

# CaroLines

News from Carolina Mills, Inc.



Fourth Quarter 1998



Happy Holidays!



### About Our Cover

A very special holiday greeting goes out to everyone from employees and families of the Finishing Division! It is a Carolina Mills tradition to feature employees and their children on the cover of our holiday newsletter, and a very special way for us to wish everyone a wonderful holiday season. And employees who participate also have this special issue as a keepsake for family and friends.

We have some very special individuals representing the Finishing Division for this special holiday greeting: (L-R) Joshua Newton and his father, Keith Newton; Rachel Copeland and son, River; Karen Noel and daughter, Chelsea; Michelle Foster and her son, Tyler; and James Smith and daughter Katelynn.

It was a special joy photographing the children, so full of excitement - and dressed in their Christmas best! Each child was presented with a small rocking chair and special treat to begin the tradition of giving this holiday season.

A special "thank-you" to everyone who worked behind the scenes to make this wonderful holiday cover.

Dear Fellow Employees,

As 1998 nears its end, I look back at the past 12 months with pride and a sense of satisfaction. We welcomed 1000 new faces to the Carolina Mills family, and look forward to new challenges brought along by the acquisitions of Burlington Madison Yarn Company and Rhyne Mills. Our operations and employee base has expanded, and our product line will diversify somewhat with the purchase of Rhyne Mills.

Along with change comes opportunities, and I see a new year filled with many opportunities and much success for everyone at Carolina Mills.

During 1998, Carolina Mills celebrated 70 years of progress, hard work and success. Many of us today are descendants of the fine people who built our company, and each of you has helped us achieve our present status. Past and present . . . we should all be proud to be part of the Carolina team.

As we move into 1999, and into new areas, we have hard work ahead of us. But hard work is what has brought us this far, and I thank each of you who have been a valuable part of our team. Working together we will continue to make Carolina Mills a very special place to work.

Seasons greetings to all, and a heartfelt welcome to our new plants. Sincere wishes for good health and happiness to you and your families. May the coming year be filled with continued success.







## BMYC and Rhyne Mills Join the Carolina Mills Team

October proved to be a very productive and busy month for Carolina Mills Inc. The acquisitions of Burlington Madison Yarn Company and Rhyne Mills were announced, and Carolina Mills welcomed 1,000 new faces to its family of employees.

Burlington Madison Yarn Company, a division of Burlington Industries, manufactures and markets spun synthetic yarns for sale to manufacturers of automotive, industrial, medical, apparel and home furnishings fabrics. Three plant locations were involved in this purchase and are now known as Carolina Mills Plant No. 25 in Robeson, NC; Carolina Mills Plant No. 26 in St. Pauls, NC; and Plant No. 23 in Ranlo, NC.

Rhyne Mills, based in Lincolnton, is a

manufacturer of specialty synthetic spun yarns for sale to weavers and knitters primarily serving segments of the home furnishings upholstery, automotive seat and specialty knit apparel markets. This acquisition will help enhance the product line of items we can offer our customers. Rhyne brings the ability to manufacture air-jet spun, wrap spun and ring spun yarns in various colors and solution dyed blends and will help Carolina Mills supply synthetic fashion yarns to the market.

A special edition of our newsletter will be published in early 1999 to detail the acquisitions of BMYC and Rhyne Mills, and introduce the new plant locations, their products and staff.

## SEASONS GREETINGS TO ALL

**There is a certain magic to this most welcomed season. It cannot be described and cannot be escaped. It has the power to warm hearts, make troubles seem less important, and bitterness disappears. It can turn a hard-hearted person into a silent Santa.**

**Christmas knows no boundaries. Its legends and customs have come to us from far corners of the earth, and every year its magic touch brings people closer together.**

**May we all have a wonderful, magical holiday season, filled with peace, love, joy and charity. What one gives or does comes back in many magical ways.**

## Harper Named Salesperson of the Year

Mike Groce, President of Carolina Maiden Corporation, announced Charles Harper as 1998 Salesperson of the Year. The announcement was made during a recent banquet at the Hickory Country Club.

Harper, a 24-year employee of Carolina Mills, was recognized during the banquet held in November, with other sales members and company officials in attendance. This was the seventh time Harper has been chosen for this honor. His career with Carolina began with a sales territory of everything west of Highway 321. Today Harper covers parts of North Carolina, South Carolina and Georgia. His primary customers include William Carter, Gerber, Scott Mills and Spectrum.

