



*Employees and management representing the four safest plants for 1999; Plant No. 2, Plant No. 3, Plant No. 4 and Plant No. 8.*

## Safety Is a Team Effort

Quality and Safety; The Right Mills Safety Contest for 1999. Combination. And both require the Congratulations to Plant No. 2, Plant No. 3, Plant No. 4, and Plant No. 8 - all finished the year without an accident of any kind. Carolina Mills employees' know what it takes to complete a year accident free. Four plants proved their commitment when Harold Lineberger, Corporate Safety Director, announced the winners of the Carolina



Congratulations to each employee who did their part for their team, and proved they could all be winners!  
**CONGRATULATIONS!**

## IN THIS ISSUE

### Corporate News

Clyde and Violet Hatchett Still Going Strong

*Page 3*

### Safety News

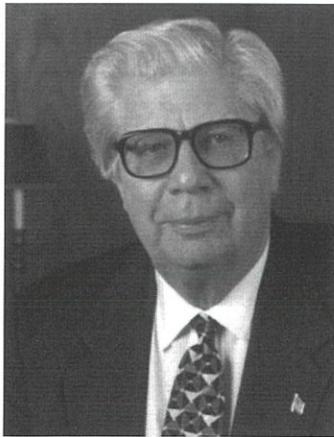
Four Plants Named Safest for 1999

*Page 8*

### Plant News

Christmas at Carolina Mills

*Page 12*



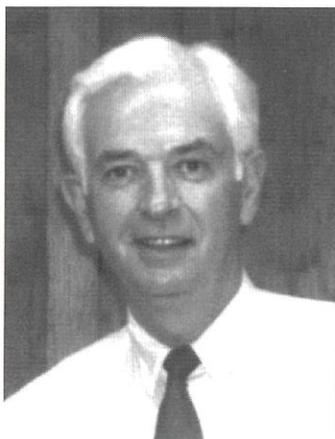
*Ed Schrum, President /CEO  
Carolina Mills*

# Schrum Recognized by Textile World Magazine

The December 1999 issue of Textile World recognized the magazine's choices of the 50 people they feel have had the biggest impact on textiles during the 20th century. This 131st issue of the magazine featured Ed Schrum, President/CEO of Carolina Mills. As an industry blessed with great leadership, Schrum was ranked 42nd in the field of 50, along side other textile greats such as Aaron Feuerstein, President/CEO of Malden Mills; Charles Cannon, former chairman of Cannon Mills; and Duke Kimbrell, Chairman/CEO of Parkdale Mills, just to name a few. Roger Milliken, President of Milliken, was recognized as Textile World's number one choice in this textile field.

Schrum has been employed with Carolina Mills since 1951, and has served

as President/CEO since 1976. He was also elected treasurer in 1985. Throughout his textile career, Schrum has served as President of ATMI, AYSA, NCTMA, NC Textile Foundation and STA. Schrum is a member of AATCC and has served on several boards. He has been bestowed many honors, including the Boy Scouts Silver Beaver and Outstanding Service awards; Man of the Year in Textiles award from Kappa Tau Beta leadership fraternity at NC State School of Textiles; Vocational Service Award from Newton-Conover Rotary Club; CEO of the Year in Textiles from Financial World; and the Chapman Award from STA. Schrum is a graduate of North Carolina State University and has an honorary doctorate from Catawba College.



*Larry Teague, Production Planning  
Manger*

# Teague Re-Elected President of Quarter Century Club

The Quarter Century Plus Club Board of Directors met for their annual meeting on Thursday, February 17. The meeting was held at the Corporate Office in Maiden.

Larry Teague, Production Planning Manager for Carolina Mills, was re-elected President of the Quarter Century Plus Club for 2000.

Board members also discussed plans for the annual banquet and fall outing. The banquet will be held Saturday, June 10, on the campus of Catawba Valley Community College, in their new Multipurpose Building. The size of the Club continues to grow and this new facility offers excellent space, parking and

seating capacity. The Quarter Century Plus Club's fall outing will be held on Sunday, October 15, with the destination to be announced at a later date.

Employees and retirees currently serving on the Quarter Century Plus Club Board of Directors are: Larry Teague, Corporate Office; Kermit Goodson, Plant No. 3; Larry Mosteller, Plant No. 3; Harold Lineberger, Corporate Office; Gerald Blanton, Plant No. 4; Pansy Dula, Plant No. 2; Bob Cook, retiree; Steve Sparks, Plant No. 12; Mary Ramseur, Plant No. 1; Grady Rhyne, Plant No. 6; Linda Schronce, Plant No. 5; Charles Young, Plant No. 8 and Annette Chapman, Plant No. 14.



## Clyde and Violet Hatchett Still Going Strong

When we discuss the history of Carolina Mills Inc., a big part of that history involves the Hatchett family, namely Clyde and Violet Hatchett. With a total of 103 years of active service between them, Clyde (with 54 years of service) and Violet (with 49 years of service) continue today as active members of the company. Clyde began his career in June 1945, in the shipping and receiving department. Prior to Carolina Mills, he worked with Klopman Mills in Newton for 11 months. In the beginning, Clyde remembers the company with only 3 flat bed trucks; 2 in Maiden and 1 in Newton. As business increased, 2 tractors and 4 trailers were purchase from Whisnant Transfer. Along with serving as shipping clerk, Clyde filled in as long distance extra driver for 5 years or more. For many years he also was manager of the Yard Crew, warehouseman

**Clyde and Violet have served under every President during the company's 72 year history**

and drivers. Clyde continues to serve Carolina Mills today as Traffic Manager, with a department of 25 tractor trucks, 60 trailers, and 25 straight trucks. He has seen many changes throughout his 54 years; the modernization of the storage warehouse, new offices and a new garage. Gas powered trucks gave way to diesel trucks, now at 475 hp. Trailers increased in length, now at 45ft. Trailers that were once loaded with hand trucks are now loaded with forklifts.

