? Consider visiting the Science Center in Hickory. Carolina Mills has provided membership cards to all employees with the company. On exhibit from January 21 through March 22, 1992 is an exhibit called " 'Anglers All' - A History of Fly Fishing in America." The exhibit is sponsored by The Hickory Printing Group, Inc. and the Northwestern Chapter of Trout Unlimited.

The fascinating collection of fly fishing memorabilia includes dozens of rods, reels and other equipment which show how fly fishing has changed over the past 500 years. Fishermen and non-fishermen alike will enjoy seeing equipment and objects which belonged to celebrities like Ernest Hemingway, Bing Crosby, and Zane Gray - all avid fly fishermen. A room of hands-on experiences for children has been added by the CSC staff to make this exhibit a great family experience.

Special programs will be held each Saturday and Sunday at 2 p.m. during the exhibit. The FREE programs, presented by local Trout Unlimited members and their friends, will last 45 minutes to an hour and are open to all ages.



The salespersons from Carolina Maiden Corporation met at the Corporate Headquarters for their year-end meeting. The salespersons and their territories are: (l-rt) Jo Ann Harper, Northern North Carolina and Southern Virginia; John Weber, New York City and state and New Jersey; Bob Smith, Pennsylvania, Northern Virginia, and mid Western States; Mike Groce, President of Carolina Maiden; Augie Reis, New England and New York City; Scott Fennie, Western North Carolina, Tennessee, Georgia, Alabama, and Florida; Charlie Harper, Southern North Carolina and South Carolina.



Harold Lineberger, Corporate Safety Director, spoke to those within the company who are affected by the new Department of Transportation Regulations that went into effect January 1, 1992. The group consisted of short and long truck drivers; anyone who drives a truck that falls under the new regulations. All DOT-certified drivers will be randomly drug tested at the rate of 50 percent sometime during the year. It was discussed that the new commercial drivers license will be required April 1, 1992 and all drivers were encouraged to go acquire their license early.



CORPORATE NEWS

Junior Achievement Officer Training



This year's Junior Achievement program has been a very worthy and worthwhile program for our area. "Carolina Creations" is the name of the Junior Achievement company sponsored by Carolina Mills.

The Junior Achievement program gives local high school students hands-on experience in today's business world. These students, or "Achievers," start and run their own company. The Achievers sell stock in the company, manufacture a product, market the product, and sell the product. Every aspect of the company is treated exactly like a "real" company. Inventory and financial records are kept. At the end of the year, all books are closed out and all stock is distrib-

uted. All Achievers are recognized for what they sell.

The Junior Achievement company meets at the old Newton-Conover Junior High School in Newton. The company meets every Tuesday night from 6:30 p.m. until 8:30 p.m. There are 28 members in this year's company.

The products produced by the company are: Christmas Sweatshirts with the logo "Beary Christmas"; "Save The World" t-shirts featuring hyper-color decals; and wooden baking dish holders.

CREDIT UNION



*We hope that 1992 brings you health,
prosperity and happiness!*

It is time to thank you for the strength you have given us throughout the year. We're grateful for your support and hope that our relationship continues to grow.

With friends like you, we can face the future with confidence. Please stop in frequently and let us prove it.



Notice To Credit Union Members

By action of the Board of Directors, effective January 1, 1992, deposits to the Credit Union will be limited to \$1,000 per person per month until further notice.

Although the Board regrets this further restriction on deposits, this action is necessary due to the increasingly lower yields received on Credit Union Investments and the desire of the Board to pay an above market rate of return on funds on deposits.

Dividend rate for January - March, 1992 will remain unchanged as follows:

Less than \$1,000	5%
\$1,000 - \$1,999.99	6%
\$2,000 - \$4,999.99	7%
\$5,000 and over	8%



EMPLOYEES ON THE MOVE



Nancy Jackson

New Employee

Nancy Jackson has joined the staff of the Carolina Mills Employees Credit Union as co-ordinator teller. She is a graduate of Kings Business College with a diploma in Business and received a certificate from TNCC for Credit Union policies and procedures.

