

AMERICA'S TEXTILES

ENCOURAGING  
ENVIRONMENTAL  
EXCELLENCE



AMERICA



IN SAFETY AND HEALTH

# Safest Plants In 1995



# Company Posts Record Year In Profit Sharing Investment Earnings for Employees

The Profit Sharing Plan for Carolina Mills is composed of contributions from the company based on profits and on investment earnings on current funds. This fund is sponsored entirely by the company (employees contribute nothing). While the contributions were low this year due to poor economic conditions, the investment portion of the Profit Sharing Plan produced record earnings. This will look very favorable to our longer term employees. Why? Because the larger account balances have more money available for investments and therefore the earnings from those investments will be greater. For example, suppose your Profit Sharing Account

earned 25% for a given year. If you have only been with the company for a short period of time and the account has \$1,000 in it, the earnings would be \$250 and your new account balance would be \$1,250. However, if you have been employed with the company for a longer period of time, and the account has \$10,000 in it, the earnings would be \$2,500 and your account balance would have grown to \$12,500.

This is what profit sharing is all about, to provide some financial support for us when we reach retirement age. The longer we participate in the plan the better the potential growth of our individual account becomes.



## Neither Rain, Nor Sleet...

Nor 8-10 inches of snow will stop Carolina Mills! Our first big snow of the year arrived in January, followed weeks later by the ice storm. Not only were our trucks still rolling, but with the help of our valuable employees, our plants were able to continue operation. Special thanks to our Yard Crew and many others who worked long hours to ensure safe parking and clean walkways!

## Forstmann Visits Plants

Carolina Mills was pleased to welcome representatives from Forstmann & Company, Inc. to Plant No. 2 and Plant No. 8. Their visit enable the individuals from Forstmann's Georgia plants, along with others from their New York offices, to view the machinery and production capabilities available at Carolina Mills, and to discuss new potential products and other areas that may be open to branch into.

Accompanying the Forstmann group during their visit was Steve Dobbins, Vice-President of Yarn Manufacturing; George Moretz, Vice-President of Sales Yarn; Augie Reis, Account Manager for Carolina Maiden Corp; Tim Abernathy, Technical Service; along with J.V. Randall, Plant Manager of Plant No. 2 and Allen Hooper, Plant Manager of Plant No. 8.



Forstmann is a weaver of apparel and industrial fabrics. The majority of the yarn they purchase from Carolina Mills Plant No. 2 and Plant No. 8 is used in apparel products.



# Devine Re-Elected; Date is Set for Banquet

The Quarter Century Plus Club Board of Directors met for their annual meeting on February 13, 1996, in Maiden. Re-elected for another term as president of the club was Bill Devine, a retired club member from Plant No. 3.

During the meeting, board members scheduled Saturday, May 18, as the date for the annual banquet. Once again, members and their guests will be invited to attend the banquet that will be held at Trinity United Church of Christ in Conover.

Board members also announced that the club will be traveling to the Greenfield Inn for lunch on Sunday, October 19. The day will consist of lunch, several stops at shops, and a view of the beautiful fall leaves.

Employees and retirees currently serving on the Quarter Century Plus Club Board of Directors are: David Burke, Plant No. 1; Horace Fish, Plant No. 2; Kermit Goodson and Millard Rhyne, Plant No. 3; Bill Canipe, Plant No. 5; Dan Scronce, Plant No. 6; Dean Lineberger, Plant No. 8; Martha Wright, Plant No. 14; Harold Lineberger, Corporate Office; Ed Schrum, Corporate Office; Bill Devine, retiree of Plant No. 3; John Caldwell, retiree of Corporate Office.

Each year new board members are elected by members of the club at the banquet in May. Each board member serves a two year term and is invited to attend the board meeting at the first of the year to join in the discussion for club events.

## CSC Membership News

**Membership to the Catawba Science Center certainly has its advantages. The science center has many special activities coming up enough fun for your entire family!**

**FREE ADMISSION TO CRAWDADS BASEBALL!** You and your family (up to 4) are admitted free to special CSC baseball nights on May 14, June 13, and July 18. Join the Crawdads on the popular family nights.

**FREE ADMISSION TO HICKORY MOTOR SPEEDWAY!** Experience a night at the races with the Catawba Science Center. Members night will be soon time in May (date will be announced later).

And don't forget about terrific discounts members receive: 50% off summer class; 10% off purchases at Science Emporium; 30% off science birthday parties at CSC; discounts on program workshops, trips, youth camp-ins, and much more. Membership cards for 1996/97 will be distributed in April.

## Take a Closer Look

The 1995 Carolina Mills Annual Report was recently mailed to each employee, as well as our stockholders and other interested parties. We hope each of you found the report interesting as well as informative. But take a closer look—do you know the answers to the following questions? Complete the following “quiz”, it will only take a few moments, and return it to our Corporate Human Resource Department. All completed and correct entries will be entered into a drawing for a prize. Please submit all entries by April 15.