Violet came to Carolina Mills in February 1951, after having working previously with Catawba County Social Services in Hickory. She has worked with many fine leaders during her 49 years

with Carolina Mills. She served in the Purchasing Department for many years, and served as Assistant Purchasing Agent under then Purchasing Director Fred Harbinson. After transferring to the Administrative Offices, she assisted John L. Thompson, Jr. with stock transfers and other duties. Upon Thompson's retirement in 1986, Violet worked with Jerry Harbinson, Vice-President of Administration, while also working part-time



*Clyde and Violet Hatchett*

in the Credit Department and as the Switchboard Operator. Today, Violet works as Stock Transfer Agent, handling all correspondence with corporate shareholders, while also working closely with the Accounting Department and with employee profit sharing disbursements. With 49 years in the Administrative Office, Violet has seen a revolution in progress and modernization in how business is handled daily.

Clyde and Violet have served under every President during the company's 72 year history: JW Abernethy, Leonard Moretz and Ed Schrum. Neither Clyde nor Violet has plans for retirement, both enjoy working with people and being involved in their work. Carolina Mills has been a large part of their family; as much as they are a part of the Carolina Mills family.



## Groundhog Job Shadow Day 2000



More than 350 students participated in Groundhog Job Shadow Day in Catawba County.

On February 2, as Punxsutawney Phil emerged to see his shadow, approximately one million young people across the nation joined in at workplaces throughout the country for Groundhog Job Shadow Day 2000.

Job “shadowing” gives young people the opportunity to follow a workplace mentor through a normal day on the job, and helps them learn more about careers they are interested in. It also gives students an upclose look at how the skills they learn in school are put into action in the workplace.

Carolina Mills participated for a second year in Groundhog Job Shadow day. Chester Lowrance, an eight-grade student from Tuttle Middle School, visited the Corporate Office and Plant No. 2. His morning hours were spent touring Plant

No. 2, and being introduced to what textiles is all about in 2000. Chester requested his visit with Carolina Mills based on his interest in textiles and the manufacturing process. Willie Wentz, Human Resource Administrator and Bob Harrison, Plant Manager at Plant No. 2, introduced the student to the different processes of yarn manufacturing. Greg Eller, Quality Control Manager at Plant No. 2, also provided interesting information and emphasized the importance of manufacturing a quality product in the workplace. More than 350 students throughout Catawba County participated in the job-shadowing event.

Groundhog Job Shadow Day is a national joint-initiative of America’s Promise, the National School-to-Work Office, Junior Achievement and the American Society of Association Executives. Whether it be an educator, an employer, employee, or volunteer, through job shadowing we all can work together to prepare kids for the workplace in the 21st century.



August Reis

## Reis Named Sales Person of The Year

Carolina Maiden Corporation

August Reis was named Salesperson of the Year for 1999, for Carolina Maiden Corporation, a subsidiary of Carolina Mills, Inc. Mike Groce, President of Carolina Maiden Corporation, made the announcement.

Reis began his sales career with Carolina Maiden Corporation in October of 1976. His sales territory includes the New England area, with two of his largest customers being Malden Mills and Quaker Mills.

This award is the seventh of it’s kind for Reis. The honor of “Salesperson of the Year” is based on several criteria: gross sales, the percentage of increase in sales from the previous year, a personal performance appraisal, and the sales incentive program.

Reis is a graduate of the University of Massachusetts with a BS degree in Textile Technology, and holds a Masters degree from the Institute of Textile Technology. Reis resides in Tiverton, RI with his wife, Phyllis.



## US Textile Industry: Scope And Importance

Recovering strongly from the recession of the early 1990s, the US textile industry enjoyed record years in 1992, 1993 and 1994. After a mild turndown in 1995/96, the industry recovered, and textile mill shipments were up nearly 5% to \$83.9 billion in 1997, an industry record.

However, in 1998, the effects of the Asian Financial Crisis hit the economy as a flood of low-cost textile imports from the Far Eastern countries with devalued currencies washed ashore. Shipments fell more than 3% to \$81 billion. Rising volumes of Asian textiles with falling prices continue to affect the US textile industry, and the near-term outlook remains challenging.

### BILLIONS SPENT ANNUAL ON APPAREL

In 1999, US consumers spent nearly \$300 billion on apparel and shoes. In 1998, Americans purchased 1.3 billion pair of trousers, 3.4 billion shirts and blouses, 390 million sweaters, and 710 million active-wear garments.

More than half of the apparel dollars were spent on women's wear, 30% on

men's wear; and less than 20% on children's apparel.

Approximately 35% of the dollars spent on apparel go through traditional department stores and chains, while more than 30% go through discount, factory and off-price outlets. About 22% of sales are through apparel specialty stores and 9% of apparel is sold through catalog and mail order outlets.

### BILLION SPENT ON BED AND BATH RELATED TEXTILES

US consumers spent approximately \$12.5 billion on bed and bath related textiles last year: 385 million sheets and pillowcases, 137 million pillows, over a billion towels, 109 million bath and scatter rugs, 258 million comforters, bedspreads and other bedding.

To supply consumer, hospitality, health and military demand, US manufacturers produced 428 million sheets and pillowcases and 555 million terry towels. US manufacturers also produced 1.7 billion square yards of carpet and 660 million square yards of woven upholstery.