The honor of salesperson of the year is based on several criteria: total sales for the year, incentive from year to year, a personal evaluation by management, and how the



*Charles Harper, (L) 1998 Salesperson of the Year; and Mike Groce, President of Carolina Maiden Corporation.*

salesperson performs on the incentive program for the year. Harper was presented with various gifts from the company.

Harper is a graduate of Clemson University with a BS degree in Textiles, and also spent five years active duty in the Army, serving in Southeast Asia and Germany. He and his wife, Jo Ann, live in Hickory. They are the proud grandparents of three "great" grandchildren.



### UPDATE: ATMI Files Brief In Response To The Limited, Inc. and Tarrant Apparel Group

On November 19th, ATMI files a brief with the US Court of Appeals for the Sixth Circuit in response to briefs filed by The Limited, Inc. companies and Tarrant Apparel Group opposing ATMI's appeal.

In its reply to The Limited's claim that ATMI's case expands the False Claims Act too far, ATMI points out that qui tam statutes aimed at Customs fraud have been an integral part of Customer enforcement laws for more than 200 years. Qui tam laws permit a plaintiff to bring a lawsuit on behalf of someone else. In this case, ATMI has filed the lawsuit on behalf of the United States government, alleging that false statements made by the defendants have deprived the United States revenues.

ATMI further argues that The Limited's interpretation of the False Claims Act would permit transshippers to avoid all liability for False Customs declarations. In other words, under The Limited's interpretation, Customs could not prosecute illegal transshipments if they were concealed by false Customs declarations, and whistleblowers could not attach the practice under The Limited's narrow interpretation of the False Claims Act.

The Sixth Circuit is scheduled to hear this appeal next year.

## Thomas Named 1998 North Carolina Textile Citizen of the Year

Clurie Thomas, a six-year employee of Carolina Mills Plant No. 2, was named North Carolina Textile Citizen of the Year at the awards ceremony in Raleigh, NC. The banquet was held October 6 at the Raleigh Marriott Crabtree Valley.

Sixteen individuals from eight different textile companies were chosen as finalists for the North Carolina Textile Citizen of the Year award. Carolina Mills Inc. had two employees represented among the sixteen: Clurie Thomas, Plant No. 2 and Mark Queen from the Finishing Division in Valdese.

These individuals were chosen for the honor of Textile Citizen of the year by their fellow employees.

Dr. Robert A. Barnhardt, Dean of North Carolina State University's College of Textiles, introduced each of the finalists, presented each with their award and announced the winner of the 1998/99 North Carolina Textile Citizen of the Year honor. Clurie Thomas and Mickey Fields of Collins & Aikman Products Company were both selected as winners of the North Carolina Textile Citizen of the Year award.



Company officials and fellow employees congratulated Thomas on his return from Raleigh. Pictured, (L-R) Steve Dobbins, Vice-President; Clurie Thomas; Nancy Schrum, Director of Human Resources; and John Truesdale, Administrative Manager.



Thomas (center) received his award and congratulations from Robert A. Barnhardt, Dean of the College of Textiles at NCSU (L), and Kellie Bradshaw, Miss North Carolina (R).





## Quarter Century Plus Club Enjoys A Day At The Zoo

On a beautiful Fall day in October, over 250 Quarter Century Plus Club members and their guests traveled to Riverbanks Zoo & Gardens in Columbia, SC for a wonderful day of fun and fellowship.

Six buses from Sun Tours transported the group to the zoo, leaving Maiden at 8:00 on Sunday, October 11. An outdoor buffet lunch of hamburgers and hotdogs was provided for the group. After visiting the Reptile Room, the beautiful gardens, and a relative or two, it

was time to return home. Quarter Century Member Violet Hatchett, and her guest Lorie Hatchett, agreed everything was "wonderful". Joan Henry and her daughter, Mira, added, "The food was good, the weather was great, and fellowshiping with others we haven't seen for awhile made for a great day!"

Each year the company hosts a trip for members of the Quarter Century Plus Club. Everyone is already waiting with anticipation to see where next year's trip takes them!



(L-R) Bill Devine, Louise Devine, Clyde and Juanita Hawn gladly posed for our camera during their visit to Riverbanks Zoo & Gardens.



An outdoor buffet lunch of hamburgers and hotdogs was provided for the Club as part of the festivities during their day at the zoo.