In her spare time she enjoys gardening, painting, walking and fishing. She and her husband, Thomas, live in Lincolnton.



Karen Taylor

Transferee

Karen Taylor has transferred to the Data Processing Department in the Corporate Office from Plant No. 14 in Hickory.

She has attended Gaston College, UNC-Charlotte, and Caldwell Community College.

Karen enjoys calligraphy, bible study, knitting, and crocheting. She lives with her husband, Scott, and their two-year-old daughter, Alastair, in Maiden.



Carolyn Haynes

Promotion

Carolyn Haynes was recently promoted to Customer Service Representative for Plant No. 4. She has been with the company for almost three years.

She lives in Conover with her husband, Allen. They have two children: Derrick, 8, and Stephen, 6. They attend East First Street Baptist Church in Newton.

Carolyn is also a member of the Claremont Optimists, where she is involved in the Youth Activities committee and serves on the Board of Directors.



Norman Simpson

New Employee

Norman Simpson has joined the staff of CM Furniture as National Sales Manager. Simpson began his career with the company as the North Carolina furniture sales representative in August, 1988.

Simpson lives in Hickory with his wife, and they have one son who is a student at Western Carolina University.



PLANT NEWS

Hours Worked Without A Lost-Time Injury

As of 12/06/91

1,899,698	Plant No. 12	184,194	Plant No. 6
1,105,481	Plant No. 21	63,7423	Plant No. 24
787,804	Plant No. 1	49,891	Plant No. 9
654,496	Plant No. 2	48,642	Plant No. 22
455,866	Plant No. 8	39,526	CM Furniture
257,611	Plant No. 3	38,084	Plant No. 4
220,081	Plant No. 14	25,660	Plant No. 5



Carolina Mills employees were requested to turn in all their old prescription glasses so they could be donated to the Lions Club. Seventy pairs of glasses were collected and presented to the Maiden Lions Club. The glasses were presented to Keith McCaslin from Plant No. 1, second vice-president of the Maiden Lions Club by Carol Wilson, Corporate Nurse for Carolina Mills.



Ann Groce, Plant Nurse from Plants No. 2 and No. 12, requested everyone to give their old eye glasses to the Lions Club during Eye Awareness Month. She placed a drop box in the canteen for easy drop-off.



The United Way Committee from Plant 12 kicked off its campaign by touring three different agencies supported by the United Way. The Committee returned with a different feeling on the benefit of having these Agencies in their neighborhood. The feeling was "we are fortunate to be contributors instead of receivers of the United Way." The Committee has a successful fund drive with 98 percent of the employees giving through payroll deduction. Members from left to right include Ann Groce, Linda Moten, Billie Haithcox, Juanita Strikeleather, Johnny Ireland.



Employees at Plant No. 3 were trained in a first aid class by nurses Nancy Holloway and Betty Pruett.

Congratulations

Len and Annette Smyer and son Daniel were winners of a set of World Book Encyclopedias. They participated in a drawing that was recently held at Valley Hills Mall during National Book Week and American Education Week.

Len works in the Engineering Department with Carolina Mills and Annette works at Plant No. 4 in Newton.



Mark Yarbrough - A Talented Artist

Mark Yarbrough is particularly proud of the covers on Plant No. 8's plant newspaper. Each month he designs and draws the covers of the paper. Several of Mark's drawings have also been featured as inserts in the paper.

Mark Yarbrough is a second shift spinning supervisor at Plant No. 8 in Maiden. Mark lives in Sherrills Ford with his wife Connie. Connie works at CM Furniture in the Scheduling Department.

"I have always enjoyed drawing. It is great because now I can put my work to use in the newspaper. It has been fun being able to pursue my hobby at work," commented Mark.