## Wonder Why English Is Such A Pain?

No wonder the English language is so very difficult to learn:

We polish the Polish furniture.

He could lead if he would get the lead out.

A farm can produce produce.

The dump was so full it had to refuse refuse.

The soldier decided to desert in the desert.

The present is a good time to present the present.

At the Army base, a bass was painted on the head of bass drum.

The dove dove into the bushes.

I did not object to the object.

The insurance for the invalid was invalid.

The bandage was wound around the wound.

There was a row among the oarsmen about how to row.

They were too close to the door to close it.

The buck does funny things when the does are present.

They sent a sewer down to stitch the tear in the sowor lino.

To help with planting, the farmer taught his sow to sow.

The wind was too strong to wind the sail.

After a number of Novocain injections, my jaw got number.

I shed a tear when I saw the tear in my clothes.

I had to subject the subject to a series of tests.

How can I intimate this to my most intimate friend?

I spent last evening evening out a pile of dirt.

*A snowy day seems to bring out the kid in all of us. Our cameras caught a glimpse of this snowman, quietly perched behind the Corporate Office, near Plant No. 8.*

## Let It Snow! Let It Snow!

The ringing in of a New Year also brought along with it several snow filled workdays. With three storms hitting during the month of January, "the blizzard of 2000" came along leaving 3-4 inches in the immediate area, while plants in St. Pauls, NC had to deal with 10-12 inches, the largest snow in that area for more than 20 years. The beaches of North Carolina were even fortunate enough to enjoy some of the "white stuff".





## **A New Millennium of Possibilities**

**Not so long ago, the 21st century seemed far off in the future. And some day it would get here. "That Some Day is Today. . .2000"**

As we enter a new Millennium together, we would like to say "Thank You" for helping us make such a smooth transition into the Year 2000. You are the reason for our success and we owe you a debt of gratitude for your loyalty and trust.

Now that the "Y2K" bug is behind us, we are ready to move on with streamlining our operations and improving our member service. You will always be able to depend on us for convenient service, competitive rates and personal service.



*We Started off The New Millennium By Offering  
"GREAT DEALS ON WHEELS"*

You received a mailing in January on our first promotion.



Our second promotion is now in progress.

***GETTING EXTRA CASH AND LOW-RATE FINANCING IS A "BIG DEAL" AND YOU CAN DO THAT THROUGH YOUR CREDIT UNION.***

### **Do You Have A Vehicle Loan?**

**REFINANCE WITH YOUR CREDIT UNION...**

**YOU MAY BE ELIGIBLE FOR EXTRA CASH!**

**Call Carolina Mills Employees' Credit Union For Details!**

**(828) 428-6292, 6293, 6294**

**Current Vehicle Loan Rate 6.99%**

**Must Be a Credit Union member**

**Must meet standard requirements**



## Family Fitness

Despite the fitness boom, American families today are less physically fit than families were in the 1960s. Making fitness a family affair sounds like a simple concept, until you try and tear a couple of youngsters away from a computer game or disconnecting the telephone from a teenager's ear.

**Adding fitness to your family's routine doesn't have to be rigorous or regimented.**

"Exercise", in the traditional strict sense, doesn't work with children. Children cannot be motivated if it isn't fun! Take a nature walk, rent a paddleboat, stroll through downtown, learn country line-dancing, plant a garden or rake leaves and let the kids jump in!

**Another good idea is offering physical activities as rewards for your children.**

Celebrate good grades by bowling or playing miniature golf. Select gifts that

promote activity: a ball, kite or badminton set. Go out and use them together. An hour spent chasing a Frisbee can be a challenging workout. But the big payoff comes later when your children still want to exercise long after you've stopped making them. Older children can come up with exercising ideas of their own, while younger children should be given several options. Teach your children that participation is more important than winning. Your children will soon discover that exercise isn't reserved for elite athletes; it can be enjoyed by all.

**Being physically active is not as difficult as you may think.**

Exercise is just moving your body around. Exercise does not have to be a heavy-duty workout. Gardening, walking ...there is so many forms of exercise!

## Upcoming Health Topics In 2000

**April, 2000  
Women's Health Month**

Catawba Memorial will sponsor a mammography mobile at each plant location. All women over the age of 35 (including retirees) are encouraged to participate. Breast cancer is the No. 2 killer of women but can be cured if detected early enough!

**May  
National Fitness Month**

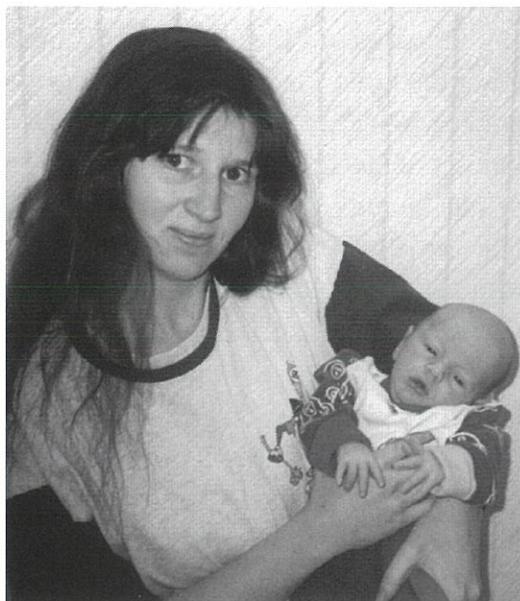
Let's get fit! Carolina Mills will celebrate National Employee Health & Fitness Day on May 17. Special fitness day events will be planned at each location. Watch your bulletin boards and video news for more information about the fitness fun at your location. T-shirts were designed especially for our Employee Fitness Day!

