



Gay-Tred

NEWSLETTER



VOL. I

JULY, 1978

NO. 1

FIRST EDITION

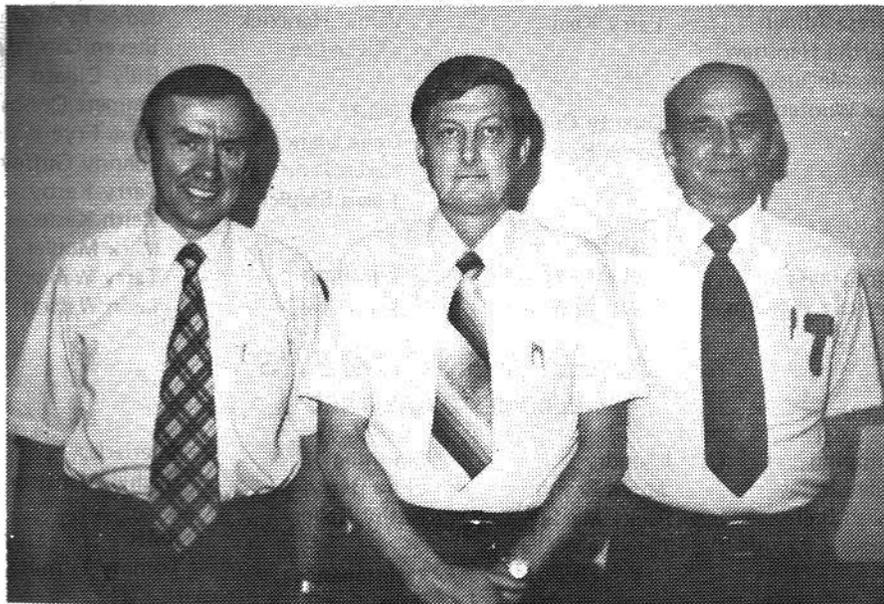
This is the first edition of a Gay-Tred Newsletter. The Newsletter will be published monthly. It will contain general information about the company and Gay-Tred employees. We feel this is a valuable communication tool to enable us to better inform you of what's going on in your company.

The Newsletter is being published for you. It's your Newsletter, please let personnel know what information you would like to see in it. In our personal column we want to have items of interest about Gay-Tred employees and their families, such as births, deaths, illnesses, weddings, trips taken, awards received and etc. If you know of any event involving Gay-Tred employees that should be listed in the Newsletter please inform Personnel.

We hope you enjoy reading the Newsletter each month. We are very interested in your comments concerning this letter. Thank you.

Bob Dedmon,
Personnel Manager

PROMOTIONS



Congratulations on the recent promotions of Hugh Tannehill to Vice President of Manufacturing, William Spurlin to Vice President and Controller, and Lloyd Lockard to Plant Superintendent.

Progress On Our New Shipping Department

It's getting more obvious everyday that progress is being made in expanding the shipping department into the Woods Cove site. This week the steel is being

erected at the new building and should be completed in two or three weeks-with the roof being on and the floors being poured. (Contd. page 2)



IT'S VACATION-TIME

PLANT CLOSED FOR VACATION

The plant will be closed the week of July 4, 1978 for vacation. Plant operations will cease June 30 and begin again on July 10.

Company policy is to grant paid vacations to all eligible employees. Employees must be employed at the beginning of the period, December 1, 1977 through May 31, 1978 to be eligible for their summer vacation pay.

The amount of the vacation check is based on wages paid during this period and the length of continuous service. Employees employed at the beginning of the period with less than five years of continuous service by the beginning of the period will receive 2% of their wages paid during that period. While employees with five or more years of continuous service at the beginning of the period will receive 4% of their wages paid during that period.

"HAVE A HAPPY AND
SAFE VACATION"



MABLE SMART

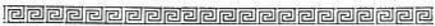
MABLE SMART RETIRES

When most people ask Mable Smart how long she's been working at Gay-Tred Mills she replies "Since before you were born". Actually she began working at the company in 1936. She has seen a lot of changes in the last 42 years, most of them for the better she says.

Mable has done many jobs over the years including operating a sewing machine, mending, labeling, inspecting, and returns goods clerk. According to her department manager, Richard Brown, Mable will do anything she is asked to do, and always gives her best.

Mable enjoys crocheting and gardening and says that she will be very busy at home now that she is no longer working. Mable enjoys canning and storing food in the deep freezer, she always seems to have plenty of vegetables to share with her friends.

Loyalty to the company has always been a first with Mable. She thinks that the employees at Gay-Tred is family, and we think of Mable as family too. We will miss Mable at Gay-Tred, but we wish her well in her retirement.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees
Bob Dedmon, Editor

Phone 574-1558



PROGRESS ON NEW SHIPPING DEPARTMENT

(Continued from page 1)

In the meantime, intermediate moves are taking place at the Larkinsville Warehouse and at the Laurel Street Warehouse recently acquired for the storage of finishing and shipping supplies and our excess griege rugs.

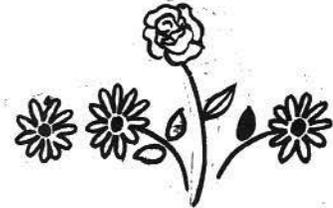
The Larkinsville Warehouse will become a shipping department for Penney Retail orders with that finished stock being moved to Larkinsville as soon as possible. We hope to be shipping from there after vacation. This will be temporary until the new warehouse is completed in September and the final move made.

Hugh Tannehill
Vice President
of Manufacturing

Personal Notes

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently:

- Winola Johnson-General Office
- Larry Beavers-Laundry
- Paul Conley-Vice President
- Manual Lackey-Laundry
- Berda Norwood-Shipping



MAY NEWCOMERS

WELCOME TO GAY-TRED

Shipping
Teresa Abner
Martha Henshaw
Kim McQueen
Lex Wooten

Production Control
Larry Keel

Quality Control
Sonja Rousseau

Latex
James Hancock
Oliver Lee

SMR
Irene Clark
Karen Pendergrass
Lonia Stapler

Laundry
James F. Adams
Steven Canerdy
Billy Dillard
Emmett Dobbs
Jesse Frye
Johnny Guffey
Terry Kerby
Keith Kesler
Mark Mudler
Terry Walker
Leon Watson

Yardage
Tim Hayes
Patricia Williams

Maintenance
Robert Arnold
Larry Linville

Finishing
Gus Baugh, Jr.

JUNE NEWCOMERS

WELCOME TO GAY-TRED

Shipping
Wiley Bates
Sarah Bell
James Edwards
James Holloway
Harry Hutchins
Keith Kerby
Deborah Miller

Laundry
James Cronon
Ricky Martin
Thomas Wicks
Gregory Wright
Rickey Evans

Finishing
Flora Berry
Kathy Keller

Maintenance
Alan Gay
David Lee

Salaried
Rachel Armstrong

SMR
Tommy Turner

Administrative
Lisa Eidson

HAPPY BIRTHDAY

July	Name	July	Name	July	Name
2	Harvey Gifford	16	Terry Kerby	25	James Edwards
3	Robert Doss		Maxine Miller		Freddie Kay
5	Raymond Owen	17	Linda Potter		John Stovall
	Ola Bell Willmon	19	Paulette Baker	28	Sam Cisco
6	Millard Edmonds	22	Donnie Mason		Flora Berry
7	Patricia Hardin		Ronnie Mason	30	Mark Mudler
10	Nancy Keller				George Edmonson
15	Ina King	24	Carolyn Stephens	31	



Gay-Tred NEWSLETTER



VOL. I

AUGUST, 1978

NO. 2

FROM THE PRESIDENT

Recently our largest customer discussed with us their annual evaluation of us as a supplier. They gave us an excellent evaluation. I thought it might be interesting to you to know the subjects they considered important and on which they gave us good marks:

1. Consistent "on time" delivery performance.
2. Good quality control, though it was noted that we tend to occasionally relax our standards.
3. Constant research and development of new ideas.
4. Prompt action to correct a problem when one develops.
5. Systematic planning to have adequate raw materials and goods inventories to support sales demands.
6. Ability to expand facilities and output to keep pace with the customer's increasing needs.

The customer went on to say that provided our performance continues good like this, their volume with us should **double** by 1983.

I compliment all of you on this fine evaluation. I am proud of you, and I think you should be proud of yourselves. And remember, what is important to this customer is important to all customers. It is this kind of performance that has made our customers willing to place more and more business with us in recent years. If we continue to perform well, they will continue to grow with us in the future.

The first five factors above are things that you have done and can continue to do. The sixth factor--ability to expand--can happen only if the company makes good profits. The company has operated profitably in recent years, and this is the reason we were able to borrow the money to build larger and more modern facilities for you to work in, like we are doing now at the Woods Cove Plant. It also enables the company to increase wages and benefits as we have been doing.

Satisfied customers and a profitable company--these are the only real sources of job security.

John W. Gay, III, President

COMPLAINT POLICY

Handling of Complaints

Each month in the Newsletter we will discuss a particular policy. This month we have selected the Complaint Policy.

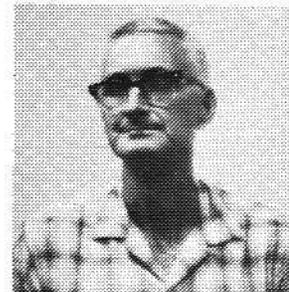
We recognize that when people work together, questions concerning their own welfare and fairness of treatment are certain to arise. It is a policy of the company to discuss with those concerned such differences of opinion or misunderstandings. To make certain

that questions or complaints of all employees receive prompt and uniform attention, the following procedures was established.

When an employee has a complaint, the problem shall be taken directly to his immediate supervisor. The supervisor shall do the utmost within the limits of his authority to settle the complaint in fairness to both the employee and the Company. When a decision is reached

(Continued on Back)

BERNICE GRADEN RETIRES



BERNICE GRADEN

Bernice Graden, a stockman in the finishing department, was forced to retire this month due to a disability. Bernice had been with the company for 14 years and he was a very dependable employee. We will miss Bernice and want to take this opportunity to wish him the best in his retirement.

TO ALL EMPLOYEES

*Mr. and Mrs. John Will Gay, III
request the honour of your presence
at the marriage of their daughter
Sharon Anne*

*to
Mr. Ralph Preston Bolt, Jr.
on Saturday, the twelfth of August
One thousand nine hundred and seventy-eight
at eight o'clock in the evening
First Baptist Church
Scottsboro, Alabama
and afterwards at the reception
home of the bride*

WELCOME TO GAY-TRED

Laundry
Carl D. Dobbins
Terry Turner
Jackie Moses

Latex
Granville Lee
Nicky Keller

SMR
Stephen Miller
Kenneth Fry
General Office
Frances Mullican
Carol Morris
Maintenance
Dave Potter

COMPLAINT POLICY

(Continued)

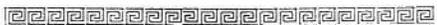
the supervisor shall explain to the employee the reasons behind the decision.

If the decision is not satisfactory to the employee, he can appeal to his supervisor's immediate superior. If the question cannot be settled, the employee may appeal to the next highest level of management, all the way to the President of the Company if necessary. In all cases the final decision shall be given to the employee by his immediate superior.

Throughout the several steps in this procedure, the Personnel Department will serve as a fact finding agency for both employee and management. Employees and supervisors should feel free to consult this department and to request advice and counsel on policy interpretation that will clarify the questions that arise and expedite the decision.

This same procedure will apply if you have a question, a comment, or a suggestion. If you feel that you have not been given a complete or satisfactory answer to your question or your suggestions or your comments are not being heard and passed along, then you may request to discuss this with your supervisor's immediate superior. Anytime that you feel it is difficult to use this procedure or you feel you need assistance with it, then please contact the Personnel Department. We are here to assist management and the employees in all personnel related matters. This policy is applicable to all hourly, supervisory, administrative, and management employees.

If there is a particular policy that you would like discussed in the Gay-Tred Newsletter please advise Bob Dedmon.



NEWSLETTER

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For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558



PERSONALS

Three employees of Gay-Tred Mills, Inc. have daughters who placed in the district swim meets. They will be going to Jasper, Alabama on July 27, 28, and 29 to compete in the State swim meets. Let's wish them a safe and successful trip.

Meg Tannehill, daughter of Hugh Tannehill

Kim Beason, daughter of Jim Beason

Mimi Rhoda, daughter of Donna Rhoda

OOPS!!

A special apology to Milton Havis. Mr. Havis joined Gay-Tred on May 11, 1978, and we overlooked him in last month's Newsletter. Welcome to Gay-Tred Milton.

We want to express our deepest sympathy to Alva Lois Tipton in the loss of her husband, and to Bill McBride in the loss of his mother this month.

Congratulations to Scott Winston, son of employees Louise and Walt Winston, for his selection to Scottsboro All-Star Dixie Youth League baseball team.

Congratulations to Brian Morris, son of employee Betty Morris, whose T-Ball Team won the Championship.

Terry Gulledge, a strapper in the shipping department, has been off from work for several weeks now due to a broken leg he received in an accident outside of the mill. We want to wish Terry a speedy recovery and we hope he will be able to return to work soon.

Congratulations to Gary Roberts, son of Truman Roberts, for his selection to the Pisgah Mountaineers All-Star Team.

MISSION TOUR

Sarah Bell, a stockman in the shipping department, just recently returned from a weeks mission tour with the youth choir of First Baptist Church of Scottsboro. Sarah enjoyed the trip very much and felt it was a very rewarding experience.

EMPLOYEE OF THE MONTH



GERALDINE CLEMENS

In 1950 Geraldine Clemens joined Gay-Tred Mills. For the past twenty-eight years she has been a loyal employee. Geraldine has had several different jobs while at Gay-Tred, single needle and multi-needle operator, inspecting griegee goods, and now she is a color checker in the finishing department.

"I've had some good times at Gay-Tred, you kind of grow with the company", Geraldine said. "I'll fuss and complain sometimes but I'll defend the company if anybody else complains".

Geraldine is married to Guy Clemens, they have two children and four grandchildren. Guy is retired on disability. Geraldine likes to crochet and says she bakes a lot of cookies. They have a lot of friends dropping by to visit with Guy of the evenings and she serves a lot of coffee and cookies.

It's many loyal and dependable people like Geraldine who have made Gay-Tred Mills.

BLOODMOBILE

Monday, August 7, the American Red Cross Bloodmobile will be at our plant. We urge everyone who can to donate a pint of blood for this very worthwhile cause.

There are many reasons to give blood. The most important one is the blood you donate will be used to save someone's life. It only takes a few minutes to give blood and it doesn't hurt a bit. Hours: 9:00 A.M. to 3:00 P.M.—August 7, 1978.

HAPPY BIRTHDAY

Aug.	Name	Aug.	Name	Aug.	Name
1	Releford, William	7	Hargiss, Jackie	17	McQueen, Kim
2	Shelton, Tony		McBride, Thermon	18	Hancock, Louise
	Holcomb, Edna		Page, Lucille		Kennedy, Jimmy
	Lambe, Carol	9	Clark, Inez	19	Potter, Dave
4	Stapler, Inez		Crabtree, Wanda	20	Eason, Mary
	Winston, Walt	12	Mullican, Frances		Littles, Joseph
	Haynes, Tim	13	Underwood, Marian	24	Dalton, Janie
5	Owen, Beverly		Wilson, Cora	25	Clemens, Geraldine
6	Arnold, Matt	14	Currie, Timothy	29	Williams, Jerry
	Gaden, Estelle		Marsh, Jackye	30	Smith, Nathan
	Martin, Ricky	15	Keel, Larry	31	Moses, Jackie



Gay-Tred NEWSLETTER



VOL. I

SEPTEMBER, 1978

NO. 3

STUDENTS TOUR PLANT

Gay-Tred Mills participates in many Civic, Community, and Educational Programs in Scottsboro. The most recent is the Career Education Program at Scottsboro High School. The purpose of this program is to give students an orientation to the different types of careers and businesses in this area. This program introduces students to the world of work. The prime intent of this program is to stimulate students to become more aware of the need to begin now to plan and prepare themselves for their future as a working adult.



Wednesday, August 23, 1978 Bob Dedmon, Personnel

Manager, and Rachel Armstrong, Assistant Personnel Manager, visited the students in the classroom. Bob Dedmon told the students the history of Gay-Tred Mills, the current status and some future plans of the company.

The manufacturing process was discussed from the ordering of raw materials to the selling of the finished product. Particular attention was paid to the different types of jobs and skills and education needed to perform these jobs. Bob also discussed with the students qualifications needed for employment at Gay-Tred and the procedures to follow in applying for work here. Bob explained the mechanics of the employment process and gave the students some pointers on interviewing techniques and conduct.

The students were given pay rates for different jobs in the plant, advancement opportunities, shift hours, working conditions and told the fringe benefits of Gay-Tred Mills.

Thursday, August 24, forty-six students accompanied by two faculty members, Denton Kenamer and Larry Morris, visited the plant for a tour. Vice President of Manufacturing, Hugh Tannehill, Department Managers, Pluma Thomas and Dot Kesler, and Personnel Manager, Bob Dedmon took the students through the plant and explained the different manufacturing processes. Designer Ben Vines explained to the students what is involved in creating designs and marketing rugs.

At the end of the tour Mr. Gay spoke with the students. Mr. Gay discussed the free enterprise system and economics of a small company. Mr. Gay encouraged the students to learn as much as possible while in school. The more education they have the better their chances of success in their chosen careers.

The students were then treated to refreshments in the company lunchroom and presented a rug as a memento of their visit to Gay-Tred Mills.

A TRIBUTE

Our deepest sympathy and heartfelt prayers go out to the Rogers family. **Carl and Virginia Rogers** were involved in an auto accident August 22. Virginia died as a result of the injuries received in the accident and Carl was hospitalized.

We all feel a deep loss. Ginny was a good friend and a faithful employee for many years. She was a labeler in the finishing department. Carl is the sample dyer in the design department. He has been with Gay-Tred for over 25 years.

Ginny will be missed by her many friends at Gay-Tred Mills. We all wish Carl a speedy and complete recovery.

WAGE INCREASE ANNOUNCED

In keeping with the company's policy of providing the best wages and benefits possible, John W. Gay, III, President announced a wage increase effective August 1, 1978.

A recent survey by an independent agency shows that our wages and benefits are among the highest in the small rug industry. "We are grateful to all of our employees who reduce waste and cost and improve production and efficiency so that we can remain a leader in the area of wages and benefits in our industry", says Mr. Gay.

WASTE NOT

*Of all the sad words
of tongue or pen
the saddest are these:
"It might have been".*

As a company or individual what we waste today can never be recovered. Each of us might have been even a better person, or we might have been even a bigger or better company if we had been less wasteful. Waste can apply to each of us on our jobs. It makes no difference whether we run a machine, drive a truck, ship, inspect, dye, latex, cut rugs or work in an office, or some other job we all can watch our wastefulness more carefully. Even a short pencil is better than the longest memory if it is used. Waste is a bad 'ole word, let's try our best to avoid it.

Paul W. Conley
Vice President and Treasurer

EXPANSION PREVIEW DINNER

Friday, September 1, 1978 at 12:00 noon all employees will stop work and go to the Woods Cove Plant where dinner will be served. The purpose of this luncheon is to give all Gay-Tred employees an opportunity to look over the new building.

After eating and looking over the building you will be free to go and get an early start on your Labor Day week-end. All eligible employees will be paid for this time.

HOLIDAY POLICY

It is a policy of Gay-Tred Mills to observe six recognized holidays as paid holidays. It is the desire of the company to give its employees time off to observe these holidays. However, if business conditions require certain departments to operate, eligible employees required to work on these holidays will receive compensation in addition to their regular wages in lieu of time off.

The six paid holidays are:

Christmas Day	New Year's Day	Memorial Day
Labor Day	Thanksgiving	Good Friday

All eligible employees will receive eight hours pay at their regular straight time rate for each of these paid holidays. To be eligible for holiday pay an employee must work his last scheduled shift before the holiday and his first scheduled shift after the holiday and the holiday itself if scheduled. Exceptions to this requirement are where the employees are serving on jury duty, under a doctor's care, or absent due to a death in the immediate family (husband, wife, son, daughter, mother, father, brother, or sister).

Employees who miss part of their last scheduled shift before the holiday or the first scheduled shift after the holiday **clearly** not for the purpose of extending their holiday will receive holiday pay.

Employees on leaves of absence or lay-off will not be eligible for holiday pay.

Employees who work any of the paid holidays will receive eight hours pay at their regular straight time rate in addition to pay for all hours actually worked that day.

Paid holidays not worked will be counted as eight hours worked for the purpose of computing overtime for employees who are eligible for holiday pay.

Memorial Day is our newest holiday, having been added this year.

Our next paid holiday is Labor Day. The plant will be closed Monday, September 4, 1978 in observance of Labor Day.

If you have any questions concerning your holiday day policy or any other company policy please ask your supervisor or the Personnel Department.

Personals

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently:

Diane Davis-Shipping
Geraldine Holt-SMR
Imogene Holcomb-SMR
Jean Sanders-Shipping

Congratulation to **Nancy Nazzarulo**, of the New York office, who gave birth to a baby boy on August 3. John weighed 8 lbs. Good luck to you and your new son Nancy.

Congratulations to **Bertha Hall**, labeling supervisor in the finishing department, who recently celebrated her 50th wedding anniversary.

Doris Brown, of the Finishing Department is off from work with a broken arm. We hope you have a speedy recovery and can return to work soon Doris.

We want to express our deepest sympathy to **Nicky Keller** in the loss of his grandmother recently, and to **Pluma Thomas** in the loss of her brother-in-law.

Rodney Murphree, of the SMR, (and the bank) are now the proud owners of a new truck.

Congratulations to **Phyllis Underwood**, of the SMR, on the birth of her granddaughter.



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Bob Dedmon, Editor

Phone 574-1558



BLOODMOBILE

We are grateful for the 68 employees who came to donate blood at the recent bloodmobile visit. Fifty-five pints of blood was drawn.

Winners of the \$25 Savings Bond were **Lisa Eidson**, first time donor and **Maxine Miller** for all others.

Welcome to Gay-Tred

Latex

Melvin Hosch
Kenneth Self
Keith Gifford

Maintenance

James E. Wilbourn

Laundry

David Harless
William Martin
Marvin Sanford
James Jarmon
Johnny Harper

SMR

Brenda Adams

Administrative

Suzanne Saint
Jean Strickland

Finishing

Gayle Young
Mike Washburn

Shipping

Joan Smith
Joseph Johnson
Carolyn Griffith
Micheal Ferguson
Agnes Jordan
Diane Davis

HAPPY BIRTHDAY

Sept.

1	Gregory Adams
2	Donna Rhoda
3	Elaine Anderson
	Connie Wells
	Lorena Mannon
5	Deborah Miller
	Mae Thomas
	Doris Wilborn
7	Kathy Keller
8	Doris Miller
11	Ruby Brooks
12	Micheal Ferguson
14	Barbara Brancati
17	Fredia Little
18	Betty Morris
19	Geraldine Holt
20	Adalyn Harris
21	Aubrey Fennell
22	John W. Gay, III
22	Doris Ann Harris
23	Glenn Little
	Jimmie Smith

EMPLOYEE OF THE MONTH

George C. Edmonson

George C. Edmonson has been employed at Gay-Tred Mills for over five years. He has worked in the latex department, yardage department and is now in the maintenance department.



George is an only child and so is Margaret, his wife of 35 years. Their first child, Elizabeth, was born the first year after they were married. Several years went by and they did not think that they would have anymore children. George and Margaret did not want Elizabeth to be an only child.

Before George's father died, he told him not to worry that he would have a houseful of children. Then came James, Joyce, Claude, Cora, Fred, Eula, Sarah, Sheila, Carlos, John, and Lisa. George is very proud of his twelve children, all have finished high school except John and Lisa who are presently students at Scottsboro High School. Several of George's children have gone on to college. George completed one year of college himself before getting married and settling down.

Besides his regular job at the plant George comes back at night and helps clean the offices. When you ask George what he does in his spare time he just chuckles, he hasn't had any spare time in 34 years. Besides the twelve children and ten grandchildren, keeping up two houses and the 80 acre farm on Tupelo Pike, there just isn't any spare time.

George enjoys working and it's a good thing, feeding, clothing and educating twelve children has taken an awful lot of work.

George thinks Gay-Tred Mills is a nice place to work, mainly because of the friendly people he works with. According to George a job is a job, but working with good people makes it nice. We certainly agree with George. It is nice to work around good people -- like George C. Edmonson.

24	Kenneth Fry
	David Price
25	Prince Rogers
28	Richard Poe
30	Charles Havis
	Jim Holloway



Gay-Tred NEWSLETTER



VOL. 1

OCTOBER, 1978

NO. 4

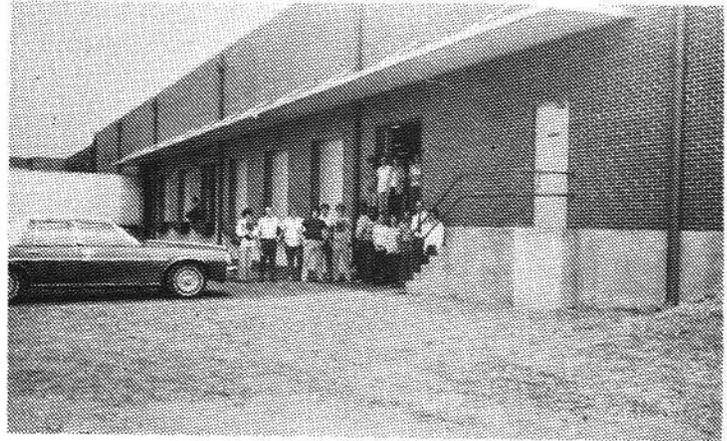
PROGRESS ON NEW SHIPPING DEPARTMENT

The new building for the shipping department has been completed and it is now ready for us to finish our moves.

The latest movement of finished stock occurred on September 23 when all of Montgomery Ward retail and mail order goods were moved.

The next project will be to complete the moving of Penney mail order. This will be done as soon as partitions are installed in the new bins.

Our plans are to finish moving Gay-Tred stock during the first week of October, which will complete the move and then all shipping personnel will be assigned to the new building.



FIRE IN THE FINISHING DEPARTMENT

Early Saturday morning, September 23, we had a fire in the north warehouse which destroyed one of our 400 pound dryers, and damaged many of the rugs in that area.

Quick response by the Scottsboro Fire Department, our maintenance crew, and several shipping department personnel who were called in, kept the damage to a minimum and saved the company from losing valuable production time.

The cause of the fire has not been determined, but the clean-up operation is underway. Thanks to excellent cooperation from the finishing department, who manned the mops and wiped off soot-covered boxed sets, it is business as usual in that department. Shipping personnel have repacked the cartons that got wet, the clearing of the shipping dock early Saturday kept that problem to a minimum.

A fire is a very unpleasant experience for all of us. The cooperation that has been demonstrated by our personnel, makes us very proud that we can recover from situations such as this with so little disruption to Gay-Tred's operation.

Hugh Tannehill
Vice-President of Mfg.

LEAVE OF ABSENCE POLICY

It is a policy of Gay-Tred Mills to grant leaves of absence for a temporary period, without loss of seniority, to employees who have completed the initial 13 week probationary period.

Leaves may be granted for the following reasons: Personal, health, military, and maternity.

Leaves (other than maternity and military) will be granted for up to 30 days. Only in extreme cases will a leave be extended beyond 30 days.

Leaves will be granted according to the following conditions:

- Personal:** For compelling and emergency reasons. Personal leave will not be granted if it will cause undue hardship on the Company.
- Sick Leave:** Not automatically granted - must be requested and employees must furnish the necessary physician's or medical statement to support their request.
- Military:** This leave will be granted according to the Universal Military Training and Service Act, as amended.
- Maternity:** An employee who becomes pregnant after employment with the Company will be granted a leave of absence upon receipt of a doctor's statement certifying she is no longer able to perform the duties of her job. The leave will be granted for the period of disability as certified by a doctor, not to exceed twelve (12) months.

An employee desiring a leave of absence is required to first discuss it with his supervisor.

If conditions necessitate an extension of a leave of absence, a request must be made prior to the expiration of the current leave.

An employee on leave may, upon approval of the Company, return to work before the expiration of the leave. An employee who does not return to work when the leave expires and has not requested an extension will be considered as having voluntarily quit.

An employee on leave of absence will not be permitted to work or be gainfully employed without the written permission of the Company. If an employee on leave of absence is found to be working elsewhere without written permission, it will be considered that he voluntarily quit to accept other employment.

If you have any questions concerning this policy or any other policy, see your supervisor or the personnel department.

Personals

We would like to express our deepest sympathy to **James Sampson** in the death of his father recently, and to **Carl Branford** in the death of his brother.

Congratulations to **Winola Johnson**, of the General Office, on the birth of her grandson this month.

Congratulations to **Arlon Thurmon**, of the laundry department, who was married recently.

Congratulations to Keith Kirby, son of **Nedra Kirby**, upon his achievement of the highest award in Scouting. Keith just received the Eagle Award and this is really quite an accomplishment in the Scouts.

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently.