- 1) What was the theme for the 1995 Annual Report? \_\_\_\_\_
- 2) How many plants make up the Yarn Division? \_\_\_\_\_
- 3) What type system has recently been installed in our Knit Finishing Division to satisfy our customers' demand for “creaseless” white fabric? \_\_\_\_\_
- 4) Who is the most recent member elected to the Board of Directors for Carolina Mills, Inc.? \_\_\_\_\_
- 5) Number of employees throughout Carolina Mills and subsidiaries in 1995 \_\_\_\_\_ in 1994 \_\_\_\_\_
- 6) What award did the Sales Yarn Division receive during 1995 as a supplier to Culp Decorative Fabrics? \_\_\_\_\_
- 7) What percentage of income was distributed in 1995 for fringe benefits? \_\_\_\_\_

Name \_\_\_\_\_ Plant No. \_\_\_\_\_



## Recycled Textiles

Textile recycling is not a new phenomenon. Textile fiber recycling has been around for over 200 years. Listed are various recycled textiles:

mattress pads/covers  
furniture decking pads  
carpet underlay  
casket liners  
decorative pillows  
craft bags  
toys  
jewelry wrap/packaging  
punching bags  
baby wipes  
q-tips  
wiping cloths  
cotton balls  
sponges  
blankets  
ski jacket insulation  
diapers  
air filters  
package trays in auto  
soil stabilization components  
mops  
ironing board pads  
insulation for homes  
plastic wood (used to make furniture)  
firemen suits  
quilts  
sleeping bag liners



## Need a Home Equity Loan?

CALL YOUR CREDIT UNION TODAY! 428-6294

Maximum Line Amount \$100,000, subject to 80% loan to value ratio less any existing mortgages.

Minimum Initial Advance: \$2,500

Full Term to Maturity: 15 years from date of loan closing

Draw Period: 5 years

Minimum Weekly Payment: \$10

START BY FILLING OUT AN APPLICATION AT YOUR CREDIT UNION OFFICE TODAY!

## STOP! See Us First If You Need An Auto Loan!

There is a big difference in car loans. Don't be fooled by low advertised interest rates. We urge you to comparison shop and look at total loan costs. Why not visit with one of our loan officers today?

1996 Vehicles: 7.50%

1995 Vehicles: 7.50% (Untitled Vehicles with -0- mileage)

Used Vehicles: 8.50%

**FAST SERVICE**

Give us a call or come by the Credit Union Office and we will give you the details!





## “Spotlight On Superfoods”

MARCH IS NATIONAL NUTRITION MONTH

Eating a variety of wholesome foods gives you a nutritional edge. When considering what foods to buy, remember these “superfoods.” Each has extra high nutritional value.

**BROCCOLI:** One cup contains as much calcium as milk and has plenty of beta carotene (a cancer fighter), vitamin C, vitamin A and fiber.

**YOGURT:** Has as much calcium as milk and just as much protein. It can lower cholesterol, aid digestion, and it has anti-cancer properties.

**WHEAT GERM/BRAN:** One twelve-gram serving has the same amount of fiber as eight pieces of whole-wheat bread. It's loaded with other vitamins and is known to reduce the risk of colon cancer.

**PAPAYA:** Its enzymes aid digestion and help prevent ulcers. Contains lots of vitamin C and beta carotene.

**STRAWBERRIES:** Rich in fiber and vitamin C.

**TOFU:** High in protein and calcium, but low in calories and fat.

**ONION AND GARLIC:** Both help to reduce blood pressure and bad cholesterol levels while increasing good cholesterol. They may also be helpful in preventing some forms of cancer.

**SWEET POTATOES:** Rich in vitamin A and a good source of fiber, iron, potassium, and vitamins C and B.

**TUNA:** It's rich in omega-3 fatty acids which lower bad cholesterol and increase the good kind.

**PARSLEY:** Rich in iron, copper and magnesium. May help to reduce plaque in arteries.

## Future Health Topics

**APRIL:**

“National Cancer Control Month”

The Carolina Mills Wellness Program will emphasize cancer awareness, and provide educational information on various types of cancers. Also promoted in April is Mammogram Month for Women. Any woman having a mammogram during the month of April will be reimbursed \$25 towards the cost. Stay tuned for more information on video and bulletin boards.

**MAY:**

“National Physical Fitness Month”

May 15 will be celebrated as National Employee Health & Fitness Day. A one-mile walk and other activities will be planned at various locations. T-shirts will be sold especially for Fitness Day. See your Nurse, videos and bulletin boards for more information.

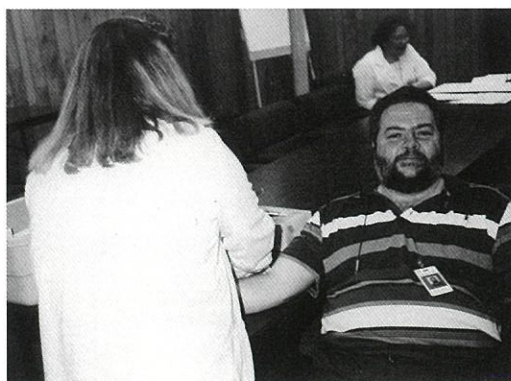
**JUNE:**

“AIDS Awareness Month”

Information and education on AIDS: Acquired Immune Deficiency Syndrome will be the topic of discussion during the month of June. For other information on the disease call: 1-800-669-0696.