**June  
National Safety Month**

## Lincoln County's New Year's Baby 2000

Catherine Page, an employee of Plant No. 6, gave birth to Lincoln County's New Years Baby. Brandon Lee Owens was born January 1, 2000 at 5:36am, weighing in at 5 lbs. Brandon was born at Lincoln Medical Center and was the only New Years baby at the hospital. Catherine received a special bouquet of roses from a local florist, while area businesses donated gift certificates. The Lincoln Times News did a special front-page interview of Catherine with her new son. Congratulations Catherine!

*(Right) Catherine Page, employee at Plant No. 6, gave birth to Lincoln County's "New Years Baby". Brandon Lee Owens was born January 1, 2000.*





## Industrial Accidents Comparison

10/01/99 - 12/31/99 4th Quarter

Plant No.	No. of Accidents	Lost Time Cases	No. of Days Lost
1	6	1	8
2	0	0	0
3	0	0	0
4	0	0	0
5	6	1	31
6	2	1	1
8	0	0	0
9	13	1	24
12	2	0	0
14	3	0	0
21	2	0	0
22	1	0	0
23	3	0	0
24	2	0	0
25	9	2	54
26	4	2	79
27	1	0	0
41	2	0	0
44	14	1	1
47	22	3	15
<b>Total</b>	<b>92</b>	<b>12</b>	<b>213</b>

## Safe Work Hours

Through week ending 02/05/00

Plant No. 3	2,284,115
Plant No. 22	1,609,097
Plant No. 21	1,560,145
Plant No. 8	1,559,928
Plant No. 12	694,044
Plant No. 2	616,883
Plant No. 14	558,443
Plant No. 23	479,556
Plant No. 24	462,265
Plant No. 9	443,236
Plant No. 6	360,267
Plant No. 26	343,561
Plant No. 5	167,114
Plant No. 27	160,560
Plant No. 1	140,742
Plant No. 4	87,823
Plant No. 25	86,003
Plant No. 41	0

## Four Plants Named Safest For 1999

Carolina Mills celebrates its 2nd year with four in the Winner's Circle

With the stroke of midnight on December 31, 1999, the Carolina Mills Safety Contest for '99 came to a close, and ended the century with a tremendous safety record, as well as surviving the dreaded "Y2K" bugs.

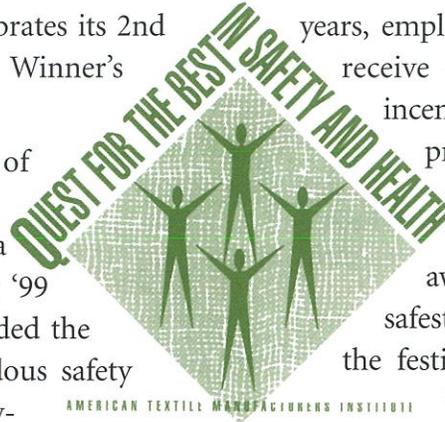
Harold Lineberger, Corporate Safety Director, announced the safety contest results in January, proudly noting that 4 plants completed the entire year with no accidents of any kind. Congratulations to Plant No. 2, Plant No. 3, Plant No. 4 and Plant No. 8 for their accomplishment in 1999! This was the first time in company history that Plant No. 4 has been honored as safest plant. This is the second consecutive year that Carolina Mills has celebrated safety with 4 plants in the winner's circle. The employees of these locations have set a standard and a tremendous example for everyone to follow.

Employees of the plants awarded the honor of "Safest Plant for 1999" were recognized with a special dinner, safety bonuses of \$50 in cash and a smoke alarm for the home. Corporate officials and management were on hand for the celebrations. Ed Schrum, President/CEO offered his congratulations at each plant location, and complimented employees on a "job well done". "We all are winners, because no one was hurt", added Schrum. Schrum also offered a new challenge for the new century; any plant that is honored as "Safest Plant" for three consecutive

years, employees of that location will receive \$100 in cash! What an incentive to work safe! A small price to pay for the safety for all employees. For 1999, a total of \$15,800 was awarded to employees of the safest plants. Also on hand for the festivities was Steve Dobbins, Vice President; Harold Lineberger, Corporate Safety Director; and Nancy Schrum, Director of Human Resources.

Harold Lineberger also announced that twelve plants completed the 1999-year without a lost time injury, which is a significant milestone. These locations qualify for a safety dinner. They are Plant No. 2, Plant No. 3, Plant No. 4, Plant No.8, Plant No. 12, Plant No. 14, Plant No. 21, Plant No. 22, Plant No. 23, Plant No. 24, Plant No. 27 and Plant No. 41.

Safety is a never-ending job and one that lasts a lifetime. May everyone have a safe 2000.



Harold Lineberger(R) presented Allen Hooper, Plant Manager of Plant No. 8, with awards for their achievement of Safest Plant for 1999.



Employees of Plant No. 4 enjoyed celebrating their first year ever being named Safest Plant. Management challenged each to strive for many more accident free years. They were treated to a steak dinner.



Ed Schrum, President/CEO of Carolina Mills, was on hand to congratulate the "Safest Plants for 1999".

## Flash From The Past

### Do These Faces Look Familiar To You? If So, Complete And Submit This Entry Form!

Many of you will remember this photograph. It was taken at the Quarter Century Plus Club banquet on April 19, 1980. Almost 20 years ago, these were the active members of the Quarter Century Plus Club, standing on the front steps of First United Methodist Church in Newton. Of the 65 members shown, how many can you recognize some twenty years later? Join in the fun and play our "Flash from the Past" name game. On a piece of paper, name as many of the individuals as you can, starting with the bottom row, left to right.