Prince Rogers -Maintenance

Larry Lockard -Industrial Engineering

Nedra Kirby -General Office

Gail Young -Finishing

Laverne Stewart, Winola Johnson, Alva Lois Tipton, of the office, attended a Secretaries Seminar sponsored by the National Secretaries Association. This was held at the Holiday Inn on September 16.

Happy Birthday

October	Name
5	Ruby Nell Lockard
6	Martha Bryant Jerry Hancock Ronnie Wright
7	Chloe Breland Bob Dedmon Howard Potter
9	Paul Conley
11	Laverne Stewart
14	Larry Beavers
16	Steven Canerdy
18	Velma Edwards Tony Wilborn
24	Terry Turner
26	Terry Shultz Pauline Evans
27	Harry Hutchens
30	Bethel Smith
31	Diane Davis

Employee of the Month



Estelle Graden

Estelle Graden came to work at Gay-Tred Mills in 1939. She started out as a machine operator making bedspreads for \$.25 an hour. Estelle quit in 1949 and was off for eleven years. During this period she and her husband William, a cutter in the Small Machine Room, had two children.

Estelle returned to Gay-Tred Mills in 1960 and has been here ever since. During this time she has operated just about every machine in the Small Machine Room, she is currently a binder. Estelle has many relatives employed by Gay-Tred Mills. She said don't ask me to name them because if I left one out they would never forgive me. (We will name them for her and apologize if we leave anyone out, William, Jimmy, Willodean, Nathan, Louise, Maxine, George, Debbie, Priscilla, Beck). Many other members of the family have worked here though the years.

Estelle says that she is grateful to Gay-Tred Mills for the opportunities that have been provided for her and her family here. She and William without any other help have put both children through college. Daughter Sue, now Sue Long, is Special Education teacher at Scottsboro High School. Son Doug, teaches science at Princeton and coaches the Jr. basketball team.

Estelle stays very busy when she's not working. She loves crocheting, (supposedly William taught her how), macrame, and making things. She said this is what she would like to do when she retires (after traveling around the United States) and maybe open a little craft shop. Now that school has started Estelle doesn't have as much time to work with her crafts. She spends a lot of afternoons and evenings keeping her only grandchild, Allison, while Doug and his wife, both teachers, grade papers.

Estelle spends a lot of her spare time in the yard. She helps William in the garden and works in the flower garden and takes care of the yard (Estelle uses the pushmower and William the riding mower). Estelle also freezes and cans many of the vegetables that they grow in the garden. According to Estelle, William is really good to help her around the house, like canning, the housework, and everything (that's why she's kept him around since 1947).

Estelle's evaluation of herself is that she is just an average person. We at Gay-Tred are proud to have "average" people - like Estelle Graden.

BENEFITS

In recent discussions there have been some questions concerning our benefits. We have been asked to describe our benefits in the Newsletter, and we plan to do just that.

In an earlier issue we described our vacation policy that included a 2% vacation bonus and a 4% vacation bonus. We also covered in our September Newsletter the six paid holidays that we have. In future editions we will cover our Group Hospital, Major Medical and Life Insurance Plan. As you know our insurance coverage is excellent and the company is paying over two thirds of the premium. We will also describe our Pension Plan. As you know the entire cost of the pension plan is paid by the company and is intended to in conjunction with social security provided approximately 50% of your income at retirement. The Christmas gift program, the recreation program and other benefits of Gay-Tred employees will be discussed in future editions as well.

Anytime that you have questions about any benefit consult your supervisor or the Personnel department.

For Weight Watchers?

We have had a request from several employees to have in the Newsletter a recipe. We will as space permits, publish recipes or other articles of interest to you, our readers.

If you have a recipe or other article you would like to share submit it to Bob Dedmon.

The following Recipe was submitted by Daisy Shelton of the Sample Department.

Sweet Tea Cake

- 1 egg
- 3 Tablespoons buttermilk
- 1 cup sugar
- ½ lb. butter
- 1 tsp. soda
- 1 tsp. vanilla

Approximately 3 cups plain flour

Mix well. Use cookie cutter or drop on ungreased cookie sheet. Bake at 350 degrees. When taken from the oven and still hot sprinkle plain granulated sugar on top.



Laundry
Tony Wilborn

Maintenance
William Little
Lucian Parker

SMR
Eva Manning
Brenda Clark
Henry Crabtree
Rodley Maynor

Latex
Douglas Reno
Jeff Little

Shipping
Ruby Nell Lockard



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558



Gay-Tred NEWSLETTER



VOL. 1

NOVEMBER, 1978

NO. 5

The Gay-Tred Retirement Plan

In recent months there have been a number of questions about our retirement plan - who is covered, how much does it pay, why are some people not covered, etc. In this brief article I will attempt to answer as many of those questions as I can.

The basic purpose we have tried to accomplish in our retirement plan is to provide that any employee who works at Gay-Tred for thirty years or more would have a total retirement income of between 50 and 60 percent of his former income. By "total retirement income" we mean the combined total of what he will receive from Social Security and from the retirement plan.

This is the key to the reason why many employees are not yet included in the retirement plan. For anyone whose earnings are below about \$750.00 per month, the benefit from Social Security alone will be over 55% of earnings, so no additional amount is needed from the retirement plan in order to reach the desired level. For those whose earnings are higher than this amount, the higher the earnings the lower the percentage provided by Social Security. The retirement plan supplements these people to keep their benefit percentage up to the desired level.

The basic requirements for eligibility in the retirement plan are as follows:

1. Age 25 or older
2. Originally hired before reaching age 60
3. Be working at least 1000 hours per year
4. Have at least one year of service
5. Have monthly earnings in excess of the following amounts depending on age as indicated:

Year of Birth	Required Monthly Earnings	Year of Birth	Required Monthly Earnings
1906 or before	\$450.00	1927 to 1933	650.00
1907 to 1910	500.00	1934 to 1938	700.00
1911 to 1916	550.00	1939 and after	750.00
1917 to 1926	600.00		

At the present time a number of employees are not included because their earnings are below the levels indicated above. However, the way the plan is presently written, if wage increases continue as they have the past few years, within three to four years probably all employees over age 25 and with one year of service will become included in the plan.

The benefits from the plan are based on years of service without interruption and average monthly earnings in excess of the amounts indicated in the chart above.

The cost of the retirement plan is paid entirely by the company; the members pay nothing. All company contributions go into a trust fund which is administered by a trustee. These contributions, plus any earnings of the trust fund, are used to finance the benefits from the plan.

I might remind you that half of your Social Security benefits are paid for by the company. For every dollar that is held out of your check for Social Security (FICA), the company also pays a dollar. This means that even if you are not in the retirement plan, the company is paying for half your retirement benefits. If you are a member of the plan, the company is paying for more than half of your total retirement benefits.

I hope this has helped you to better understand our retirement plan. Not many companies our size have a retirement plan of any kind. And remember - even though you may not be a member at the present time, the chances are very good that within three to four years you will be, provided you are over age 25 and started work here before you reached age 60.

John W. Gay, III
President

Gay-Tred Volleyball Season Schedule

Women



Left to Right: Helen Edmonds, Martha Maynor, Edna Lee, Carolyn Griffith, Diane Davis, Dot Kesler, Doris Harris, Rachel Armstrong.

- Oct. 26 -- *Gay-Tred vs Aces
Gay-Tred vs Utilities
- Oct. 30 -- *Gay-Tred vs VOLLIES
Gay-Tred vs Scotties
- Nov. 2 -- *Gay-Tred vs Dodgers
Gay-Tred vs Spikers
- Nov. 7 -- *Gay-Tred vs Benhams
Gay-Tred vs Utilities
- Nov. 9 -- *Gay-Tred vs Hollywood
Gay-Tred vs Scotties
- Nov. 14 -- *Gay-Tred vs Goodyear Ser.
Gay-Tred vs Spikers
- Nov. 16 -- *Gay-Tred vs Goodyear
Gay-Tred vs Utilities
- Nov. 21 -- *Gay-Tred vs Ballet
Gay-Tred vs Scotties
*Women

Men



1st row: Bob Dedmon, Jackie Hargiss, Roy Light, Corey Livesay.
2nd row: Ben Vines, Johnny Gay, Harry Hutchens, Hugh Tannehill.
3rd row: James Edwards, Joey Johnson, Matt Arnold, David Lee, Gary Bridgeman.

The above are members of Gay-Tred's Volleyball Team and the schedule of the games. All the games are played at Page Elementary girl's gym. Everyone is invited to attend. We need your support. **SEE YOU THERE.**

Thanksgiving

November 23, 1978 is Thanksgiving, the holiday that is distinctly American. Thanksgiving was first proclaimed by the Pilgrims thanking God for their new home and new world and religious freedom. This holiday has become a traditional observance.

Thanksgiving is a paid holiday at Gay-Tred and all eligible employees will receive eight hours pay at their regular rate. The plant will close in observance of Thanksgiving. The exact time the plant will be closed will be announced at a later date on the information centers in the plant.

Whether it's celebrated with a turkey dinner or a turkey sandwich, with family visits or football we hope it will be a fine holiday for you and your families. However the day is celebrated though nearly everybody finds time to truly thank the Lord for the bountiful blessings for all year long.

Have You Changed??

Have you changed? Sure you have, we all have. However, some changes should definitely be reported to the personnel department as soon as possible after they occur.

These are: name, complete address, telephone number (home phone or phone number of a neighbor or relative), marital status, number of dependents, beneficiary of group insurance.

The information contained in your personnel record is strictly **confidential** and not released to anyone without your permission.

Appropriate forms for making any changes are provided in the personnel department. In order to update the personnel files each employee will be given a family information form to complete during the month of their birthday, however, **do not** wait until you are provided this form to notify the personnel department of these changes.

New Hires

Maintenance

Walter Sisk
Billy Henshaw
Chester Morris

SMR

Keith Gamble
Finishing
Chris Jones

Laundry

Sammy Stone
Baxter Nicholson
Neal Parton
Patrick Wright
Bobby Harper
Edward Austin



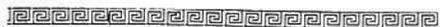
NEWSLETTER

Published Monthly

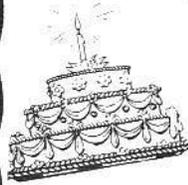
For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558



Birthdays



November	Name
2	Nicky Keller
4	Lucille Cornelison
5	Neal Parton
	Frances Stephens
6	Betty Thompson
	Janice Snodgrass
7	Kenneth Self
10	James Edmonson
11	James Sampson
12	Richard Brown
13	Margaret Day
	Chris Jones

14	Ludie Mount
	Karen Pendergrass
15	James Watson
16	Lloyd Lockard
18	Clay Allison
23	Kathy Wynn
24	Phyllis Underwood
25	Theresa Murphy
	Thomas Wicks
29	Gary Bridgeman
30	Thomas Cardwell
	Joan Young

United Givers' Fund

United Givers' Fund drive has been completed at Gay-Tred Mills. Once again, Gay-Tred employees generously supported this worthwhile cause. Our total plant contribution was \$4,410.20.

Four of our departments reported 100% participation these were: **Latex, Small Machine Room, Maintenance, and Service.** As you know, this money goes to many worthy Jackson County organizations, and we do appreciate all the contributions received from our employees.

Personals

We would like to express our deepest sympathy to **Sam Cisco** in the death of his mother recently.

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently:

Jimmy Mashburn -Laundry
Doris Wilborn -SMR
Edd Guffey -Rug Yardage
Freeda Baxter -SMR
Opal Green - SMR

Congratulations to **Tony Skelton**, of the Yardage Department, and **Patsy Boozer**, of SMR, who were married recently. We wish the two of you every happiness together.

Daisy Shelton, of the Sample Department, learned a million dollar lesson for only a quarter . . . Right Daisy?

Congratulations to **Maxine Miller**, of Finishing, in her recent election as President of The United Methodist Women of Hollis Memorial Church.

Congratulations to **Ida Mae Stewart**, of the Maintenance Department, who was married recently to John Louis Coffey.

Congratulations to **Pluma Thomas**, of SMR department, who has her mouth full once again.

We were very sorry to hear that Edna

Employee of the Month



Edd Guffey

Edd Guffey was a farmer before coming to Gay-Tred in 1953 and has farmed the twenty-five years that he has been here and will probably continue to farm when he retires at age 65. His farming now consists of caring for 30 head of cattle. According to Edd that's a real tough job, standing out there watching the cows graze, checking every now and then to see if one of them is caught in his fence.

Edd stays pretty close to home now. He said he did all the traveling he wanted to do in the five years he was in the military service, that included being in the South Pacific during World War II.

Edd's family stays pretty close to home too. He and Dollie, his wife for 37 years, have four children who live on or around their 54 acre farm in the Swearingin community near Grant, Alabama. Edd has one daughter and three sons. His daughter, Shirley Scott, is a housewife. Sons, Larry, works for the State Employment Office, Gary works for Halstead and Tony is an assistant manager at Winn Dixie. Larry and Gary are former Gay-Tred employees.

Edd says that he has seen a lot of changes at Gay-Tred Mills in the last 25 years but the best thing we ever did was to purchase the Burlington plant. When we finish our building and get everyone moved down there we will have one of the nicest plants in the area. The yardage department is so much nicer now that they have room to work in, the conditions are better, the job is easier, they are able to make more money, and they don't get on each others nerves as bad.

Edd has a simple philosophy, "when you're doing well the way to do better is to do well longer". That's the reason Edd has stayed here for 25 years, although he has had many opportunities to go to work at other plants. Edd says there have been decisions made that he did not agree with and things have happened that he didn't like but he likes the work and the people here have always been nice. "After all," says Edd "it's the people that makes Gay-Tred Mills". We certainly agree with Ed. We are proud that we have nice people here -- like Edd Guffey.

Lee's new home was completely destroyed by fire. Fortunately, she had not moved into the newly finished house when it burned.

The Christmas Club checks will be distributed November 21, 1978 or November 22, 1978. The Christmas gift selection books will be distributed November 7, 1978.



Gay-Tred NEWSLETTER



VOL. 1

DECEMBER, 1978

NO. 6

Sales and Marketing New York Office



Ivan Victor

I am sure many of our Gay-Tred employees have asked at one time or another "what does the sales office do in addition to selling?"

First, let me explain what happens in our sales office before we start selling a new Gay-Tred style. Many hours of discussion are given to the type of styles needed for the line and what will be their contribution to the overall line. Then we proceed according to the following check-list as outlined below:

1. Determine the main category of people and appropriate retail stores who can buy the style(s).
2. Decide whether sales representatives, distributors or company salesmen or a combination of the three categories will best distribute the style(s).
3. Establish the main selling points of the products and our company and prepare a marketing plan to familiarize the potential customers with advantages of doing business with Gay-Tred Mills.
4. Make sure that the style(s) are in the price range properly designed for the market selected.

5. Constantly educate all sales personnel with the technical aspects of Gay-Tred's style(s) and advantages of selling for our company.
6. Enlist the support of Gay-Tred's manufacturing management to encourage all plant personnel to perform their jobs to the best of their ability within stipulated product specifications.
7. Review the previous six functions and make changes when necessary.

In the Gay-Tred sales office, the following people are responsible for preparing all of the aforementioned Marketing or Selling functions:

New York Office Showroom

- Dan Cullinan - National Sales Manager - Open Line sales
- Jim Gould - Regional Sales Manager - Open Line sales
- Fran Adelman - Secretary and Open Line Order writing assistant

Jericho Office

- Ivan L. Victor - Vice President Marketing
- Carole Lambe - Ivan L. Victor Secretary and J. C. Penney and Montgomery Ward Detail Assistant
- Barbara Lombardo - Chief Open Line Order Processor and Administrator

It is my firm opinion and shared hopefully by all of us in Gay-Tred that sales increases are directly related to the cooperation between all plant personnel in the administrative, manufacturing and R & D and Quality Control Sections; and the supervisory and administrative personnel responsible for selling and supervising Gay-Tred's sales to all its customers.

New Policy

In keeping with the Company's policy of providing the best benefits possible, John W. Gay, III, President announced a new funeral pay policy effective December 1, 1978. "We are pleased to be able to provide this additional benefit for our employees," says Mr. Gay.

Funeral Pay (Non-Salaried Employees)

A regular full-time Gay-Tred employee that has completed the probationary period may be eligible for funeral pay of up to three days in the event of a death to the employee's husband, wife, father, mother, brother, sister, son or daughter. The three days' absence with pay shall be the day before, the day of and the day after the funeral if they are scheduled workdays. A regular full-time employee may be eligible for funeral pay the day of the funeral (if work day) in the event of a death to the employee's grandfather, grandmother, grandson, granddaughter, mother-in-law or father-in-law.

Funeral pay under this policy shall be made only for the time actually lost from work. The only days eligible for funeral pay are the day before the funeral, the day of the funeral and the day following the funeral. Funeral pay shall be the eligible employee's regular straight time hourly rate (incentive paid employees will be paid their average hourly rate based on their previous four weeks earnings) for all hours lost during the day up to a maximum of eight (8) hours per day. Hours paid for funeral pay will be counted as worked for the purpose of com-

MERRY CHRISTMAS

Christmas Party

Our Christmas party this year will be held Thursday, December 21, at 12:15 p.m. at the Scottsboro High School cafeteria. Our menu this year will be turkey and dressing, and all the trimmings - and plenty of it.

This represents a major change from our past practice of having the Christmas dinner here at the plant. Due to the heavy work load and the number of people that would be affected we were forced to move the Christmas dinner.

Because of the limited space at the high school lunchroom the Christmas gifts will be distributed here at the plant Thursday morning December 21. The Christmas bonus checks will be distributed at the Christmas dinner.

The exact dates the plant will be closed for the Christmas vacation will be announced later on the information centers.

puting overtime pay.

Any questions pertaining to the interpretation or administration of this policy or any other policy should be referred to the personnel department.

Personals

Congratulations to **Nolton Whitaker**, of the Yardage Department, who has a new son.

Congratulations to **Sammy Stone**, of the Laundry Department, who recently married Carla Miller.

Congratulations to **Rebecca Davis**, of the Finishing Department, who recently gave birth to a baby girl.

We would like to express our deepest sympathy to **Ruth Melton** in the death of her brother recently.

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently.

Hugh Tannehill-Vice President of Manufacturing
Rebecca Davis-Finishing

- | | |
|------|---|
| Dec. | Name |
| 2 | Patsy Skelton
Larry Lockard
Keith Gamble |
| 3 | Henry Crabtree
Bill Webb
Berda Norwood |
| 4 | Floyd Goins
Denford Johnson |
| 6 | Doyle Baker |
| 7 | Ruby Anderton
Meda Brown |
| 8 | Hugh Tannehill |
| 12 | James (Red) Adams
Vennola Campbell
Geneva Hester
Robert Tipton |
| 13 | Rosalind Jackson |
| 15 | Vera Cisco
Dan Cullinan |
| 16 | Patricia Williams |
| 17 | Fannie Pearl Eidson |
| 18 | Louise Winston
Willadean Smith |
| 19 | Martha Guinn
Alva Lois Tipton |
| 21 | Keith Gifford
Virginia Sanderson |
| 22 | Hilda Drinkard |
| 23 | George Miller |
| 24 | Larry Linville
Bobby Harper |
| 29 | Rachel Armstrong |
| 30 | U. G. Wildman |



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NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558

Tired Of Inflation?

If you are wondering what causes inflation, read this humorous story. Does it remind you of what's going on in our country today?

TANSTA AFL

After the War of the Almonds, the Land of Kulumar was the richest and most powerful of all.

Its fields were bountiful and its granaries were full.

Its Flocks were fat and sleek.

The Kulumese were proud and productive. They worked and they rejoiced in the highest standard of living known.

Sire, the Generous, surveyed all this plenty and said: "Surely a country as rich as Kulumar should provide food and housing and garments for our less fortunate. I will ask the Lawmakers to levy a tax on the workers to provide this."

And the Lawmakers, each of whom hoped one day to become Sire, levied the taxes. They then said: "Let there also be free circuses for those who do not work. And let there be soft hassocks and free food and wines for those who watch the circuses."

And the Lawmakers levied more taxes.

When the workers of Kulumar heard of the free circuses, the soft hassocks, and the food and wines, and then figured their now monstrous taxes, they said; "That is for us."

The farmers left the fields. The shepherds abandoned their flocks. The weavers laid down their shuttles. The blacksmiths cooled their forges. All the Kulumese were watching the free circuses.

Plenty turned to scarcity. No longer was there abundant food. Garments were hard to come by. The Kulumese did not even have camel chips to heat their tents.

Prices rose and rose. And the Lawmakers raised taxes again and again. (It was the only thing they knew how to do.)

Misery and gloom replaced joy and pride.

And Sire, the Generous, who was well-intentioned, went to the Wise Man of the Mountain and said: "Wise One, I have tried to give the good life to my people. But they no longer want to work. Food and goods are scarce, Prices are outrageous. Taxes are even more so. Give me a solution."

And the Wise Man of the Mountain replied in Kutumese: "TANSTA AFL."

Which means: "There Ain't No Such Thing As A Free Lunch."

Employee of the Month



Charles Havis

Charles Havis said he doesn't have time to do the things he needs to do much less the things that he wants to do. Between working here at Gay-Tred and pastor of two churches he does keep busy.

Charles and his wife, Gussie, live on Walnut Street, about three blocks behind the plant. According to Charles it is very convenient to be able to walk to work. That's not the main reason he works here. Charles says the main reason he works here is because it's such a good place to work. He feels very fortunate to have regular steady work. Charles says it's nice to work for people like Earl Goins, and Sam Cisco. They have always been fair with him and very understanding when he's had a problem.

Charles' wife, Gussie, is a retired school teacher, but she keeps busy also with her church work. She is presently president of The Missionary Society, and secretary of the North Alabama Area of the Ninth Episcopal District of the African Episcopal Church.

Charles pastors the St. John's AME Church in Bridgeport and also the St. Matthew's AME Church in Fackler, Alabama. His church work is very important to him. It has kept him so busy this year he says he has wasted his fishing and hunting license. Normally, he and Gussie enjoyed fishing. This year they just haven't had the time.

Charles has four grown children and seven grandchildren. Daughters, Gladys Rhoden and Delores Jones both live in Indianapolis, Indiana. Daughter, Rebecca McCarver and son Charles David both live in Chicago, Illinois. They don't get together very often," Charles says, "because they are so spread out".

Charles says that he works hard here at Gay-Tred and he earns the money we pay him, but he feels that things like the Christmas gift, vacation bonuses, paid holidays and things like that are to be appreciated. Charles says he's not the only one who feels that way either. "A lot of folks here appreciate the things that the management of Gay-Tred Mills does to make this a good place to work," says Charles. Charles says the conditions here seem to get better every year. The best thing we have done in the 4½ years Charles has been here is to add a relief man for the latex crew so that the employees now can get regular scheduled breaks.

To Charles it's very important to have a steady job. To Gay-Tred Mills it's very important to have steady employees like **Charles Havis**.

New Hires

Laundry
Thalcom Griffin
Charles Duncan
Douglas Mitchell
Artis Creed
Doyle Baker
Terry Turner
Christopher Clark

Shipping
Karen Kittrell
Lonnie Payne
Finishing
Beverly Stanley
Fred Edmonson
Maintenance
Norman Davis
Latex
John L. Beam



Gay-Tred NEWSLETTER

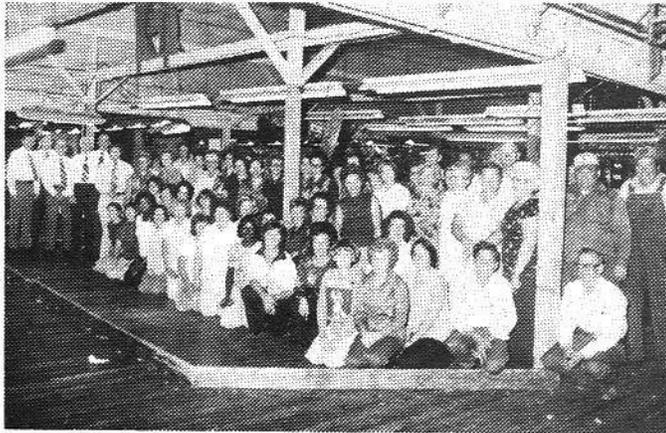


VOL. 1

JANUARY, 1979

NO. 7

SMR Christmas Party



Many departments had the traditional party and exchanging of gifts in the plant again this year. Above is the SMR at their party. A good time was had by all.

HAPPY NEW YEAR

As the old year fades, we embark on the fresh challenge of writing our company's history for the year 1979.

Our progress will be reassured to a large extent by our efforts as individuals and as a team.

We are optimistic that the New Year will be a good one, but we are aware that we will be called upon to meet change and challenge.

Each one of us can resolve to do our share, for the good of all, by maintaining a good attendance record, cooperating with others, carrying out the responsibilities that are assigned to us, working safely, and protecting the quality of our work.

Your spirit of friendship and teamwork made 1978 a year to remember. We look forward to sharing with you and even better 12 months in 1979.

For each of you, personally, we add **Best Wishes for a Happy, Healthy, and Prosperous New Year.**

BENEFIT Group Insurance

Since we have just incurred a 15% increase in our hospital insurance rates, it might be a good time to review this very valuable benefit. As far as the increase itself, we should all feel very fortunate that it has been over two years since our last increase. Health care costs are estimated to be going up about 15% per year, and most companies are experiencing a rate increase each year. I think we can consider ourselves ahead of the game, though it may catch up with us sometime in the future.

For the benefit of those who may not know or have forgotten, the company pays 65% of the premium for the employees, hospital insurance and life insurance. This represents an annual cost to the company of about \$233.00 per covered employee, or a total annual cost of about \$45,000. This recent rate increase represented an increase in cost to the company of about \$5,600 per year. So the company is paying a substantial portion of your insurance cost.

I think we are getting as good a value in our insurance coverage as we can get. Over the last two years we have talked extensively with other insurance companies. We received no quotation which we felt would represent a substantial improvement over what we were paying and still give equal coverage. Wherever the rate was lower, the coverage was less in some way. And even if we were to change companies for a slightly lower rate, there would be no guarantee that that rate would not be increased significantly the next year. All insurance companies work the same way on large groups of employees like ours. Regardless of who the insurance company is, it has to cover all of our claims plus its own cost of administration. The cost to each different group of employees is different, depending on the ages and health care costs of that group.

As you know, this insurance is offered as a benefit but is not required. At the present time 193 employees are carrying this valuable benefit. This is up from 145 a couple of years ago. I am gratified that more employees are taking advantage of this benefit. Everyone who is not covered under Gay-Tred's program and who does not have equivalent coverage in some other manner should give this serious thought. Even though the cost per month may appear to be high, it is really something that none of us can afford to be without. Just a short stay in the hospital is frightfully expensive, and an extended stay can bring on financial disaster. And don't forget that with the hospital coverage comes a \$2,000 life insurance coverage. I urge each of you to give this careful thought.

John W. Gay, III
President

Employee of the Month

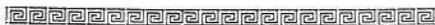


Betty Morris is a clerk in the general office. She takes orders by phone and mail from Penney's stores. Occasionally in her conversations with representatives of the Penney's stores she listens to complaints about various things. Betty laughs and says that's funny in a way, because once she was denied a job listening to complaints on the telephone because her voice would not record. Betty says our Penney customers must be more satisfied now, because she hears fewer complaints than ever before.

Betty's mother, Maudie Matthews, lives with her and her eight year old son Brian and their dog Chopper in their brand new home on Dean Street in Scottsboro. "Building a new home is quite a hassle, but we sure do enjoy living there," Betty said.

Betty grew up in Bridgeport, Alabama and finished high school there. After Betty finished high school she attended North Alabama College of Commerce in Huntsville until she started working at Southern Bell. At Southern Bell she was a telephone operator, did clerical work and payroll, "just about everything in the office," says Betty, (except taking complaints by phone). The most exciting thing that happened to her during the four years that she was with Southern Bell was the time they sent her to Miami, Florida for three months to work during their peak season. While there she and a group of other telephone operators took a week-end trip to the Bahamas.

Betty lived in Chattanooga for awhile before coming to Scottsboro and doesn't know why she came to Scottsboro. She recalls that when she first came to Scottsboro almost six years ago was the week-



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Bob Dedmon, Editor

Phone 574-1558



HAPPY BIRTHDAY

Jan.	Name	Jan.	Name
1	Sam P. Rodgers	13	Ivan Victor
2	Sonja Rousseau	22	Helen West
	Brenda Adams	23	Samuel Culver
8	Lucian Parker		Juanita Cox
11	Jerry Ragan	25	Bertha Hall

Employee Rug Sales

Another benefit Gay-Tred employees enjoy is being able to buy rugs from the company. "Employees must really appreciate it" says manager, Matt Arnold, "because we sell about \$700. worth a month".

Rugs are sold on the 1st Tuesday of each month and only on that day from 1:00 p.m. to 4:00 p.m. Rugs sold are seconds and some returns, obsoletes and samples. The location of the sale is in the South Warehouse. There is no limit to the amount of rugs an employee can purchase.

end of the big hail storm that did all the damage. At that time she wasn't sure that she was going to stay here or not, but both she and Brian are glad they did.