Mark Yarbrough's drawing of a snowman and a winter scene with deer

Proud Parents

Chastity Painter, daughter of Ida Glenn at CM Furniture, was elected to represent Bandys High School in the Carolina's Carrousel Christmas parade in Charlotte. Painter won the title of "Miss Congeniality" and with the title she received a \$750 scholarship to the college of her choice.

Michael Ramseur, son of Willie Mae Ramseur at CM Furniture, was selected from Maiden High School to play in the Shrine Bowl. Ramseur has received a four-year football scholarship at the University of North Carolina in Chapel Hill.

Jessica Nicole Link, granddaughter of Larry Link, Plant No. 21 Spinning and Winding Supervisor, is the 1991 Miss North Carolina Poster Child for the Cystic Fibrosis Foundation. Her pretty photograph is pictured on the containers in restaurants and other places of business requesting a donation to the Cystic Fibrosis Foundation.



1991 Annual Report

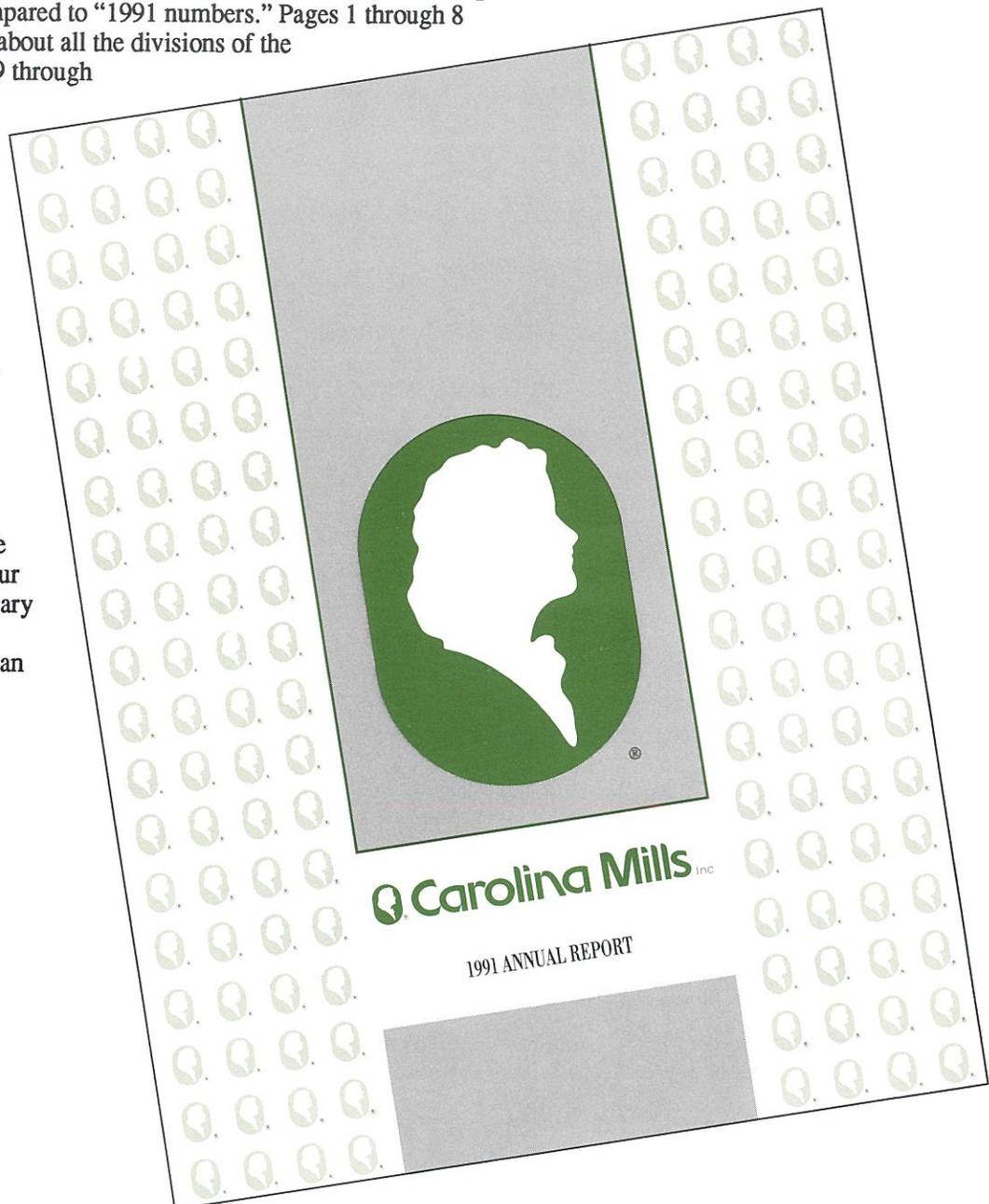
The 1991 Carolina Mills Annual Reports were mailed to every employee's home before the first of the new year. The annual report provides information about Carolina Mills and a short summary of events that occurred during the past year.