Pam Cansler, Accounting Department, watches as nurses from Catawba Memorial Hospital draw blood during the annual Blood Screening held at the Corporate Office on February 14. Approximately 57 employees and retirees participated in the event in promotion of Heart Month.



Freddie Butler, Plant No. 22 Lab Supervisor, participated in the Blood Screening – an event sponsored by the Carolina Mills Wellness Program.



## Carolina Mills: "A Good Neighbor"

"Carolina Mills' concern for its responsibility as a corporate citizen includes providing a safe, healthy environment for all employees, customers, and the general public." This statement sums up the "good neighbor" description our company is striving to uphold.

Our recycling programs and environmental consciousness was the topic of a most recent article published in the *Hickory News*.

Detailed in the article were the various programs Carolina Mills promotes and utilizes.

Carolina Mills is involved in a program that is both energy and environmentally saving. We utilize the results of clear bottle processing by spinning 100% recycled polyester yarns and by blending the recycled polyester with cotton. Thus, this program is energy saving primarily with petroleum. It also emphasizes our concern and willingness to decrease the amount disposed in our shrinking landfill areas.

Carolina Mills is an active member in ATMI's "Encouraging Environmental Excellence" program, as well as a charter member of ATMI's "Quest for the Best in Safety and Health" program.

Several items we as a company are transferring to recycled products: bale wraps, cardboard, metal and plastic strapping,

computer paper, white paper, and aluminum cans. Also oils, fabric waste, manufactured waste, metal scraps, and plastic products.

Many of our suppliers have changed the packaging in numerous items to products that match materials in our recycling programs. Customers are benefited from another recycling program by being able to purchase yarn on reusable, returnable tray packs that can be recycled when they become damaged or worn.

Carolina Mills refuses products from suppliers which contain hazardous materials.

Suppliers are required to supply MSDS sheets prior to shipping any product on the premises.

Some chemicals and dyes have been eliminated and satisfactory substitutes are being sought for others. New refrigeration equipment has been installed with new cooling compounds. All underground storage tanks have been eliminated in all but two sites.

Carolina Mills is committed to being a good corporate citizen

and complying with all applicable environmental standards. And yet, we are very well aware that it's our employees who are responsible for making the E3 and Quest for the Best programs a success. We appreciate the support and assistance given by each employee that makes these programs work.

## Hours Worked Without a Lost-Time Injury

As of February 10, 1996

Plant No. 3	1,430,440
Plant No. 12	1,232,273
Plant No. 24	1,172,854
Plant No. 8	1,158,330
Plant No. 1	461,264
Plant No. 21	441,548
Plant No. 4	368,805
Plant No. 22	261,225
Plant No. 2	173,593
Plant No. 14	167,906
Plant No. 9	124,480
Plant No. 5	51,474
Plant No. 6	38,607
CM Furniture	11,332



Employees of CM Furniture earned a safety dinner for completing the 1995 safety year without a lost time accident.



Plant No. 4C achieved a first! Employees completed 1995 without a lost time accident. They enjoyed their first safety dinner – pizza, salad, and dessert.





## Carolina Mills, Inc. Safety and Health Policy

Carolina Mills, Inc. has always taken pride in being one of the industry's leader in its commitment to provide a safe and environmentally healthy work environment for all employees. The safety and health of all employees and our surrounding neighbors has, and will continue to be, one of the major goals of our company.

Carolina Mills progress is made possible by our employees, which are our greatest asset, working together in a concerted effort to prevent injuries, improve production and quality, while reducing cost through environmentally sound protection and business practices.

Safety is everyone's responsibility, and we must remain committed in our effort to see that all jobs can, and will, be performed safely to protect our fellow employees, property, the environment, and our communities. This can be accomplished by consistently following safety rules, regulations, and the policies and procedures established by the company and the federal and state government.

Edward P. Schrum, President

1-2-96

Date

### Keep It Clean

**"Accidents Don't Pay-You Do"**

**Good housekeeping is still one of the important features of any safety program.**

**The problem with advice in this area is most of it has been heard before – many times. The good thing is its rules are pretty easy to remember. The interpretation is the hard part because in every job the housekeeping duty is a little different.**

**This advice might look different, but it's the common sense stuff that good housekeeping is made of:**

- **Keep the floors clean; watch for spills.**
- **Be orderly; put it back in the right place.**
- **Stack it straight; don't pile it too high.**
- **Keep the walkways clear to prevent trips and bumps.**
- **Take a closer look. See what needs to be done.**

**A clean and orderly workplace is a safer place to work.**

## Industrial Accidents Comparison

1/1/95 – 12/31/95:

PLANT	NUMBER/ACCIDENTS	LOST TIME CASES	NUMBER/DAYS LOST
1	2	0	0
2	0	0	0
3	5	0	0
4N	2	0	0
4C	2	0	0
5	14	2	3
6	6	3	23
8	1	0	0
9	9	1	7
12	0	0	0
14	1	0	0
21	5	0	0
22	2	1	17
24	4	0	0
CMF	5	0	0
TOTALS	58	7	50



# Plants No. 2 and No. 12 Safest Plants In 1995!

Harold Lineberger, Corporate Safety Director for Carolina Mills, Inc. announced in January the winners of our 1995 safety contest. Plant No. 2 and Plant No. 12 both finished the year without any type of injuries whatsoever, making them the safest plants for 1995. "This is a tremendous accomplishment", noted Lineberger, "It is very difficult to complete an entire year without an injury of some type".