## Carolina Mills Receives Gold Award From Culp



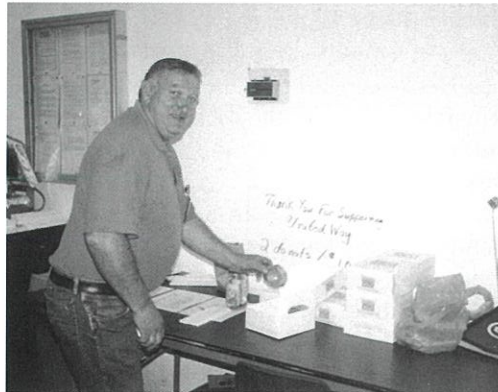
Culp Fabrics recently awarded Carolina Mills their highest honor, the Gold Award. This award is presented to suppliers who have achieved excellence in quality and service. Culp presented the award to Jo Ann Harper, salesperson for Carolina Maiden Corporation, during their recent Supplier Appreciation Banquet.

Culp is a weaver of home furnishing upholstery and long time customer of Carolina Mills Inc. Throughout the years Culp has used products manufactured by several of our plant locations.

Jo Ann Harper, salesperson for Carolina Maiden Corporation, accepted the Gold Award presented to Carolina Mills.



# United Way Campaign Sees Increased Participation



*Wes Neal, Plant No. 5, showed his support for our United Way project, and enjoyed fresh, hot doughnuts!*

The 1998 United Way campaign results are in – and employee participation is growing! Special thanks to all who have supported the Carolina Mills United Way/Flower Fund program throughout the year, and to those who enrolled this year as new participants or one-time donors . . . without you the agencies under the United Way umbrella could not exist.

A special fundraiser was held for United Way this year at all plant locations. A company wide “Doughnut Day” was sponsored on September 23, with all proceeds benefiting the area United Way programs. Hot, fresh Krispy Kreme doughnuts were delivered to each location and sold 2-for-\$1. The Trucking Department was one of our biggest supporters; they showed their

support by consuming six dozen doughnuts in their department alone!

Three plants were recognized for 100% employee participation in their United Way program for 1998: Plant No. 2, Plant No. 12 and Plant No. 24. While participation is on the increase, employees at Plant No. 9 ended their campaign enrolling 29 new participants by payroll deduction and increasing their participation by 10%. Plant No. 14 also showed an increase of 24% in their program participation. A company total of 84% participate in the Carolina Mills United Way/Flower Fund program.

## United Way Welcomes Visit From Textile Citizens



*Textile Citizens from Catawba County plant locations visited a United Way Campaign Report breakfast in October. (L-R) James Hester, Plant No. 1; Martha Wright, Plant No. 14; George Kirkland, Plant No. 8; Titus Kiziah, Plant No. 3; and Churie Thomas, Plant No. 2*

During the 1998 campaign drive for United Way, each Textile Citizen for 1998 was invited to attend area United Way functions along with their Human Resource Administrator. Various activities were held in each county. Many of the Catawba County Textile Citizens attended a breakfast program sponsored by the United Way, and were introduced to what campaigning means to the United Way and the agencies it supports. These individuals were also recognized by the United Way for their charitable and civic contributions, and for being supporters of the Carolina Mills United Way program.





## Carolina Mills Hosts NCSU Luncheon



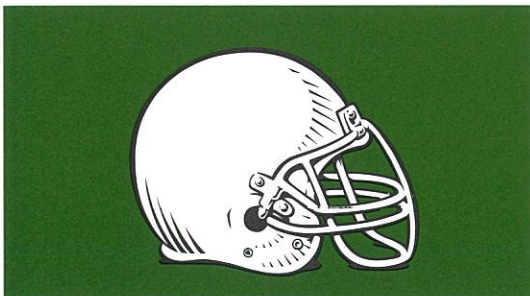
North Carolina State University's College of Textiles, in association with Carolina Mills, recently hosted a luncheon for area high school juniors and seniors. The focus of the luncheon is to introduce students to what NCSU's

College of Textiles is about, and the various opportunities it can offer a student. The event was held at the Catawba Country Club with approximately 100 students in attendance.

Michele Gibson, Quality Control Manager at Plants No. 5/6, and Shane Lynch, Winding Department Supervisor at Plant No. 12, both alumni of NCSU's College of Textiles, spoke to the group about the college, and about their experiences at NCSU and in the workforce. Kent Hester, Associate Director of Alumni Services for

NCSU, was also in attendance to answer questions and provide information to the students about the college, scholarships, financial aid, and how to apply.