Your answer: \_\_\_\_\_

\_\_\_\_\_

Your Name: \_\_\_\_\_ Plant No.: \_\_\_\_\_

Don't forget to include your name and plant number on your entry. Send your guess to the Human Resource Department, Carolina Mills, PO Box 157, Maiden, NC 28650. All entries with at least 30 correct answers will be placed in a drawing for the cash prize of \$25! Good Luck! (Deadline May 1, 2000)



## Service Awards

### Retirees' Corner

Parks Lowman . . .sent his thanks for the Christmas and birthday gift.

Marvin Beisel . . .a retiree from CM Furniture sent Christmas greetings to everyone at Carolina Mills. He and wife, Maxine, are doing fine.

Joan Henry . . .sent her thanks for all of the things that Carolina Mills does for the retirees. She enjoys reading the plant newspaper from Plant No. 1 so she can keep up with what is going on with her old friends. Joan and her daughter, Mira, enjoyed the Quarter Century visit to the Biltmore Estate in December.

JC Bridgeman . . .and wife, Elsie, sent thanks and greetings to everyone at Carolina Mills.

Polly Reitzel . . .a retiree of CM Furniture sends a big hello to all in Human Resources, and everyone at Carolina Mills.

Ernest Kiser . . .Ernest's son Mike passed away in January. Our prayers continue to be with Ernest, Bryte and family.

Margaret Goodson . . .sends her thanks for the Christmas gift.

John Hudler . . .still busy with too many projects. Who knows when he will truly retire. John hopes to travel to Europe this summer.

Janie Harmon, Laura Brice, Louise Propst, Junior Goins, Sibbie Pearson, John Killian, Bud Sigmon, and Ella Crafton . . .all visited Plant No. 8 in December and enjoyed a Christmas dinner with their old friends. They bring lots of fun and laughter back each year.

## Service Anniversaries

January - March, 2000

### 25 Years

Allen Hatchett Trucking Department	Evelyn Ramsey Finishing Division
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### 20 Years

Janice Dellinger Plant No. 8	Wayne George Plant No. 6	Mickey Ledwell Plant No. 8	George Yates Plant No. 12
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### 15 Years

Lillie Burr Plant No. 12	Hans Karrenstein Finishing Division	Aretha Rollins Plant No. 21	Ralph Stevens Plant No. 22
Mattie Johnson Plant No. 5	Jill Moose Finishing Division	Len Smyre Information Systems Department	Gail Weaver Finishing Division

### 10 Years

Carroll Boulware Jr Plant No. 21	Timothy Dellinger Plant No. 3	Charlie Hyder Corporate Office	Cathy Taylor Plant No. 5
Linda Bradbury Plant No. 12	Douglas Dickerson Plant No. 21	Elizabeth Jones Plant No. 1	Alda White Plant No. 5
Johnny Brooks Plant No. 1	Tammy Goble Plant No. 14	Sue Strong Finishing Division	Mary Wilson Plant No. 12

### 5 Years

Wanda Bivens Plant No. 1	Lester White Jr Plant No. 3	Goma Carter Plant No. 22	Ronald Tallent Plant No. 3
Tri Minh Cao Plant No. 22	Anthony Johnson Plant No. 6	Loan Tran Plant No. 22	Randy Martin Plant No. 8
Hoc Kim Hoang Plant No. 22	Daniel Weathers Plant No. 8	Steven Bradley Williams Overhaulers	Richard Matheson II Plant No. 12
Judy Dellinger Purchasing Department	Doris Branham Plant No. 22	Pam Cansler Credit Union	



# Retirements



*Patsy Boyles retired from the Spinning Department of Plant No. 5 in December after 22 years of service with Carolina Mills. Patsy and her husband reside in Long Shoals, and have three children. They are members of Long Shoals Baptist Church. Patsy treasures the friendships she has made at Carolina Mills. Her plans for retirement include travel.*



*Ralph Philbeck retired in December from his position as 2nd shift Supervisor at Plant No. 24, after 10 years of service with Carolina Mills. Ralph and his wife, Crystal live in Cherryville and have four children. His hobbies include working in his garden, and car races. Ralph plans to do "a lot of goofing off" now that he is retired, and "whatever else I want to do".*



*Betty Speaks has retired from Plant No. 12 after 34 years of service with Carolina Mills. Her most memorable experience during her many years was her move from the Winding Department to the Lab. "I didn't think I was going to like it at first", Betty noted, "but I grew to love it. But winding will still be my first love". Betty, a Statesville*

*resident, is looking forward to her new routine. Her retirement plans include gardening and flowers. Betty added, "It is time for me to get off my feet and give my arthritis a break!"*



*Johnny Neal retired as Creel Foreman from Plant No. 1 in December after 31 years of service with Carolina Mills. He has spent his entire career at Plant No. 1, JW Abernethy Plant. Johnny and his wife Florence live in High Shoals and attend Salem Baptist Church. They have one son. Johnny plans to retire to his home on the coast, at Holden*

*Beach. Throughout his many years with the company, he has made many happy memories and many friendships. He remembers the company's 50th anniversary celebration in 1978 most of all. Johnny will still come back and visit, and return for Quarter Century Club events.*



*David Burke, a 31-year employee of Carolina Mills and Quarter Century Plus Club member, retired from Plant No. 1 in December. David worked in Air Conditioning Maintenance for the JW Abernethy Plant. He and his wife, Barbara, live in Maiden and have two children. They are members of Center View Baptist*