Betty's outside activities are Brian's activities and he is a very active eight year old. He plays T-ball, soccer, bowls and right now he's just crazy about watching football on television. The Dallas Cowboys are his favorite team, but anytime a game is on he wants to be right there watching it. Betty laughs and says she is sort of a football widow and misses Brian during the football season.

While Brian is watching football games on T.V. Betty is doing her favorite thing, which is reading biographies. In a way she's thankful for the football games because this gives her more time to read.

Betty says she enjoys her work here at Gay-Tred Mills very much. Betty said the company has made continuous improvements in both benefits and working conditions in the last six years, but the main attraction of Gay-Tred Mills is job security. With her responsibilities job security is very important. Betty appreciates steady work, and Gay-Tred Mills appreciates steady workers.... like Betty Morris.

Personals.

Congratulations to Mrs. Connie Stevenson, niece of Pluma Thomas, for being named teacher of the year in County Line, Georgia. Connie is a native of Scottsboro and we are proud of her.

Congratulations to Marie Bryant, daughter of Rudolph Bryant, for being a TV art winner. Marie is an 8th grader in Scottsboro Jr. High and won a WAAY-TV Stations' Thanksgiving Art Contest.

Congratulations to Bobby Joe Harper, of the laundry department, who recently married Julie Gilard.

Congratulations to Helen Mudler West, of the service department, who recently married Charles West.

We want to express our deepest sympathy to Homer Rowell in the loss of his brother-in-law, and to Margaret Day in the loss of her brother.

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently. Patricia Hardin-SMR; Kyle Edmonds, George Clark-Maintenance; Corey Livesay-Finishing.

Congratulations to Winola Johnson, of the General Office, on the birth of a new grandson, born December 25th. That's a nice Christmas gift.

Lois Gibson of the SMR is visiting her son in Germany for the Christmas holidays.

It was good to see the following retired Gay-Tred employees at the Christmas dinner: Bessie Ball, Eva Cabaniss, Katie Hardin, Adah Justice, John Matthews, Gertrude Patterson, Charlie Seabolt, Ola Shavers, Obera Wright, and Mable Smart.

Everyone seemed to enjoy the Christmas dinner. The food was delicious and there was plenty of it—right Bob?

Poem of the Month?

Johnny is not Bing,
but he sure can sing.

Ed was taking the credit for the beautifully decorated Christmas tree but he couldn't have had the star without John D.

New Hires

Laundry
Kinney Olinger
Brooks Berry
Richard Bush

SMR
Roy Anderton
Ruth Crabtree
Latex
Joe Earl Potter



VOL. 1

Gay-Tred

NEWSLETTER

FEBRUARY, 1979



NO. 8

Outlook for 1979

We have just completed a successful 1978—a year in which we shipped more rugs, worked more hours and earned more money than in 1977. The one thing we didn't do better was to keep orders as up to date as we did in 1977—we were just too far behind at Christmas.

We are expecting 1979 to be even bigger than 1978. We are looking at some significant changes in our product mix which will have a dramatic effect on some departments. The Small Machine Room will be seeing more new styles—most of which will be table top overlay rugs. Our kitchen rug line is being redesigned; Penney is projecting large purchases of table top rugs in our current Seashell and Dimensions styles. Mail order business will increase significantly in 1979 and have a major effect in the operation of the Finishing and Shipping Departments. Part of this is the new Penney mail order distribution center in Reno, Nevada designed to service the West Coast.

The addition of these new styles and Gay-Tred's continued interest in the World Export Market has caused us to add more storage bin space in the new Shipping Department. This is currently underway and should be completed by February 1.

Looking a little further ahead, we are beginning plans for our next expansion at Woods Cove. This could be sometime away but it is imperative that we be ready when the time comes because our capacity to dye the increased volume will become critical in the next year or so. The plans for this expansion will include a new dyehouse and finishing department probably located in the east of the new building and in front of the unused Woods Cove offices. This will be another major undertaking by the company and will depend greatly on our customer's interest in Gay-Tred and our ability to stay competitive in productivity and production costs.

We are looking for 1979 to be an exciting year, one that will test our metal, one that will reward us if we respond. Let's make the most of it.

Hugh L. Tannehill

Vice President of Manufacturing



Members of the Clerks Stenographers Office Administration Class of the Jackson-Dekalb Manpower Training Center recently toured our plant.

Pictured above is Personnel Manager, Bob Dedmon, as he presents a sample of our product to Linda Story, instructor, and class members Peggy Thompson, Jeana Crews, Ginger Shelton and Barbara Phillips.

The purpose of the tour was to familiarize the students with local industries career opportunities and qualifications needed for employment.

Students not pictured that toured the plant were Paula Brodgen, Patricia Lusk, Kay DeLong and Patsy Benefield.

PAYROLL TAXES

This is a good time of year to review our tax and withholding to determine if the amount of federal income tax, which has been withheld from our pay checks, is approximately equal to the amount we will owe when filing tax returns. The amount that is withheld is based on the number of withholding allowances claimed at the time we completed Form W-4, (Employee Withholding Allowance Certificate). So, if too much or too little tax is being withheld, the amount may be changed by completing a new Form W-4 to correct the number of withholding allowances. The IRS requires us to file a new Form W-4 within 10 days if the number of allowances to which we are entitled becomes less than the number being claimed. A new form may be filed at any time the number of allowances to which we are entitled increases. Examples of situations that could change the number of withholding allowances are:

1. your marital status changes
2. you begin or stop supporting a dependent
3. you become 65 years old

The more allowances claimed on Form W-4, the less tax that will be withheld from your pay, while the fewer allowances claimed, the more tax that will be deducted.

If you had no tax liability at all last year and do not expect any at all this year, you may claim exemption from federal income tax withholding when filing Form W-4. If more tax is owed after claiming fewer or no allowances, you may provide that an additional amount be deducted when completing Form W-4. Some employees prefer over-withholding so as to avoid the quarterly estimated payments and a balance due when filing their return. So it is possible to have the tax withheld approximate the amount of tax owed by keeping Form W-4 accurate and up to date at all times.

As you know, the social security (FICA) deduction from pay is higher this year. The tax deduction rate is 6.13 percent compared to 6.05 percent in 1978. In addition, the total amount of earnings on which taxes are paid increased from \$17,700 to \$22,900 in 1979. The company also will pay more into social security in 1979 since it matches, dollar for dollar, the amount paid by employees.

The state (Alabama) unemployment payroll deduction (SUI) remains the same this year as last year. That is, one-half percent on earnings of \$6600, which amounts to a maximum of \$33 for each employee. The company cost for SUI in 1979 also remains the same as last year. 4 percent on earnings of \$6600 which amounts to a maximum of \$264 for each employee.

William C. Spurlin
Vice President & Controller

Personals

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently: SMR-Imogene Baldwin; Topsy McNeil; Gurtha Phillips; and Shirley Johnson: Beatrice Blizzard -Shipping; Dot Kesler -Quality Control; Larry Keel -Production Control.

Captain Keith Smith of the Scottsboro Police Force, son of Louise Smith (Finishing), is attending the National FBI Academy in Quantico, Virginia.

Congratulations to Gary Bridgeman (Data Processing) on the birth of a new daughter.

Lois Holt (SMR) gave birth to twins (boy and girl) recently. The son died a few days after birth.

George Miller

Congratulations to Louise Winston (Finishing) for being the big loser in the weight loss contest that was held in the Finishing Department. We don't know how much she lost, but either it was a lot or all participants were losers because the total loss was over a 100 pounds.

Congratulations to Dicky Dedmon, son of Bob Dedmon (Personnel Manager), who was baptized recently.

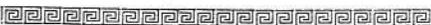
Jim B. Lockard, father of Lloyd Lockard, (Plant Superintendent) grandfather of Rachel Armstrong, (Personnel) and Larry Lockard, (I.E.) died recently, and we wish to express our deepest sympathy to them in their loss.

Our deepest sympathy is extended to John D. Edmonds, (Yardage), in the loss of his mother-in-law and to Forrestine West, (SMR), in the loss of her mother-in-law, and to Mae Thomas (Personnel) in the loss of her brother.

Congratulations to Karen Kittrell, (Shipping), who recently married Chris Wetherington, and to Kinney Olinger, (Laundry) who was recently married.

What's Cooking???

When Ruby Brooks, (Shipping), got her speeding ticket, was she hurrying to see what Margaret Day, (Shipping), was cooking? (If you're invited to Margaret Day's for dinner leave your cat at home.)



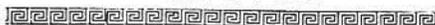
NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558



Birthdays

Feb. Name

- 3-Gregory Wright
- 4-Larry Dillard
- Ruth Melton
- Alene Vaughn
- Sammy Stone
- 5-Debbie Brooks
- Jimmy Mashburn
- Priscilla Rounsavall
- Jean Strickland
- 6-Truman Roberts
- 8-Doris Brown
- 9-Charles Duncan
- 10-Forrestine West
- 12-Corey Livesay
- 18-Rodney Murphree

19-William Graden

- Ben Vines
- 21-Joy Arnold
- Freeda Baxter
- Sue Brooks
- Gurtha Phillips
- 23-Linda Williams
- 26-Arlon Thurmond
- March
- 1-Billy Roberts
- Jeanette Sisk
- 3-David Lee
- Marvin Sanford
- 5-Douglas Reno
- 8-Anthony Bynum
- 10-Tillman Walker

Welcome To Gay-Tred

Clarence E. Kyle-Finishing

Darrell Lusk - Shipping

Bloodmobile

Wednesday, February 7, 1979, 8:30 a.m. until 5:30 p.m. the American Red Cross Bloodmobile will be at the plant.

The management of Gay-Tred Mills supports the American Red Cross program 100 percent. To show our appreciation to those who give blood, the Company will give a United States Savings Bond to four lucky employees. One name will be drawn from all first time donors (anyone who has never given anywhere) and three names will be drawn from all other donors. The four winners will receive a \$25 Savings Bond.

We all win when we donate blood. Nothing you receive will be more satisfying than the knowledge that you have given the greatest gift of all - the gift of life itself.

PLEASE GIVE - TO HELP OTHERS
- AND HELP YOURSELF

SHS Students Tour Plant

Once again Gay-Tred Mills played host to approximately 35 students in the career education program in Scottsboro High School.

Personnel Manager, Bob Dedmon, and Rachel Armstrong, Assistant Personnel Manager, visited the students in the classroom. Bob informed the students of the history of Gay-Tred Mills and discussed the manufacturing process, he also informed the students of career opportunities at Gay-Tred Mills and the qualifications needed for employment. Rachel discussed with the students the benefits available to Gay-Tred employees.

The following day the students accompanied by faculty members Denton Kenamer and Larry Morris

Employee

of the

Month



Virginia Wilson is an order puller in our shipping department. Virginia enjoys working very much, and that's good because for the last six months our shipping department has been working-very much. She says the new building is great, although you have to walk a lot more, it's not nearly as aggravating to try and find orders. She says the long hours they have been working in shipping is tiring, but when you like your job and like the people you work with it's not nearly so bad.

Virginia lives in Langston, Alabama, with her niece Barbara and her baby Nickie. Although Nickie is a full grown seven year old poodle she's still a baby to Virginia. Every morning when Virginia comes to work she drops Nickie off at the babysitters. Since Nickie is so particular about who she stays with, Virginia is fortunate that her sister Jannie Louise Michaels and her mother Myrtle Michaels lives just down the road in Langston. Virginia's sister Chloe Breland, lives in Langston, and Virginia has a brother Pete that lives in Scottsboro and a brother Fred that lives in Utah. Virginia's daughter Becky Little lives in Huntsville where she is a revenue officer for the IRS.

Virginia's family is very close and they get together often, usually at her mothers (probably because Jannie Louise is such a good cook). The big annual event is when brother Fred comes home from Utah. Virginia's mother (and everybody really) gets very excited and looks forward to Fred coming home every year.

Virginia's husband, Granville, passed away in 1973. She and Granville owned and operated a little community grocery store and service station across the street from their home in Langston for thirty years. The long hours she has been working in shipping are nothing compared to the long hours she and Granville put in when they had the store.

Virginia has lots of hobbies that include, cooking, gardening, sewing, making silk flower arrangements and reading. She also takes walks with Nickie (about three times during the night). That's one thing she has in common with her department manager, James Watson.

Virginia says she is fortunate to work with such nice people and have a good supervisor and department manager, and we think we are fortunate to work with such nice people and have good employees as Virginia Wilson.

toured the plant to get a first hand look at the manufacturing process.

At the end of the tour the students were given refreshments and a rug as a memento of their visit. John W. Gay, III, President, talked with the students about business in general and the importance of education.



Gay-Tred NEWSLETTER



VOL. 1

MARCH, 1979

NO. 9

Career Day Job Fair

Gay-Tred Mills recently participated in the Career Day Job Fair sponsored by the Chamber of Commerce. The Career Day was held for graduating seniors, from all of Jackson County High Schools, to acquaint students with job opportunities in the local area. **Ben Vines**, Designer, made a display of our products. **Bob Dedmon**, Personnel Manager, and **Rachel Armstrong**, Assistant Personnel Manager, talked with the students who visited our presentation.



Assistant Personnel Manager, **Rachel Armstrong** presents a rug to **James Dillard**, 2nd shift tub tender in the laundry. James is also a graduating senior at Scottboro High School and won the rug via a drawing of all who registered at the Gay-Tred exhibit.

DAVE POTTER

We are all saddened at the recent death of **Dave Potter**, a night watchman at the plant for several years. Dave was on sick leave at the time of his death. An extremely loyal and dedicated employee, Dave left many friends at the plant who will miss him dearly.

John W. Gay, III
President

REVIEW AND PREVIEW

Gay-Tred's business year ended on January 26 when we took our physical inventory. Our shipments for the year showed a moderate increase over the previous year - about 5% after allowing for inflation. This was not quite as much growth as we had expected for the year, but it continued our record of steady growth in recent years.

One substantial reason for our not reaching our forecast was the fact that one of our major customers, J.M. Fields, experienced serious financial troubles during the year, which caused them to drastically reduce their purchases. At the present time their situation is beginning to improve, and they are beginning to increase their ordering from us. However, they have a long way to go before they will be in good condition.

One significant feature of our business last year was the extremely large order demand during the month of November, when the demand was 60% greater than the average for the year. Saying it another way, we had almost 8 weeks' business to ship in a little less than 5 weeks' time. This placed severe pressure on the plant through Christmas and well into January. We fell quite far behind in deliveries, and our customers were understandably not too happy. This great demand in November has become an increasing trend in the last couple of years. The biggest reason is our increasing volume with the J.C. Penney and Montgomery Ward mail order divisions. They each put out a mid-winter sale book about Christmas time, and they have to order large quantities in November and early December to support these books. This is an important part of our business, and we are studying various ways of better handling this heavy demand. It may cause us to alter somewhat our traditional down-time at Christmas.

Another important part of our year was the building of our new shipping department at our Woods Cove plant. This excellent facility, completed in September, is one of which we can all be proud. It provided vitally needed additional space which has helped relieve crowded conditions in practically every other department.

Our outlook for 1979 is optimistic, in spite of all the uncertain conditions that exist. We are expecting at least as much increase as we had this past year, with a possibility of even greater increase. There is a definite possibility of a slight recession during the year, and the reduction of oil imports from Iran could also slow down our economy. These and other factors will restrict our growth - only time will tell how much.

We expect heavier demand in all departments, but especially in the SMR and Dye House. We plan to purchase some additional equipment in the dye house. We have already added three operators in the SMR and probably will be adding additional ones. At times we will be building large inventories for mail order, which will impose some different operating conditions on the shipping department.

Looking a little further ahead we soon will be starting plans for our next expansion at Woods Cove. We want to have these plans ready, but it is too early to say when we might be able to carry them out.

CRAFT SHOW- VALENTINES PARTY

Pluma Thomas, SMR Manager, had a craft show for employees who wished to participate. Many Gay-Tred employees brought their favorite handy-work from canned goods to crocheting and displayed them in the SMR office.

The crafts were judged at a Valentine's Party hosted by **Pluma**. Judges were **Martha Gay**, wife of **Johnny Gay**, President and **Ruth Tannehill**, wife of **Hugh Tannehill**, Vice President of Manufacturing.



Pictured above are the winners and their crafts: **Topsis McNeil**, **Ina King**, **Opal Green**, **J.W. Keel** and **Pluma Thomas**.



Bloodmobile

Rachel Armstrong, Assistant Personnel Manager, presents the \$25 savings bonds to winners of the blood donors drawing: Sonja Rousseau (Quality Control), Fred Edmonson (Sample), Larry Beavers (Laundry), and Clifford Parker (Maintenance).

A total of 55 pints were drawn and 18 volunteers were rejected. Our thanks to all employees who supported our bloodmobile visit.

Insurance

If your prescription drugs and doctor bills for 1978 that have not been submitted for insurance reimbursement exceeds \$100.00, you should come by the personnel office and complete a claim form for submission to the claim office for reimbursement.

This is also true of each of your dependents if your insurance coverage includes dependents.

Birthdays

MARCH

- 11-Larry Keel
- 12-Marie Wilkins
- 15-Bertha Gibson
- Nancy Stover
- 16-Granville Lee
- Opal Green
- 17-Glenda Watson
- 18-Marjorie Wilson



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558



Personals

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently:

- Carl Rogers -Sample Department
- Doris Brown -Finishing

We want to express our deepest sympathy to Nathan Smith, Bethel Smith, Estelle Graden, Maxine Miller, and Jimmy Smith in the loss of their father and to all members of the Henry Smith family. We also want to express our sympathy to Ruth Melton (Finishing) in the loss of her sister recently.

We were sorry to hear that Ludie Mount's home burned recently. Ludie is employed in the shipping department.

Congratulations to Jean Strickland, receptionist, on the birth of her first grandson. Parents are Gina Sheppard Strickland and Gary Strickland. They have named the baby William Garrison Strickland.

Congratulations to Matt Arnold, Gary Bridgeman, Larry Keel, Dot Kesler, Roy Light and Larry Lockard who recently completed a ten week course in "Principles of Supervision" taught on Monday nights at the University of Alabama in Huntsville.

The office employees had a weight loss contest this month, won by Glenn Little, who lost 17 lbs. There must not have been to many losers because they started another contest immediately.

James Watson, shipping department manager, keeps his employees in his department--why can't he keep his dog in his own yard?

- 19-Edd Guffey
- Bill McBride
- 21-Beatrice Blizzard
- 22-Redia Sue Shadden
- 24-Diane Deerman
- Terry Gullede
- 25-George Lusk
- Malissa Seabolt
- 27-Dovie Hale
- Daisy Shelton
- Clarence Kyle
- 28-Wisley Ulman
- 29-Lonia Stapler

APRIL

- 1-Anna Snodgrass
- 4-Shirley Johnson
- Ann Mathews
- 9-James Dillard

Welcome

Finishing-David Carter
 Administrative-Sylvia Campbell
 SMR-Keith Gamble and Kathryn Martin

Employee of the Month



John Stovall came to work at Gay-Tred in 1976 as a stacker in the laundry on the 3rd shift. He is presently a dryer operator on the 3rd shift. John has had several opportunities to move up to the 1st shift but preferred to stay on the 3rd where "nobody is around to bother you" says John. John adds "Larry (Dillard) is a good man to work for. He is always around when you need him but doesn't bother you as long as you do your job."

John has also been offered a promotion to tub tender but refused saying "I've got the best job I've ever had and I intend to keep it." Job satisfaction is more important to John than money. Before coming to Gay-Tred John worked for CCA in Chattanooga for 25 years.

John and Virginia, his wife of 25 years, live in Henegar, Alabama. Virginia works at the school in Rosalie. They have one daughter Brenda (Mrs. Bruce Gant) who works for Dr. Hodges.

John has four breeder sows and raises pigs as a hobby. He says everybody should have something they are interested in to keep them busy. Raising pigs sounds more like a job than a hobby. This last time he raised 41 pigs. He says his pig pen is nothing fancy, just warm and dry. When the pigs are born he has to be there to care for them and the sows. He loves his hobby and is fortunate to have one that enables him to make a little money.

John and Virginia have a boat and love to go fishing. He says he believes Virginia would go fishing when it was snowing. There are many good fishing spots in this area and John is glad because he says he doesn't have much patience. When he goes fishing he wants to catch fish and not just throw his hook in the water.

He and Virginia like to go places too. Their favorite place is Cherokee, N.C. in the Smokies. They like to go there and relax.

John's pet is a bulldog named Polly. He says she is a great pet and fun to play with. She never has bitten anyone but is a good watch dog.

John says there is nothing special about him. He is just fortunate to have a job he enjoys doing. He is just a regular employee that does his job the way he is supposed to. We are fortunate to have employees that enjoy what they are doing and very fortunate to have "regular" employees that do their jobs the way they are supposed to--like John Stovall.



Gay-Tred NEWSLETTER



VOL. 1

APRIL, 1979

NO. 10

WINOLA B. JOHNSON RETIRES



At retirement ceremonies Winola B. Johnson was presented an engraved watch by the company for her 39½ years of service. With her from left to right: Hugh Tannehill, Vice President of Manufacturing, William C. Spurlin, Vice President and Controller, Mrs. Johnson, Paul W. Conley, Vice President and Treasurer, and John W. Gay, III, President.

Winola B. Johnson, a woman whose life and work and skills has been closely interwoven with the progress and growth of Gay-Tred Mills, retired February 28, 1979 after 39½ years of loyal and faithful service. In terms of service Winola was one of the most senior Gay-Tred employees.

Winola was a clerk in the general office. Paul W. Conley, Vice President and Treasurer, says he can remember the day almost 40 years ago that this nice looking young girl, fresh out of high school, came by and asked for a job. At that time experienced job seekers were plentiful, but because of her enthusiasm and desire Mr. Conley gave this young girl a chance, and in the last 40 years he has never once regretted that decision.

Co-workers in the office gave Winola a going away party and her many friends throughout the entire plant had a tea in her honor on the day of her retirement and presented her with several gifts. At the retirement ceremony held in Mr. Gay's office, Winola was presented an engraved watch by the company.

Winola is to be congratulated for a career well spent at Gay-Tred. Winola is deeply appreciated for her contributions to Gay-Tred and we all extend our Best Wishes for a happy and fulfilling retirement.

Improved Table Top Tufting

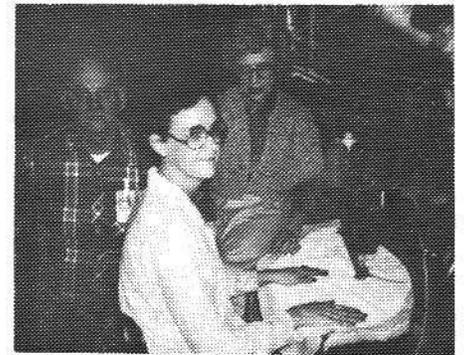
With the increase in table top styles, a new attachment is being added to most of the overlay machines which is proving to be a cost saver and an arm saver for the SMR.

J.W. Keel has been instrumental in installing these new air operated, automatic cut off attachments which almost eliminates the use of the hand wheel for cutting off at the end of a pass. There are 10 machines now in operation, 3 more being set up in the shop and 2 ready to be sent to Broad Street Machine Company to make the necessary alterations.

When these 15 machines are all in operation, Gay-Tred will have spent almost \$10,000 making these changes which will result in a nice improvement for a difficult operation. It's unfortunate all the machines cannot be changed over, but as of now, the attachment will not work on pile heights over ¾". Gay-Tred is prepared to spend \$24,000 making these improvements and it is appreciated having good comments about a machine that allows us to produce more rugs and at the same time make it easier for the machine operators to do their work.

All this adds up to increased earnings potential as well as a savings to the company. We appreciate the enthusiasm shown by the department. The remaining machines will be altered as quickly as possible. Maybe we will soon get to the point that the overtime can be relaxed.

Hugh L. Tannehill
Vice President of Manufacturing



Mechanic J.W. Keel and department manager Pluma Thomas discuss the new cut-off with machine operator Joan Jackson.



Happy Easter

Good Friday is one of our six paid holidays. The plant will be closed for the day on April 13, 1979.

All eligible employees will receive holiday pay for this day.



MAXINE MILLER

Maxine Miller has been promoted to supervisor in the SMR. She replaces Topsy McNeil who is retiring in April.

At the time of her promotion Maxine was a label maker in the finishing department. Maxine has been employed at Gay-Tred since 1947 and has had experience in the SMR, the laundry and in the finishing departments.

In making the announcements, department manager, Pluma Thomas said "we are pleased to have someone with her background, knowledge, experience and capabilities available for this position and proud to have Maxine as part of our supervisory team."

Personals

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently:

Earl Goins -Latex

Barbara Lombardo -New York Office

Martha Bryant -Manufacturing secretary

Dot Kesler -Quality Control

Congratulations to Wanda Crane, SMR, who recently married Lawrence James.

Best Wishes and a speedy recovery to Pluma Thomas, SMR, who fell and broke her wrist recently.

Many employees went fishing dur-



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558

The Customer Is The Boss

If I had to name the single most important factor that effects us here at Gay-Tred - or in any other business for that matter - that factor would always have to be **pleasing our customers**. Why is this so important? Because without satisfied customers we would not exist - there would be no jobs here at Gay-Tred. The customer pays every wage, every salary, every bill.

For most of us it is not always easy to remain customer-conscious. Our sales people deal with customers everyday, but here at the plant most of us rarely, if ever, see or meet or speak to any of our customers. The most important things at work appear to be our own department, our own particular job, or our own problems. These are important for sure, but not as important as **pleasing the customer**.

Remember that everything that each of us does can affect customer relations, regardless of whether or not we ever meet the customer in person. A late or mixed up delivery, a poorly typed letter, a defective or off-color rug, a mistake on an invoice, failure to respond to a request for information -things like this rarely go unnoticed by the customer. Every employee, by doing his or her job well, has an opportunity to give the customer good value for his money. If he doesn't do a good job, he gives the customer poor value.

You may wonder why I talk about this so much. It's because it is so vital-important - not just to management, but to **every single employee**. It may annoy some of you that we keep insisting on higher quality work, lower cost, and better service. Just remember it is the customer who demands these things. And he will buy from the mill that supplies them best.

Let's don't ever forget that the name of the game is **servicing the customer**. It would be rough going without them.

J.W. Gay, III
President

Happy Birthday

April

12--Mildred Gullede

16--Carl Rogers

Pluma Thomas

18--George Clark

19--Imogene Baldwin

20--Karen Wetherington

Carolyn Griffith

23--Joyce Bailey

Louise Smith

Jeff Little

24--Rudy Bryant

26--Suzanne Saint

Brooks Berry

30--Emmett Dobbs

Willard Wilborn

May

1--Brenda Clark

2--Lex Clay Wooten

Earl Ragan

3--Darrell Lusk

5--Bernice McKee

6--Nedra Kirby

7--Carolyn Norwood

Ida Mae Coffey

Paul Brodgan

10--Billy Dillard

Lora Johnston

ing the recent AEA week. Very few caught anything. One department manager caught several but had to throw them back in. He had a good explanation for throwing the fish back in, but why did he throw his money in? We don't know - you'll just have to ask James!

We want to express our deepest sympathy to Louise Winston, finishing, and George Clark, maintenance, in the loss of their brother recently.

OOPS! In last months edition we had a picture of Billy Ray Dillard as the winner of a rug at the Career Day and we incorrectly identified him as James Dillard. According to Billy Ray, James should owe him something for using his picture. James says we could use a better picture with his name next time -like his! We apologize to both.



SMR

Margie Winkels

Joanette Moore

Rachel Atchley

Doris Burnett

Margaret Edwards

Latex

Rickey Blackwood

Paul Brodgan

Laundry

Robert Rogers

Finishing

James Fischer

SIX FLAGS

Gay-Tred Mills has once again joined the Six Flags Funseekers Club. All holders in this club are entitled to discounts.

This is discounts to all Six Flags attractions nationwide, plus other vacation benefits at each attraction destination area, like motel vacation package discounts.

Funseekers membership cards are available in the lunchroom and the personnel office.



Gay-Tred NEWSLETTER



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MAY, 1979

NO. 11

Topsy McNeill Retires

Topsy McNeill, supervisor in the SMR, retired April 15, 1979. Topsy has been with Gay-Tred Mills "off and on" all of her life. This last period of employment has been for over 15 years.

Topsy says during the years that she has worked here she's done almost everything, including operating the switchboard. At retirement ceremonies in Mr. Gay's office where Topsy was presented a plaque and a serving tray, Topsy recalled an incident that happened many years ago. While everyone was getting ready for our annual Christmas Dinner she was asked to operate the switchboard. While she was on the switchboard a customer called and asked when a particular order would be shipped. Topsy knew that we wanted to please our customers so she asked him when he would like for it to be shipped, and promised that it would be shipped on the date he specified. Then when Topsy realized it was going to be difficult to get the order out on the specified date she followed the order all the way through the manufacturing process in order to expedite it and get it out on time because she had promised the customer that it would be shipped on that day. That's the kind of person Topsy McNeill is and that's the way she ran her job all the years that she was here. Topsy's many years of experience and dedication to doing a good job will surely be missed at Gay-Tred.

Topsy was presented an engraved watch by her many friends at Gay-Tred at a dinner given in her honor in the SMR. Many employees recalled that they had not seen that much food in the SMR since we had our Christmas Dinners there.