## MHS Football Ticket Winners



Each year Carolina Mills supports the Maiden High School football program as members of their "Tremendous Twenty-Four" program. This enables us to offer employees chances to win free passes into each home football game. A drawing was held before each game, and two winners were chosen. Lucky winners during the 1998 season included Sherry McRee, Corporate Office; Pat Tench, Plant No. 6; Tim Wise, Plant No. 2; Roger Helms, Carpentry Crew; Dot Hoffman, Plant No. 1; Lisa Jones, Plant No. 4; Shane Lynch, Plant No. 12; Trent Noe, Plant No. 9; Clarence Lane, Plant No. 2; and Carol Schultze, IE Department. Each winner was also presented with a Carolina Mills stadium cushion. Congratulations to all our winners, and thanks for playing!

*Pat Tench, Plant No. 6, was one of the lucky winners of two free passes into the Maiden High School football game, and a Carolina Mills stadium cushion.*

## RETIREE NEWS

**Carol Harwell.** . . stops by the office every now and then, just to remind everyone that she is "retired and loving it!"

**Wright Goins** . . . send his thanks for the Thanksgiving certificate.

**Sallie Adcock.** . . sent a nice note of thanks for the gifts throughout the year, and the wonderful trip to the zoo!

**Virginia Tallent.** . . celebrated her 75th birthday on September 30, and sent her thanks for the birthday gift. Virginia, and her husband Jim, have been traveling quite a bit over the years. They joined the Reunion trip with Sun Tours to Cumberland, Maryland in November.

**Bill Underwood.** . . spent most of the Fall season at the Maiden High School football games. It probably has something to do with his grandson, William, playing for the Blue Devils. That also explains the sign in Bill's yard, "Go Big Blue!"

**Elsie Yarbrough** . . . was seen riding around the Blue Ridge Parkway, enjoying the beautiful scenery.

**Retirees Bob Cook, Parks Lowman, and Fred Hoffman** . . . and their spouses visited with fellow retiree, JC Bridgeman and his wife Elsie. The group met for dinner in Gastonia to "catch up". The group insisted that JC may be "recalled" by Carolina Mills to return to St. Pauls, but JC said "they will have to catch me first!"

*(Continued on next page)*



### Retiree News Continued

**Jerry Harbinson** . . . passes along a big thanks for the umbrella he received for his birthday. Jerry noted, "the gift is somewhat symbolic of the "umbrella" of care and concern the company has shown for its twenty-five year retirees. I have not seen nor heard of another company with a program that compares with ours."

**Paulette Spencer** . . . visiting everyone at the Corporate Office on a recent trip to Hickory. Paulette, and her husband Herman, recently moved to Charlotte.

**William Rumfelt** . . . officially retired from all walks of business, and can be found hanging around town "causing trouble".

**Joan Henry** . . . and daughter Myra enjoyed a day at the Riverbanks Zoo & Gardens with the Quarter Century Plus Club in October.

We enjoy hearing from all of our retirees! So drop us a note, and let us know how you are doing or what your are up to. Carolina Mills Inc. PO Box 157, Maiden, NC 28650

## Update For 1999

If you have had any changes during the year, in your address, family status, etc. be sure you have also made all of the necessary changes with your Human Resource Department.

We want to make every effort to keep your personnel record up-to-date, but we need your help. Please consider any changes which should be made:

- A new address or telephone number

- Additions or reductions in the number of exemptions claimed for tax withholding
- Any change in your name due to marriage or divorce
- Do you need to make changes in any of your insurance beneficiaries?

Contact your Human Resource Administrator to ensure your records are accurate and current. Let's get the new year off to a great start!



## A Christmas Candle Legend

One of the oldest of all religious symbols is surely the candle. In rich tradition and long before the celebration of Christmas, candles were used to signify Christ as the light of the world.

In medieval times a wonderful story was told about the Christmas Candle. It was said that on Christmas Eve the Christ child wanders throughout the world, looking for places where He will be welcomed. Those who love Him place lighted candles in their windows, offering welcome and shelter. No one knew whether He would come as a lonely child or in some other form, so it became the custom that no one would be turned away on Christmas Eve.

Today, large glowing candles, beautiful red tapers, and radiant electric candles are in the windows of homes and stores. They are the center of banquet tables and upon the altars of our churches. Always, they bear silent witness to the glorious light of Bethlehem.