*Church. David plans for retirement include becoming a "house husband". He has many fond memories of his time with Carolina Mills, including a very special trip to Raleigh as Plant No. 1's Textile Citizen of the Year.*



*Richard Pardue retired from Carolina Mills Plant No. 3 in December, after 25 years of service with the company. He served as 2nd Shift Supervisor of the Weave Room. Richard and his wife, Norma, live in Conover. He hopes to do some traveling now that he is retired.*



*Bob Lineberger retired in December from Plant No. 9, Finishing Division. During his 39 years in the finishing division, he also worked at Plant No. 4N for many years. Bob and his wife, Vickie, live in Newton. They have two children and four grandchildren. Bob and his family are members of St. James Lutheran*

*Church. Bob hopes to spend more time on the golf course now that retirement has finally come.*



*Cleatius Potter retired in January from Plant No. 4, Finishing Division after 13 years of service. He began his career at Plant No. 4 as a napper. Once the division began operating a trucking department, Cleatius was one of the first drivers for Plant No. 4. He ran wet haul for four years before transferring to long haul trucking.*

*Cleatius and his wife live in Newton and have three children. His hobbies include woodworking and reconditioning furniture. He plans to do some fishing and enjoy his retirement.*

## Retirees' Corner

**Geraldine Smith, Mozelle Sparks, Bob Cook, Roger Ireland, Walter McJunkin and George Barnes . . .** returned to Plant No. 12 in December to visit with friends during the holidays, and enjoy a Christmas dinner together.

**Jerry Leatherman . . .** wearing a big smile on his face. He was the recent winner of \$10 in cash, after correctly identifying everyone in our last "Flash from the Past" contest photo. **Congratulations Jerry!**

**Helen Mauney . . .and husband, Loy,** celebrated their 50th wedding anniversary on February 11th. They were honored with a reception given by their children after renewing their wedding vows at North Newton Baptist Church. Helen and Loy were married in York, SC in 1950. They have four children and eight grandchildren.

**The Corporate Office** welcomed many retirees back for their Christmas luncheon . . . **Jack Thompson, Rosalie Harrell, John Caldwell, Clyde Hawn, Ralph Kendrick, Mary Lowman, Laura Hill Setzer, Frank Cloninger, Jerry Harbinson, Carol Harwell, Raynell Rumfelt, Polly Abernathy and Tom Pruitt.**

**Bob Cook . . .and his wife, Kathy,** moved into their new home in January.



# Christmas at Carolina Mills



(Above) Retired employees of Plant No. 24 returned to visit at Christmas, talking with old friends and enjoying lunch with everyone. Pictured (l-r): Catherine Poole, Betty Huntsinger, Frances Bell and Thomas Clonger.

(Right) Employees at Plant No. 49 who had perfect attendance for 1999 were presented with Certificates of Appreciation and T-shirts. Congratulations to Clarence Ramsey, Jerry Beattie, Joe Huffsteller, Jason Parker, Jimmy Taylor, Carlos Solera and Nancy Davidson.



The holiday season is a festive and joyous time at Carolina Mills. Each plant celebrates before the holiday vacation with a special Christmas luncheon for employees as well as retirees. Old friends return for a visit and to spread the holiday cheer. Also during the holidays, employees of each plant join together on different Christmas projects, such as filling stockings for boys and girls, visiting area nursing homes, supplying food to shelters for those who may not otherwise have a Christmas meal.



Christmas is a joyous time at Plant No. 12. Employees enjoyed a holiday dinner. Pictured is Dwayne Preece (L); Terry Allison, Linda Speller, and Melissa Graham.



Plant No. 8 welcomed many of their retirees to their Christmas dinner, including (l-r) Bud Sigmon and John Killian. Other retirees celebrating with Plant No. 8 included Sibbie Pearson, Ella Crafton, Janie Harmon, Laura Brice, Louise Propst, and Junior Goins.

## Plants Receive Thanks for Their Christmas Projects

Each of the plant locations contribute to some type Christmas project during December, whether it be filling stockings for children, assisting the Salvation Army with clothing or food, sponsoring a canned food drive, and many others. Each recipient of these special gifts is grateful and appreciative for the generosity of Carolina Mills employees.

Employees of Plant No. 1 filled stockings for boys and girls at Christmas time, in cooperation with the Salvation Army. Captain Charles M. Powell, Commanding Officer of The Salvation Army in Hickory sent a letter of thanks to Bill Brotherton and the employees of Plant No. 1. "Because of your efforts, The Salvation Army was able to assist individuals who were less fortunate in our community this Christmas season", noted Powell. "You

have given not only material assistance . . . but also HOPE".

Employees of Plant No. 2 donated their time and gifts to citizens involved with Mental Health Services. This is a group not always remembered during the holidays. Gail Henson, Executive Director of The Mental Health Fund in Newton sent special thanks to every individual at Plant No. 2 whose contribution made a difference this holiday season. Joyce Pope of Catawba County Community Services also sent thanks for Christmas stockings that were put together by employees of Plant No. 2. She noted, "At a busy time during the holiday season, we appreciate the thought and effort put into the gifts. Thanks to Carolina Mills for the part you played in helping us have the spirit of Christmas in our hearts and deeds."



## Questions About Your Coverage? Just Ask!

The Insurance Corner is a column designed to answer your questions about our company's medical, dental or disability programs. If you have any questions you would like to see addressed, send them to "The Insurance Corner", c/o Human Resources, PO Box 157, Maiden, NC 28650. The Human Resource Administrator at your location will also send your questions to us.