At retirement ceremonies Topsy McNeill is presented a plaque and a brass serving tray. Pictured left to right: Hugh Tannehill, Vice President of Manufacturing, John W. Gay, III, President, Topsy McNeill, and Pluma Thomas, Department Manager of the SMR.

Topsy and her husband T. W. have a cabin on the lake at Langston, and Topsy figures that she will spend many of her hours there doing what she loves to do, fish.

We wish Topsy well in her retirement, although we hated to see her leave.

Safety Demonstration



Steve Hetes demonstrates proper lifting procedures to Vera Cisco (order puller), Ruby Nell Lockard (stockman), Rachel Armstrong (Assistant Personnel Manager), and James Watson (shipping department manager).

On May 2, Steve Hetes, Loss Prevention Representative of Liberty Mutual Insurance Company, held a safety demonstration on proper lifting and material handling procedures.

This demonstration was attended by the shipping department employees. Steve covered several important areas such as the causes of material handling injuries and the proper ways to prevent such injuries.

It is a policy of Gay-Tred Mills that any on the job injury be reported to the supervisor immediately--regardless of the apparent seriousness of the injury, even if it does not require medical attention.

Studies show that most on the job injuries are caused by improper methods or procedures. So the most important thing to do to prevent injuries is to do the job correctly and safely. Unsafe conditions cause many injuries. Report any unsafe conditions to your supervisor.

HOLIDAY

Memorial Day is one of our six paid holidays. The plant will be closed for the day on May 28, 1979.

All eligible employees will receive holiday pay for day.

Personals

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently:

Edna Lee-Shipping
 Martha Henshaw-Shipping
 Lonja Stapler-SMR
 Bertha Gibson-SMR
 Kathy Wynn-Administrative

Congratulations to Kathy Wynn, Administrative, on the birth of a new baby girl, born April 1.

We want to express our deepest sympathy to Karen Wetherington, Shipping, in the loss of her grandfather recently.

Dot! Brown purses DO NOT go with navy blue dresses.

Mr. Tannehill appeared on stage with the "Up with People" production recently. He found out in front of everyone how long he had been married. Bet he isn't likely to forget that for awhile. How many years was that, Mr. Tannehill??

Even though Opal Green has square eggs, she's no square.

On a recent fishing trip Matt Arnold caught about 50 fish, they all weighed just over a pound. Not each one--but all together.

Topsy McNeill learned the secret to catching fish by accident--use dead minnows.

At a recent seminar in Atlanta Mr. Gay learned a valuable lesson--how to drive a "four-on-the-floor".



SMR-Lois Holt

Administrative-Patricia Lusk
 Laundry-Carl Branford, Tommy Turner,
 Burvey Dobbs, Mark Kitchen, Wallace
 Gibson, Jerry Benefield, James Edwards,
 Cam Wilson, George Clay

Finishing-Phyllis Byers
 Shipping-Mike Riggs, Linda Moore
 Latex-Danny Harper
 Maintenance-William Little

Sales & Marketing Office

This month instead of our usual Employee of the Month article, we are featuring the entire Sales and Marketing Office.

Very few Scottsboro employees work directly with the Sales and Marketing Office but the work done there affects us all.



Left to Right: Barbara Lombardo, Ivan Victor, and Carole Lambe.

Ivan Victor, Vice President of Sales and Marketing, has been associated with Gay-Tred Mills for nearly 20 years and has been Vice President since August 1971. Mr. Victor and his wife Eileen have two children, Jon and Gregory. Mr. Victor is located at the Jericho, New York office.

Carole Lambe, Secretary to Mr. Victor and Detail Assistant to Penney's and Ward's has been with Gay-Tred since September 1977. Carole is married and has two children, Christine and Robert. Carole works at the Jericho, New York office.

Barbara Lombardo, Chief Open Line Order Processor, works at the Jericho, New York office. Barbara just recently married and has been with Gay-Tred since February 1978.

This has been a little introduction to our employees in New York. The sales office plays a very vital part in the growth and success of our company. The sales office mostly deals with our customers but the work done there affects us all. Once the rugs are sold we work together in processing the orders and getting the product to the customers.

The New York personnel work closely with the Scottsboro personnel from the development of our product to billing the customers after the goods are shipped. So let's all try and continue to do each of our jobs successfully and continue to grow and become a bigger and better company.



Left to Right: Francine Adelman, Jim Gould, and Dan Cullinan.

Dan Cullinan, National Sales Manager, has been with Gay-Tred since September 1971. Dan and his wife Louise have seven children, their names are Kathleen, James, Daniel, Michael, Gail, Jeffrey and Kevin. Dan works at the New York City office.

Jim Gould, Regional Sales Manager, has been with Gay-Tred since August 1971. Jim and his wife Marilyn have two children, Gregory and a daughter Donna. Jim works at the New York City office.

Francine Adelman, Secretary and Open Line Order Writing Assistant, has been with Gay-Tred since March 1978. Francine is single and works at the New York City office.

Happy Birthday

May

11-Gus Baugh
 Loyd Johnson
 12-Lila Jean Sanders
 Marie Shelton
 Wanda James
 13-Judy Bell
 Agnes Jordan
 14-Homer Rowell
 15-Margaret Edwards
 Eva Manning
 Lillie Mae Prewett
 17-Joe Earl Potter
 Martha Maynor

19-Roy Anderton
 Judy Blizzard
 21-Jim Beason
 23-John Edmonds
 George Pace
 24-Sylvia Campbell
 Dot Kesler
 27-Edna Lee
 Estelle Smith
 28-Ed Austin
 William Spurlin
 30-Jill Evans
 David Carter
 Helen Edmonds
 31-V. R. Thurmond



June

2-Francine Adelman
 James Hardin
 6-Helen Brake
 8-Tommie Bradford
 Joan Willmon
 10-Billy Henshaw



Gay-Tred

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Gay-Tred NEWSLETTER

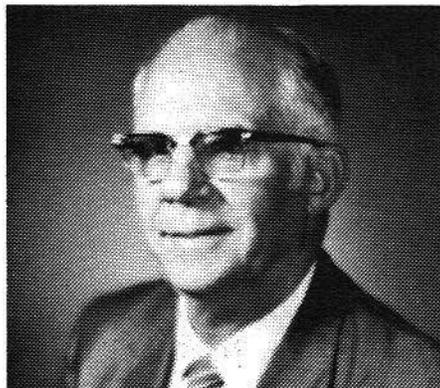


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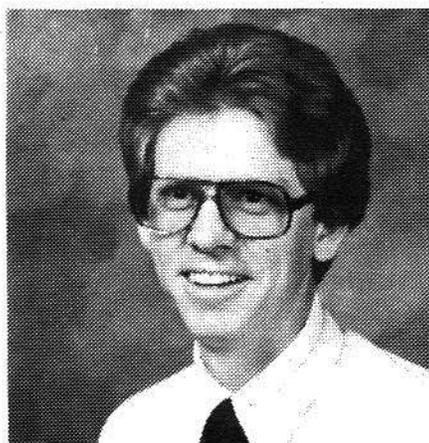
Mr. Gay



John Will Gay, Chairman of the Board of Gay-Tred Mills was recently honored as one of the Samford University Alumni of the Year. Mr. Gay is Chairman of the Board of the First National Bank of Scottsboro and is a leader in community, civic and church affairs.

Mr. Gay graduated from Samford in 1929 and has served as Trustee for Samford University for many years.

Roy Light Promotion



Roy Light has been promoted to Supervisor of Quality Control. Roy has been employed at Gay-Tred since May of 1974. He has held positions in the Industrial Engineering Department and Quality Control and immediately prior to his promotion he was Cost Estimator and Special Projects Coordinator in the R & D Department.

In announcing the promotion Ben Vines, Director of R. & D. and Quality Control said,

Sons, Daughters Graduate

Congratulations and best wishes go to the sons and daughters of Gay-Tred Mills' employees who graduated this year. A diploma is an accomplishment for which both student and parent deserve credit. The company shares in pride on this happy occasion.

Among this year's graduates are:

Julie Owen who received the National Honor Society Award, daughter of Beverly Owen (Finishing); **Ricky O'Neal**, son of Anna O'Neal (Finishing); **Tommy Edmonds**, son of Helen and Kyle Edmonds (Finishing and Maintenance); **Kimberly Kay Hale**, daughter of Dovie Hale; **Rhonda Kaye Evans**, daughter of Pauline Evans.

Scarlet Jackson, daughter of Joan Jackson (SMR); **Kay Sisk**, daughter of Jeanette Sisk (SMR); **Jetta Gay Shadden**, daughter of Rachel Atchley (SMR); **Freida Clark**, daughter of Irene Clark (SMR); **Gary Sanderson**, daughter of Virginia Sanderson (SMR); **Michelle Martin**, daughter of Kathy Martin (SMR).

Mark Mudler who received an Academic Scholarship to Jacksonville, son of Helen West (Prod. Control).

Meg Tannehill, daughter of Hugh Tannehill (V.P. of Manufacturing); **Robert Arnold**, son of Matt Arnold (Inventory Control); **Danny Hodges**, son of Joy Arnold (Quality Control); **Mark Strickland**, son of Jean Strickland (Administrative); **Tommy Smith**, son of Joan Smith (Shipping); **Genia Johnson**, daughter of Loyd Johnson (Laundry); **Maggie Lusk**, daughter of George Lusk (Laundry); **Billy Ray Dillard**, employee Gay-Tred Mills.

College Graduates: **Sharon Gay Bolt**, daughter of John W. Gay, III (President).

Plant Closed for Vacation

The plant will be closed the week of July 4, 1979 for vacation. Plant operations will cease June 29 and begin again on July 9, 1979.

Company policy is to grant paid vacations to all eligible employees. Employees must be employed at the beginning of the period, December 1, 1978 through May 31, 1979 to be eligible for their summer vacation pay.

The amount of the vacation check is based on wages paid during this period and the length of continuous service. Employees employed at the beginning of the period

with less than five years of continuous service by the beginning of the period will receive 2% of their wages paid during that period. While employees with five or more years of continuous service at the beginning of the period will receive 4% of their wages paid during that period.

"HAVE A HAPPY AND
SAFE VACATION"

UAH Supervisory Management Certificate Program

Six management employees have been attending night classes at the University of Alabama in Huntsville. The course title was "Managing through Communications and Human Relations", and this segment was a ten week course.

The following employees completed this segment of the course: **Rachel Armstrong**, **Matt Arnold**, **Chloe Breland**, **Larry Keel**, **Roy Light**, and **Larry Lockard**.

The six students received Certificates of Completion from the University of

(Continued on page 2)

"we're fortunate to have someone with Roy's experience, background and ability to fill this position".

Kim Abbott, a recent graduate of Northeast Alabama State Jr. College in Rainsville, has been employed as Cost Estimator and special Projects Coordinator. Kim is single and lives in Bridgeport, Alabama.

Kim reports to Ben Vines. In making the announcement Mr. Vines said "we are pleased to have Kim as a part of our management at Gay-Tred Mills".

UNDERSTANDING YOUR PAYCHECK

We have had several questions concerning our paycheck stubs and what all the blocks mean. Below you will find an example of our check stub and a explanation of each block:

PERF.	CLOCK TIME	EARNINGS				WE PAID OUT FOR YOU							NET PAY	PERIOD ENDING	
		EARNED PAY	MAKE UP	OVERTIME PREMIUM	OTHER	TOTAL EARNINGS	U.S. WH. TAX	F.I.C.A.	STATE UNEMPL.	INS.	UNITED FUND	STATE W.H.			OTHER

Reading from left to right:

- TERMS**
- Perf.**--Hourly Rate (avg. if on incentive)
Clk. Time--Number of hrs. worked that week
Earned Pay--Total pay earned before overtime premium (straight time rate x total hrs. worked)
Make Up--Difference in earned pay and \$3.15 per hour
Overtime Premium--One half hourly rate for hours in excess of 40 hours.
Other--Holiday, etc. (The figure in this block will be identified)
Total Earnings--Earned pay plus make up plus overtime premium plus other.
U. S. Withholding--Federal Income Tax
FICA--Social Security Tax (total earnings x .0613%)
State Unemployment Tax--Total earnings up to \$6,600 x .005%
Insurance--Deductions for insurance premiums
United Fund--Amount you pledge to give to the UGF
State Withholding--State Income Tax
Other--Christmas Club, garnishments, etc. (any deductions in this column except the Christmas Club will be identified)
Net Pay--Total earnings minus all deductions.
Period Ending--Last date of pay period for this check. (calendar date of Sunday before check is paid)

You will be notified by the personnel department of any variances or unusual deductions on your check.

If you have any further questions or if you believe there is an error on your check, please notify your supervisor or the personnel department immediately.

UAH (Cont. from page 1)

Alabama in Huntsville. Mr. Gay presented the certificates to the students. In making the presentation Mr. Gay congratulated the recipients and stated, "I am sure that you and the company will mutually benefit from this opportunity to enlarge your background and training". Mr. Gay commended the employees for spending the necessary time and effort to complete the course.



NEWSLETTER

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For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558



Personals

We want to express our deepest sympathy to **Kyle Edmonds**, Maintenance, and to **Helen Edmonds**, Finishing, in the loss of their son recently due to an auto accident, also to **Mae Thomas**, Personnel, who lost her brother recently.

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently.

Darlene Chapman-Finishing; **Eskel Wilborn**-Latex; **James F. Adams**-Laundry; **Mary Eason**-SMR; **Geraldean Holt**-SMR; **Willodean Smith**-SMR.

Congratulations to **Ed Fennel**, Laundry, who recently married **Deria Doss**.

Congratulations to **Marion Underwood**, Shipping, who is a grandmother again.

Wedding bells rang for two Gay-Tred employees in May. **Linda Williams**, General Accounting Clerk, was married to **Ben Vines**, Director of Research and Design. Congratulations to both.

What kind of washing powders do you use when you wash your turnip greens in your washing machine, **Nancy Keller**?

Wedding trips - fishing trips - what's the difference? About two days!

Why was **Bob Dedmon** afraid to move when he woke up about 3:00 a.m.? Does anyone know? Maybe Bob can explain.

Happy Birthday . . .

June

- 8 Randy McCarver
Kim Abbott
- 11 Lucille Holder
Truman Roberts, Jr.
- 16 Martha Henshaw
Bobby Johnson
Anna Faye O'Neill
- 19 Darlene Chapman
- 20 James Gould
Rayford Otinger
- 22 Nolton Whitaker
Joan Smith
- 24 Roy Light
- 25 Norman Davis
- 28 Brenda Edmonds



July

- 2 Harvey Gifford
- 3 Robert Doss
- 5 Ola Bell Willmon
- 6 Kyle Edmonds
- 7 Johnny Harper
- Patricia Hardin
- Rachel Atchley
- 10 Nancy Keller

WELCOME

Finishing: Denelda Atchley, Robert Stewart and Robbie Edwards.

Latex: Eskel Wilborn and Robert Arnold.

Shipping: Gary Riggs, Teri Abner and Norma Pitts.

Laundry: Ronald Williams, Thomas Wilson, Charles Beavers, Jerry Branford, Terry Gorham, Truman Roberts, Jr., Billy Adkins, Rodney West, Randy McCarver.

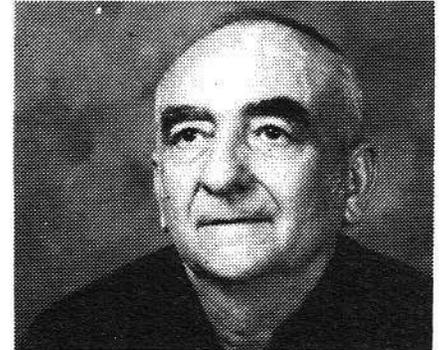
SMR: Johnny Blizzard, Daniel Shadden and Scarlet Jackson.

Maintenance: Larry Mannon.

Salary: Kim Abbott.

I.E.: Alan Gay.

Employee of the Month



CARL ROGERS

Carl Rogers is the sample dyer in the Sample Department. He has been employed at Gay-Tred Mills since 1947. Carl was laid off in 1950 and farmed for two years. He came back in 1952 and has been here ever since.

All of Carl's experience at Gay-Tred has been around dyeing. His first job at Gay-Tred was in the laundry and in the last 30 years he has done almost every job in the laundry.

Carl has been the sample dyer since we began making rugs. He has created the formulas for almost every color that we have used since we began making rugs. Carl comes up with formulas for approximately 300 to 400 new colors every year, of which, only about 60 to 80 get into the finished stock.

Carl says that creating the formulas is a nerve-wrecking job. You have to get the color exactly right and in many cases you don't have anything to go on, except experience (and Carl has plenty of that). Carl does not have any formal color training everything he knows he has learned by doing.

Carl lives on Center Street with his son Bobby and Bobby's wife Gina and four year old stepson Chris. Bobby works in the laundry on second shift and attends Northeast State Jr. College during the day. Carl has a daughter, Charlotte Rogers, who is a nurse in Birmingham. Charlotte is currently touring Europe with a group of friends from Birmingham. Carl was real excited about the telephone call he received from Charlotte in Switzerland just recently. Carl's brother, Prince Rogers, is Gay-Tred's Maintenance supervisor.

Carl's wife, Ginny, a long service Gay-Tred employee was killed in an auto accident in August of 1978.

In Carl's spare time he watches a lot of television, especially ballgames. He is a big baseball fan and has been to Atlanta several times to see the Braves play.

Carl bought a fishing rod about a month ago but he says you can't call him a fisherman because he has yet to catch any fish.

Carl is a good example of how valuable experience is. Most of the formulas that he's created he just had to "work it out in his head". The sheer volume of the colors he has "worked out in his head" shows that he has an awful lot of colors in his head. According to Carl's supervisor, Chloe Breland, "Carl is a very good dyer and many times matches the desired color with just one try."

Carl believes experience is valuable and we certainly agree with him. We greatly value our experienced employees—like Carl Rogers.



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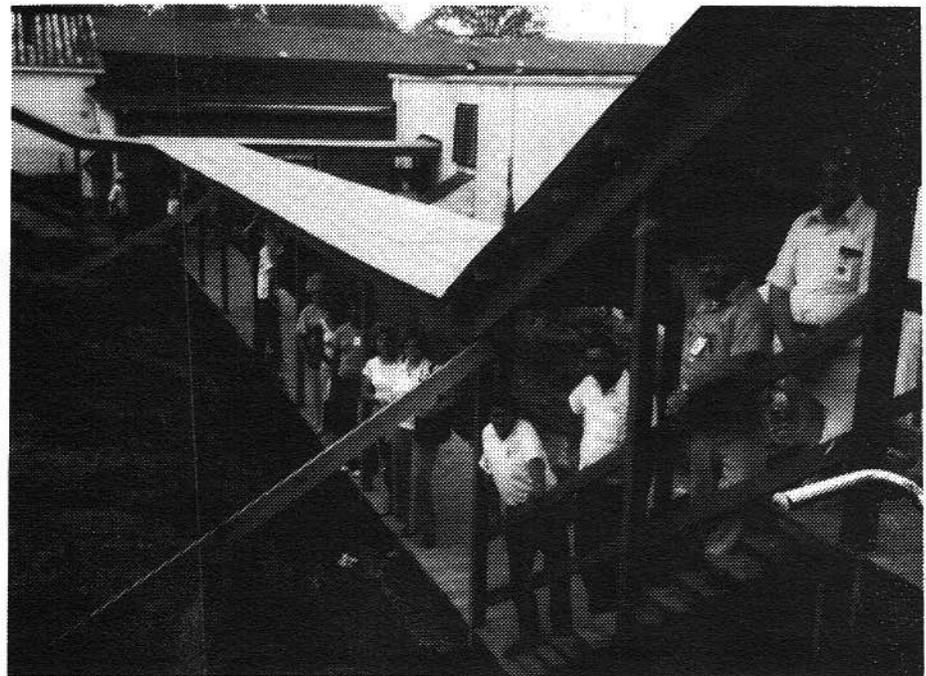
New Parking Lot

Last month we began using the new parking lot on the west end of the building. Now employees are able to park closer to the entrance and be "in the dry" quicker.

The new entrance from this parking lot has helped this situation a great deal. Now Gay-Tred employees do not have to cross the road or walk down the road to get into the building safely.

With the opening of our new parking lot and entrance we moved the time clock to the new entrance. For some employees this will mean a longer walk but for most employees this situation is much more convenient.

With a new entrance being built and old ones being closed this has created a change for almost all employees at the main plant. Chief Fire Inspector Walter Westmoreland inspected our exits and approved them as safe egress in case of fire.



Pictured above: Maintenance employees proudly inspect the walkway they built from the new parking lot to the new entrance to the plant as SMR employees exit.

Procedures For Wearing Identification Badges

Effective July 9, 1979 all persons entering Gay-Tred Mills must wear an identification badge.

Anyone other than employees will be required to enter the building at the main entrance to the offices on Maple Street. All persons who receive authorization to go beyond the lobby will be issued a visitor's badge by the receptionist. When leaving, all visitors will exit through the lobby and return their badges to the receptionist.

Identification badges will be issued to all employees by the Personnel

Department.

The badges must be worn and visible at all times in the building. If an employee forgets his badge, a temporary badge will be issued for that day. If an employee continually forgets his badge, he will be required to return home for his badge before being allowed to enter the building.

Lost badges can be replaced in the Personnel Department.

All supervisors and managers will be asked to escort anyone found in their department without a badge to the receptionist area. The employee entrance on Maple Street will be locked from the outside except between the hours of 5:30 a.m. and 8:15 a.m. June 22, 1979.

Pictures

Stone's Personnel Service will be in the plant Wednesday, July 18, 1979 to take pictures for identification badges. The photographer will be located in the Conference Room beside the Personnel Department from 1:30 p.m. until 3:00 p.m. All employees who do not have a picture on their identification badges will be required to have their picture taken. Any employee who wishes to have their picture made again may do so at this time. If you wish to have the new picture on your I.D. Badge a new badge can and will be made.

Employee of the Month



RUTH MELTON

Ruth Melton is a label maker in the Finishing Department and has been since 1965. Ruth started working at Bama Tuft in 1950 as a bedspread inspector. She came to Gay-Tred in 1956 (when the tornado came).

Ruth was one of the first rug inspectors that we had when we first started making rugs. Between 1956 and 1965 she also labeled rugs.

Ruth lives on Woods Cove Road with her husband, Laudry. Laudry is a retired carpenter. Ruth has two step-sons, Fate Melton who is retired from the U. S. Air Force and lives in Memphis, and Sonny Melton who owns his own business in Scottsboro, one son, Gaylon Stone who works for Patrick Lumber Company and one daughter, Mary Lawrence, who teaches at Nelson Elementary School and five grandchildren.

Before the gas shortage Ruth and Laudry traveled a lot. They enjoy visiting relatives. With the gas situation that we have in Scottsboro now, their traveling has been limited.

Ruth enjoys getting the family together and they do this a lot. The grandchildren spend a lot of time with

Hospital Insurance Change

Effective immediately our John Hancock hospital insurance benefits have changed. Now the maternity benefits will be covered the same as any other disability. This represents a drastic increase in our maternity benefits.

What this means is; under the previous benefits with a maternity claim of \$1,000, John Hancock would have paid \$275.00. Under the new benefit with a \$1,000 maternity claim, John Hancock will pay approximately \$850.00. This is a significant increase in benefits of our plan and will cause a significant cost.

This change was brought about by a new law effective April 29, 1979 that requires all companies that have disability benefits to treat pregnancies as any other disability. Since we are required by law to increase this benefit, we have no choice in this matter.

Since this represents an increase in cost for our insurance company we must pay additional premiums. As you know, the company absorbs two-thirds of the premium for employee coverage, and therefore will absorb two-thirds of the increase. The deduction for John Hancock premiums became effective June 3, 1979. The first deduction was reflected on the check that you received June 15, 1979. If you have any questions concerning the new coverage or any other insurance questions contact the personnel department.

The only change in our insurance benefits is the maternity coverage.

The new law called, Pregnancy Disability Law, affects all programs, benefits and policies concerning disabilities. All of our other policies and benefits do comply with the new law, and treat pregnancies the same as other disabilities.

Personals

Congratulations to **Bob Dedmon**, Manager of Personnel, for being elected President of the Nelson Elementary School Parent-Teacher Organization.

We at Gay-Tred Mills would like to send Get Well Wishes to the following employees who have been in the hospital recently:

Ruth, in fact, the kids tease her about the grandchildren being hers.

Ruth enjoys canning and cooking, but the garden is Laudry's and he wants her to keep out (and she's glad). Laudry always has a good garden and they have plenty to can and supply the family with vegetables.

Ruth has a cat named Tom that really belongs to Mary's son Ken Jr.

Ruth said she may be approaching retirement age but she's not sure that she's approaching retirement. She really enjoys working and has worked hard all of her life. "If people worked as hard now as we did years ago they would realize how well we have it now", says Ruth. "The working conditions are much better and the jobs are not nearly as hard."

According to Ruth she has never considered leaving Gay-Tred Mills. The company has been good to her and she has always had a good supervisor. Another reason that she has stayed so long is that she enjoys working with nice people. We also enjoy working with nice people - like - Ruth Melton.

Willodean Smith - SMR

George Clark - Maintenance

Who would take diving lessons just for a trip to Florida, **Ben?**

Pluma Thomas could not wait until the 4th of July to take her mystery trip.

While most of us have been in smoldering heat **Nedra and Keith Kirby** were enjoying the snow in Wyoming

Which would you prefer a wife or a van, **Matt?**

NEW HIRES . . .

Laundry: Eric Woods and Michael Owens

Shipping: Lisa Eidson

Latex: Keith Kirby, Rickey Blackwood and Travis Franks

BIRTHDAYS....

July

15-Ina King
15-Robert Stewart
16-Maxine Miller
17-Linda Potter
18-William Little
19-Paulette Baker
22-Ronnie Mason
22-Ruth Crabtree
24-Carolyn Stephens
25-James Edwards
25-Freddie Kay
25-John Stovall
25-Lisa Eidson
27-Rodney West
28-Sam Cisco

30-Flora Lee Berry
31-George Edmonson
31-Patrick Wright

August

2-Edna Holcomb
2-Carol Lambe
4-Tim Haynes
4-Inez Stapler
4-Walt Winston
5-Beverly Owen
6-Matt Arnold
6-Estelle Graden
6-Rickey Martin
7-Jackie Hargiss
7-Lucille Page
9-Irene Clark
9-Wanda Crabtree



NEWSLETTER

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Bob Dedmon, Editor

Phone 574-1558



VOL. II

Gay-Tred NEWSLETTER

AUGUST, 1979

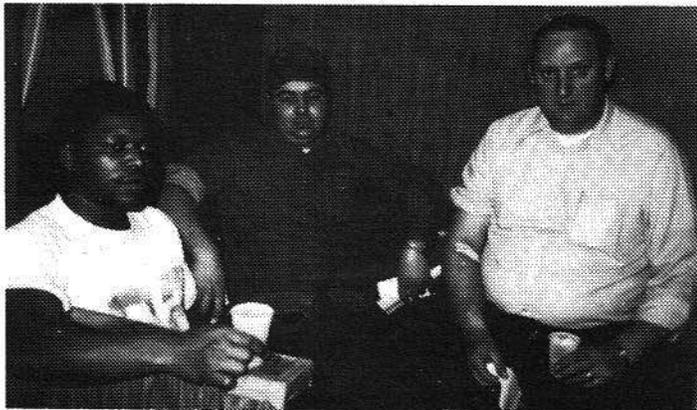


NO. 2

Bloodmobile

Wednesday, August 29, the American Red Cross Bloodmobile will be at our plant. We urge everyone who can to donate a pint of blood for this very worthwhile cause.

Additional information will be posted on the bulletin boards at a later date. **KEEP WATCH** you don't want to miss out on this opportunity to **GIVE OF YOURSELF** for **OTHERS**.



Bud Nicholson (Laundry), Henry Crabtree (SMR) and Truman Roberts (Laundry) are enjoying a snack after donating blood in February.

It's That Time of Year . . .

When it gets hot and humid and the sun is bearing down, generally making life miserable, it's "Dog Days". That's what I call this time of year for Gay-Tred. It's Dog Days for orders and production and full work weeks.

Orders are usually low this time of year and we are trying to prepare for our new style introductions as well as our regular fall business, which we feel confident will be like last year.

Preparation for the fall demands that we have our inventories at a lower level before we resume running full production. When do we start running full? As soon as we have an indication that orders are picking up. Right now orders are coming in only moderately and in order to maintain our lower inventory level for a while longer, we will be holding back production in August. How long? We hope only a few weeks, so that when we start we will be able to maintain full production for the rest of the year.

August will probably be short weeks or cut back weeks. Maybe the effect of the "recession" will not be a bad one. The 1974 recession year had little effect, and wound up being a real good year for Gay-Tred. We hope the same will be true this year. Bear with us.

Hugh Tannehill, Vice President
of Manufacturing

Lunchroom Remodeled

Work has been going on for the last several weeks to completely remodel our lunchroom facility. New paneling, floors, ceiling, doors and lights are being installed at the main plant. We will also have new tables and chairs.