Employees of Plant No. 2 and Plant No. 12 will be awarded catered dinners, safety bonuses, and awards. Corporate officials will join each for the celebration dinners.

Eleven plants finished the '95 safety year with no lost time injuries of any kind. Those plants included Plant No. 1, Plant No. 2, Plant No. 3, Plant No. 4C & 4N, Plant No. 8, Plant No. 12, Plant No. 14, Plant No. 21, Plant No. 24, and CM Furniture. Employees at these plants will also be treated to safety dinners to honor the employees for this accomplishment.

## PLANT NO. 12:

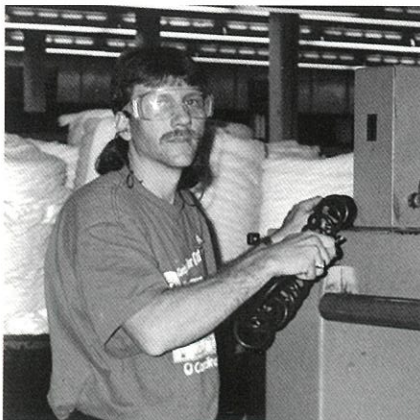
"A goal our safety committee has aimed for for years – "No Accidents" – and I'm proud to see all of our employees recognized for this safety award", noted Steve Sparks, Plant Manager at Plant No. 12.

A plant's safety committee is a very important and integral part of the every day channels of any plant. Individuals on this type committee are there to promote, teach, and learn all that is necessary in making their workplace as safe as possible. The safety committee at Plant No. 12 has monthly meetings, on a rotating basis; 7:30am, 3:30pm, and 11:30pm. Safety committee members include Pat Holthouser, Odell Hinson, Mike Moose, Don Hinson,

Bill Yates, Nathan Keener, Jeff Hartness, David Lippard, Charles Nelson III, Grady Fox, Vickie Lambert, Barry Martin, Roger Haithcox, James Biddle, Shannon Cockeram, Calvin Norman, Butch Bullock, Bristol Cheek and Steve Sparks. New members are elected each year.

The safety committee at Plant No. 12 sponsors many safety projects. Currently all employees are participating in

SAFE-T Bingo. Safety suggestion contests have also been a part of the safety program. Wendy Minton has been a safety advocate for Plant No. 12 and Carolina Mills by giving safety talks, and was chosen as state winner for her efforts.



*Safety glasses are always used with air hoses. Bobby Minton demonstrates.*



*Safety gloves are a must when cutting off piece bobbins. Pictured are Dwight Templeton and Wendy Minton discussing the proper technique.*

## PLANT NO. 2

"Teamwork does it!" That is the slogan that the employees at Plant No. 2 adopted many years ago. "Being named safest plant in 1995 is quite an achievement", noted Willie Wentz, Human Resource Administrator at Plant No. 2. And this is the second

such time that Plant No. 2 has worked an entire year with no accidents of any kind. The first award came in 1986, but not without years of hard work, "team work", and many goals were set to accomplish this achievement. Last year proved to be a safe and productive year for Plant No 2, and much thanks goes out to all employees. The dedicated safety team members are David Martin, Clara Thomas, Pete Thomas,



*Jan Carpenter was the first place winner in a special contest for employees to suggest ways to be safer during the holidays. Other winners included Andy Mendenhall and Clara Thomas.*

Clarence Lane, Bill Michael, and Willie Wentz. These individuals worked together to promote safety throughout the plant, inspecting the plant every month, and sponsoring safety contests during the year.

The team had a busy year: A contest was held for employees to list any safety hazards in the plant; SAFE-T Bingo was played; plant fire drills were held; drawings for fire extinguishers, and many other activities.

Employees at Plant No. 2 hope 1995 is just the beginning – their goal is one million safe work hours ... again.





## QUEST FOR THE BEST: What Does It Mean?

Carolina Mills, along with other US textile manufacturers, share a strong commitment to high standards of workplace safety – a philosophy that reflects concern for employee welfare, and is also good

business. We recognize that our employees are our most valuable asset, and have therefore taken these safety steps that go hand-in-hand with our concern for our employees, as well as making us a better business partner and good corporate citizen.

The “Quest for the Best in Safety and Health” program was created by the American Textile Manufacturers Institute (ATMI) to increase industry and consumer awareness of this commitment. This initiative promotes a progressive approach to safety and health in textile manufacturing.

The following eight reasons best reflect why Carolina Mills is a member of the “Quest for the Best in Safety and Health” program.

As a “Quest for the Best” participants, we:

- Build on the US textile industry’s long term commitment to being the nation’s safest manufacturing industry.
- Demonstrate leadership consistent with the US textile industry’s approach to world class manufacturing, promoting quality products, company-wide teamwork and superior customer service.

