

Supervisors take part in seminar

More than 130 members of management and front line supervisors recently participated in a three-hour Human Relations seminar conducted by Mrs. Mildred Ramsey of Greenville.

A nationally known speaker and consultant, Mrs. Ramsey spoke to the group on the art of managing people.

Throughout her program, she related her personal experiences encountered during the 42 years she spent as a weaver with modern day supervisory practices so as to increase management's awareness of the need to improve managerial skills.

Although she is not a college graduate, she stressed many ways of improving the relationship between employees and supervisor in a manner which everyone clearly understood and appreciated.

During her talk, she noted that courtesy, concern, consideration, compassion, con-



Left to right -- Henry Finley, Carroll Fooshee and Larry Lawton discuss with Mildred Ramsey the seven C's of good supervision, which are outlined in her book, *The Super Supervisor*.

sistency, control, and caring—better known as the seven C's—form the basis for effective managerial techniques in today's workplace.

Mrs. Ramsey added humor and personal experiences in a way designed to help supervisors communicate more effectively with employees.

Offered Free Assistance program for employees

"The Clinton Employee Assistance Program gives employees and their families struggling with personal problems the support they need to overcome difficulties and restore self esteem," says Counselor Richard Cain.

The holiday season can be extremely difficult for individuals. During this time of

'We're concerned about the common problems'

the year, many employees experience problems stemming from marital to family difficulties, abuse of alcohol and drugs, and financial and legal reasons.

Clinton Mills provides expert counseling service on a confidential basis. It's just one of many benefits provided by the Company.

Cain noted that his services were available so employees can get the help they need.

"We want to help those who seek our assistance," explained Cain. "Our services are available to those who seek them."

"We are concerned about the common problems people experience," noted Cain.

"Clinton Mills offers the counseling and assistance program so employees can have a long, productive career. The Company's interest is in helping the individual."

Clinton and Clinton Mills, of Geneva, both provide counseling services on a no-cost basis. Employees are not charged for the service unless they go to another agency for specialized treatment.

The primary function of the Assistance Program is to provide counseling support.

It is not designed to handle specific, on-the-job problems such as dissatisfaction with supervision, pay, transfers, or promotions.

Employees interested in participating in the Assistance Program should contact their supervisor or the Personnel Department.

Vacation pay is approved, distributed

Clinton Mills' management has again approved Christmas Vacation Pay this year in accordance with our Vacation Pay Policy for those eligible employees with continuous service since December 1, 1985, or longer.

For Christmas vacation pay, employees with three to five years service receive one percent of gross earnings; those with five to ten years receive two percent, and ten and over, 3 percent. These are in addition to vacation pay received in July.

All Vacation Pay Checks were paid at the regular payday, Friday, December 16, 1988. Clinton's 1,061 eligible employees received \$433,139 in pay while 408 Geneva employees shared \$126,903. The two payouts boost the Clinton and Geneva area economies by more than \$560,042.

The Christmas vacation pay is in addition to the \$350,915 Clinton employees received in July 4th vacation pay and \$105,703 the 489 Geneva employees received. Clinton's July 4th pay boosted employee earnings by more than \$456,618.

When added together, employees shared in more than \$1,016,660 in vacation pay during the past year.

As previously announced, Clinton plants will stop for Christmas holidays, Friday, December 23, at the end of the second shift, and will start midnight, Monday, December 26, with the third shift. Notices have been posted in all plants showing the exact time and day of stopping and starting for the holidays.

Christmas Day, December 25, will be paid holiday for eligible employees.

Clinton Mills wishes all employees a happy and enjoyable holiday season.

To All Associates:

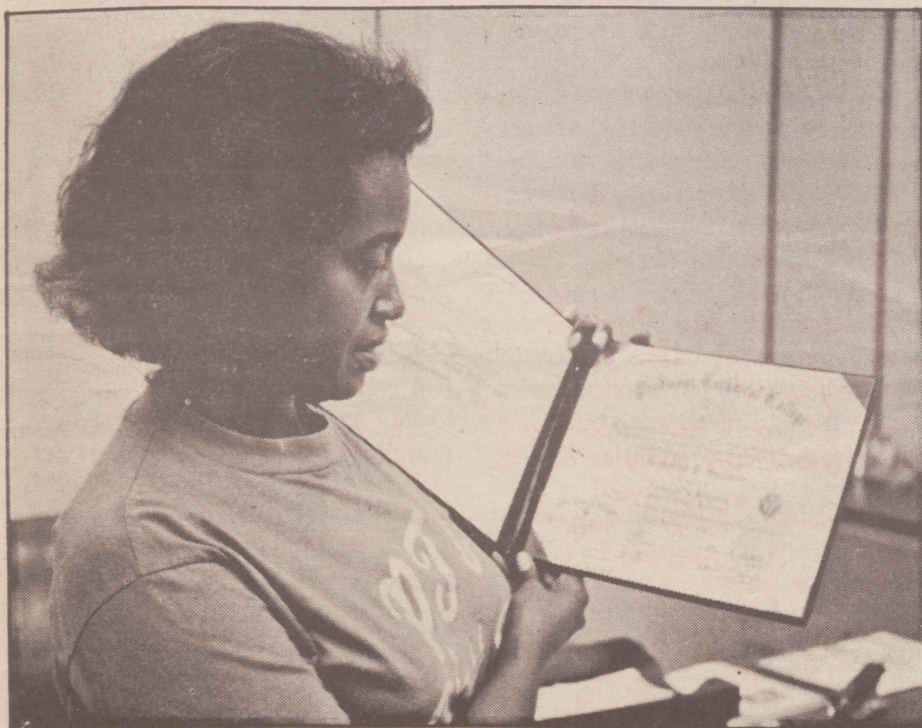
Start your financial planning now for next year. Please come by now and increase your payroll savings deductions so you can have that extra cash for next year.

Our courteous staff will be pleased to increase your payroll deductions so you can have a more rewarding financial future.

Remember, when you increase your savings, your account grows faster and earns more dividend interest.

Contact us now and we'll be pleased to assist you in a systematic savings program.

Harvey Dickert
Manager



Ernestine Simpson, Plant No. 2, weaving warp straightener, recently received an Associate in Business Degree with a major in General Business from Piedmont Technical College. Mrs. Simpson has been employed since June 18, 1973.