This new room will house brand new machines that Kwickserv, Inc. has purchased for installation at Gay-Tred. These new machines are the most modern vending machines available and will enable Kwickserv, Inc. to provide a much greater selection and variety of goods.

The Grand Golden Gourmet machine will contain sandwiches, hot plates, cold plates, salads, desserts and many more items. This is the only full range food merchandiser in the industry. If there is a particular food item that you would like to see in the vending machines please advise Personnel. If there is enough request Kwickserv will provide that food item.

To provide the best possible vending service to Gay-Tred employees a full-time Kwickserv hostess will work in the lunchroom. If you have a problem with any machine the Kwickserv hostess will be able to provide immediate assistance.

A new vending area is being built at the Woods Cove plant also. This area will also have new modern machines that will provide the same variety, selection and service (including microwave oven and refrigerator) as the main plant.

The lunchroom at the main plant will be closed Friday, August 10 so that the work can be completed that week-end.

Both new lunchrooms will be officially opened Monday, August 13. To celebrate the opening and introduce Gay-Tred employees to the new service Kwickserv, Inc. will serve free cokes and coffee all day Monday at both locations.

If you have any comments, suggestions, complaints or questions concerning our vending service, facilities, etc. please feel free to call or stop by the Personnel Department.

Bob Dedmon, Personnel

Wage Increase Announced

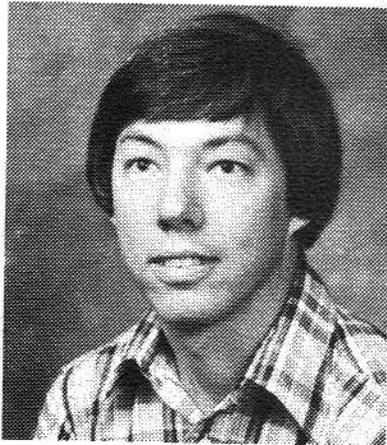
John W. Gay, III, President, announced a general wage increase effective July 30, 1979 for all hourly employees.

"Our raw material and other costs have increased much more this year than in recent years--more than we are able to cover in our prices," said Mr. Gay. "In spite of this, we are continuing our policy of providing wages and benefits which are competitive in our industry. In fact, recent surveys indicate that our wages and benefits are among the highest in the small rug industry."

"We are grateful for the efforts of our employees toward reducing waste and improving efficiency, as this is an important factor in being able to provide this increase."

John W. Gay, III, President

Employee of the Month



Bill Webb

Bill Webb is an Industrial Engineering Technician in the I.E. Department. He came to work in 1969 as a yardage machine operator. In 1970 Bill left for a three year hitch in the United States Army. He returned to work in 1973 and was transferred to the I. E. Department as a time study technician. Bill left Gay-Tred in 1974 for a job with another company in this area but returned to Gay-Tred in November of 1975 and has been here ever since.

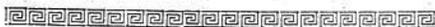
Bill is single and lives with his parents up Tupelo Pike in Scottsboro. His dad is a supervisor at Fieldcrest Mills and his mother is currently on sick leave from Fieldcrest Mills. He has three sisters and three brothers. A large family is sort of a tradition. Bill's dad has nine living brothers and in his mother's family there were seven girls and four boys. Bill doesn't think that he will have such a large family mainly because he couldn't afford it.

There are advantages and disadvantages to coming from a large family. Bill was the middle child, there were three older and three younger. According to Bill their fights as kids were more like wars instead of a fight and the kids would team up during an argument.

Some of Bill's family works at Gay-Tred (when you have that many family members some of them work almost everywhere in town). Bill has three aunts and a sister who are employed here.

Bill graduated from Scottsboro High School in 1969 and when he returned from the Army he attended Northeast State Junior College for awhile. Bill enjoys playing tennis with the family but his favorite hobby is reading. Can you imagine trying to read with everybody home?

Bill said probably the most exciting thing that has happened to him in his life was the three years that he was in the Army. Two and a half were spent in Germany. While in Germany the 2½ years he made many visits to other countries. Bill was stationed in Heidelberg, Germany. His favorite place to visit was Rome, but he also visited Paris, London, Amsterdam, Denmark, Switzerland, Austria and



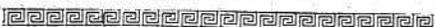
NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558



Personals

CONGRATULATIONS—

Congratulations are in order to the following employees:

Larry Keel (Production Control) father of a new son.

Beverly Stanley (Finishing) a new baby boy.

Carolyn Norwood (SMR) a new baby boy.

Jimmy Kennedy (Latex) who was married recently.

Scottsboro Swim Team

The Scottsboro Swim Team has gone undefeated this year.

They are sending more to the State Meet than ever before.

The following is a list of employees who have children on the team:

Hugh Tannehill's daughter Meg.

Jim Beason's son and daughter Gred and Kim.

Bob Dedmon's son Dicky.

Donna Rhoda's daughter Mimi.

(Meg, Dicky, Mimi and Kim qualified to go to the State Swim Meet. Let's wish them a safe and successful trip.)

LITTLE LEAGUE BALL

Several employees of Gay-Tred Mills have had sons or daughters playing Little League Ball this year. Below you will see a list of all the children who participated in this program and the names of the parents who are employed here:

Teri Wells, daughter of **Connie Wells**.

Greg Lockard, son of **Larry Lockard**.

JoDonna Cisco, daughter of **Sam Cisco**.

Tom Light, son of **Roy Light**.

Curtis Bridgeman, son of **Gary Bridgeman**.

Brian Morris, son of **Betty Morris**.

Scott Winston, son of **Walt and Louise Winston**.

Jimmy Pitts, son of **Norma Pitts**.

Roger and Scotty Mount, sons of **Ludie Mount**.

Robin and Jackaline Deerman, daughters of **Dianne Deerman**.

Dicky Dedmon, son of **Bob Dedmon**.

HOUSE WARMING PARTY

There was a House Warming Party for **Denford Johnson** (Shipping) and **Jean Sanders** (Shipping) Monday, July 23.

Cupcakes were enjoyed by all and Denford and Jean were each presented with a coffee maker to use in their new

Belgium.

Bill was an administrative clerk in the Army and his training received there has been very helpful to him in his current job as Industrial Engineering Technician.

A major part of Bill's job is doing time studies in the plant, he also does studies and energy analyses and other analyses as directed by the Vice President of Manufacturing.

Bill says that he has the best job at Gay-Tred Mills. He's very proud to work in the Engineering Department. If he could do it over again and have any choice of jobs he would choose the job that he has now. If we could do it over again and choose anyone for that job we would choose the one that we have now—Bill Webb.

Birthdays

AUGUST

12-Frances Mullican

13-Marian Underwood

Virginia Wilson

14-Timothy Currie

Jackye Marsh

15-Larry Keel

18-Louise Hancock

Jimmy Kennedy

20-Mary Eason

Joseph Littles

24-Janie Dalton

Walter Sisk

25-Geraldine Clemens

30-Nathan Smith

31-Jackie Moses

David Newman

SEPTEMBER

2-Donna Rhoda

3-Elaine Anderson

Lorena Mannon

Connie Wells

5-Deborah Miller

Mae Thomas

Dorris Wilborn

7-Kathy Keller

8-Doris Miller

homes by their fellow employees of the Shipping Department.

James Adams, Jr. (Laundry) retired on disability. James was a dryer in the Laundry and had been employed at Gay-Tred since May 3, 1978.

We at Gay-Tred want to express our deepest sympathy to **Tom Cardwell** (Maintenance) in the loss of his son recently, and to **Carol Lambe** (New York Office) in the loss of her father recently.

Get Well Wishes go out to the following employees who have been in the hospital recently:

Beverly Stanley-Finishing; **Norman Davis**-Maintenance; **Kathy Wynn**-Administrative; **George Clark**-Maintenance; **Doris Brown**-Finishing; and **Carolyn Norwood**-SMR.

THE LIGHTER SIDE.

Wouldn't the girls buy your lunch **Jean Sanders** (Shipping)? When you tell **Norma Pitts** (Shipping) to pull the old prices you had better mean it.

Ben Vines (Design) is now a certified diver--If you drop anything in the lake, call Ben.

The next time you lose your glasses **Larry** (I.E.) check on your face first. It will save everyone a lot of trouble that way.

Cora Wilson—Did you notice that we got your name right in the birthday column this time?

Identification Badges

Let's take a look at our **BADGE**.

Be proud to wear your Badge. It is your personal identification.

Aren't you pleased that you have the security that it provides. Think about it.

Do you stop to think what your Badge represents—you as an individual employee with a particular position to fill.

Give your Badge a Close Look.

Your **name** because it is yours and you deserve to wear your own name, no other. The **picture** may not be as complimentary as you would like. We know that "Beauty is only skin deep" and the depth of one's beauty is inside our body. Anyway, the picture should always be appreciated because you can never go back to the time and place and have it made a second time just as this one is. The **birthdate** is personal too. It was and is an important date to your parents. Is the date correct?

The **employment date** should be important to you, it is to your employer because you have a job to do that you can do. The date should be outstanding because of the seniority attached to it. It will one day. Is it correct? Your **department** should be the most important department to you of the entire organization. You and your fellow workers make the department you know, and we like to think highly of ourselves and our accomplishments. Our department is only as pleasant and desirable as we who comprise it, make it. How is it?

Every employee should double check the Badge issued to him or her. Only by doing this can you truly determine if the information supplied is correct. If an error has been made, certainly a correction is in order and will be made. If your Badge requires a correction, contact your Supervisor and the Personnel Manager.

Welcome

Maintenance-William Griffin
Latex-Michael Treece



Gay-Tred NEWSLETTER

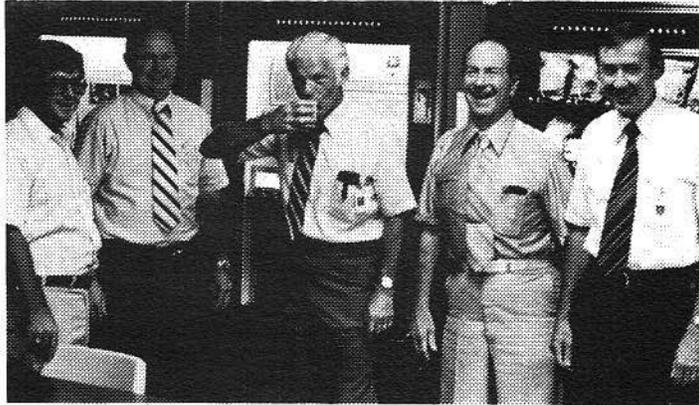


VOL. II

SEPTEMBER, 1979

NO. 3

New Lunch Room Opening



John W. Gay, III, President samples the first drink as Bob Dedmon, Personnel Manager, Jerry Olinger, Kwikserv Plant Manager, Paul Conley, Vice President, and Hugh Tannehill, Vice President, wait their turn at the grand opening ceremonies of the new lunchroom at the Maples Avenue Plant.

Gay-Tred employees are eating "in style" now. The new lunchroom facilities at the Woods Cove plant and the Maple Avenue plant have been completed. The equipment and furniture are the latest styles available.

During grand opening ceremonies John W. Gay, III, President, praised the work that was involved in upgrading our facilities. He complimented our Maintenance Department for the remodeling and Kwikserv for the installation of new machines and area treatment. Mr. Gay thanked Gay-Tred employees for expressing the need for a more comprehensive vending service during our monthly Employee Meetings. Mr. Gay stated "this is one of the many improvement that has been made as a result of employee suggestions."

Rotary Club Visits Plant

The Scottsboro Rotary Club held their meeting at Gay-Tred recently. After enjoying a box lunch at the Woods Cove plant John W. Gay, III, President, told the Rotary Club the history of Gay-Tred Mills.

Hugh Tannehill, Vice President of Manufacturing, explained how our products are made from the purchase of raw materials to the shipping of the finished product. Mr. Tannehill showed examples of how the rugs look at different stages of the manufacturing process and answered many questions.

The members of the Rotary Club divided into three groups and toured both the Woods Cove and Maples Avenue plants. Mr. Gay, Mr. Tannehill and Bob Dedmon, Personnel Manager, were the tour guides.



Above is a picture of the Shipping Department employees enjoying complimentary cokes and coffee (provided by Kwikserv) as they get their first look at the newly completed lunchroom at the Woods Cove Plant.

Jerry Olinger, Plant Manager of Kwikserv's Scottsboro plant, thanked Gay-Tred employees for using Kwikserv's vending service. Mr. Olinger stated that we can be very proud of our lunchrooms because they are second to none in this area. He pledged to continue the best service, quality, selection and prices possible.

Bob Dedmon, Personnel Manager, stated that Kwikserv and Gay-Tred spent a lot of time and money to provide this modern facility for Gay-Tred employees. He encouraged all employees to use the facilities. Bob also asked employees to help keep the lunchroom neat and clean by disposing of trash when they leave so the next group on break will have a bright, cheerful, neat and clean place to enjoy their breaks or lunch.

According to Kwikserv sales have increased considerably since the new machines were installed so apparently Gay-Tred employees are enjoying the new facility.

Seniority

Since issuing I. D. Badges some employees have discovered that our personnel records do not show the correct seniority date. If you believe the seniority date on your I. D. badge is incorrect, please bring the badge to the Personnel Department so that we can review our records to determine the correct date. It is very important that our records reflect the correct seniority date.

Personals

We at Gay-Tred want to express our deepest sympathy to **Ronald Williams**, (Laundry) who lost his mother recently, and to **Bertha Hall**, (Finishing) in the loss of her brother.

Get Well Wishes go out to the following employees who have been in the hospital recently:

Jackye Marsh-Finishing **Louise Hancock**-SMR
Bertha Gibson-SMR **Martha Henshaw**-Shipping
 ---Double Congratulations---

Harvey Gifford, (Latex) became a grandfather twice in one day. His daughter and daughter-in-law both had babies on the same day. That was good timing.

THE LIGHTER SIDE

Suzanne, (General Office), what's this about a bag of adding machine tape, that sure doesn't resemble tomatoes.

Someone in the Design Department needs to have their watch repaired or their glasses changed. Do you know anything about this **Ben**?

Aloha

Jean Strickland, (Receptionist), is going to be in Hawaii for two weeks seeing all the sights and learning to do the Hula. Maybe she will give the rest of us some lessons. Have a nice time Jean, we will all miss you.

OOPS!!

We slipped. We forgot to mention **Jeff Brake**, son of **Helen Brake** (SMR) last month. Jeff was in the Little League Ball Club also. Sorry.

Why is **James Watson**, Shipping, hitchhiking when he has a brand new car?????

Did you know we has a radio personality working among us? **Mike Riggs**, Shipping, is an announcer for WCNA. Mike is the sideline announcer for the Scottsboro High School football games. Keep up the good work Mike, here and at WCNA.

David Newman didn't have two birthdays this year, we just got him in the wrong month last month. Sorry about that David.

Donna lets Jack be the big Fish around the Rhoda home, but she is the one that brings the big fish home.



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Employee of the Month



Bernice McKee

Bernice McKee, SMR tank set serger, has been employed at Gay-Tred since July 10, 1948. Actually she worked here a few years even before that. She was a bar tacker on barracks bags during the war. She came back in 1948 and has been here ever since.

Bernice lives with her husband, Charles, on their 40 acre farm on Porter Road in Scottsboro. Charles farms about 200 acres all together raising cattle, hogs, and soy beans. Bernice doesn't have a thing to do with the farming. She does raise a garden each year and she takes care of that herself. She cans and freezes the vegetables and usually has plenty to give to the rest of her family.

Bernice has one daughter, Carolyn (Mrs. Sells) Arnold and two wonderful granddaughters. Carolyn's husband is a Scottsboro fireman and runs a gas station and sells fire extinguishers in his off duty time. Carolyn keeps the books for him.

The granddaughters love to come over and spend the night and Bernice loves to have them. It's a joy to spoil those girls and Bernice keeps them anytime Carolyn is playing volleyball or she and Sells go somewhere.

Bernice has a brother John D. Edmonds who works in the Yardage Department and two sisters who live in Scottsboro. Bernice is glad the family lives close because she enjoys being with them. Her niece was recently crowned Farm Bureau Queen.

She and Charles like to ride around the country side and this is how they spend a lot of Sunday afternoons. This is very pretty country just to ride around and enjoy.

Bernice says she has stayed at Gay-Tred so long because she really likes it here and because she appreciates having a job. She says Gay-Tred has been good to her over the years and has stayed with her during some hard times. During those hard times Gay-Tred was her bread and butter.

She has also stuck with Gay-Tred during some hard times. The working conditions and benefits are much improved now compared to years ago. The benefit she appreciates most is the paid

Blood Donor



Daisy Shelton

Daisy Shelton, Sample Department, is shown donating a pint of blood at the bloodmobile August 29, 1979. Many thanks to the 84 employees who came to give blood. There was 67 pints of blood actually given. Winners of the \$25 Savings Bonds were **Billy Ray Dillard**, Laundry, first time donor, **Ludie Mount** and **Virginia Wilson**, Shipping and **Daisy Shelton**, Sample, previous donors.

Happy Birthday

SEPTEMBER

11-Ruby Brooks

-James Fischer

12-Michael Ferguson

13-David Newman

14-Barbara Lombardo

17-Freida Little

18-Betty Morris

19-Norma Pitts

-Gerald Holt

20-Adalyn Harris

22-John W. Gay, III

23-Doris Ann Harris

-Glenn Little

-Jimmie Smith

24-Keith Kirby

25-Prince Rogers

30-Charles Havis

-Baxter Nicholson

OCTOBER

6-Martha Bryant

-Ronnie Wright

7-Chloe Breland

-Bob Dedmon

8-Michael Hancock

9-Paul Conley

WELCOME

LATEX-Teddy Long, Roger Otinger, Michael Hancock, William Treece and Dennis McCoy.

FINISHING-Beverly Stanley.

holiday. "It is really nice to be off a day and not lose any pay", she says.

Bernice is glad that we stuck with her during the lean years and provided her bread and butter. And we are glad she stuck with us during the lean years because our bread and butter is loyal, dependable employees—like Bernice McKee.



Gay-Tred NEWSLETTER



VOL. II

OCTOBER, 1979

NO. 4

Gay - Tred Silver Circle

Gay-Tred Mills has always recognized and appreciated long service employees. To formally recognize and show our appreciation to long service employees we are establishing a club for employees with 25 years or more of continuous service with the company.

The club shall be named the Gay-Tred Silver Circle. This exclusive club will consist of all active Gay-Tred employees with 25 or more years of continuous service. The new inductee will be honored at a banquet each year. New inductees will be presented an engraved watch at the banquet.

The first annual banquet to induct charter members will be held November 1, 1979. All charter members will be presented with an engraved watch. The speaker at the charter banquet will be **Mr. John Will Gay, Jr.**, Chairman of the Board, of Gay-Tred Mills, himself a Silver Circle member.

Plans are being finalized now for recognition of long service for employees who have 5, 10, 15 and 20 years of continuous service. More about that in future issues.

Following are the charter members of the Gay-Tred Silver Circle and their years of service:

John Will Gay, Jr.	49	Bertha Hall	32
Maurine Gay	49	Bernice McKee	31
Mary E. Thomas	46	Geraldine Clemens	29
Paul W. Conley	46	Ruth Melton	29
Laverne Stewart	41	Lloyd Lockard	28
Pluma Thomas	39	Nathan Smith	27
Daisy Shelton	38	Richard Brown	27
Lillie Mae Prewett	34	Carl Rogers	27
Chloe Breland	33	J. W. Keel	27
George Miller, Jr.	32	Nedra Kirby	26
Maxine Miller	32	Edd Guffey	26
Opal Green	32	John E. Edmonds	26
Juanita Wheeler	32	John W. Gay, III	25

That's over 700 years of experience, hard work, loyalty and dedication. "There is no way to adequately express my appreciation to these employees. I deeply respect, admire, and appreciate loyalty. I am happy that this company could provide employment and a source of income and security to so many for so long. These people helped build this company and made it grow and prosper and they can all be as proud of Gay-Tred Mills as I am," says **John W. Gay, III**, President.

Birthday Party



Pictured left to right are: **Bob Dedmon, Hugh Tannehill, Ruth Tannehill, Martha Gay, Johnny Gay, Maurine Gay, John Will Gay, Jane Conley, and Paul Conley** are shown at the party given by the plant employees in the SMR honoring the birthday of Johnny, Paul and Bob.

BRRRRRRRRRRRR! ! !

It's getting cold and may get colder! The Department of Energy has released the new federal requirement for temperature control called Emergency Building Temperature Restriction Plan. In essence what the plan says is that we may not heat any part of the building above 65° F.

We have installed thermometers in the offices and production areas to insure accuracy and compliance.

The space heaters that we have in some areas cannot be used unless the temperature gets below 65° F and only then to get the temperature back up to 65° F.

65° F may be a little uncomfortable at times but we have no choice in this matter. The penalties are stiff. The consequences are even stiffer if we run out of energy.

United Way of Jackson County

Wednesday, October 10, 1979 will be the day for our United Way drive this year. Your supervisor will distribute solicitation cards to be completed and returned the same day.

As you know this is the only charity drive we have at Gay-Tred. Give generously and remember the money we collect for the United Way will benefit the needy in our communities.

Giving up one coke or one pack of cigarettes a week (about \$.35 or \$.60 per week) isn't much individually but collectively it could mean a great deal to the needy in our county.

Employee of the Month



Fannie Pearl Eidson

Fannie Pearl Eidson is a computer operator in Data Processing. She began her career at Gay-Tred in 1965 as a Gay-Tred order clerk.

In the late 60's she began key punching when we got the 407 accounting machine. In 1972 when the company started using the computer Fannie Pearl became our first computer operator and has held that job since then. She went to school in Atlanta for 3½ weeks to learn how to operate the computer.

Fannie Pearl lives on Beech Street in Scottsboro with her daughter Lisa who is a sophomore at Birmingham Southern, and Scott a sophomore at Scottsboro High School. Lisa worked at Gay-Tred the last two summers to help pay her college expenses.

Fannie Pearl is a very active member of the First United Methodist Church in Scottsboro. She is the Secretary for the Sunday school and helps prepare snacks for the MYF every Sunday night. Fannie Pearl loves her church and enjoys working with the youth there. She has gone on several retreats with them.

Fannie Pearl enjoys sewing and raising plants and flowers. She and Scott do the yard work together usually. Although Fannie Pearl helps Scott with the yard work he doesn't help in the house much when Lisa is home.

Fannie Pearl's parents live on Charlotte Street in Scottsboro. She helps them in their garden some and the benefits are obvious. Her parents are celebrating their Golden Wedding Anniversary Sunday, October 14 in the



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Attendance

Every job at Gay-Tred is important and if an employee is not here to do his/her job, then it can cause a serious problem within the department, possibly even within other departments. There will always be times when an employee must remain away from work for legitimate reasons. However, there are absences which can be avoided.

Our weekly attendance report has been in existence for one year this month. The purpose of this report is to help each department and the company as a whole determine the seriousness of our absenteeism. By keeping up with the number of absences and a weekly absentee rate for each department, the manager can use this information combined with his personal knowledge of the absences in his department to determine if his department has a serious problem.

At this time we count all absences, excused or unexcused, against a department's absentee rate. The only exceptions are if the absence is due to a scheduled vacation, holiday, leave of absence, lack of work, or jury service.

Since our attendance report has been in existence, the highest weekly absentee rate for the plant was 7.1% and the lowest was 1.7% (The year to-date percentage for the plant is 29.3%) A weekly percentage of 5.0% or less is good. However, many of our departments have a much lower percentage and some departments have achieved zero absences several times. To improve our plant percentage we need every department trying to achieve perfect attendance each week. While it is not possible for everyone to be here every day, it is certainly a challenge which we should all accept.

A department that can achieve perfect attendance for a week should then try for two weeks, a month, and maybe even for a quarter.

- WELCOME -

LATEX--Jimmy Kennedy, John Moses, Jr.

LAUNDRY--Steve Kirtland, Jerry Branford, Danny Simpson, Terry Gray, Gerald Collins, Tommy Womack, Donnie Gray, and David Barron.

Fellowship Hall of the First United Methodist Church.

Fannie Pearl enjoys her work at Gay-Tred. "It's very interesting as well as challenging," she says. The computer does most of the work she used to do. When asked if it did the work better she replied "it does the work faster".

Fannie Pearl says the company has been very good to her and given her an opportunity that is rewarding as well as providing for the family. She says the employees here are like family and not just because she has several cousins who work here although she does.

Fannie Pearl cares about her job and her company. She shows that she cares by doing the best job she can. She wants people to be pleased with her work.

Fannie Pearl is glad she has a job and a company she can be proud of. Gay-Tred is glad we have employees we can be proud of...like Fannie Pearl Eidson.

Personals

Congratulations are in order to the following employees:

Cam Wilson (Laundry) who was married recently.

Robert Doss (Laundry) father of a baby boy.
Joan Smith (Shipping) who has a new granddaughter.

Frances Stephens (Finishing) has a new granddaughter.

Get Well Wishes go out to the following employees who have been in the hospital recently:

Teri Abner (Shipping); **Nancy Stover** (SMR); **Tommie Bradford** (SMR)

We at Gay-Tred want to express our deepest sympathy to **Larry Beavers** (Laundry) in the loss of his new baby.

The Lighter Side

If you need your lawn watered call **Jackie Hargis** - he has been practicing at Woods Cove (Inside!).

Congratulations!

Mrs. Maxine Miller (SMR), former Worthy Matron, of Scottsboro Order of the Eastern Star Chapter 202, was honored recently. Maxine was commended for her certificate on work from the Grand Chapter of the State of Alabama. Maxine has been appointed to serve as instructor-coordinator for Jackson County School of Instruction to be held in November of this year.

Maxine was presented with flowers and gifts from her fellow members.

Happy Birthday. . .

OCTOBER

- 6-Jerry Brandford
- 11-Laverne Stewart
- 13-Fred Edmonson
- 14-Larry Beavers
- 18-Velma Edmonds
- 24-Terry Turner
- Margie Winkels
- 26-Pauline Evans
- Terry Shultz
- 27-Harry Hutchens

30-Bethel Smith

31-Diane Davis

NOVEMBER

- 2-Nicky Keller
- John Moses, Jr.
- 3-Michael Owens
- 4-Mary Cornelison
- 5-Frances Stephens
- 6-Janice Snodgrass
- Betty Thompson
- 10-James Edmonson



Ten Gay-Tred managers and supervisors recently completed the National Red Cross Multi-Media First Aid Course. The class was taught by Gay-Tred employee **Larry Lockard** who is a certified Red Cross instructor. Pictured left to right are: **Larry Lockard, Jim Beason, Rachel Armstrong, Matt Arnold, Prince Rogers, James Watson, Pluma Thomas, Richard Brown, Joe Littles, Truman Roberts, and Roy Light.**



Gay-Tred NEWSLETTER



VOL. II

NOVEMBER, 1979

NO. 5

The Gay-Tred Silver Circle Banquet, Complete With Pictures, Will Be Covered In A Special Edition Of The News Letter!!

We Are Family

This famous song has become a motto for several athletic teams lately. It could very well be applied to Gay-Tred Mills. We feel that we are small enough and close enough to be considered one big happy family.

Many "blood-relative" families make up Gay-Tred Mills, however, you may be surprised, as we were, to discover the relatively few unrelated families we have employed here. Probably half our employees are related to someone else who works here. One family has a dozen members who are Gay-Tred employees.

In thinking about this subject for an article in our NEWSLETTER one of the most interesting angles was the husband and wife teams employed here. At press time there were 14 married couples employed here. We wondered what the advantages of working at the same place were for married couples so we asked them all this question, "What is it like working with your spouse?" This is what we learned: Almost everyone we talked to said the biggest advantage to working at the same place with your spouse is convenience. In most cases you only need one car and this saves a lot of money on gas. In most cases you are off from work at the same time, for vacations, holidays, etc. Very few of the couples that we talked to identified any disadvantages for husband and wife working together. The following are quotes from some of these employees. For obvious reasons we are not

listing who made the quote, see if you can figure that out for yourself.

"I like working at the same place with my wife. She can't come home and say she's been working too hard to cook supper because I know better."

"I like working with my husband so I can keep an eye on him".

"I love it. I only wish I could work closer to -----".

"The biggest advantage is I get to pick out two Christmas gifts".

"I don't mind her working here since I hardly ever see her after we get to work".

Those are only a few of many comments made by these couples. Many said since they don't work closely together it's really not like working for the same company. Since the partners are aware of what's going on at the company they are a lot more understanding when things aren't going well. That makes things a whole lot easier at home. A disadvantage would be if one partner was upset about their job sometimes it does affect the others attitude toward the job.

We asked the couples if they had to do it over again would they? Most said "yes" they certainly would. Many of these couples who are married met while working at Gay-Tred, now we're not in the matchmaking business and since we're not sure whether we're getting the blame or credit we'll not comment.

Helen West Promoted

Helen West has been promoted to Cost Estimator and Special Projects Coordinator in the Research and Design Department. She will now report to Ben Vines, Director of Research and Design.

Helen has been with Gay-Tred since March of 1975. She was formerly a clerk in the Production Control Department.

Helen is married and has three children. Her husband, Charles, is employed by Ideal Optics.