### HOLIDAY CLOSING SCHEDULE

Carolina Mills, Inc. will close for the Christmas Holiday on Friday, December 18, at 5:00pm, and re-open on Monday, December 28, at 8:30am.\*

*Have a safe and wonderful holiday!*

*\*Schedule may vary at each location.*







## Service Anniversaries October – December, 1998

### 25 Years

Randy Jackson	Plant No. 8
Ervin Keever	Finishing Division
Donnie Martin	Plant No. 2
Robert Reep	Plant No. 5
Stuart Sigmon	Plant No. 3

### 20 Years

James Bryant	Plant No. 3
Kenneth Jarrett	Finishing Division
Loyce Leophard	Plant No. 5
Velmon Patterson	Industrial Engineering
Nancy Schrum	Human Resources
Steve Williams	Overhaulers

### 15 Years

Ann Campbell	Industrial Engineering
Crystal McKnight	Plant No. 21

### 10 Years

Barbara Blackwell	Plant No. 2
Linnie Foster	Plant No. 24
Bobby Gantt	Plant No. 6
Carolyn Haynes	Finishing Division
Dorothy Hoffman	Plant No. 1
David Hubbard	Plant No. 6
Edna Kirkland	Plant No. 1
Beulah Plyler	Plant No. 22
Betty Pruette	Corporate Office
Donna Smith	Plant No. 3
Lora Welch	Plant No. 5
Tim Wise	Plant No. 2
Marty Witherspoon	Trucking Warehouse
Gloria Worrell	Plant No. 12

### 5 Years

Magdalene Cain	Plant No. 12
Toby Cline	Finishing Division
Donna Daniels	Finishing Division
Lisa Hedrick	Plant No. 22
Linda Hicks	Plant No. 21
Junior Hill	Finishing Division
Christopher Hoyle	Finishing Division
Lisa Jones	Finishing Division
Billy Mace	Plant No. 2
Andy McMurtry	Finishing Division
Cathy Morrison	Plant No. 5
Michael Powell	Plant No. 1
Mark Queen	Finishing Division
Reginald Robbins	Plant No. 22
Judy Scronce	Plant No. 6
Kenneth Tucker	Plant No. 1

## Technology Corner



### “Robo” Installed at Plant No. 22

A new transport system, Rotor Link, or more often known as “Robo,” has been installed in the Carding Department at Plant No. 22. This system is a highly automated and flexible system used for moving full cans from finisher drawing to the roving frames. “Robo” also moves the empty cans back to the draw frames. In the textile industry, Trastenica Company offers this continuous system, for immediate phases of the production cycle and packaging, as well as highly specialized transport systems.

The rotor link system takes into account the factors relating to the environment in which the system operates:

- to handle the cans automatically with no manual intervention
- to avoid fixed installations that could restrict the department (floor or overhead conveyors, etc)
- to adopt a system with maximum flexibility allowing rapid and efficient path changes



- to know the status of full/empty cans in both the roving machine and the draw frame area.

“Robo” began operation in December 1997 at Plant No. 22. “Robo” hauls empty cans from a numbered station to the draw frames, picks up full cans and hauls them to a designated station. “Robo” also knows the status of each draw frame, and has the ability to keep up with the type of stock coming off certain draw frames and going to specific roving frames. The robot follows certain paths, which are marked with magnets embedded in the floor.



**FOR EVERY  
REASON, BE  
SAFE THIS  
SEASON!**

**For yourself and  
your family, don't  
drink and drive –  
it's not worth it!**

## UPCOMING HEALTH TOPICS . . .

**January**  
*National Eye Care Month*

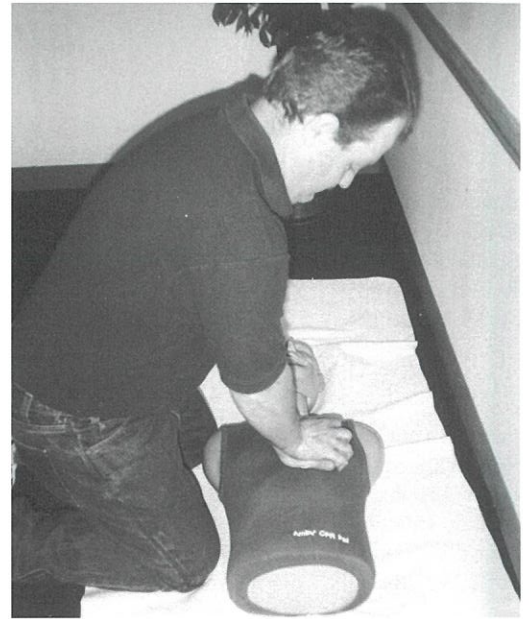
**February**  
*American Heart Month*

**March**  
*National Nutrition*

## Holiday Stress

The holidays can be exciting and fun, but they can also be stressful. Here are some ways to minimize stress and maximize your fun during the holiday season:

- Don't blow your budget. Decide how much you can afford to spend and stick to that amount.
- Budget your time as well as your money. Don't overcommit your free time.
- Start planning your gift list early in the fall.
- Don't try to do everything yourself. Share responsibilities with your family.
- Add a bit of the true spirit of the season by giving a gift to someone who doesn't expect it, visiting an old friend or giving to someone in need.
- Make some fun plans for January, when the post-holiday blues can set in.
- If the stress gets to be too much, seek the help of a professional.