**Q: How will I get the highest benefit from the new 3-tier drug program?**

**A:** We suggest you discuss the new 3-tier drug program with your physician and pharmacist, and explain that generics, as well as brand name drugs, are available with the new program. You will receive the most savings by utilizing generic drugs, with only a \$10 co-pay (\$20 mail order). Because some prescriptions are now available generically, the Preferred and Non-preferred drug listings are designed to still assist you in saving money on your prescription costs. The Preferred listing involves a \$15 copay (\$30 mail order) and the Non-preferred is a \$25 copay (\$50 mail order). Inform your physician of the options available to you with this new program, and provide him with a copy of your Preferred Drug List for 2000 that was recently mailed to your home. This will assist your physician in providing you with the proper medication at a cost that is right for you.

**Q: My physician has prescribed a new medication for me, but I cannot find that drug listed on our drug listing for 2000? Are there any drugs that our plan does not cover?**

**A:** Should your physician prescribed a drug that you cannot find listed in your preferred drug listing, you will still be able to purchase the medication for a \$25 co-pay. You may also contact United Healthcare and verify the cost of your medication.

Our prescription drug program does not cover prescriptions for birth control, smoking cessation, infertility treatment, appetite suppressants, general vitamins (excluding pre-natal vitamins), or drugs that are available over the counter.

### IF YOU HAVE QUESTIONS:

Member Services, a service available from United HealthCare, is your source for answers. Just dial the toll free number on your insurance card and a Member Services Representative will assist you with any questions you may have, including

- Offering assistance with how the plan works, and what benefits your plan covers
- Changing your Primary Care Physician
- Replacing a Provider directory or insurance card

### United HealthCare

1-888-697-8323

**Optum NurseLine,**  
experienced nurses  
24 hours a day

1-800-846-4678

### Aetna US HealthCare

Dental Customer Service

1-800-896-2386

## Flash From The Past Winners

Congratulations to Jerry Leatherman, a retired employee of Plant No. 3. Jimmy was the lucky winner of our last "Flash from the Past" contest. The photograph published in the December '99 issue featured employees from Plant No. 3 during a meeting in the Conference Room. Jerry named everyone in the photograph correctly. And for those of you who still haven't figured this one out, the individuals in the photograph were (l-r): Bill Rathbone, John Cooke, John Hatchett, Don Hensley, LA Kiser, Jim Harwell, Bill Gaither, Larry Mosteller, Bill Hovis, Forrest Stallings and FE Thornburg.



## New Challenges



### Spring Forward

#### Daylight Savings Time April 2, 2000

Time to get those extra hours of sunlight. Don't forget to set your clocks forward one hour. Daylight savings time begins at 2AM in the United States.



Sherry McRee has transferred to the Customer Service Department at Plant No. 3, Carolina Specialty Fabrics. Sherry has been employed with Carolina Mills for 14 years, previously working in the Fabric Department at the Corporate Office. She and her husband, Mike, have two children and reside in Maiden. They are active members of Mays Chapel Methodist Church. Sherry enjoys reading in her spare time.



Karen Pruitt has transferred to the Customer Service Department at Plant No. 3, Carolina Specialty Fabrics. Karen has been employed with Carolina Mills for 12 years, previously working in the Fabric Department at the Corporate Office. She and her husband, Steve, and daughter, Sarah, live in Newton and are members of Catawba Valley Baptist Church. In her spare time, Karen enjoys cooking, swimming and quilting.



Bryan Beal has been promoted to Finance Manager for Carolina Mills. Bryan came on board with Carolina Mills through the acquisition of Rhyne Mills, where he was Vice President and Chief Financial Officer. He is a graduate of Appalachian State University with a BSBA in Accounting and holds a CPA and CMA degree.

Bryan and his wife, Beverly, and two children live in Lincolnton and attend First United Methodist Church. His hobbies include golf, reading and biking.



Wade Lail joins the staff at Plant No. 14, Carolina Decorative Fabrics, as 3rd Shift Supervisor. Wade lives in Sherrills Ford and enjoys horseback riding and fishing.



Vernon McKinney has joined the staff at Plant No. 9, Finishing Division, as Manager of Wet Processing. He will be responsible for the areas of receiving, sew-in, bleaching, dyeing and quetch. Vernon provides Carolina Mills with a background of 29 years of bleaching and dyeing experience in tubular

and open width fabrics. He is a graduate of Gardner Webb University with a Bachelors Degree in Business Administration. Vernon and his family live in Asheville and are members of Lower Grassy Branch Church. Vernon enjoys street rodding, car shows and drag racing. He is a member of the Street-Tigues Car Club of Asheville.



Cindy Yount has transferred to the Customer Service area at Plant No. 14, Carolina Decorative Fabrics. Cindy has been employed with Carolina Mills for 15 years, previously working in the Fabric Department at the Corporate Office. Cindy and her husband and two children live in Catawba. In

her spare time, she enjoys going to all of the sports activities that her children are involved in.



Lisa Setzer has joined the Customer Service Department at Plant No. 14, Carolina Decorative Fabrics. Lisa has been employed with Carolina Mills for 15 years, having previously worked in the central office of Plant

No. 14. She and her daughter, Wendy, live in Mountain View and attend Viewmont Baptist Church.



Jimmy Leatherman has been promoted to 2nd Shift Weaving Supervisor at Plant No. 3. A 15-year employee with Carolina Mills, Jimmy was previously working as a foreman on 2nd shift. He and his wife, Patsy, live in

Catawba and attend Mathis Chapel Baptist Church. Jimmy enjoys spending time with his granddaughters in his spare time.