In making the announcement Mr. Vines said, "We are pleased to have Helen as part of our Management.

(continued on page 2)



HELEN WEST



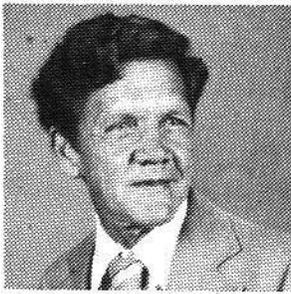
Thanksgiving

November 22, 1979 is Thanksgiving. A truly American holiday. There has been quite some change since the first Thanksgiving was celebrated by the Pilgrims. We now have televised parades, football games and instead of hunting our turkey we purchase it. Still it's a day when we should all thank God for our many blessings. That hasn't changed.

Thanksgiving is a paid holiday at Gay-Tred and all eligible employees will receive eight hours pay at their

(continued on page 2)

Employee of the Month



Bethel Smith

Bethel Smith is an electrician in the Maintenance Department. He has been employed at Gay-Tred 23 years "the last time". He worked here several years in the 40's and was gone a few years before he returned.

Beck began his career at Gay-Tred in the Laundry and has had several jobs. He really enjoys the work he is doing now. His title is electrician but when you work in the Maintenance Department of a small company you really have to be a Jack-of-all trades, and Beck certainly is that.

Beck has seen a lot of changes in the last 23 years, "most for the better". The best for the company and for employees has been the new laundry. That made a lot of things easier and more economical.

Beck lives in Section, Alabama with his wife Eloise and his bird dog Coco. Eloise works at Glenco Manufacturing on Sand Mountain. They are now remodeling the old farm house near Macedonia where they hope to move before Christmas. Eloise has been a big help in remodeling. She has also been a big help on the farm. Beck raises hogs and calves and corn. This keeps him pretty busy.

When he is not working Beck enjoys fishing and goes as often as he can. He likes hunting even better than fishing. Beck said he doesn't have as much time as he would like to work Coco, although Sand Mountain is a great place to hunt quail.

Beck is a member of the Section Lodge and a Deacon in the Bethany Baptist Church. He and Eloise have one son, Buddy, who works at the Naval Base in Norfolk, Virginia, two daughters, Rebecca Ann Smith who works in the County Clerk's Office and Pricilla Rounsavall who is employed at Gay-Tred.

Beck said there are several reasons he has remained at Gay-Tred so long. He enjoys his job here but probably the biggest reason is that he likes the people he works with so much-- he should, most are relatives! We don't have space to name them all but the Smith family is the largest we have at Gay-Tred.

Beck says working with the family has advantages and disadvantages but the advantages are greater. He has become close to so many Gay-Tred employees in the last 23 years he really feels a part of the Gay-Tred family. Beck is glad he is part of a family he can be proud of, and we are glad we have employees in our family we can be proud of --like Bethel Smith.

Volley Ball Season

The volley ball season will begin November 5. All games are played at Page Elementary girl's gym. Everyone is invited to attend. Come out to the game and support our teams. See you there.

Happy Birthday

- | | |
|----------------------|------------------|
| Nov. | Dec. |
| 11-James Sampson | 1-Brenda Bailey |
| -Willard Gray | 2-Larry Lockard |
| 12-Richard Brown | 3-Henry Crabtree |
| 13-Margaret Day | -Bill Webb |
| 14-Ludie Mount | 4-Earl Goins |
| 15-James Watson | -Denford Johnson |
| 16-Lloyd Lockard | -Dale Dobbs |
| 23-Kathv Wynn | 7-Ruby Anderton |
| 24-Phyllis Underwood | -Meda Brown |
| 25-Theresa Murphy | -Terry Gorham |
| 29-Linda Moore | 8-Hugh Tannehill |
| 30-Denelda Atchley | |
| -Thomas Cardwell | |

Personals

Get Well Wishes go out to the following employees who have been in the hospital recently:

- Betty Morris-(Admin.)
- Irene Clark-(SMR)

We at Gay-Tred would like to express our deepest sympathy to the following employees:

Carolyn Stephens (Data Processing) in the loss of her grandmother.

Ivan Victor (V.P. Marketing) in the loss of his father-in-law.

Brenda Edmonds (Shipping) in the loss of her grandmother.

Harry Hutchens (Shipping) in the loss of his grandmother.

Geraldean Holt (SMR) in the loss of her daughter-in-law.

THE LIGHTER SIDE

Who carries on long conversations on the telephone and no one at the other end?

Some people carry on conversations over the page system, good thing you weren't talking about someone, (Rachel and Jean).

The **Mary Cornelison** listed last month in our birthday column is really our own beloved **Lucille** of the SMR. She doesn't go by Mary but will accept gifts sent to her under either name.

Now, who do we know in the Silver Circle Gang that did not bring her boyfriend to the banquet because he still thinks she is 39? Do you know **Chloe**? Does **Pluma** know?

Congratulations to **Annette Brooks**, daughter of **Sue Brooks** (Finishing), for being honored Miss Fire Prevention of 1979.

HELEN WEST PROMOTED

Helen has been with Gay-Tred over four years now and knows quite a bit about our operations here. Helen is a very dedicated person and takes her job seriously and we are glad to have her in Research and Design.

Mike Riggs replaces Helen as clerk in the Production Control office. Mike was formerly a strapper in the Shipping Department.

Welcome

Laundry: Gregory Adams, Timothy Burton, Michael Bunch, Kevin Pendergrass, Gary Hill, Marvin Sanford, and Gregory Wright.

Latex: Ricky Brown, Randy Gray, and Garry Sanderson.

Shipping: Thomas Smith, Phillip Webb.

Finishing: Patrick Necklaus, Brenda Bailey.

SMR: Dorothy Olinger.

United Way

United Way drive has been completed at Gay-Tred Mills. Once again, Gay-Tred Employees generously supported this worthwhile cause. Our total plant contribution was \$4,258.00.

Three of our departments reported 100% participation. These were **Small Machine Room, Maintenance and Service**. The **Laundry** deserves a special mention for doubling their pledge from last year. As you know, this money goes to many worthy Jackson County organizations, and we do appreciate all the contributions received from our employees.

THANKSGIVING (from page 1)

regular rate. The plant will be closed November 22 in observance of Thanksgiving. The plant will resume normal operations Friday, November 23. Some departments may operate Saturday.

Whether it's celebrated with a turkey dinner, with family visits, or football at home we hope it will be a fine holiday for you and your families. However you celebrate the day take the time to truly thank the Lord for the bountiful blessings he has given each of us.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 574-1558





Gay-Tred NEWSLETTER



VOL. II

DECEMBER, 1979

NO. 6

Holiday Pay Policy Reminder

It is the policy of Gay-Tred Mills to observe six recognized holidays as paid holidays. These are Christmas Day, New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving. All eligible employees will receive eight hours pay for each of these holidays. To be eligible for holiday pay an employee must work his last scheduled shift before a holiday and his first scheduled shift after the holiday and the holiday itself if scheduled.

We realize there are many acceptable reasons for excused absences. However, for the purposes of this policy the only reasons for an absence that would not disqualify an employee from receiving holiday pay are:

1. Serving on jury duty.
2. Under a doctor's care.
3. Absent due to a death in the immediate family (husband, wife, son, daughter, mother, father, brother or sister).

An absence on the last scheduled day before or the first scheduled day after a holiday for any other reason will disqualify an employee from receiving holiday pay.

Employees who report to work late clearly not for the purpose of extending their holiday or not as a result of their holiday and employees who are called away from work in an emergency situation clearly not for the purposes of extending their holiday on the last scheduled day before the holiday or the first scheduled day after the holiday will be eligible for holiday pay. Recently employees have been denied holiday pay because of an absence that could have been avoided. Just because an absence is legitimate and justified does not automatically mean it will not cause disqualification of holiday pay. If an absence either of these days or a part of either of these days is necessary the reason for the absence should be discussed with the supervisor or the Personnel Department before taking the time off.

Employees on leaves of absence or lay off will not be eligible for holiday pay.

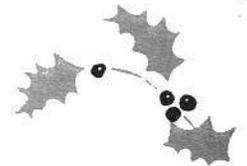
It is the company's desire that all employees receive holiday pay. However, to insure that all employees are given time off with pay fairly and equitably these guidelines were established.



All retired Gay-Tred employees are invited to the Christmas dinner each year. This is a highlight of the dinner that everyone enjoys. Pictured above are Mae Thomas, Administrative Personnel Assistant, and Obara Wright catching up on a years worth of hugging.



CHRISTMAS DINNER



Our Christmas Dinner this year will be held Thursday, December 20, 1979 at 12:15 at the Goosepond Convention Center in the Goosepond Colony. Our menu will be Turkey and Dressing, and all the trimmings and plenty of it.

The plant will cease operations at 12:00 noon Thursday, December 20 and we will all go to the Goosepond Convention Center. For anyone not sure of how to get to the Convention Center a map giving directions has been put on the bulletin boards.

Anyone needing a ride to or from the Convention Center should let their supervisor know.

The Christmas bonus checks will be distributed at the Christmas Dinner. The Christmas gifts will be distributed after the dinner at the Convention Center.

Tentative plans are to resume normal operations Wednesday, December 26, 1979. If business conditions necessitate a change you will be notified by notice on the bulletin boards.

I.D. BADGE

All Gay-Tred employees have been issued identification badges. These badges must be worn and visible at all times in the building. If

you forget your badge a temporary badge can be issued in the Personnel Office. If you continually forget your badge you will be required to

return home to get your badge. If your badge is lost or damaged it can be replaced in the Personnel Office. Failure to wear identification badges is considered a violation of company rules.

Any visitor to the plant for any reason will be issued a visitors badge by the receptionist.

Employee of the Month



JACKIE HARGISS

Jackie Hargiss is a truck driver in the Yardage Warehouse. Jackie's seniority date is August of 1977, however, he actually came to work here in July 1975. His break in service came in July 1977 when he went to work for another company on a job that pays more.

Jackie said he learned a valuable lesson then - money is not everything. Money is important and he is pleased with the good increases he has been given here. Like all of us Jackie would like to make more but he is optimistic that he can do that here.

Jackie had been gone for less than a month when he asked Jim Beason to give him another chance. It didn't take long for him to realize how much he enjoyed his job at Gay-Tred. He likes the working conditions but the main attraction according to Jackie is his job and the people he works with especially his supervisor and department manager, George Miller and Jim Beason. Jackie said Jim has given him a second chance now and he hopes he will not have to ask for another one.

Jackie says the main thing he likes about his job is that he comes in contact with so many people. He knows just about everybody that works here and has friends in every department.

Jackie is single and lives with his parents near Macedonia. Jackie's dad works for the City of Ft. Payne and his mom is a housewife. His sister, Ginger Noles, lives at Grove Oak.

When he is not working Jackie enjoys sports and hunting, especially deer hunting. He has shot a few but is yet to hit one. He plays on the Gay-Tred volleyball team.

Jackie doesn't care much for fishing. When he was younger he went fishing a lot with his Uncle Sol. In fact he went so often and fished so long he just got burned out on fishing.

Jackie is a member of the Davistown Baptist Church in the Davistown Community on Sand Mountain.

Jackie has a Suzuki 185 motorcycle. He really enjoys riding it around Sand Mountain. Now that it's getting cold he doesn't ride as much. "It's hard to make payments on the thing when you're not riding it" says Jackie. "If I had a good offer I'd sell it right now". This isn't a want ad but if you want a good deal on a Suzuki give Jackie a call.

Jackie says that he always tries to do his best at anything he does. He wants to be proud of his work. According to Jim Beason "Jackie should be proud of his work, he does a good job and always does his best." Beason adds "Jackie is very dependable." In talking with Jackie it is obvious that he is very proud of his attendance record. He has only missed a few days in the four years he has been at Gay-Tred.

Jackie says it gives you a good feeling when you can be proud of your company, your job and the work you do. It gives you a good feeling too when we can be proud of the work done here and we can when it's done the way it's done by employees like — Jackie Hargiss.

Welcome

Laundry
Kerry Wray
James Harris, Jr.

SMR
Barbara Wilborn

Newborns of 1979

Several Gay-Tred employees had additions to their families this year. We've heard so much about these new babies this year and I'm sure you have too that we wanted to see these new babies and we thought you would too. We're not aware of any new babies that are expected this month so we thought we would take this opportunity to introduce all the new babies of Gay-Tred employees born in 1979.



Amanda Lee Stanley, daughter of Beverly Stanley (Finishing Department)



Derek Norwood, son of Carolyn Norwood (SMR)



Haley Woodene Wynn, daughter of Kathy Wynn (Accounting Office)



Jacqueline Carol Holt, daughter of Lois Holt (SMR)



Marcus Telo Doss, son of Robert Doss (Laundry)



Karen Bridgeman, daughter of Gary Bridgeman (Data Processing)



Jeremy Keel, son of Larry Keel (Production Control)

Not pictured is Tracie Lynn Shultz, daughter of Terry Shultz (Laundry)

Happy Birthday

DECEMBER

12--Geneva Hester
Robert Tipton
13--Joan Jackson
15--Vera Cisco
Dan Cullinan
16--Patricia Clines
17--Fannie Pearl Eidson
18--Louise Winston
Willadean Smith
19--Martha Guinn
Alva Lois Tipton

21--Virginia Sanderson
22--Hilda Drinkard
23--George Miller
29--Rachel Armstrong
Terry Gray
30--U.G. Wildman
31--Mike Riggs

JANUARY

1--Sam Pat Rodgers
2--Sonja Rousseau
Brenda Adams
7--Kathryn Martin
8--Cliff Parker

PERSONALS

We at Gay-Tred want to express our deepest sympathy to James Watson (Shipping) in the loss of his father, Larry Keel (Production Control) in the loss of his brother-in-law, and to Harvey Gifford (Latex) in the loss of his father-in-law.

Get Well Wishes go out to Gregory Wright (Laundry) who was in the hospital recently.

Our sympathy is extended to Norma Pitts (Shipping) who lost her home in a fire recently.

Congratulations to Terry Shultz (Laundry) on the birth of their baby girl.

THE LIGHTER SIDE

James what happened to all that snow you predicted for November 15th. It was a beautiful day, and no snow was seen.

Gerald Collins has been entertaining in the laundry lately. He plays the "hambone" very well.

The girls volleyball team finished the season in 8th or 9th place and the guys finished in fourth place. Of course the girls won twice as many games as the men. It's easy to finish fourth place when there are only three other teams.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees
Bob Dedmon, Editor

Phone 259-2000





Gay-Tred

NEWSLETTER

Silver Circle Special Edition



Silver Circle Charter Members

Front, left to right: Ruth Melton 29 years, Nedra Kirby 26 yrs., Juanita Wheeler 32 yrs., Daisy Shelton 38 yrs.; Pluma Thomas 39 yrs., Laverne Stewart 41 yrs., Mae Thomas 46 yrs., Maurine Gay 49 yrs., Geraldine Clemens 29 yrs., Opal Green 32 yrs., Maxine Miller 32 yrs. Back, left to right: Richard Brown 27 yrs., J.W. Keel 27 yrs., Edd Guffey 26 yrs., Chloe Breland 33 yrs., George Miller 32 yrs., Lillie Mae Prewett 34 yrs., Carl Rogers 27 yrs., Bertha Hall 32 yrs., John D. Edmonds 26 yrs., Nathan Smith 27 yrs., Lloyd Lockard 28 yrs., Paul Conley 46 yrs., J.W. Gay 49 yrs., John W. Gay III, 25 yrs., not pictured Bernice McKee 32 yrs.



All members received corsages or boutonnieres when they arrived. Donna Rhoda is shown here adjusting Mae Thomas' name tag.



Everyone enjoyed punch, cheese straws, nuts and mints at the reception. Rachel Armstrong is serving punch to members Edd Guffey, Daisy Shelton, and Richard Brown.



John W. Gay, III, welcomes everyone and expresses his appreciation for the 863 years of loyal service represented by the Charter Members.



Everyone seemed to really enjoy Mr. J.W. Gay's reminiscing of the beginning and growth of Alabama Bedspread to the present Gay-Tred Mills.



J.W. Gay addresses the Charter Members.

The Founder and Chairman of the Board of Gay-Tred Mills, John Will Gay, addressed the other members and their guest at the Charter banquet. Mr. Gay told the story of how the company began and went through the major changes in the company in the last 49 years.

Mr. Gay stated "it was because of the loyalty, faithfulness, and continued services of these employees being honored that Gay-Tred had grown and prospered." He said it was heart warming to see so many fine people who had given so much to the company all these years.

Mr. Gay recalled the early years when the pay was small and the work was hard. He said he could not adequately express his appreciation for those who "struck with" the company through the "hard times". It was apparent that this spirit of appreciation was mutual as many employees expressed their appreciation for the opportunities they were given to work.

The absolute best atmosphere is when a company sincerely appreciates its employees and the employees truly appreciate their jobs and the opportunity to work. We believe that atmosphere exists at Gay-Tred today.



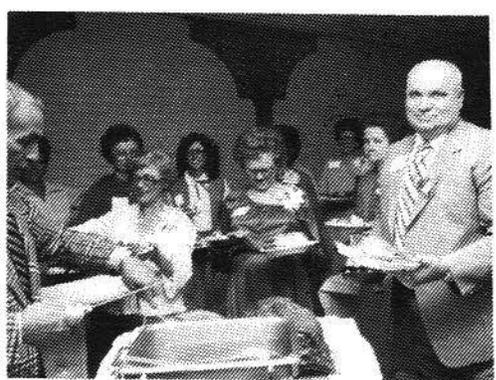
There was a lot of reflecting and reminiscing as the members enjoyed the reception.



The food was finger licking good. Most people waited until they were seated before they started eating - not Ben Vines.



There wasn't enough room to get some of everything on one plate - so some people got two plates.



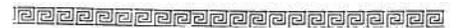
Jack Saliba was cutting the prime rib anyway you like it. George Miller couldn't decide rare or well done - so he had one of each.



Pluma Thomas is saying this is too pretty to eat. That didn't seem to bother Opal Green or Jane Conley.



No one enjoyed the occasion more than Johnny Gay who said he was very proud to be a member of that group, and prouder still to have been associated with such fine people for so long.

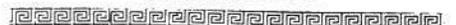


NEWSLETTER

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For and About Gay-Tred Employees
Bob Dedmon, Editor

Phone 259-2000





VOL. II

Gay-Tred NEWSLETTER

JANUARY, 1980



NO. 7

Reduced Production Demand

Gay-Tred has shipped fewer rugs in 1979 than was anticipated. Primarily this was caused by the state of the economy. However, November was a good month though, in that we shipped a record number of rugs for a 5-week month. Our mail order shipments went out on time and our primary customer went to the trouble of complimenting Gay-Tred for that. The problem with November was that the incoming orders dropped off at the end of the month and there has not been the type of backlog which in 1978 carried us through the following January.

Because we must continue to reduce our inventory and because the outlook for this January and February are forecasted to be somewhat slow we are cutting back our production level to match the rate of incoming orders.

What sort of cut back? To continue to provide our customers with on time shipments within the framework of their demands, the plant needs to produce and ship 5 days a week. To do this at the reduced ordering rate,

means a lay-off of personnel. We call it an "economic lay-off" because it's due to consumer buying conditions and the general state of the nation's economy. For Gay-Tred, it means cutting production back about 25-30% for about two months. It also means that our plans for another expansion to Woods Cove (dyehouse and finishing) will be delayed at least a year.

For the people that must be off the lay-off will be effective the last day worked and everyone affected has been notified. To give an example of the plant's operation, the dyehouse will operate a full 1st shift, a half 2nd shift, and a half 3rd shift - 5 days a week. The other departments will operate at a level to balance the flow of work through the plant.

You can be assured that the company is not in trouble and that every effort will be made to make this a short term condition. We regret taking this kind of action but at this time we have no choice. Please bear with us.

Economic Lay Off Policy

Lay off may occur as a result of seasonal variation in production, lack of work, temporary employment and etc. usually with the intention of calling the employee back to work when the cause has been removed.

Employees laid off for lack of work during the probationary period will be terminated without any recall rights and with complete loss of benefits.

A regular employee who has completed the probationary period but has less than two years of continuous service with the company will be placed on lay off status for a period of up to 13 weeks. A regular employee with more than two years of continuous service will be placed on lay off status for a period of up to 26 weeks. If the lay off exceeds the above times the employee will be terminated.

An employee on lay off status who has group insurance will be allowed to continue insurance coverage while on lay off status. An employee must pay his portion of the premium. The company will continue to pay 65% of the employee's coverage. If an employee does not pay his premium the insurance will be cancelled at the end of the

period covered by the last payment. Arrangements for payment of the premiums should be made in the Personnel Office immediately upon being placed on lay off status.

Employees on lay off status will be placed on a recall list in the order of company seniority. Employees who are recalled to work during the period of lay off status will retain full seniority. Employees on lay off status will be eligible for jobs that come available if they are qualified for the job. An employee who refuses to return to a job of similar status and pay when recalled shall be considered to have resigned voluntarily and terminated as of the date of refusal. Employees who are rehired after being removed from lay off status will be new employees.

Employees who are off for lack of work for one week or less sign up for unemployment benefits in the Personnel Office. However, employees who are laid off for an indefinite period of time and placed on lay off status will be required to go to the unemployment office.

If you have any questions at all concerning lay off, lay off status, recall, or any related benefits or procedures please contact the Personnel Office.

Employee of the Month



Homer Allison Rowell

Homer Allison Rowell is a dyer operator in the Laundry Department. Al has been at Gay-Tred since April 1977.

Prior to coming to Gay-Tred Al worked for a company in Chattanooga for twenty-five years. In the last few years he has had several opportunities to go back to his old job. When asked why he chose not to return to a job he has held for twenty-five years he says there are several reasons. "I really enjoy my work here and look forward to coming in each day". "The friends I have made here are good friends and they are fun to work with".

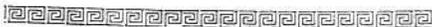
"Doss and Truman (Robert Doss, supervisor, and Truman Roberts, department manager) are the two best supervisors I have ever had." "They are both men you can talk to and they are always there to help you when you need them". These are the reasons he has stayed at Gay-Tred, "besides the work here is easy," he says. "I've heard some complain about the hard work but they must not know what hard work really is."

Al and his wife, Era, live in the New Home Church Community between Rosalie, Henagar and Pisgah. Era works at Dover Mills in Pisgah.

Their daughter, Frances, (Mrs. Harold Lassetter) lives nearby with her husband and three GRANDchildren, Robbie, Kelly and Billy.

Al says he is very fortunate to live so close to the grandchildren. They spend much of their time at his house and he loves it. Billy usually goes home when it gets dark but he has stayed the night a few times.

Al and Era don't travel much. "Everything we want to see is right here", he says. He does go hunting occasionally with his bird



NEWSLETTER

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SENIORITY

There are many different kinds of seniority. The only seniority used at Gay-Tred Mills for any purpose is company seniority. That is the date you actually reported to work at Gay-Tred Mills as a regular employee with the company.

During the first 90 days of employment you do not accumulate any seniority. After your 90 days probationary period your seniority date is retroactive 90 days to the date you started to work with the company.

If you transfer from one job to another job with the company after having completed the 90 days probationary period you are placed on a 30 day probationary period in your new job classification. At the

completion of your 30 day probationary period your seniority date is retroactive to the first date you started working for the company without a break in service.

When it becomes necessary to reduce our production levels the first thing that is decided is how many employees in each classification will be required to produce the desired level of production. If there are more employees in a job category than is required for the production level desired then a lay off is necessary. The employees laid off will be the employees in that job category with the least company seniority. This would not necessarily be the employees who have been in that job category the least amount of time.

PERSONALS

Congratulations to Carl Rogers (Sample Department) on the birth of a new granddaughter.

Get Well Wishes go out to Bertha Gibson (SMR) who was in the hospital recently.

We at Gay-Tred want to express our deepest sympathy to Carolyn Stephens (Data Processing) in the loss of her mother recently.

Congratulation to Jackie Hargiss (Warehouse) who was married recently.

Congratulations to Nicky Keller (Latex) who was married recently.

dog Joe. In the past Al raised cattle and hogs but he doesn't have any now.

Most of his time is spent with the two things he loves most - his family and his church. He is a deacon at the New Home Baptist Church. Since he was saved about ten years ago he has had a full and happy life. He says he is happier now than he has ever been. It really shows.

In the nearly three years Al has been at Gay-Tred he has only missed two days work and that was when his mother-in-law passed away. But the thing he is proudest of is always getting to work on time. He has been late only once but almost another time "when there was a wreck on the side of the mountain and I had to go around the other way", says Al.

Al says he doesn't think a fella ought to work unless he is going to work regular. He said he counts on Gay-Tred to treat him fairly and pay him regularly and the company should be able to count on him to treat it fairly and work regularly. As long as the company lives up to its end of the bargain he is a satisfied employee. We too are satisfied as long as employees live up to their end of the bargain, especially if they do it as well as - Al Rowell.

The Lighter Side

There's a dog in Pisgah that can testify that Earl Ragan's cooking is fit for a dog.

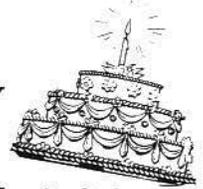
Edd Guffey discovered the way to get things back that people borrow. He just borrows them back. The only thing is Ed is such a nice guy that he returned the item back to the original borrower. Well John Edmonds sure appreciates it.

James Watson was seen doing the soft shoe recently in his office. A little mouse didn't think it was so soft.

I've heard of double ring weddings, but Beverly Owens had a double daughter wedding recently.

The rumor is that all of our truck drivers are getting married. "Not so," says Darrel Lusk and he wants all the single girls to know it.

HAPPY BIRTHDAY



JANUARY

- | | |
|----------------|-----------------------|
| 11-Jerry Ragan | 23-Juanita Cox |
| Kinney Olinger | 25-Bertha Hall |
| 13-Ivan Victor | 26-Ricky Blackwood |
| Danny Simpson | 27-Jane Paula Liebman |
| 22-Helen West | 31-Wallace Gibson |

FEBRUARY

- | | |
|------------------------|--------------------|
| 2-Robbie Edwards | 6-Truman Roberts |
| 3-Gregory Wright | 8-Lois Holt |
| 4-Larry Dillard | Doris Brown |
| Ruth Melton | 9-Michael Bunch |
| Rebecca Vaughn | Ricky Brown |
| 5-Priscilla Rounsavall | 10-Forrestine West |
| Jean Strickland | Joanette Moore |
| Debbie Brooks | |



Gay-Tred NEWSLETTER



VOL. II

FEBRUARY, 1980

NO. 8

Gay-Tred Is Making Plans

Many of you have perhaps heard something about the "planning project" that the executive staff and I have been working on during recent months - involving several trips to Atlanta. I would like to tell you something about what we have been doing.

We have been involved in what is called "strategic planning". As companies get larger their operation becomes more complicated; in order for them to achieve the proper kind of results, they have to start making specific plans about how they are going to operate. About a year ago I decided that it was time for Gay-Tred to begin doing this. Since we had never done it before, I enlisted the help of American Management Associations to guide us through the first time.

The project consisted of three phases. First, we carefully analyzed every aspect of our company - Research and Development, Marketing, Manufacturing, Administration, Finance, and Personnel. We tried to determine what we do well, what we do not do well and need to improve on, and how we compare to our competitors.

Second, we determined what we think our company ought to be doing in terms of sales, earnings, procedures, and policies in order for it to continue to be a healthy, growing company and a good place to work. In other words, we set some goals.

So in brief, strategic planning means determining where you are, where you want to be, and how you're going to get there.

The things that we determined we need to

do were written down, and they are called "action plans". You will hear a lot about action plans this year, because they will be guiding a great deal of our effort during the year. They cover a large variety of subjects, including increasing our sales in the slower time of year (like right now), increasing overall sales, reducing manufacturing costs, improving quality, better inventory control, updating of personnel policies, and many others.

I will give you a brief summary of our conclusions. First, our sales volume has fallen off somewhat, with the result that our earnings and our employment have both fallen substantially below previous levels. Second, some of our manufacturing costs and other costs have risen beyond what they should be. Third, a number of other procedures and features need improvement. In conclusion, we need to concentrate during 1980, and perhaps 1981, on improving our sales, reducing our operating costs, and improving certain other features. We need to accomplish these tasks before we can consider our next expansion move.

All of this is aimed at making Gay-Tred a healthier company, and therefore a better and more secure place for you to work. Therefore, I urge each of you to do the very most you can toward cooperation and assistance in carrying out these plans whenever you are called on. I am counting on you.

John W. Gay, III
President

Red Cross Blood Program

The American Red Cross Bloodmobile will visit the plant February 13, from 9:30 until 3:30. Gay-Tred has always supported the Red Cross blood program and Gay-Tred employees have always willingly given blood.

Through the years employees who gave blood received a blood coverage card good for one year. If 35% of the employees gave blood then all employees received a blood coverage card.