*Larry Dellinger, Plant No. 9, demonstrates procedures taught during a recent First Aid class. Robin Beal, Nurse for the Finishing Division, hosted the class in September. Participants included Gail Weaver, Shelton Miller, Larry Dellinger, Hans Karrenstein, Mike Carroll, and Vickie Byrd.*



*Alonzo Hicks (L) and Wayne Conner (R), Supervisors at Plant No. 21, participated in a First Aid Class instructed by Kim Metts, Plant Nurse for Plants No. 5/6.*





## Success At October Furniture Market

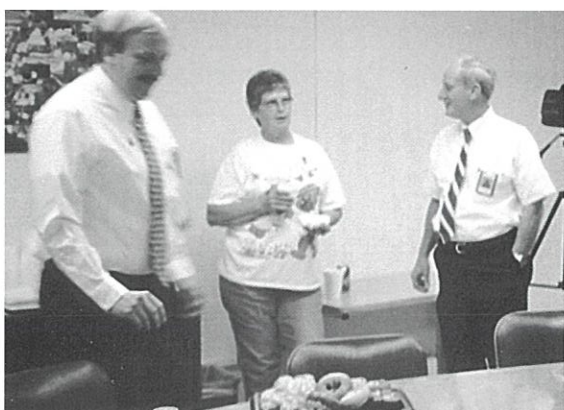


*Fabrics manufactured at Plant No. 14 on display at the October Furniture market.*

There's something wonderful happening at Plant No. 14. Business. And lots of it. In fact, the backlog is the largest it has been for the past 5 or 6 years. "Giving our best to design, delivery, sales and service; and standing behind our product has given us new relationships with previous customers, and a strong list of new customers", noted Michael Burch, Sales at Plant No. 14. As a result of the increase in orders, Plant No. 14 has expanded to a 3-shift operation. The additional production will help meet goals and customer demands.

The October Furniture Market was very successful for Plant No. 14. Their fabrics were shown on 65 different frames of furniture, which represented 15 different furniture manufacturers. Bassett, Best Chair, Broyhill, Bruards, Claude Gable, Clayton Marcus, Cochrane and Craftmaster were just some of the showrooms.

The focus for Plant No. 14 . . . to evaluate this success, why we were successful and continue to emulate the same results.

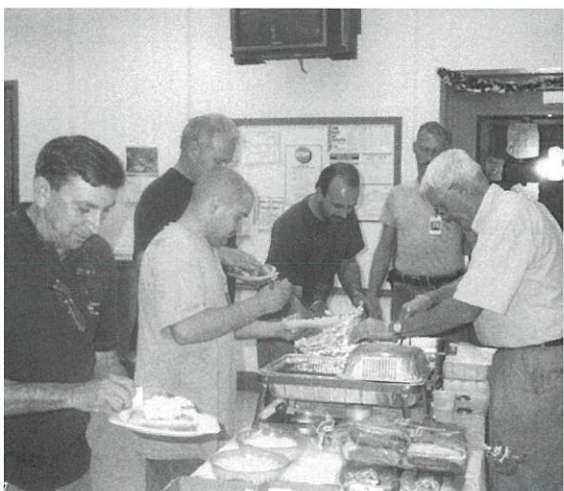


*Betty Speaks (center) was recognized as the 1998 Textile Citizen of the Year for Plant No. 12. Plant and company officials were present to congratulate Betty. Pictured (L-R): Steve Sparks, Plant Manager; Betty Speaks; Harold Lineberger, Corporate Safety Director.*

## 1998 Textile Citizens Honored

Each plant location recognized their 1998 Textile Citizen of the Year during September and October. Each Textile Citizen was presented with special gifts from the company, and special congratulations from plant and company officials.

Congratulations to our 1998 Textile Citizens of the Year: James Hester, Plant No. 1; Clurie Thomas, Plant No. 2; Titus Kiziah, Plant No. 3; Loyce Leophard, Plant No. 5; George Kirkland, Plant No. 8; Betty Speaks, Plant No. 12; Martha Wright, Plant No. 14; Charlie Fore, Plant No. 21; Shirley Edison, Plant No. 22; and Mark Queen, Finishing Division.