- Enhance the industry’s relationship with the federal government because they not only meet the requirements of OSHA which demand high standards of workplace safety, but they strive to exceed them.
- Encourage and urge employees to become active participants in the organizations safety and health programs.
- Manufacture goods under healthier and safer conditions.
- Manage education and training programs on safety and health issues for all employees. Proper safety and health compliance is essential in a manufacturing environment, and we strive to stay in touch with the current safety and health issues by becoming involved with industry-wide and national safety and health organizations.
- Work to decrease the number of worker’s compensation claims, allowing the money saved to be reinvested in the company for productivity and quality improvements, and for development of new products to satisfy consumer demand.
- Demonstrate our role as a responsible corporate citizen by sharing valuable information on safety and health issues throughout the businesses in the cities and towns in which we operate.

## SCBA Training Held

Captain Josh Starnes of the Hickory Fire Department recently conducted a group of Carolina Mills employees in SCBA training – Self Contained Breath Apparatus training. Employees from several plant locations joined together at Plant No. 1 for the classes.

This training is in connection with the new Trane



*Employees who participated in the training must be able put on the equipment within a 30 second time frame.*

cooling units being installed at the plant locations. In accordance with our E3 program, Carolina Mills is replacing the old cooling units that use freon with the new units that are environmentally friendly.

At least two individuals at each location must be knowledgeable of the new system and trained in using the equipment associated with the units. These new units are being installed in an effort to continue our company’s commitment to our E3 program and being a good corporate citizen.



*Larry Cody, Plant No. 5, demonstrates the steps in applying the new equipment. Participants were blindfolded as a learning tool in the event of a real situation in the plant at which time their visibility may be minimal.*



## Retiree's Corner

**Velna Jenkins...spent Thanksgiving with her family in Jamaica. Had a wonderful time!**

**Clyde Hawn...ran into some health problems at Christmas, and into January, but is doing very well now.**

**Walter Eades...sends his thanks for the lovely card and gift.**

**Thelma "Datie" Harbinson...wishes everyone a happy and healthy new year. And thanks for the wonderful events and gifts given to the retired employees throughout the year.**

**Effie Mitchell...living in Tennessee with her daughter now. She sends her thanks to Carolina Mills for remembering her throughout the years, and for all of the good times she enjoyed while employed.**

**J.C. Bridgeman...and wife Elsie enjoy the CaroLines, and being able to keep up with the happenings throughout the company**

**Katie Parker...sends her thanks to Carolina Mills for all of the nice things that are done for retirees, and for the happy days at Plant No. 14.**

**Bill Underwood...under the weather with some back problems. Nothing will keep him down for long!**

**Iona Cope...says Carolina Mills is "the best" and loves her birthday gift and appreciates the company and everything we do.**

## Service Anniversaries January—March, 1996

### 25 Years

Pauline Abernathy	Corporate Office	Sylvia McCaslin	Plant No. 2
David Martin	Plant No. 2	Sherry McRee	Fabric Dept
Jimmy Martin	Plant No. 5	Randy Neal	Plant No. 6
Essie Nichols	Plant No. 12	Jerita Pike	Plant No. 22
		Mark Propst	Plant No. 1
		Alma Rollins	Plant No. 22

### 20 Years

Gary Burgess	Plant No. 9
Gene Dellinger	Plant No. 9
Brenda Hendrick	Plant No. 4
William Johnson	Plant No. 5

### 15 Years

Jim Abernethy	Plant No. 8
Chester Jannette	Plant No. 12
Ricky Link	Plant No. 8
Rick Milburn	Plant No. 1
Glenda Simms	Plant No. 1

### 10 Years

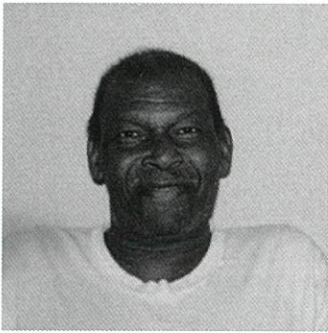
Angela Brown	CM Furniture
Larry Brown	Plant No. 4
Marsha Carrigan	CM Furniture
Haywood Glenn	Plant No. 22
Audrey Keever	Plant No. 5
Diane Kirkland	Plant No. 1

### 5 Years

James Adams	Plant No. 9
Bounmy Bouaphanh	Plant No. 21
Sompha Bouaphanh	Plant No. 21
Nathaniel Daniel	Plant No. 3
Ralph Ellerbe	Plant No. 2
Robert Foxx	Plant No. 9
Ritchie Garland	Plant No. 9
Dorothy Gittens	Plant No. 21/22/29
James Grady, Jr.	Plant No. 9
Jimmie Hawkins	Plant No. 4
Sue Huss	Credit Union
Kathy Johnson	Plant No. 6
Vickie Lambert	Plant No. 12
Eldon Millsaps	Plant No. 24
Karen Noel	Plant No. 4
John Young	Plant No. 9



## Retirements



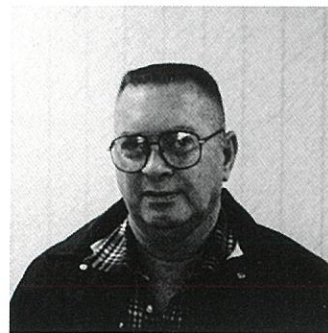
### JOHN MILES

John Miles retired from Plant No. 1 in December after 25 years of service with Carolina Mills. John and his wife, Mary, live in Maiden, and attend Community Baptist Church. They have one son, Denyell. Now that he has some free time, John plans to do some fishing. He also enjoys singing and visiting in the community spreading God's word. John noted a very special experience for him while working was being inducted into the Quarter Century Plus Club, and being able to go with the club on their trip to the Biltmore Estate. He commented, "Carolina Mills is a great place to work!"