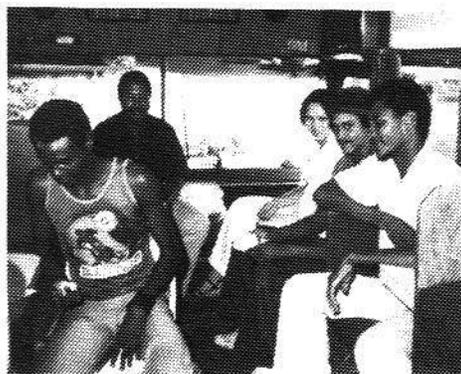
The Red Cross no longer issues blood coverage cards to anyone. Everyone in the Alabama region of the Red Cross receives blood free (paying only for the processing).

So the cards are no longer necessary. However, before you can receive blood it has to be available. The only place the Red Cross can get blood is from volunteer donors. If no one gave there would not be any available for emergencies.

According to the Executive Secretary of the American Red Cross, Cindy Rounsavall only 3.5% of those who can give . . . do give blood. "This just isn't enough", she says. "Statistics show that more than 95% of the state's population will require at least one blood transfusion during their lifetime. If you waited until someone needed the blood right away they could die before you could get to the hospital to give. We need the blood on the shelf in large enough quantities to cover for scheduled surgeries and emergencies" says Ms. Rounsavall.

If you wanted to donate blood in a person's name who had a definite need for the blood you can do so. The Red Cross office here would contact the hospital where this person is located and if the hospital will accept the donation for replacement it will be sent to them.

The Jackson County Chapter of the Red Cross still issues life time coverage cards to all employees who have contributed 24 pints or more. "The card is not needed to receive blood it's just one way to recognize those who have given so much," says Ms. Rounsavall. "We also have pins to give those who have given a gallon or more." If you gave in another area and are not sure how much you have given the Red Cross can write for your records if you contact the local office.



Pictured left to right at a recent bloodmobile visit are: Billy Dillard, Larry Dillard, Rachel Armstrong, Robert Stewart and James Dillard. Gay-Tred will once again have a drawing for \$25.00 Savings Bond from employees who donate blood.



Ms. Cindy Rounsavall

If you have any questions about the blood program or the Red Cross you may contact Ms. Rounsavall at the American Red Cross office in the court house or call her 574-2878.

Employee of the Month



VERA CISCO

Vera Cisco is an order puller in the Shipping Department. She has been employed at Gay-Tred almost four years. She packed for awhile but has been an order puller most of the time. She said she really enjoys both jobs.

"With order pulling you get to move around more" she says. And for a lady who has operated machines for over twenty years before coming to Gay-Tred moving around is really different. Vera says the best thing about her job is the people she works with. In the four years she has been here she has made a lot of friends.

"Like any job order pulling can be aggravating at times" she says. "You get frustrated sometimes when you can't find something you need to get an order out or you have trouble matching colors."

Vera and her husband, Jack, live on Broad Street in Scottsboro. Daughter, Paulette Garner, and her two children, Allen and Missy live nearby. Son, Buford, Jr., lives in Jackson, Tennessee.

Like most grandmothers Vera spends a lot of time with her grandchildren. She keeps Allen and Missy while Paulette is working. She says it's not really a babysitting job, it's a pleasure. Allen and Missy both play ball and since Allen plays every sport she is constantly going to ballgames. It's obvious when you hear Vera talk about going to the games that she really enjoys them. Between working, cooking and cleaning the house and going to ballgames there isn't much time for anything else.

Vera was disappointed in the fact that she has missed one day from work during each of the last three years. She wants to improve that this year. That's the way Vera is. "She

We are starting our second year for our weekly attendance reports. As we start this year, it is a good time to take a look at our attendance record in 1979.

The average weekly percentage for the total plant for the year was 3.3%. The average weekly percentages for the year for each department are:

Administrative-----	2.6%		
Service-----	2.7	Yardage-----	2.4
Latex-----	3.9	SMR-----	4.3
Laundry-----	3.6	Finishing---	3.0
Shipping-----	3.0	M'tenance---	1.8

Are Unemployment Benefits Taxable???

Many questions have been asked about paying income tax on unemployment benefits received during the past year. To be able to answer these questions we have checked with the Internal Revenue Service.

If a person files a single return then their income must be \$20,000 or more before unemployment benefits would be taxable. If a person files a joint return then their income must be \$25,000 or more before the unemployment benefits would be taxable.

The unemployment benefits are not included as income unless the person's income is over the amounts listed above.

Anyone who has received unemployment benefits this past year should receive a form stating the total amount of benefits received for the year.

always does her best" says Shipping Department manager, James Watson. "She is a fine employee". According to Watson, Vera is very conscientious and wants the job done right.

Vera likes working in the new building "but I liked it in the old Shipping Department too" she says. Vera is obviously an optimist. We couldn't find anything she didn't like. She always makes the best of situations.

Vera says she is thankful to be able to work and she appreciates her job here. She feels very fortunate to be able to work in a good environment around such nice people. Gay-Tred is thankful Vera is able to work too and we appreciate loyal, dedicated hard working employees who do their best and try to do the job right, and are conscientious and here almost everyday....like Vera Cisco.

Attendance 1979

The three major causes of absents at Gay-Tred are personal sickness, family sickness and personal.

A weekly percentage of 5.0% or less is good. So, you can see we have done very well the past year. This next year let's try to do even better. While many absents cannot be avoided, many others can be. The avoidable absents are the ones we need to work on in 1980.

Personals

Get Well Wishes go out to the following employees who have been in the hospital recently:

Paul Conley - Vice President

Elaine Anderson - Prod. Control

We at Gay-Tred want to express our deepest sympathy to **John D. Edmonds** (Yardage) in the loss of his son recently.

Congratulations to **Sam Pat Rogers** (Shipping) who is the proud father of a baby boy.

Congratulations to **Nancy Keller** (Shipping) who recently received her GED Diploma.

The Lighter Side

As we get older we sometimes forget our birthdays but you had better not forget to check the expiration date on your drivers license. It could be embarrassing, ask **Beverly Owens**.

Gary Bridgeman has to have his own personal cue chalk to beat **Roy Light** shooting pool.

From now on **Bertha Hall** is going to let us know what is going on in Finishing. Would somebody please let us know what Bertha is doing.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees
Bob Dedmon, Editor

Phone 259-2000



HAPPY BIRTHDAY

- FEBRUARY
18-Rodney Murphree
19-William Graden
-Ben Vines
21-Joy Arnold
-Freeda Baxter
-Sue Brooks
23-Cam Wilson
-Linda Vines



- 26-Arlon Thurmond
MARCH
1-Jeanette Sisk
-Billy Roberts
3-David Lee
10-Tillman Walker

WELCOME

Michael Bunch..... Laundry
Brooks Berry..... Latex



Gay-Tred

NEWSLETTER



VOL. II

MARCH, 1980

NO. 9

Review and Preview

Gay-Tred's fiscal year ended on February 3. Unfortunately, our growth trend of recent years was reversed in 1979, as we experienced a slight decline in sales and a substantial reduction in company earnings. The primary reason for the sales decline appeared to be a fear of recession on the part of most of our customers. This caused them to keep their inventories low and therefore buy less merchandise from us. Our earnings were further hurt by large increases in raw material costs which we were unable to cover fast enough in our prices, and by increases in some of our manufacturing costs.

I'm sure many of you could see this sales decline in terms of hours worked. We had considerably less overtime than usual during the fall, and we cut back much sooner than normal in December. We were forced to cut back the work force in January with a lay off, and most of those employees are still on lay off status.

A year ago in this same article I told you that we were expecting a sales increase in 1979, but we missed that guess pretty badly. The recession affected us more than we anticipated.

Under present conditions it is very difficult to predict what is going to happen in 1980. Our predictions run all the way from another slight decline to a substantial increase in sales. We have set out on a number of projects to increase our sales, as I told you in a recent article. We believe that many of these plans will have some success and that we will have some amount of sales increase. However, it may be slow in developing, and we will be proceeding very cautiously from a manufacturing standpoint until we see what is going to develop. One encouraging sign so far is that February orders were some better than we were expecting. We hope we will be able to call back those who are on lay off very soon, but we cannot do so until order activity picks up.

At the same time that we are trying to increase our sales, we also must be trying to reduce our costs. It is very vital that we do this, because our costs have gotten to a point where we frequently find our prices higher than many of our competitors. This causes us to lose sales and therefore have lay offs and short weeks. So it is vital to each one of us to operate as efficiently as we can, and eliminate waste and mistakes. It is likely that every department will be involved in cost reduction efforts of some sort. I call on each employee to do his or her best to cooperate. John W. Gay, III, President

Safety Award

Gay-Tred Mills has recently been awarded a Safe-State Certificate from the University of Alabama. We received this award for our efforts and interest in maintaining a safe and healthy work place for our employees.

Looking Ahead To 1980

As most of you can tell, we have had a pick-up in activity around the plant. We think it is a good sign and are cautiously waiting to see if it is going to hold up.

Penney and Ward have both been ordering at a rate some better than we expected with the current economic conditions. We feel that they both have let their inventories decline to as low a level as possible, just like we have. Now we must be receiving orders at about the rate consumers are buying and it is encouraging.

There is one other situation that has presented us with a delivery



Bob Dedmon, Personnel Manager, and Chloe Breland, Sample Department Supervisor, show Scottsboro High School students, Cindi Sanderson and Carol McAllister, how the rug that was designed especially for them was made.

Scottsboro High School Students Tour Gay-Tred Mills

Forty-one students of Mr. Denton Kennamer's career education class at Scottsboro High School toured the plant recently. Personnel Manager, Bob Dedmon, and Rachel Armstrong, Assistant Personnel Manager, visited the classroom to talk with the students. The manufacturing process was discussed with particular attention given to the different jobs and skills and education needed to perform these jobs. The tour was a follow-up to show the students first-hand how we make rugs.

At the end of the tour the students enjoyed refreshments while John W. Gay, III, President, told them how a business operates in the free enterprise system. The students were presented with a rug especially designed for them as a memento of their visit to Gay-Tred.

problem. J. C. Penney allowed their mail order stock to get dangerously low, due to a "computer problem", and have greatly overloaded our capacity to supply them as quickly as they need the goods. Consequently we are furiously trying to ship a huge batch of orders to their mail order houses.

To keep ourselves from getting too far behind, we have increased the dye house operation to 2½ shifts and hope to be at a production level that will get orders out and keep us on a 5 day operation.

Our short-term concern is the month of March. If orders hold up through March we should be in good shape to run through the summer break. We will be getting into another heavy mail order season in April and May; Penney retail is expected to pick up in mid-March.

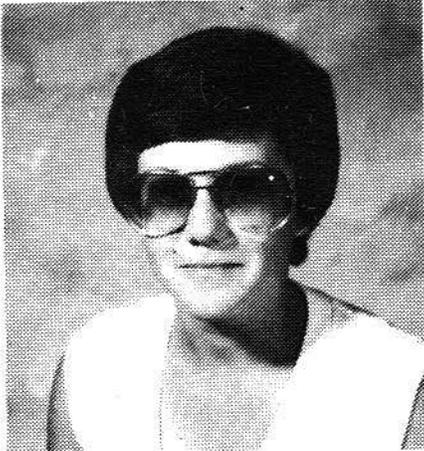
We have had good acceptance on our new Gay-Tred styles, particularly 3042 and 3043. We have received a large export order for our new small cut/loop set now moving through the plant. Penney's 3034 is expected to set records for the year.

So we are encouraged about 1980, that maybe the economy won't bother us as much as we thought, and that maybe 1980 will be a busy and healthy year, after all.

Hugh L. Tannehill

Vice President Manufacturing

Employee of the Month



PRISCILLA ROUNSAVALL

Priscilla Rounsavall is an auditor in the Quality Control Department. She began working at Gay-Tred in 1977 as a stockman in the Shipping Department. In shipping she worked her way up to order puller and in 1978 became an auditor in Quality Control. Priscilla says one of the things she likes about Gay-Tred is that we do provide an opportunity to move up. Most of our better paying jobs are filled with people who began here on a lower paying job.

Priscilla lives in Scottsboro with her husband, Ronald, her toy poodle Duffey, her German Shepherd Colonel, and four ducks. Colonel just comes home to eat but Duffey is one of the family. Priscilla likes to have the ducks around because they are so graceful and pretty.

Priscilla graduated from Section High School in 1977 and worked at a garment manufacturing company on the mountain a few months before coming to Gay-Tred. It seemed natural for her to come to Gay-Tred since she already had about ten relatives working here. According to Priscilla she wasn't interested in coming to Gay-Tred just because so many relatives worked here, but she had heard so many good things about the company through the years that it sounded like a good place to work. Working with relatives has not caused a problem. Her job brings Priscilla in daily contact with about eight of the ten relatives and the nature of her job is checking the quality of work done--sometimes by her relatives. "This has never created a tense situation in the family" she



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000

Personals

Congratulations to Joyce Bailey (General Office) who has a new baby boy.

We at Gay-Tred would like to send Get Well Wishes to the following employees who have been in the hospital recently: John Willard Gray-Latex; Joyce Bailey-General Office; Dovie Hale-Finishing.

We would like to express our deepest sympathy to Lloyd Johnson (Laundry) in the death of his brother recently.

Congratulations to V. R. Thurmond (Laundry) who was married recently.

Lighter Side

I've heard of letting the cat out of the bag, but haven't heard of putting a cat in the bag. What can you tell us about this, Daisy????

Is Connie Wells really going to start modeling in her spare time???

Who paid for Matt and Joy's second honeymoon in Nashville??? Bill, Bill, Roy, and Jim are all taking credit for it.

says "because we all have our jobs to do and we don't interfere with each other". "We also leave our family problems at home (if we have any) and our work problems at the plant" she says.

Priscilla works part time helping a friend at the T & M Corral. Most of her spare time is spent working with crafts (when she has any spare time). Many of the items she has made have been displayed in the plant and everyone will agree she is very talented--especially Ben Vines, Director of Research and Development and Quality Control, who proudly displays one of Priscilla's best efforts. She hopes this summer she can find time to lay out by the pool in her yard and get a nice tan.

Priscilla loves to travel and has been to many places. She and Ronald go to Florida often. Ronald has several relatives who live in Florida.

Priscilla is a member of the Bethany Baptist Church in Section.

Priscilla likes to stay busy (that's obvious) and rarely "just sits around". However on Friday nights she drops everything and "just sits around" the T.V. for her favorite T.V. Show DALLAS. (editors note - ours too!)

Priscilla says she really enjoys her work at Gay-Tred. It's challenging and she gets to move around and come in contact with a lot of people. Quality Control is a small department and Priscilla says she's lucky to work with such nice people. "Joy and Sonja are very nice and I enjoy working with them." "Roy, (Quality Control Supervisor Roy Light) is a good supervisor. He is fair and honest and helps you when you need it."

Priscilla is proud of the advancement opportunities she has been given at Gay-Tred and glad that we recognized her ability. We too are proud that Priscilla has advanced at Gay-Tred. We have many employee with talent and ability and you have to recognize it when it is as obvious as it is with employees like--Priscilla Rounsavall.



32 pints of blood was donated at our recent bloodmobile visit. Three employees won \$50 Savings Bond.

Pictured above is JAMES WATSON, Shipping Department Manager, presenting \$50 Savings Bond to Shipping employees VIRGINIA WILSON and JOAN SMITH, RACHEL ARMSTRONG, Assistant Personnel Manager, who organized the blood drive and GARRY SANDERSON, Latex department employee receives his \$50 Savings Bond from Latex Department Manager, SAM CISCO.

INSURANCE

If your prescription drugs and doctor bills have not been submitted for reimbursement, now is the time to do so.

To be eligible for major medical you should exceed the \$100 deductible for 1979 and submit these bills to the Personnel Office and complete a claim form for submission to the insurance company.

This also applies to each of your dependents if your insurance coverage includes dependents.

HAPPY BIRTHDAY



MARCH

11-Larry Keel
12-Marie Wilkins
15-Bertha Gibson
-Nancy Stover
16-Opal Green
18-Marjorie Wilson
19-Edd Guffey
-Bill McBride
21-Beatrice Blizzard
22-Redia Sue Shadden
24-Diane Deerman
-Terry Gullledge

25-George Lusk
-Malissa Seabolt
27-Dovie Hale
-Daisy Shelton
28-Wisie Ulman
29-Lonia Stapler
APRIL
4-Shirley Johnson
-Ann Matthews
-Garry Sanderson
9-James Dillard

WELCOME

Laundry: Timothy Burton, Larry Beavers, Ricky Flippo, Kerry Wray, Ronnie Johnson and Bobby Parker.



VOL. II

Gay-Tred NEWSLETTER

APRIL, 1980



NO. 10

Long Service Recognition

Last year Gay-Tred formed the Silver Circle Club to recognize the most senior employees in the company. We will begin this month recognizing all employees with five years or more of continuous service.

Each employee who has been employed at Gay-Tred five years or more without a break in service will be presented an engraved custom sculptured antique bronze key tag. The tag will be engraved with the employee's initials and years of service and will be attached to a superloop key ring.

For the first presentation each employee with more than five years continuous service will be given a tag with the actual years service through the month of April 1980. After the first presentation each employee will be given a new key tag during the month of his 5th, 10th, 15th, or 20th and 25th anniversary with the company. So after each additional five year anniversary a new key tag will be presented.

We are proud of our employees' long service and want to publicly recognize this achievement. We hope these awards will be a source of pride and used or displayed proudly.

Pictured is both sides of the Long Service Award.

Listed are the 109 employees who will receive an award and their years of service. Each month in the Newsletter we will list those who receive a Long Service Award.



Name	Years
Matt Arnold	16
Joy Arnold	8
Chloe Breland	33
Richard Brown	27
Joyce Bailey	17
Jimmy Beason	17
Tommie Bradford	16
Sue Brooks	13
Martha Bryant	10
Gus Baugh	9
Gary Bridgeman	8
Paulette Baker	7
Meda Brown	6
Ruby Brooks	6
Paul Conley	46
Geraldine Clemens	29
Lucille Cornelison	10
Ida Coffey	10
Larry Dillard	8
Robert Doss	8
Hilda Drinkard	8
Dianna Deerman	6
Janie Dalton	5

Name	Years
John D. Edmonds	26
Fannie Pearl Eidson	14
George Edmonson	8
James Edmonson	6
Opal Green	32
Edd Guffey	26
John W. Gay, III	25
Estelle Graden	20
Lois Gibson	6
William Graden	16
Bertha Hall	32
James Hardin	17
Dovie Hale	17
Geneva Hester	17
Lucille Holder	7
Adalyn Harris	7
Patricia Hardin	6
Denford Johnson	15
Lora Johnston	8
Joan Jackson	5
J. W. Keel	27
Nedra Kirby	26
Ina King	5

Name	Years
Lloyd Lockard	28
Larry Lockard	10
George Lusk	9
Glenn Little	7
Freida Little	6
Roy Light	5
George Miller	33
Maxine Miller	32
Ruth Melton	29
Ann Matthews	20
Betty Morris	6
Doris Miller	6
Jackye Marsh	5
Bernice McKee	31
William McBride	5
Beverly Owen	7
Anna Faye O'Neal	6
Lillie Mae Prewett	34
George Pace	13
Lucille Page	13
Gurtha Phillips	7
Carl Rogers	28
Prince Rogers	23
Jerry Ragan	17
Truman Roberts	9
Laverne Stewart	41
Daisy Shelton	39
Nathan Smith	28
Bethel Smith	24
Jimmie Hugh Smith	14
Louise Smith	14
Marie Shelton	13

(continued on page 2)



Telephone Calls

Following is our procedure for handling personal phone calls to employees who do not normally work in an area where there is immediate access to a phone.

Any emergency call for an employee will be directed to the employee's supervisor immediately. Other personal calls will be transferred to the Personnel Department where a message will be taken and delivered to the employee's supervisor. No one should leave his job to return a call except during breaks, lunch, or after work without the permission of his supervisor.

This procedure is to keep you from being unnecessarily interrupted during your working hours. Help us to help you by telling your relatives and friends not to ask to speak with you unless it is an emergency. If they wish to call and leave a message, we will be glad to forward any messages to your supervisor.



* Apparently many of our employees took advantage of the discounts offered at Six Flags through the Fun Seekers Club because we have had several request to participate again this year.

We have joined the Six Flags Fun Seeker's Club again this year. Membership cards are available in the lunchroom and the Personnel Office. You have to have a membership card to get the discounts.

The discounts are to all Six Flags attractions nationwide, plus other vacation benefits at each attraction destination area, such as motel discounts, etc.

The membership cards are good for your whole family. We hope if you go to Six Flags that you will use these discounts and have a great time.

The Lighter Side

Jean Strickland (General Office) says she knows it's Spring. She's had a redbird at her house recently. She thought it was in love with her husband or his car, but come to find out it was in love with itself. It was flirting with itself in the rear view mirror of the car.

Some people just answer the phone from any position and conduct business as usual, even the floor of their office, isn't that so **Martha Guinn** (General Office).

Who won the singing contest in the Sample Department recently? **NOBODY!** **Lillie Mae Prewett** is the only one that entered.

We haven't heard how many eggs were found during the Easter Holiday but apparently a lot of fish were caught. **James Watson** (Shipping) said Teriko, his wife, caught the biggest fish he'd ever seen. We aren't sure if she was talking about her husband or that ??? lb. bass.

The roads should be safer now --**Bob Dedmon** just bought an airplane.

Forget that about the roads being safer, **Bertha Hall** (Finishing) and **Pauline Evans** (Finishing) are taking driving lessons.

Long Service Recognition (Continued from page 1)

Name	Years	Walt Winston	17
William C. Spurlin	9	Forrestine West	16
Jean Sanders	6	Marjorie Wilson	15
Willodean Smith	5	Louise Winston	15
Jeanette Sisk	5	Tillmon Walker	13
Janice Snodgrass	5	U. G. Wildman	9
Malissa Seabolt	5	Willard Wilborn	7
Mae Thomas	46	Ronnie Wright	6
Pluma Thomas	39	Nolton Whitaker	6
Robert Tipton	14	Kathy Wynn	5
Alva Tipton	10	Doris Wilborn	5
Rebecca Vaughn	16	Helen West	5
Ben Vines	14	Connie Wells	5
Linda Vines	6	Joan Willmon	5
Juanita Wheeler	32	Marie Wilkins	5
James Watson	17	Glenda Watson	5

Welcome

Latex

David Nelson
Walter Johnston



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000

Employee of the Month



Hilda Drinkard

Hilda Drinkard operates a gripper in the SMR. The gripper puts snaps on the tank sets. She has been employed at Gay-Tred eight years. She has worked in cutting and serging and was on the second shift for several years.

Hilda lives on N. Houston Street in Scottsboro with her daughter Donna, her father Horace who works for Southern Railway, and her mother Eula who is a housewife. Hilda has two sisters, **Margaret Santiago**, who is a High School teacher in Gadsden, and **Gwin Drinkard** who works at Revere in Scottsboro.

When she isn't working Hilda watches T.V. alot. Her favorite show is of course Dallas (isn't it everybody's). She enjoys going to the movies and occasionally plays tennis with Donna.

Hilda graduated from George Washington Carver High School in 1964 and J. F. Drake Technical School in Huntsville in 1965. She worked as a beautician in Huntsville for a few years before returning to Scottsboro.

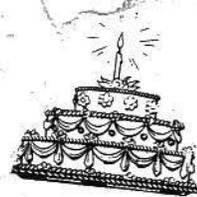
Hilda worked a few years at Burlington Hosiery Mill in Scottsboro and another manufacturer for awhile before coming to Gay-Tred.

Hilda says she enjoys her work at Gay-Tred. She has many friends here and enjoys working in a friendly atmosphere where everyone gets along so well. She says the job she has at Gay-Tred has, always provided steady work and good pay. "Like everybody else I'd like to make more money" she says, "but you get paid well on production if you earn it."

Daughter, Donna, is in the seventh grade at Scottsboro Jr. High and played on the basketball team this year. Hilda said she enjoys watching Donna play ball and is looking forward to softball season. This will be Donna's first year to play softball in the recreation league.

Hilda is a member of the Shiloh Baptist

Happy Birthday



April
12-Mildred Gullede
13-Ronald Ledbetter
16-Pluma Thomas
-Carl Rogers
18-George Clark
-Eric Woods
19-Imogene Baldwin
20-Carolyn Griffith
-Karen Wetherington
23-Louise Smith
-Joyce Bailey
24-Rudolph Bryant

26-Suzanne Saint
-Brooks Berry
30-Willard Wilborn
May
2-Earl Ragan
-Lex Clay Wooten
3-Darrel Lusk
5-Bernice McKee
6-Nedra Kirby
7-Ida Mae Coffey
-Carolyn Norwood
10-Billy Dillard
-Lora Johnston



Congratulations to **Margaret Day** (Shipping) who passed her GED exam recently.

We would like to congratulate **Sue Brooks** (Finishing) who has a new granddaughter, **Stephanie Leigh**. This birth makes **Geneva Hester** (SMR) a great grandmother. Congratulations to both of you on this happy occasion.

We have had some recent marriages and would like to say Best Wishes to all, these are: **Terry Gray** and **Tim Currie** (Laundry).

We would like to express our deepest sympathy to **Richard Brown** (Finishing) in the death of his step father recently, and to **Pauline Evans** (Finishing) in the death of her mother.

We at Gay-Tred would like to send Get Well Wishes to the following employees who have been in the hospital recently: **Anna Faye O'Neal** and **Doris Brown** Finishing.

Church in Woodville where she sings in the choir.

Hilda still does some beautician's work just for friends and relatives. She said she could make money as a beautician but preferred to work here. "I've always been treated fairly here and intend to stay." Hilda chose Gay-Tred over making people beautiful. Well, we have a lot of beautiful people working here --like Hilda Drinkard.



Gay-Tred NEWSLETTER



VOL. II

MAY, 1980

NO. 11



Winnie Sumner, left and J. T. Stewart, right, retired Gay-Tred employees receive their Pension Plan Retirement checks from John W. Gay, III, President.

Pension Plan

One hundred and four (104) employees are active participants in the pension plan now. The following retired Gay-Tred employees have received or are receiving benefits:

Charlie Sebolt, Katie Hardin, Winola Johnson, Hazel Sharp, Topsy McNeil, Bruce McClendon, Winnie Sumner and J. T. Stewart.

Two former employees are eligible to receive benefits when they reach normal retirement age.

The following 20 employees became eligible for the pension plan this year:

Rachel Armstrong, D. Larry Keel, Betty Morris, Donna Rhoda, E. Jean Strickland, Carol Lambe, Flora Lee Berry, George Clark, Irene Clark, James A. Edmonson, Emma Pauline Evans, James H. Hardin, Billy Wayne Henshaw, Shirley Johnson, Freida Little, Clifford Parker, Earl Ragan, Sam Pat Rodgers, Bessie Estelle Smith and Marie Wilkins.

Seconds Moved

To make room for more greige storage at the Maples Avenue Plant we have moved all seconds to the Laurel Street Warehouse. All processing and shipping of seconds will be handled at the Laurel Street Warehouse.

Warehouseman, Walt Winston, and lead seconds classifier, Adalyn Harris, have been moved to Laurel Street and will report to Matt Arnold.

According to Matt Arnold the sale of seconds to employees will be held at the Laurel Street Warehouse. The sale will continue to be held on the second Tuesday of each month and is for employees only.

New Technology in the Dyehouse

Gay-Tred has just completed testing and has placed an order for a specialized piece of equipment that is part of the computer boom taking place in our country -- a color computer.

This equipment is designed to determine the dyes required to achieve the proper color of the rugs. It will choose among the dyes we have in stock and provide the dye weigher with the number of grains required for that shade. For dye runs that are off shade after the first dyeing, it will read the shade and provide the "add" that is needed to get it closer to the shade our customer is looking for.

The color computer should be a big help to the dyehouse; it has shown that it can create formulas that are lower cost and achieve the shade with less redyes.

Delivery of the color computer is planned for June. We are looking forward to this additional technological advancement to help the dyehouse do its job better while minimizing the cost to our customers and to the company.

Hugh Tannehill, Vice President of Manufacturing

Awards Ceremony

Long Service Awards will be presented to 115 Gay-Tred Employees at a picnic in May. Watch the information centers for details and next months Newsletter for coverage complete with pictures.

OPRYLAND USA

Opryland USA in Nashville, Tennessee has a program called Opryland Music Americlub where participating companies get discount coupons called Nashville Passport Brochures. The Passports offer discounts to Opryland and other Nashville attractions.



Since many Gay-Tred employees visit Opryland each summer we decided to participate this year. The Passports have arrived and are available in the lunchroom and the Personnel Office.

We hope you take advantage of these discounts and have a great time at Opryland USA.

Employee of the Month



Adalyn Harris

Adalyn Harris is the lead seconds classifier at the Laurel Street Warehouse. Adalyn came to work at Gay-Tred in the fall of 1972 as a small rug inspector. Since then she has inspected carpet, helped to make labels, and several other jobs in the Finishing Department. Until recently she was the return goods clerk in the Finishing Department. In April, Adalyn was promoted to lead seconds classifier and was transferred to the Laurel Street Warehouse.

Adalyn lives at 104 Worthington Street with her husband Finas who is a maintenance supervisor in the housing project. Adalyn has two daughters, Lila Miller and Doris Ann Harris. Lila's husband, Leonard, works at Ballet and she is a housewife. They have two boys, Randall and Gregg. Doris Ann works at Gay-Tred and has two girls Ashley and Allison.