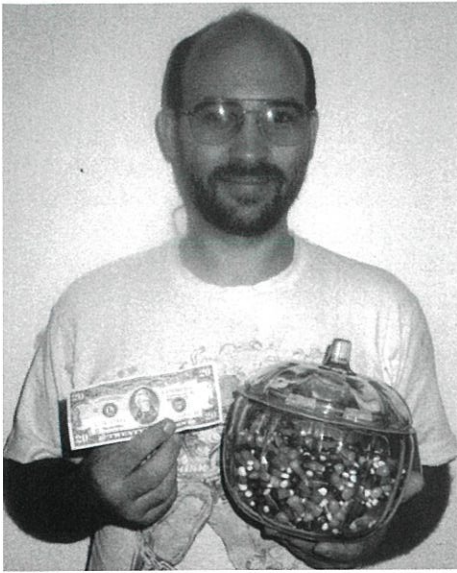


## Textile Week 1998

A favorite week of celebration for everyone at Carolina Mills, Inc! National Textile Week was celebrated October 11-17. Each plant location celebrated with special events throughout the week, which of course included fun and food! National Textile Week was established to recognize the hardworking and loyal employees who help make the nation's textile industry what it is today. And at Carolina Mills it is a very special week to show our continued appreciation to our dedicated employees.

*Members of the Overhauler Crew enjoyed a Hotdog dinner along with employees at Plant No. 24 during Textile Week. Employees of our Overhauler Crew travel to different locations every day, and we are certainly glad they were able to take a break and enjoy the Textile Week festivities! Pictured (L-R) Lloyd Barret, Plant No. 24; Jamie Cline, CW Southers, Donald Schism, and Rick Cansler, Overhaulers.*





*John Woidyla was a winner at Plant No. 24! A Textile Week contest proved beneficial for John, he won cash and a glass pumpkin filled with candy! He and fellow employees of Plant No. 24 enjoyed a hotdog dinner, popcorn and ice cream as part of their celebrations during National Textile Week.*



*Chester Jannette helps himself to a dip of ice cream during Textile Week at Plant No. 12 in Statesville.*

*The Textile Week luncheon for Plant No. 22 was moved outside into the bright sunshine. Employees lined up for the special treat and enjoyed a nice break to their busy day.*



*Employees of Plant No. 9, Finishing Division, were treated to a Pizza buffet. You can tell by the smile on their faces that this was a big hit during their Textile Week celebrations!*







*The Credit Union Staff  
wishes you a Beautiful  
Holiday Season and a  
New Year of Peace,  
Love, Joy and Happiness.*

## International Credit Union Week October 12-16, 1998

“150 Years of Credit Union 1848-1998”

Credit Union Day was Thursday, October 15, and the Carolina Mills Employees Credit Union celebrated with fun and refreshments. The theme was, “Although the times may change, our principles will not”.

In appreciation of its members, the Credit Union gave away three gift certificates to area restaurants, which were won through a drawing. Winners

included Anna Kerns, Plant No. 12, who won a gift certificate to Sagebrush Steakhouse & Saloon; Carolyn Wilfong, Corporate Office, winner of the gift certificate to Red Lobster Restaurants; and Rickey Hass, Plant No. 2, who was the recipient of a gift certificate to the Outback Steak House. Congratulations, and thanks for being part of our celebration!



Anna Kerns, Plant No. 12, was one of the lucky winners during International Credit Union Week. She received a gift certificate to Sagebrush Steakhouse & Saloon.



## Hours Worked Without a Lost Time Injury

As of November 7, 1998

Plant No. 3	2,048,669
Plant No. 8	1,446,744
Plant No. 21	1,273,209
Plant No. 2	488,592
Plant No. 14	418,653
Plant No. 12	399,242
Plant No. 9	324,464
Plant No. 24	275,251
Plant No. 5	220,074
Plant No. 6	168,120
Plant No. 22	56,102
Plant No. 1	24,198
Plant No. 4	6,823

## Industrial Accidents Comparison

01/01/98 - 09/30/98

PLANT	NUMBER OF ACCIDENTS	LOST TIME CASES	NO. OF DAYS LOST
1	2	1	3
2	0	0	0
3	0	0	0
4	0	0	0
5	4	0	0
6	0	0	0
8	1	0	0
9	7	1	16
12	3	0	0
14	0	0	0
21	5	0	0
22	8	1	14
24	0	0	0
TOTALS	30	3	33

## Plant No. 3 Celebrates Two Million Safe Work Hours

Congratulations to employees and staff of Plant No. 3 in Newton. In October they celebrated an achievement of Two Million Safe Work Hours, not an easy goal to accomplish. As a matter of fact, in the history of Carolina Mills, this has only been achieved one other time, and it was Plant No. 3 who celebrated it first!

