

## Most Popular Gifts Selected By Employees

Truman Owens, Co-ordinator of the Clinton Mills Christmas Gifts Program, provided The Clothmaker with a list of the most popular gift items selected by Clinton employees.

According to Owens, the seven piece cookwear set was selected by 76 employees, making it the most popular item in the program.

The nine additional most popular items were the hand mixer, 72; mixing bowls, 56; electric heater, 52; and ice cream freezer, 50.

Other most popular items were pullman luggage, 45; ironstone dinnerware, 43; oven cookwear set, 41; corning wear set, 41; and pressure cooker, 40.

Clinton Mills of Geneva Personnel Director Bob Dettmar indicated that more Clinton Mills of Geneva employees also chose the hand mixer. Twenty seven Geneva employees will receive this gift from the Company. Other popular selected items include the pressure cooker, 21; cookware, 17; mixing bowls, 15.

Also, the ice chest, 14; ice cream freezer, 13; porcelain cookwear, 13; grass trimmer, 12; cake plate cover 10; and the record storage cabinet, 10.



Frankie Harmon

## Harmon Promoted To Project Engineer

Frankie Harmon has been promoted from Assistant Project Engineer to Project Engineer, according to Corporate Mechanical Engineer Harry Sullivan.

Harmon, who joined Clinton Mills in 1978, holds a B.S. Degree in Engineering Technology from Clemson University.

He and his wife, the former Sandy Campbell, live at 607 B. Cedar Street, Clinton.

## Gifts-To-Education Program Expanded By Bailey Foundation

The Bailey Foundation has made three major changes in its employee gifts-to-education program. The program is designed to encourage Clinton Mills, Inc., its subsidiaries and affiliated corporations and M.S. Bailey & Son, Bankers, employees to give personal financial support to qualifying educational institutions.

Effective January 1, 1982, The Bailey Foundation will match the first \$50 of gifts in a calendar year on a two-for-one basis. This means that if an employee gives \$50, the Bailey Foundation will give \$100, or, if an employee gives \$25, the Foundation will give \$50. After the first \$50, gifts will be

matched on a one-for-one basis, subject to a maximum limitation of \$2,000 annually. The old limit was \$1,000.

Now, employees who are retired under one of the Company's pension plans will be eligible to participate in the Program.

An employee contribution is one which is the personal gift of an employee, actually paid by the employee, and not merely pledged to a qualifying educational institution. An eligible employee may make a contribution to more than one qualifying educational institution.

Matching Gifts to education forms can be obtained in the Main Office from Mack Parsons.

## ... About Your Insurance

Employees who leave Clinton Mills employment and satisfy certain eligibility requirements, may be eligible to continue both employee and employee dependent health care insurance.

In order to be eligible to continue group health care insurance, the employee must have been insured for at least three months prior to leaving the company. Applicable health care premiums are payable in advance.

Continuation of health care benefits is

permitted at the employee's expense for the remainder of the month in which employment ends, plus one full month. After this, the employee has the option to select a conversion policy under terms and rates set by Aetna Life, Clinton's health care insurance provider. The maximum period of continuation permitted is sixty days, or until covered by another employer's group health care policy.

Members of the personnel department will be pleased to discuss continuation and conversion procedures with you.

## Christmas Checks

A total of 547 thrifty Clinton Mills employees received Christmas Savings checks totalling \$623,121.61 as the payout was made on November 13.

Included in this amount was \$14,196.61 added as interest by M.S. Bailey & Son, Bankers.

Clinton Mills of Geneva's 134 Christmas Savings participants shared in \$108,748.26 in savings set aside during the year in preparation for the holiday season.

The Geneva savings included \$2,583.09 added by the Bailey Bank for interest.

Completed 1981 Christmas Savings Accounts received full interest earnings at the rate of 5 1/4% per annum. Pro-rated interest was paid on all accounts with 40 or more payments.

Interest is not paid on accounts withdrawn prior to the normal payment date.