Amy VanHook is the new Senior Designer at Plant No. 14, Carolina Decorative Fabrics. She is a graduate of North Carolina State's College Textiles and has been a fabric designer for four years. Amy and her husband, John, and son Grant, live in Hickory. They

thoroughly enjoy living in Hickory and spending time with family and friends, after relocating here from Chattanooga, TN. Amy is excited to be a part of the Carolina Mills team, and glad to share in the hard work and success at Plant No. 14.



## Central Lab: A Crucial Role In Yarn Manufacturing

The Central Lab for Carolina Mills is located in Maiden, NC, in the JW Abernethy Plant. It is an extension of the Corporate Office, but services all plants throughout the company, as well as our customers.

The Central Lab's main purpose is to analyze yarn and fabric, either before it is shipped to the customer, or possibly after shipment if a problem arises. They strive to assist each location in all aspects of yarn production so that Carolina Mills can offer a high quality product that will serve the specific needs of the customer.

The Central Lab offers the use of state of the art equipment and technology to research and analyze problems and determine areas that need improvement. It is a team effort, with the Central Lab being staffed with 5 long time employees of Carolina Mills. David Fox is the Manager of the Central Lab; Jill McCann is Lab Supervisor, joined by Velmon Patterson and Ann Campbell. Together they utilize the technology of various machines, such as the Statimat, Classimat, Uster III and photo microscopy. Mike Reed, company courier, also plays a crucial role as the courier of samples from the plant to lab testing.

The Statimat machine is used daily to check the single end strength properties of the yarn. This determines the strength, elongation, and consistency of these related properties. The Classimat checks for defect levels in the yarn. A wide range of testing can be done with the Classimat, to detect small and large defects. The Uster III checks the coefficient of variation for all yarn processes in the plant, to determine where a problem may exist. The Uster III checks the evenness (smoothness and consistency) of card sliver, drawing sliver, roving and yarn. Recurring defects can also be determined using the Uster III. Tests on our products are performed daily, before yarn is shipped to the customer. The Central Lab will also analyze returned yarn if there are quality issues and the customer feels there is a problem. Testing can be done for all locations,

including Plant No. 3, Carolina Specialty Fabrics. Fabric problems normally involve fabric contamination with heavy places or thin places. The Central Lab offers their services even when the problem may not be related to our yarn.

Photo microscopy offers a detailed look under a high powered microscope while also providing television, video and photography features. Photographs can be taken to provide customers with a better look at an existing problem, or to help them determine where a problem may or may not exist. The Technical Service area utilizes the expertise of the Central Lab to help them verify problems they are working on with customers.

David Fox and Jill McCann conduct monthly audits with the plant location's on-site lab, to gather quality data. The Central Lab will also knit samples using a specific plant's product, to determine how well the product is being made. The findings of all tests are reported back to the plant location. Testing information and quality data is recorded on the network drive for availability to all plants. This "sharing" of information assists the plants in determining what steps need to be taken to produce a quality product. It is especially helpful for different locations running the same mix and a great tool for comparison. Information is updated daily for all plants concerning complete evaluations of mixes and samples, special testing and control limits. A database of everything that has been tested in the Central Lab is available. Ideally, it is their goal to have the Central Lab networked with each on-site lab at the plant, so that they will have the capabilities of working together more efficiently to share information.

The Central Lab offers many other means of testing to determine problems: acid tests; blend levels; dye testing; twist, friction and shrinkage testing. Data research can be done for mixes customers would like for Carolina Mills to produce.



*Ann Campbell tests yarn daily using the Uster III.*



*Velmon Patterson checks single end strength properties of the yarn using the Statimat.*



# Employee Discounts

## Memorials

The family of Carolina Mills expresses their deepest sympathy to the relatives and friends of the following employees or retirees who recently passed away:

**Gabriel Lewis (R)**  
Plant No. 22  
November 30, 1999

**Jessie Leatherman (R)**  
Plant No. 3  
December 8, 1999

**Grady Smart (R)**  
Plant No. 22  
January 28, 2000

**Rebecca Adams (R)**  
Plant No. 2  
February 1, 2000

**Essey May Arney (R)**  
Plant No. 4  
February 3, 2000

**Lorinza White**  
Plant No. 12  
February 7, 2000

**Amy Wise (R)**  
February 17, 2000

**Betty Helms (R)**  
Plant No. 2  
February 19, 2000

## The following items are available in the Human Resource Department:

Health Book.....	\$ 5
Sweatshirts..... (L-XXL only)	\$10
Tote Bag.....	\$ 8
Beverage Bag.....	\$ 8
Hats.....	\$ 7
Umbrellas.....	\$10

## UNITED ARTIST VIP THEATRE TICKETS

Discount theatre tickets are available for \$4.50 per ticket. Tickets may be used at any United Artist Theatre nationwide.



Adults .....	\$ 13.00
Child (3-12) .....	\$ 10.50
Seniors (60+) .....	\$ 10.50

Park opens May 13, 2000

## Has your address changed?

To ensure that you receive your copy of the newsletter, please let us know if you address changes! Please complete the change form below, and mail it to our return address indicated on the newsletter. We would also like to hear any comments you might have concerning the newsletter.



Adults .....	\$ 25.50
Youth (10-15).....	\$ 19.25
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 the Human Resource Department. Members receive discounts on various services and activities in the park. Available by request only.



Adults .....	\$ 26.99
Child (3-6) .....	\$ 21.99
Sr. Citizens(55+).....	\$ 21.99

Children 2 and under are admitted free. The Park will be open weekends only April 1 - June 4, then daily June 5 to August 11. Weekend-only operation then resumes August 12-October 8.



Adults .....	\$ 28.70
Child (4-11) .....	\$ 18.75

Under 3 admitted FREE

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

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