### PARKS LOWMAN

Parks Lowman retired December 31, from his position as Cost Manager, after 41 years of service with the company. He began his career with Carolina Mills at Plant No. 2 as Plant Tester. Parks and his wife, Retha, live in Maiden and attend First United Methodist Church. They have two grown sons, Tim and Jeff, and two grandchildren. He noted he had no immediate plans, just to "hang around home until this summer." Parks spoke of his years with Carolina Mills: "I have been privileged to work with many fine people throughout the company. I would like to thank everyone for the help and courtesy shown to me. I will truly miss all of you."



### ELMER EARLE

Elmer Earle retired in January from his position as spinning foreman at Plant No. 5. He and his wife, Betty, live in Iron Station, and have four children. They attend Pearl Baptist Church. Elmer plans to do some fishing, hunting, and woodworking now that he will have some free time. "It has been my privilege to work with some of the best people in the world. I thank God for all of them," Elmer noted.

We received numerous cards and letters from our retirees over the holidays, thanking us for remembering them. We enjoy hearing from each of you! Special thanks came from the following for the holidays gifts and events:

Laura Hill Setzer  
Sallie Adcock  
Charles Fox  
Lorene Coley  
Beedie Clippard

Ralph Kendrick...visited the office and joined us for our Christmas Dinner. He loves retirement, "Everyday is Saturday!"

Margaret Broadway...has had a very rough winter. Kidney stones, Endoscopy, and cataracts removed. We hope she is feeling fine now.

Pauline Black...and husband, Walker, stopped by the Corporate Office. We talked about their "travels" – these two really get around!

Jerry Harbinson...getting very close to the completion of the construction project at his home. It has been a long road. We suspect Jerry and Janette won't try this again!

Evelyn Womack, Pauline Black, Betty Isaac, Jerry Harbinson...visited on Valentine's Day and participated in the Blood screening held at the Corporate Office.

Eula McRee...had a fall recently and broke her leg. We hope she is feeling better – her sister Ellen will make sure she takes care of herself.

Jack Thompson...thank you for the wonderful birthday gift!

## New Challenges



### WANDA FOWLER

Wanda Fowler has joined the staff at Plant No. 24 as Sales Coordinator. She and her husband, Chris, live in Stanley, and attend Dallas Foursquare Church. They have two children. Wanda enjoys working with children, skiing, softball, and many other sports.

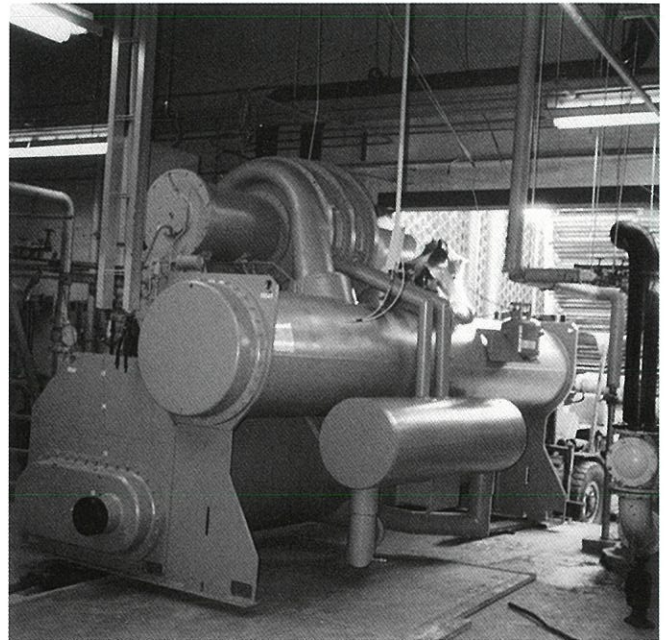
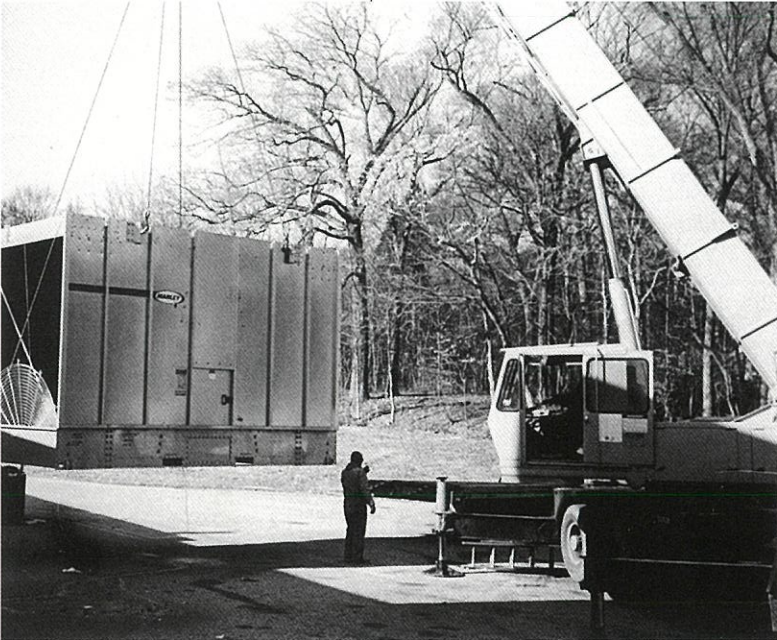