The inside cover is titled "Highlights." This page shows a comparison of "1990 numbers" compared to "1991 numbers." Pages 1 through 8 provide information about all the divisions of the company and pages 9 through 12 contain the financial numbers. The report is considered to be written in two sections — informational and financial.

Answer all the questions and turn in your answer sheet to your personnel administrator. If you get all the answers correct, you will receive a "prize"! The deadline to turn in your answer sheet is February 1, 1992.

All the answers can be found in the 1991 Annual Report.

Good Luck!





PLANT NEWS

Name _____

Plant _____

1991 Annual Report Quiz

Questions 1-10, fill in correct answer

1. How many plants are in Carolina Mills? _____
2. Did the company have more sales in 1991 or 1990? _____
3. Who is the President of Carolina Mills? _____
4. How many people are employed with Carolina Mills? _____
5. Net profits were up by what percentage? _____
6. What does Carolina Mills consider their biggest asset? _____
7. In the Administration Division, what was placed in every plant to better conserve energy?

8. In the Sales Yarn Division, the apparel area picked up substantially in which quarter?

9. In the Weaving Division, the "Just in Time" trend prompted the weaving division to launch a quick-ship program called _____
10. In the Knit Goods Division, a new plant was built in the town of _____

Question 11-15 put a check beside the correct answer

11. In the Sales Yarn Manufacturing Division, many plants received safety awards this year because of
 a. No accidents during the year
 b. Employee Safety Committees
 c. The North Carolina Safety Committees liked us
12. In the CM Furniture Division, all employees participated in weekly small-group discussions.
 True False
13. How much income did Carolina Mills have this year?
 a. \$108,987,657 b. \$100,000,000 c. \$182,091,998
14. Of the total income of the company, how much is reinvested in the growth of the company?
 a. \$3,673,462 b. \$0 c. \$5,555
15. Of the total income of the company, how much was used to pay wages and salaries?
 a. 38% b. 21.93% c. 15.00%



SERVICE AWARDS

January Service Awards

25 - Year Award
 Rita Black 01/30/67 Purchasing

20 - Year Award
 Jack Ray Johnson 01/03/72 Plant No. 2

15 - Year Award
 James Tyree 01/26/77 Plant No. 4
 Johnnie Steven McCaslin 01/09/77 Trucking

10 - Year Award
 Melvin Odom 01/25/82 Plant No. 3
 J. W. Hendrick 01/25/82 Plant No. 12
 Kenneth E. Campbell 01/11/82 Plant No. 22

5 - Year Award
 Kenneth Killian 01/29/87 Plant No. 4
 Kathleen Mick 01/12/87 Plant No. 5
 Margie Putnam 01/14/87 Plant No. 6
 Terry Talbert 01/05/87 Plant No. 8
 Bobby Anderson 01/12/87 Plant No. 22
 Loan Le Bui 01/06/87 Plant No. 22
 Luu Van Nguyen 01/06/87 Plant No. 22
 Norman F. Falls, Jr 01/20/87 Plant No. 24
 Erma C. Burgess 01/20/87 Plant No. 29

