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Clinton Mills Clothmaker

By and For Employees of Clinton Mills
January 1986

Buchanan Assumes Duties

James Buchanan has assumed the responsibilities and duties of Clinton Mills personnel director, according to Vice President Claude A. Crocker. Buchanan will also continue his previous responsibilities and duties as training director.

Buchanan succeeded Calvin A. Cooper, who retired Dec. 31, 1985.

A native of Anderson, S.C., Buchanan earned a bachelor's degree in psychology from Carson-Newman College and a master's degree of education in personnel services from Clemson University.

He, his wife, Marilyn, and three children reside on Route 5, Laurens.



James Buchanan

Textile Industry Ranks 2nd

The textile industry was second in safety only to the chemical industry, according to the latest report of the National Safety Council, which publishes records of 42 U.S. manufacturers.

In the category of number of injuries and illnesses involving days away from work per 100 employees, the chemical industry score was 0.49, only .08 less than the 0.57 posted by textiles.

By OSHA definitions, Clinton Mills Plant No. 1 had 4.8 recordable injuries per 200,000 hours worked; Plant No. 2, 3.64; Lydia, 4.07; Bailey, 3.58; Geneva I, 4.33 and Geneva II, 7.13.

The year 1985 was also one of the best years in Clinton Mills history in so far as Worker's Compensation costs were concerned.

Employees, through their continuing interest in working safely, enabled the company to make significant improvements in accident costs.

The textile industry is challenging other U.S. manufacturers for the title of safest after five years of steadily improving safety records.

In 1980, when the American Textile Manufacturers Institute launched the First in Safety Contest, the industry was ranked the fifth safest industry in the U.S.

In 1985, the textile industry rated well ahead in all areas as compared to the average for all industries combined. For instance, the rates per 100 employees for all industries combined are 2.15 lost workday cases, 6.88 total recordable (medical) cases and 42 lost workdays. The textile industry record is 0.57, 4.08 and 26 respectively.

In Next 12 Months

Employees Will Participate in Safety Activities

"Employees will participate in a variety of safety activities during the year, all designed to improve the company's overall safety performance," says Director of Communications Mack Parsons.

Earlier this year supervision began wearing large red and blue safety buttons promoting the goal of being "First in Safety."

As a safety conversation piece, each member of supervision presented his respective employees a penny attached to a pocket size card.

Promoting the fact that safety makes sense, supervision asked each employee's cooperation in working together to reduce medical and first aid accidents.

As Gary Kuykendall, Plant No. 2 carding, explained to carding employees, "Although this penny has little monetary value, its message is worth its weight in gold."

During February each Clinton employee will be afforded an opportunity to voluntarily participate in a program to better acquaint management with any unsafe conditions that exist in the work environment.

This phase of the Clinton safety program will permit the company to learn how individual employees feel about the work environment.

March will highlight the use of personal safety devices available throughout each department. Much emphasis will be placed on protecting the eyes and face from injury.

Company's Matching Gifts Total \$29,805

Clinton Mills has contributed \$29,805.04 as matching gifts to eligible employee contribution for qualifying educational institutions during 1985.

Forty-eight (48) eligible employee contributions to 27 qualifying institutions in nine states received funds under the company sponsored program.

The Clinton Mills Matching Gifts to education programs is designed to encourage employees to give personal financial support to eligible educational institutions.

Gifts, in amounts varying from \$10 to \$2,000 per employee per calendar year, were matched on a one-for-one basis. Eligible employee gifts of \$50 or less were matched on a two-for-one basis.

In order to qualify for the program, the receiving institution must be a graduate or professional school, four-year college, two-year junior or community college, technical

institution, or educational television or radio station which is non-profit and non-proprietary. They must also be fully accredited and located in the United States and qualify under section 501 C of the Internal Revenue Code.

For the year 1985, Presbyterian College received \$4,430; Clemson University, \$4,176.36 and the University of South Carolina, \$3,395.00.

The Educational Television Endowment received \$697 in Matching Gifts.

For an employee to make a qualifying matching gift contribution, he/she must have full-time employment with the company and have at least one year of continuous service. Retired employees who meet these eligibility qualifications at retirement are also eligible.

Matching Gifts forms are available from Mack Parsons (Clinton) or Geneva Personnel Director Bob Dettmar.

For Scholarships

Time to File

Application forms for the 1986 M.S. Bailey Memorial College Scholarships and Loans are available from Mack Parsons in Clinton, or Geneva Personnel Director Bob Dettmar.

According to Bailey Foundation Administrator Claude A. Crocker, the Foundation, for the year 1986, will sponsor up to three (3) M.S. Bailey Memorial College Scholarships and up to 12 educational loans on behalf of Clinton Mills Inc.

The deadline for filing an application is April 15, 1986.

Scholarships have a maximum value of \$8,000 each, and the loans, \$7,000.

"Safety Is Meant For Me" will be the theme for April. The primary focus of the month-long activities will be "Dressing Right for the Job."

A host of health related pamphlets, brochures, posters, and other health materials will be made available to employees. During this time, each employee will be instructed in the provisions of the Hazardous Communication Standard.

June will continue with employee emphasis on wellness, pre-vacation activities, and techniques which can be used to make "Breathing Safely" a reality.

"How I Can Prevent Accidents" will be the theme for July and August will concentrate on "Safe Housekeeping."

September activities will zero in on "Safe Lifting," while October promotes "Fire Prevention—Both on and off the Job."

"Machine Guarding" and "Hand Safety" will be the themes for October and November respectively, while December will afford employees an opportunity to learn more about "Hand Safety."

Employees will receive an assortment of items throughout the year to stimulate their personal interest in the safety program.

The activities for each month in 1986 have been designed to include the two-way communication between supervision and employees in an effort to make Clinton Mills a safer place to work.