# New Cooling Units Installed

New Trane cooling units are now being installed at many of our plants. The units are charged with new environmentally friendly refrigerant.

Units have already been installed at Plant No.1 and Plants No. 5 and 6. The units were placed into the plants by use of a crane, moving in the new unit and moving out the old.

Self Contained Breathing Apparatus (SCBA) training was also held in accordance with the units.



*Employees of Plant No. 24 enjoyed their Christmas dinner catered by Piedmont Vending. A meal of country style steak, potatoes, green beans, tea, and dessert was served. Many retirees were also able to attend.*



*Ruby Cook and Pansy Morrison (L-R), retired employees, visited Plant No. 6 at Christmas and enjoyed the Christmas dinner along with employees.*



# Blair Selected for '96 Olympics



Dan Blair was recently selected as Umpire Coordinator for softball for the 1996 Olympics in Columbus, Georgia. His duties will include overseeing schedules, looking after the needs and good will of men and women umpiring the event, and public relations.

Blair, who retired from his position as Human Resource Administrator at Plant No. 21/22/29 in 1994, began his interests in the

sport while serving in the Air Force in 1954. His passion has taken him a long way, and has provided much pleasure as well as many honors. Most recently, Blair was inducted into the National Amateur Softball Association Hall of Honor, one of only 23 umpires to receive this award.

Blair spends much of his time traveling across the US promoting the sport of softball, conducting clinics and schools for other umpires on how to officiate the game properly. He considers this honor the highlight of his career, and plans to continue umpiring as long as he can.



## Attention All Locations

Carolina Mills wants to thank all employees as well celebrate Spring in a big way. All employees will be treated to a steak dinner again this year catered by Myra's Catering Valdese. Also included in the dinner will be baked potato salad, rolls, and tea. This special treat will be held in each of any plant outing this year but take note! – in 1997, each location will have a plant outing for the entire family!

The dinners will be held during April and May. We hope each of you enjoy this special luncheon, and we want to say "Thanks!" to each employee for the important role you play at Carolina Mills, Inc.

## Thinking Retirement?

If you were born after 1937, there is something you need to know. You will have to work past your 65th birthday to receive full Social Security benefits. The days of retiring at age 65 with these benefits are coming to an end. Check the list below to see what your "retirement age" will be:

YEAR OF BIRTH	FULL RETIREMENT AGE
1937 or earlier	65
1938	65 and 2 months
1939	65 and 4 months
1940	65 and 6 months
1941	65 and 8 months
1942	65 and 10 months
1943-54	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1960	67

And are you wondering about the amount of your benefits? Finding out is easy. Stop by your local Social Security office and ask for a "Request for Earnings and Benefit Estimate Statement" form. Complete this form and mail it to the Social Security Administration, and they will send you a detailed portfolio of your work history, along with an estimate of the amount of social security benefits you will receive. This will also enable you to verify the information for accuracy. If retirement is just around the corner, don't wait – find out today.





# Machinery Will Open New Markets “The Murata 802H Air-Jet Spinning Machine”

The new machinery installed at Plant No. 22 and Plant No. 24 is currently the fastest commercial yarn spinning machinery in the world for short staple fibers.

The Murata 802H high speed air-jet spinning frames will run as fast as 300 meters per minute, more than ten times faster than most ring spinning machines.

The air-jet spinning system comprises drawing slivers that are supplied directly to a drafter zone of the Murata jet spinner, and are made into yarn while going through the air nozzles. Yarn defects are removed by a yarn clearer, and the finished product is wound onto a package.

Some outstanding features of MJS yarn include:

1) Uniformity is exceptionally high; 2) High resistance to abrasion, with superb wash and wear properties; 3) MJS yarn is

also suitable for knitted goods because the percentage of shrinkage is low; 4) The strength of the 2-ply yarn is high, making it useful as sewing thread and industrial material; 5) Pilling can be greatly reduced; 6) Quality is continuously monitored on line while the yarn is being spun.

Five of the Murata 802H spinning frames have been installed at Plant No. 22, along with two at Plant No. 24.

Along with many industries today, Carolina Mills must stay in tune with the ever present changes and advances in the textile field. Our purpose in placing the Murata 802H air-jet spinning frames in these plants was to add to our current production capacity, to further evaluate this new emerging technology, and to develop new products which will allow Carolina Mills to get into market areas we are not currently serving.





# Pre-Taxing Can Save You Money

Many employees have their medical contributions (to the company's group insurance plan) deducted on a pretax basis. "Pretax" means that the medical and dental premiums for you and your dependents are taken out of your pay before taxes, leaving more money in your paycheck.