To begin a 1982 Christmas Savings account, an employee must sign an authorization card. Anyone may start, stop, or change an account at any time during the year.

Once a withdrawal is made from a Christmas Savings Account, another account cannot be opened during that particular Christmas savings account year.

## Vacation Payouts For 1981 Exceed \$745,000

A total of 966 eligible Clinton Mills employees shared in \$301,036 Christmas vacation pay as the annual distribution was completed December 11.

In addition, 206 eligible Clinton Mills of Geneva employees shared in \$27,285 Christmas pay.

The Christmas vacation pay is in addition to the \$335,465 the 1224 Clinton employees received prior to the July 4th week. During this same period, Clinton Mills of Geneva employees received \$81,810 in summer vacation pay.

The combined vacation pay for Clinton and Clinton Mills of Geneva exceeded \$745,584.00.

## How Can I Improve Myself?

Almost any job is a good job to have. And many are satisfied with just that. If you are completely satisfied with your corner of the work world, that's fine. However, if you demand more in terms of accomplishment, and personal satisfaction, consider these suggestions:

1. Know your company—Read the bulletin boards, the company newspaper. Know what's going on!
2. Work safely—Obey all company rules. After all, they were made to protect you.
3. Work to the best of your ability—Be on time all the time and make each working hour valuable to your company.
4. Be friendly—That costs nothing. But a friendly smile and a cooperative attitude work wonders.
5. Be enthusiastic—Believe in your work.
6. Take care of your health—Eat properly, get enough sleep, watch your diet. Get

periodic physical and dental check-ups.

7. Do your part at home—a smooth family life is important for you.

8. Keep personal problems to yourself—everyone is bothered by petty problems. Keep your perspective. Problems do get solved in time—even major ones.

9. Recognize that there is always room for improvement. No matter what you do, find a better way. If that requires learning new methods and procedures, learn! If you must ask questions, ask! And when you come up with a good suggestion, suggest!

With all that said and read, it is easy to recognize that increased know-how, along with ambition and plain old-fashioned common sense, are the best ingredients for a successful future.

## Clinton Mills' Comprehensive Hearing Conservation Program

Since 1973 Clinton Mills has been taking significant steps to protect against hearing loss those employees who are exposed to high levels of noise. This is done through the Company's Hearing Conservation Program.

The program was developed as medical science began introducing conclusive evidence of hearing loss due to prolonged exposure to high noise levels. Research has shown that if a person encounters such noise long enough—whether it's a teenager spending hours each day listening to loud music or an employee working in an area where machinery creates excessive sound—that person can, over an extended period of time be affected by such noises.

While many parents despair of separating their teenagers from loud music, Clinton Mills takes those measures necessary to guard against hearing loss from noise on the job.

Clinton Mills immediately became a leader in the hearing conservation effort within the textile industry when it began one of the most comprehensive programs to provide effective protection for employees.

Today, in those Clinton manufacturing areas where there is still high-level noise, the Company's hearing conservation program continues to guard employees against hearing loss. High-noise-level areas are clearly marked by

signs posted at entrances, and anyone going into such an area is required to wear approved protective devices while in the area. Such devices are provided without charge by the Company to those required to wear them.

Employees exposed to noise have their hearing checked periodically through audiometric testing. Noise levels are checked through monitoring devices and high-level noise is reduced wherever feasible.

OSHA is in the process of formulating a new noise standard for industry. Some parts of the new standard have already been put into effect; other parts have been delayed while OSHA seeks comments from the public. But, basically, this has not affected our own Hearing Conservation Program since the Company is already doing those things which OSHA requires in those parts of the new standard now in effect.

Clinton Mills program continues to function smoothly. The Company is on schedule with our periodic audiometric testing of those employees who must be tested; our noise-level monitoring is up-to-date and the only changes we anticipate at this time are those which we will make ourselves to continue upgrading our program as new developments in medical science and engineering permit us to do so.