Reaching this goal was only accomplished because of the hard work and dedicated efforts of everyone at Plant No. 3. Their safety programs and safety committee are both a big part of the "plan" they set for themselves; and the "plan" is to work safely every day. As Ed Schrum, President/CEO of Carolina Mills commented, "Everyone is a winner, because everyone worked safe and no one was injured".

Tom Pruitt, Vice-President of the Weaving Division, was in attendance for

the celebration. He offered his congratulations to all employees, and commented on the time put into making this goal a reality, "The plant began working towards this goal on March 9, 1991, and finally reached the mark during week ending August 8, 1998, with 2,002,339 safe work hours!

Congratulations!"

Also in attendance was Harold Lineberger, Safety Director; and Nancy Schrum, Director of Human Resources. Each employee was presented with a Carolina Mills gym bag. Everyone was treated to a special dinner, catered by Bennetts Smokehouse.



Safety Committee for Plant No. 3:  
(L-R) Wade Whitener, Jerry Cooke, Gene Hart, and Titus Kiziah.





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

**Q: How do I know that my condition is a true medical emergency before I go to the emergency room?**

**A:** As the plan with United HealthCare states, a participant may visit the Emergency Room with benefits of a \$50 co-pay, as long as he is treated for a true medical emergency. If you have a condition arise, contact your Primary Care Physician and he can instruct you on your care. If it is after normal business hours or in the middle of the night, and you are unsure of what to do, contact NurseLine. NurseLine is available 24 hours per day and is staffed with experienced nurses who can assist you with your condition. They can also instruct you on whether or not treatment is needed at an emergency room.

**Q: I need to change my Primary Care Physician. Who do I talk with to make this change?**

**A:** Representatives of the Member Services area of United HealthCare are available every day to take your calls, including a call to change your Primary Care Physician. You will need to know the name of the physician you wish to change to, along with his ID Number. (Refer to your Provider Directory). You may change your Primary Care Physician once a month. United HealthCare will notify you of the effective date of your new PCP once you call and make this change. They will also issue you a new insurance card with your new PCP listed on it.

**Q: Can I make a change in my medical plan election any time during the calendar year?**

**A:** No. Changes and additions to your medical plan election can only be made during the designated annual open enrollment period. The month of November, 1998, was designated as annual enrollment for employees of Carolina Mills, for all changes and additions to be effective January 1, 1999. An exception to this occurs when the change you are needing to make is considered a "status change". Examples of a status change are: marriage, divorce, death, loss of employment. If you have any questions about your election please see your Human Resource Administrator.

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 (1-888-697-8323), and a Member Services Representative will assist you with any question you may have, including:

- offering assistance with how the plan works, and what benefits your plan covers
- changing your Primary Care Physician
- replacing a directory or card

## NEW DENTAL PROGRAM UNVEILED

As of January 1, 1999, a new dental program will be initiated for all employees of Carolina Mills, and their dependents. This new program, administered by Aetna US HealthCare, has been put together based on the options you, as a covered participant, wanted in a dental program. Open enrollment was held for all employees in December. No changes or additions can be made in your dental plan election until the next annual enrollment period, unless a status change occurs.

This new dental program brings several new features for participants: a \$1,000 yearly maximum, an increase of \$500 per year from the previous plan. Also, there are two plans in which to choose from.

Plan 1 offers basic dental benefits. Plan 2 offers the same basic dental benefits, while also including orthodontia coverage.

Dental cards will be distributed to all participants. Should you have any questions in reference to your dental coverage you may contact the Member Services Department at 1-800-896-2386



## Employees Discounts

### MEMORIALS

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

**Minnie Schism**  
Plant No. 1 - Retired  
September 21, 1998

**Russell Propst**  
Plant No. 4 - Retired  
October 10, 1998

The following items are available in the Human Resource Department:

Health Book	\$5
Glass Mugs	\$7 (set of 4)
Sweatshirts	\$10 (L-XXL only)
Tote Bag	\$8
Hats	\$7
Beverage Bags	\$8

### United Artist VIP Theatre Tickets

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



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 at the park. Available by request only.



### Has your address changed?

To ensure that you receive your copy of the newsletter, please let us know if your address changes! Please fill out the change form below, and mail it to our return address indicated on the newsletter. If you would like more than one person to receive the *CaroLines*, please indicate. We would also like to hear any comments you might have concerning the newsletter.

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

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

CITY/STATE/ZIP: \_\_\_\_\_

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

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EDITOR: Kim Abernathy  
REPORTERS: Human Resource  
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