A basic requirement by choosing the pretax option is that the employee can only make changes in insurance election one time per year, during the specified period, normally at the end of the year. And once a decision is made for the year, the election cannot be changed until the next year.

There are some exceptions to this rule. Those occur when an employee has one of the following changes in his or her family status:

1. Marriage or divorce of employee.
2. Death of an employee's spouse or a dependent.
3. Birth or adoption of a child of the employee.
4. Termination of employment of the employee's spouse.
5. Dependents aging out of the group plan.

The before tax dollars you contribute to the health plan are not subject to federal and state income tax. Because social security retirement income is based on average compensation subject to social security tax, having your contributions made on a before tax basis may reduce the benefit you receive at retirement.

If you have any questions about the pretax option speak with the Human Resource Administrator at your plant.

## Policy Update FMLA: Family Medical Leave Act

The Family Medical Leave Act, initiated in 1993 by the federal government, is a leave of absence policy available to individuals that have been employed with Carolina Mills at least one year and for over 1,250 hours during the previous 12 months. An employee may request Family Medical Leave for up to twelve (12) unpaid work weeks during any 12-month period. However, this type leave can only be used for one of the four following reasons: 1) the birth of a son or daughter and the decision to provide care for the infant; 2) because of placement of a son or daughter with the employee for adoption or foster care; 3) in order to care for the spouse, son daughter, or parent who has a serious health condition, or; 4) because of a serious health condition that makes the employee unable to perform the functions of his job.

Forms for requesting a Family Medical Leave are available from the Human Resource Administrator at each plant. In any case where the necessity of taking the leave is foreseeable, the employee should provide no

less than a 30 day notice. If this is not possible, please notify the HR Department as soon as possible. The proper forms must also be completed and returned to the HR Administrator for the leave to be certified.

While away from work on a leave of absence, all employees are required to continue payment of all insurance premiums that would normally be deducted from their payroll check. If the premiums at any time of the leave of absence become 5 weeks in arrears, the employee's coverage will be dropped to the Standard Plan, and any dependent coverage will be terminated.

Some employees, by reason of their length of service with the company, may be permitted to take unpaid Carolina Mills leave in excess of 12 weeks, as approved and certified by the company.

If you have any questions about Family Medical Leave, or other leave policies, speak with the Human Resources Administrator at your location.



## Employees Discounts

### Employee Discount:

The following items are available in the Human Resource Department

Health Book	\$5
Glass Mugs	\$7 (set of 4)
Ponchos	\$6
Umbrella	\$7

### MEMORIALS

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

#### Eula Gantt

a retired employee of Plant No. 3, who passed away on January 18, 1996

#### Mary Burroughs

a retired employee of Plant No. 3, who passed away on February 14, 1996

#### Robert Newton

a retired employee of Plant No. 3, who passed on February 2, 1996

#### Jack Foote

an employee of Plant No. 3, who passed away on March 18, 1996

### Quarter Century Plus Club Items

Sweatsuits: \$15.00

Men's Sizes: XL, XXL

Women's Sizes: L, XL

Items will be available as long as inventory lasts, and can only be purchased by members of the Quarter Century Plus Club.

### Carpet Samples

Actual carpet samples can be checked out from the Human Resource Department in Maiden. Maximum two week check out period.

### Carolina Mills CARPET OUTLET

Highway 7 in Ranlo, NC

Tuesday - Thursday: 10am - 4pm

Saturday: 9am - 12 noon

### United Artist VIP Theatre Tickets

Discount theatre tickets are available for \$4.00 per ticket. Tickets may be used at any United Artist theatre.



ADULT: \$25.40

CHILD: \$16.55

Tickets valid April 20-November 3, 1996



### CAROWINDS

\* March 30 - May 30 Weekends only

\* June 1 - August 18 Open daily except for July 11, 25 and 26.

\* August 19 - October 6 Weekends only

ADULTS: \$19.95

CHILD (4-6): \$13.45

SR. CITIZEN (55+): \$13.45

Children 3 and under admitted free.



ADULTS: \$21.25

YOUTH (10-15): \$15.95

Children 9 and under are admitted free with paying adult.



### WALT DISNEY'S Magic Kingdom Club

#### Memberships Available

Walt Disney World's Magic Kingdom memberships are available from Human Resources. Members receive discounts on various services and activities at the park. Available by request only.

### Chimney Rock

Adults: \$7.00

Children(6-15): \$5.00

### Has your address changed?

To enable us to send the CaroLines to the proper person and address, please fill out the change form below, and mail it to our return address indicated on the newsletter. If you would like more than one person to receive the CaroLines, please indicate. We would also like to hear any comments you might have concerning the CaroLines.

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

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

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

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

Buy Textiles and Apparel Made in the USA

**Carolina Mills** Inc.

P.O. Box 157

618 Carolina Avenue

Maiden, N.C. 28650

EDITOR: Kim Abernathy

REPORTERS: Human Resource  
Administrators

BULK RATE

U.S. POSTAGE

**PAID**

PERMIT #33

MAIDEN, N.C. 28650