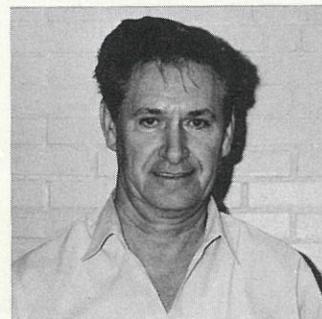
Service Awards Presented 5 years



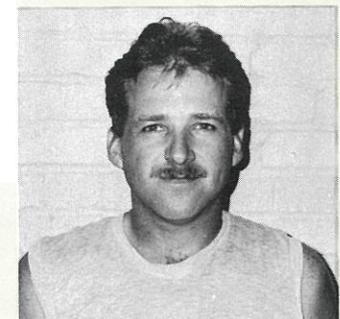
Angie Campbell
Plant No. 4



Jason Lowe
Plant No. 4

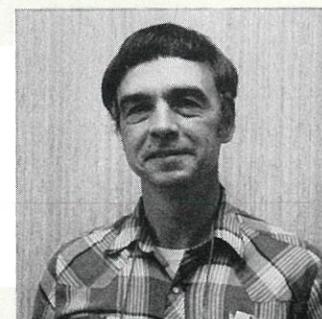


Charles Morgan
Plant No. 22



Jimmy Heavener
Plant No. 21

15 years



Ralph Gibson
Plant No. 5



Wesley Neal
Plant No. 5



Happy New Year
And Many Thanks



ANNOUNCEMENTS

Employee Discounts

Beverage Bags	\$5.00
Christmas Cookbook	\$5.00
Windshield Covers	\$4.00
Corduroy Ballcaps	\$5.00
Mesh Ballcaps	\$3.75
Health Book	\$5.00



Adult tickets \$18.00
 Students \$13.00
 Children under 11
 FREE

**Quarter Century Plus Club
 Sweatsuits \$15.00**

Sizes available:
 Mens: L, XL, XXL
 Womens: L, XL
 Sweatsuits will be sold as long as they are in inventory. Sweatsuits can only be purchased by members of the Quarter Century Plus Club

**Quarter Century Plus Club
 Jackets \$20.00**

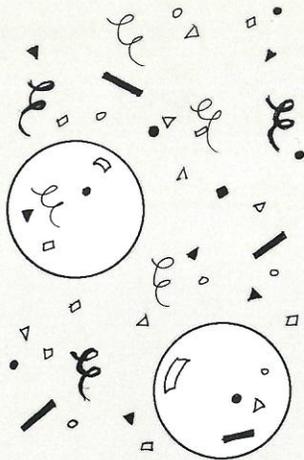
Sizes available:
 M, L, XL, and XXL
 Jackets will be sold as long as they are in inventory. Jackets can only be purchased by members of the Quarter Century Plus Club

Carpet Samples:
 Samples of the carpet available at the outlet can be checked out at the Main Office in Maiden.

CM Furniture Videos:
 Styles in Oak; Styles in Pine & Entertainment Centers; Styles in Cherry and Maple (catalogue accompanies each video). Also available Sleep Sofas Video.

Memberships Available

Walt Disney Magic World Kingdom memberships are now available. If you are interested, contact Kim Peeler in the Human Resource Department. Memberships are available free by request only. Members receive discounts on various types of services and activities at the Walt Disney Kingdom.



New Year's Resolutions

A little less impatient with those we deem too slow;
 A little less arrogance because of all we know;
 A little more humility, seeing our worth is slight...
 We are such trivial candles compared to stars at night!

A little more forgiving and swifter to be kind;
 A little more desirous, the word of praise to find,
 The word of praise to utter and make a heart rejoice;
 A little more careful to speak with gentle voice;
 A little more true eagerness to understand each other;
 A little more high courage to help a sister or a brother;
 A little more real striving to each task that must be done.



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

Only Furniture available at this location

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