Adalyn and Finas have a big garden each year that takes a lot of time. "That time is well spent" says Adalyn because she and Finas both love to work in the garden. When asked if the daughters helped Adalyn in the garden she said Lila has her own and Doris just helps eat the vegetables.

Adalyn says she stays busy and always has a hobby. She crochets a lot and sews but one of her main enjoyments is cooking. Most week-ends the whole family comes to Sunday dinner at Adalyn's and she really looks forward to it as much as they do.

Adalyn and Finas have a house at the lake where they spend most week-ends. Occasionally she keeps the grandchildren but Randall and Gregg love to come over when they go to the house on the lake and spend the night. Both grandsons play ball and Randall is very proud that he plays on Gay-Tred's team. Adalyn says she loves to watch the boys play ball but baseball season is during gardening season and that garden takes a lot of time. Adalyn says



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



- 10-Billy Dillard
-Lora Johnston
- 11-Loyd Johnson
-Phillip Webb
-Gus Baugh
- 12-Wanda James
-Jean Sanders
-Marie Shelton
- 13-Agnes Jordan
-Judy Bell
- 14-Homer Rowell
- 15-Eva Manning
-Lillie Mae Prewett
- 17-Martha Maynor
- 21-Jim Beason
- 23-George Pace
-John D. Edmonds
- 24-Sylvia Campbell
- 27-Estelle Smith
- 28-William Spurlin
- 30-Helen Edmonds
-Jill Evans
- 31-V. R. Thurmond

Happy Birthday



June

- 1-Ricky Flippo
- 2-James Hardin
- 5-William Griffin
- 6-Helen Brake
- 8-Tommie Bradford
-Joan Willmon
-Randy McCarver

Welcome . . .

- Maintenance**
Timothy Gamble
- Laundry**
Terry Hambrick
- Latex**
David Nelson, Jr.

- Shipping**
Jimmy Brown
- Finishing**
Judy Blizzard

when you get older everything takes a lot of time.

Adalyn was a little apprehensive about going to Laurel Street. She was really looking forward to the challenge of her new responsibilities but hated to leave her friends at the Maples Avenue Plant. She also hated to leave the Finishing Department where she considered Richard Brown, Department Manager of Finishing, an excellent supervisor and a good friend. "Matt Arnold (her new supervisor) has been very good to me and I'm looking forward to working for him," says Adalyn. "He has been very helpful to me in getting adjusted to my new environment and responsibilities".

The highlight of Adalyn's new job will be rug sale day. She can't wait until then because she will get to see many of her friends when they come down to buy rugs.

Adalyn really enjoys the kind of work she does. It's obvious in talking to her that she takes great pride in her work and handles her responsibilities at work with the same dedication and concern that she does her affairs at home. As Adalyn puts it "Gay-Tred is like home away from home since we spend so much time here." To make a house a home you need warmth, caring, kindness and love. To make your work like your home away from home you would need the same things. It's easy to see why Adalyn considers this her home away from home because nobody adds more warmth, concern, caring and love to their job than Adalyn Harris.

Personals

We at Gay-Tred would like to send Get Well Wishes to the following employees who have been in the hospital recently: **Doris Harris** -Finishing; **Jeanette Sisk** - SMR.

We want to express our deepest sympathy to **James Hardin** (Prod. Control) and **Pat Hardin** (SMR) in the death of Pat's father recently and to **Carol Lambe** (N. Y. Office) in the death of her father-in-law.

Congratulations to Tamara Shelton, daughter of **Sylvia Campbell** (General Office), who received a superior rating at the State Solo Ensemble Contest at the University of North Alabama in Florence Saturday. This was the highest award given. Tamara plays a clarinet.

The Lighter Side

We thought the fad of weird dress was over until we came in one morning and our receptionist, **Jean Strickland**, had her dress on inside out. Going to have to have a dress check every morning for her.

A lot of people have gone to Florida fishing and didn't catch anything but **Hugh, Lloyd, Ben, Matt, and Bob** couldn't even buy any!

Who made the remark that the moon was prettier at Panama City?

Have you heard about the horse **William Graden** (SMR) built? His granddaughter Allison will tell you all about it.

Bertha Hall has not had an accident since she got her driver's license. At press time that was one day.

BIG THANKS! To "Phantom Fixer", **Roy Light** for repairing the wobbly table in the lunchroom.

GRADS PICTURES

If you have a son or daughter graduating from high school or college please bring their picture to Personnel by May 23, 1980.

OOPS!!

Oops! We goofed last month on the Long Service Recognition Awards. The following people should have been mentioned:

Helen Edmonds	5 years
Ivan Victor	8 years
Dan Cullinan	8 years
James Gould	8 years
Brenda Edmonds	5 years

Long Service Recognition - May

Margaret Day (Shipping) 5 years



Gay-Tred

NEWSLETTER



VOL. II

JUNE, 1980

NO. 12



JOHN W. GAY, III, President, presents Long Service Award to Ina King of the SMR. There were 115 Gay-Tred employees who were presented awards for long service, having been employed at Gay-Tred for more than 5 continuous years.

Gay-Tred to Receive National Honor

Gay-Tred has been chosen as the nation's sole recipient of the American Legion Award for outstanding employment of older workers.

In making the announcement Commander Floyd Fann of the Alabama American Legion said "Gay-Tred has shown great consideration in hiring the older workers. The business is very progressive and deserves this special recognition."

Gay-Tred was nominated for the award by the State Employment Service on the basis of our percentage of older workers (over 40 years old). Of the 290 employees we had at that time 122 or 42% were older, 6 were over 65 and 4 were over 70 years of age.

When notified of the award John W. Gay, III, President, said "We are quite pleased to be selected for the award. We don't set out to hire the older worker per se. We simply try to look at qualification rather than age and to use good personnel practices.

The award will be presented June 11.

Vacation

July 4th is the traditional vacation week for Gay-Tred employees. The plant will be closed from Friday, June 27th until Monday, July 7th. Your supervisor will notify you of exact stopping off and starting up times.

The pictures of employees' sons and daughters who graduated this year will appear in the next issue of The Newsletter.

More About The Moves

The plant is undergoing some major space changes since seconds have been moved to the Laurel Street Warehouse. One move is sequenced by another - the goal is to be that of providing more in-process storage space for the Latex Department and the Small Machine Room.

The first move was the seconds to Laurel Street. The next was to convert that space to greige rug storage. To do that, additional room had to be provided for the Sample Department - that being the space occupied by the label preparation operation of the Finishing Department.

Having planned to move label preparation into the Finishing Department for a long time and not having the space, we looked to our Maintenance Department for the possibility of building a new room adjacent to Finishing. This became a reality because we are fortunate to have the most talented maintenance group Gay-Tred has ever had (Bethel, Billy Wayne, Bill, George, Kyle and Clifford - not to mention Prince who plans and supervises the work).

The label preparation move has been completed; Richard Brown's new office is in that new space as well, allowing him to be closer to his department also.

Moving in the opposite direction is Truman Roberts, Dyehouse manager. His office is now located temporarily, in the old Shipping office in the South Warehouse. Truman had to give way to the new color computer now scheduled to be installed during the week of June 9.

It will take a lot of time and effort getting the color computer in operation. One of the key problems is learning to use the computer; another is setting up the routine procedures for operating it. To accomplish these two things, we have asked the dye weighers, one on each shift, to learn to use the computer in getting dye formulas and making adds, in addition to their present job of weighing up the dye for each run.

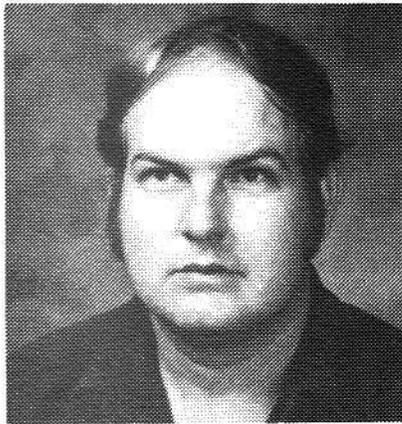
We have also asked Larry Lockard and Alan Gay to learn how to operate the computer and establish our basic procedures that will be used on all three shifts. In addition, Larry will be responsible for training the dye weighers in their new combination job; while Alan will be establishing a record of the dye runs to show how consistent the computer has been in matching colors and how much it has helped Gay-Tred reduce the dye and chemical cost by creating better formulas.

This is an exciting time for most of us, because these new developments should benefit Gay-Tred during a time when we will need all the help we can get in keeping operating costs down.

So far this year we have had a good 1st quarter, we have had an average May, things are slowing down some for June. There is no need for concern yet, but June may bring some four day weeks. We hope July and August will look better.

Hugh Tannehill
Vice President of Manufacturing

Employee of the Month



Terry Turner

Terry Turner is a dye weigher on the first shift in the Laundry Department. He came to work at Gay-Tred in July of 1978. Terry had been in the Marine Corp for 10 years and had just been out for one year. He says he has always been and will always be a military man. He misses the military life so he quit to go back in service. After considering the possibility of being away from his family when he had to go overseas and not being able to pick up where he left off when he left the military service he changed his mind and came back to work at Gay-Tred in November of 1978 as a dye weigher and has been in that job ever since.

Terry married Brenda Flannigan from Paint Rock in 1971. The Turners have two daughters, Chris age 7 and Sandy age 4. Brenda works for an attorney in Huntsville where the Turners live.

Terry and his family actually settled in Huntsville before Terry got out of service. Since being out of military Terry has attended Northeast State Junior College and Calhoun College. He was looking for a job that he could do and continue his education. His wife's cousin, Jimmy Beason, Manager of the Yardage Department, suggested that he apply for work at Gay-Tred.

We were looking for a dye weigher on the second shift and since Terry was going to school at night he needed a third shift job. The department manager in the Laundry, Truman Roberts was able to work it out for Terry to weigh dye on the third shift so that he could go to school at night. Terry really appreciates the company and Mr. Roberts for working this out for him because not only was he able to continue his education he also was able to get a job that he enjoys very much.

In the Marine Corp Terry was first a cook and later a subsistence clerk in the Food Service supplies. During his ten years in the military he

Happy Birthday

June

- 10-Billy Henshaw
- Vivian Weems
- 11-Lucille Holder
- Gene Roberts
- 12-Teddy Headrick
- 16-Anna Faye O'Neal
- Bobby Johnson
- Martha Henshaw
- 17-Glenda Watson
- 19-Darlene Chapman
- 20-Jim Gould
- 22-Nolton Whitaker
- Joan Smith
- 24-Roy Light
- 25-Norman Davis
- 26-Michael Treece
- 28-Brenda Edmonds
- 29-Clifford Treece



- July
- 2-Harvey Gifford
- Michael Brake
- 3-Robert Doss
- 5-Ola Bell Willmon
- 6-Kyle Edmonds
- Taylor Lankford
- 7-Pat Hardin
- 10-Nancy Keller

WELCOME

Laundry: Charles McIntosh, Paul Gibson, Ulysses Lankford, Truman Roberts, Jr.

Latex: Ray Adkins, Teddy Headrick.

Shipping: Michael Brake.

Yardage: Lisa Eidson.

LONG SERVICE RECOGNITION

JUNE

Doris Harris (Finishing)	5 Yrs.
Freddie Kay (Laundry)	5 Yrs.
Rodney Murphree (SMR)	5 Yrs.
Sue Shadden (SMR)	5 Yrs.
William Spurlin (V.P. & Controller)	10 Yrs.
Jimmie Smith (SMR)	15 Yrs.

traveled the world. He served tours in Japan, Hawaii, Vietnam, the state of Washington, the state of South Carolina and Georgia. While serving on a ship he visited ports in Australia, Iceland, off the coast of China, Taiwan, and many, many other ports. Terry says the most exciting tour he had was in Hawaii. This is the one place that he has been that he would like to go back.

Terry says he doesn't travel much now that he is out of service. The farthest he has been is Chattanooga and that's as far as he wants to go.

In his spare time Terry works on cars and watches T.V. He can't be much of a TV'er though because he doesn't watch Dallas. His favorite TV program is Sheriff Lobo.

Terry says he is real excited about the possibility of working with the color computer. His last year in the military he was able to work with the computers some. Terry says this will make the job even more challenging and more exciting. He really enjoys working with numbers and you work with a lot of numbers on this job.

"Every man has his own choice and I chose to work here, that's all I need to say about this being a good place to work. I wouldn't work here if it wasn't", says Terry. Gay-Tred has a choice also and we choose Terry to work here. We wish every choice we made was as good as when we chose....Terry Turner.

Personals

We want to express our deepest sympathy to Harold Ledbetter (Laundry) in the death of his brother recently.

The following employees have been in the hospital recently: Matt Arnold (Inventory Control), James Edmonson (Laundry), Louise Smith (Finishing), Carolyn Norwood (SMR), Martha Bryant (Administrative), Karen Wetherington (Shipping).

Congratulations to Debbie Roberts for being the Salutatorian at Pisgah High School. Debbie is the daughter of Laundry Department Manager Truman Roberts.

Allison Graden, granddaughter of Estelle and William Graden (SMR), was a contestant in the Little Miss USA Pageant. She was crowned winner of the Overall Fashion Award and will appear in the Little Miss USA Pageant in Atlanta, Georgia in November. We wish her well as she moves up in the competition.

Lighter Side

How important is it to read bulletin boards? Ask Helen West (Design Department). She had heard that we were having the Long Service cover dish dinner at the Woods Cove plant. When she saw the bulletin board notice she didn't bother to read it since she knew all about it. Consequently she showed up at the Woods Cove plant with her covered dish all by herself. Read the bulletin boards next time, Helen. You almost missed a terrific meal.

Speaking of terrific meals, covered dish dinners are very popular here. The Long Service covered dish dinner was the biggest that we have had here in a long time. Several people even remarked that it was bigger than the annual covered dish dinner given SMR Department Manager Pluma Thomas on her birthday - Opal Green, SMR supervisor, said "maybe bigger but not better!" The girls in the office (not to be outdone) treated their supervisor, Vice President and Controller, Bill Spurlin with a covered dish dinner on his birthday. What has happened to all the diets???

Debbie Miller in the Shipping Department has a very heavy left hand.

We were all saddened to hear of the recent death of Marvin F. Dawson a retired Gay-Tred employee. Marvin was the fireman on the boiler for many years. We always looked forward to seeing Marvin at our annual Christmas dinner and he will be missed by his many friends at Gay-Tred.



NEWSLETTER

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For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



Gay-Tred

NEWSLETTER



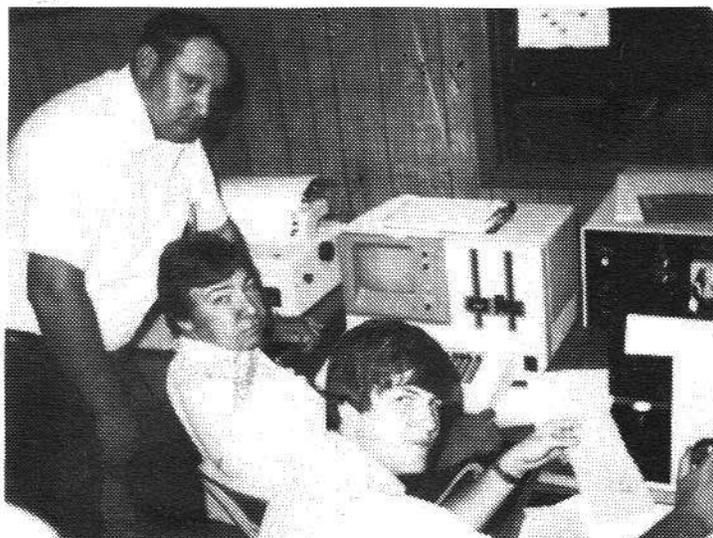
VOL. III

JULY, 1980

NUMBER 1



John W. Gay, III, President, welcomes to Gay-Tred members of the Scottsboro Jackson County Chamber of Commerce and candidates for local city offices. Gay-Tred hosted the Chamber's monthly early-bird coffee in June. Candidates for all city offices in the up-coming election presented their platforms to the Chamber at the June coffee.



Working with the new color computer, left to right- Truman Roberts, Larry Lockard, and Alan Gay.



Finishing: Kenny Dalton. Laundry: Deborah Roberts, Shelia Wilborn, Dana Henshaw, Sherry Parker. SMR: Daniel Shadden. Service: Meg Tannehill. Salaried: Alan Gay.

Quality Is Improving

I am pleased to note that many measures of quality of our rugs show much improvement over last year. The Quality Control group headed up by Roy Light, with quality auditors Joy Arnold, Priscilla Rounsavall, and Sonja Rousseau, have been doing a good job monitoring our quality in every area. They have identified many quality problems which, through diligent efforts on the part of the department or departments concerned, have been eliminated or improved.

Let me give you some examples. Our per cent seconds is averaging about 3¼%, where last year it was running over 5½%. Our returns from customers for the 1st quarter were less than ⅓ of what they were in the 1st quarter of last year. Redyes, while still high, are running about 25% less than last year for the same period. The consistency and quality of overlay in the SMR has greatly improved. These are all excellent improvements.

One development that has made a big contribution toward the reduction of seconds is the addition of a steam box to our latex oven. This has enabled us to get a more even coating of latex. The result is a reduction of seconds caused by latex to about ⅓ of what they formerly were.

A substantial quality improvement has also taken place in terms of our on-time deliveries - the frequency with which we ship orders on or before the due date. This year our on-time delivery is running almost 75%, with April and May running over 85%. Last year we were averaging just barely over 50%. Credit is certainly due to our Production Control Department for their improved control, to our Shipping Department for their diligence in seeing that orders are packed on time, and to everybody in the Dyehouse and Finishing Departments for doing their jobs more accurately and promptly.

So we see that quality can really be improved through effort and attention. However, quality neither begins nor ends with the quality control auditors. Quality responsibility begins with each individual employee in terms of doing his or her job properly each and every time. Therefore, I compliment each employee -- and each supervisor and manager - for the improvements that have been made.

Quality is important at Gay-Tred, and it is important to Gay-Tred's customers. Let's keep it good.

John W. Gay, II, President

Congratulations To the Class Of '80

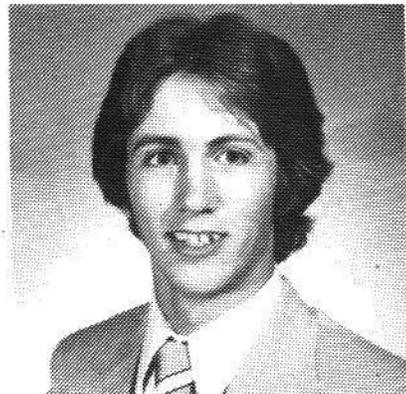
Congratulations and best wishes go to the sons and daughters of Gay-Tred Mill's employees who graduated this year. A diploma is an accomplishment for which both student and parent deserve credit. The company shares in pride on this happy occasion. Among this year's graduates are:

Long Service Recognition - July

- Ruby Anderton (SMR)-----5 yrs.
- Imogene Baldwin (SMR)-----5 yrs.
- Wanda Crabtree (SMR)-----5 yrs.
- Carolyn Norwood (SMR)-----5 yrs.
- Linda Potter (SMR)-----5 yrs.
- Mary Eason (SMR)-----5 yrs.
- Elaine Anderson
(Prod. Cont.)-----5 yrs.
- Rudolph Bryant (Latex)-----5 yrs.
- Charles Havis (Latex)-----5 yrs.
- Gus Baugh (Shipping)-----10 yrs.
- U. G. Wildman (Yardage)---10 yrs.
- Geraldine Clemens
(Finishing)-----30 yrs.



Donna Mount
Scottsboro High School
Daughter of Ludie Mount

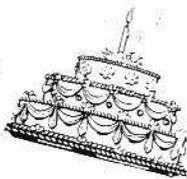


Wade Shadden
DAR High School
Son of Sue Shadden

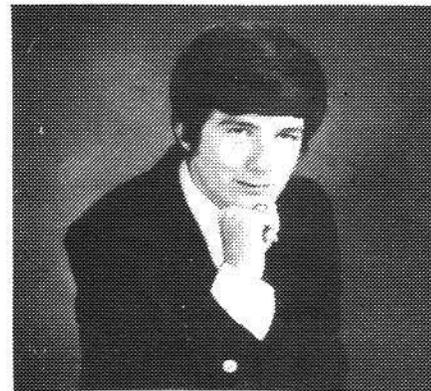
Happy Birthday

JULY

- 15-Ina King
- 16-Maxine Miller
- 17-Linda Potter
- 18-William Little
-Ray Adkins
- 19-Paulette Baker
- 22-Ronnie Mason
- 24-Carolyn Stephens
- 25-John Stovall
-Freddie Kay
- 26-Timothy Gamble
- 28-Sam Cisco
- 31-George Edmonson



Debbie Roberts
Pisgah High School
Daughter of Truman Roberts



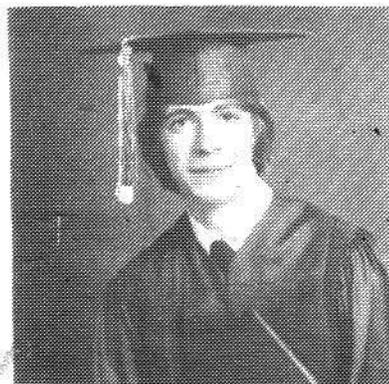
Michael Brake
Woodville High School
Son of Helen Brake

AUGUST

- 2-Carol Lambe
- 4-Inez Stapler
-Walt Winston
-Tim Haynes
- 5-Beverly Owen
- 6-Matt Arnold
-Estelle Graden
-Ricky Martin
- 7-Jackie Hargiss
-Lucille Page
- 9-Wanda Crabtree



Robin Smith
Alabama School for the Deaf
Talladega, Alabama
Daughter of Joan Smith



Kenny Dalton
Skyline High School
Son of Janie Dalton



NEWSLETTER

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For and About Gay-Tred Employees
Bob Dedmon, Editor
Phone 259-2000

Personals

The following employees have been in the hospital recently: Christopher Shrader (Laundry); Dianne Deerman (Finishing); Freida Little (Production Control); Brenda Bailey (Finishing). Congratulations are in order for the

following employees: Jimmy Kennedy (Latex) baby boy; Glen Little (I.E.) Freida Little (Prod. Cont.) baby boy; Ray Adkins (Latex) baby boy; Wanda James (SMR) Grandmother of a baby girl.



VOL. III

Gay-Tred NEWSLETTER

AUGUST, 1980

NUMBER 2



New Policies

The following three policies have been approved and are effective immediately:

Reporting Pay and Call-In Pay

Reporting pay is considered when you report to work in accordance with the currently assigned schedule and no work is available. Call-In pay is considered when you are requested to report to work outside of your scheduled time for work.

If you report to work at your scheduled time and no work is available you will be guaranteed two hours work or paid for two hours work at your time work rate. Exceptions are when you are notified in advance not to come to work or when the company is unable to get in touch with you; if you were absent the day before; if you quit or are discharged; if you voluntarily seek time off before the end of the applicable period.

If you are requested to report to work outside of your scheduled time you will be guaranteed a minimum of three hours work or paid a minimum of three hours at your time work rate. This does not apply if you were called to work less than three hours before the beginning of your regular shift or work past your normal quitting time.

All hours paid for reporting or call-in will be considered as hours worked for the purpose of computing overtime.

To qualify for reporting pay or call-in pay you must accept any work offered during the applicable period.

Terminations

Terminations under this policy are resignations and discharges (lay-offs are covered under the Economic Lay-Off Policy).

Resignations may result because of an employees desire to leave or inability to perform the job. The Company will endeavor to retain the services of competent employees if a satisfactory solution to the problem can be found.

Before making your decision to leave the Company you should discuss the situation with your supervisor or the Personnel Department. If after thoroughly discussing the situation you decide to resign the Company requests that you do work a reasonable notice.

Any employee who is absent from his job for three consecutive working days without notifying his immediate supervisor will be considered to have resigned voluntarily and his name will be removed from the employment roll.

Any employee who resigns will receive his pay check in the Personnel Office on the scheduled payday.

There are many actions that can result in a discharge, such as repeatedly reporting for work late or being absent from work; bringing intoxicants or narcotics into the plant or being under the influence of same; unsatisfactory work; damage to equipment through abuse, indifference, neglect or carelessness; repeatedly failing to do the standard amount or standard quality of work; horseplay, annoying or fighting with other employees; failure to remain on the job; willful destruction, removal of waste of Company or employee property; smoking in other than designated areas; bad accident record or disregard for safety rules; neglect of duty; refusal to obey orders or abide

(Continued)



Pictured above is Opal Green and Freeda Baxter serving the ice cream.

BEAT THE HEAT

The recent heat wave in the Southeast left many people with uncomfortable conditions. Gay-Tred was no different, but SMR Department Manager, Pluma Thomas, found a way to "beat the heat" and make the conditions a little more comfortable.

During the most intense heat Pluma treated the plant to homemade ice cream. We consumed about 12 gallons of five different flavors of homemade ice cream and about six dozen cookies that morning. Although the ice cream didn't cool the temperatures it did provide much needed relief.

A few weeks later on the occasion of Maxine Miller's (SMR Supervisor) birthday, Pluma brought in a dozen watermelons that we all enjoyed.

Many times when the temperature is high, spirit and morale are low and patience is short. Our thanks to Pluma for providing these breaks to "beat the heat" as well as the opportunity for fellowship. I think it's great that we are still small enough a company that we can occasionally get together and enjoy one another's company.

Payroll Procedure

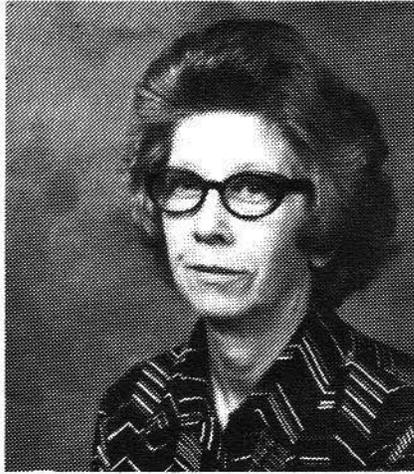
According to our leave of absence and economic lay-off policies employees who stop working under these conditions continue paying their portion of the insurance premium while off from work. However, lately because of rotating lay-offs, short term leaves, short work weeks and vacation week, some employees fell behind in their insurance premium payment.

It is our procedure now that no more than double the normal amount of deduction for payment of insurance premium will be deducted from any employee's check, unless authorized by Personnel. This "double up" deduction will continue until all back premiums are paid. If you wish to make any other arrangements for payment of back premiums contact the Personnel Office.

Beginning with the Christmas bonus checks this year all vacation bonus checks will have normal deductions such as, insurance, United Way, Christmas club, and your normal tax deductions.

If you have any questions regarding this procedure contact your supervisor or the Personnel Department.

Employee of the Month



Juanita Wheeler

Juanita Wheeler is a labeler in the Finishing Department. A charter member of the Silver Circle Club. Juanita has been employed at Gay-Tred since 1947. She has been a labeler since 1962. Prior to that she has done several jobs primarily inspecting.

Juanita lives in Pisgah with her husband Ernest who is retired. Juanita and Ernest have lived there since they were married, August 4, 1941.

Juanita has three living brothers, Ted, Charles and Edward Cox all who live at Pisgah and three sisters, Janice Gross, Sybil Presley, Moline Arnold. Juanita's mother who is 78 years old also lives nearby in Pisgah.

Juanita spends most of her spare time in the spring and early summer in her pride and joy, her flower garden. This year has been a very disappointing year for flowers due to the dry weather and intense heat. She has watched most of her beautiful flowers wilt this summer.

Juanita and Ernest also spend a lot of time in their vegetable garden. The weather has not hurt their vegetables as much as the flowers this year. She has her freezer about full and has also canned alot. Juanita was raised on a farm and enjoys working in a garden. Ernest was a farmer before he retired and he enjoys working in the garden. Due to the weather this year they both have spent more time than usual in the garden but it has paid off.

Hunting and fishing is a favorite pastime of Ernest's and you really can't beat this area for either. People come from miles around just to fish in the Tennessee River and Lake Guntersville. The best hunting in these parts is also right here in Jackson County. It really makes it nice when you don't have to travel to get to your favorite hunting and fishing spots.

It is really nice living near the family and to be able to see them often. Juanita says her

August

12-Frances Mullican
13-Marion Underwood
13-Virginia Wilson
14-Jackye Marsh
-Tim Currie
15-Larry Keel
18-Jimmy Kennedy
20-Mary Eason
-Joe Littles

24-Janie Dalton
25-Geraldine Clemens
30-Nathan Smith
31-Jackie Moses

September

2-Donna Rhoda
3-Elaine Anderson
-Connie Wells
5-Debbie Miller

**Happy
Birthday**



5-Mae Thomas
5-Doris Wilborn
7-Kathy Keller
-Jimmy Brown
8-Doris Miller

Personals

We would like to send Get Well Wishes to the following employees: **Jimmie Smith -SMR; Homer Rowell - Laundry; Edd Guffey- Yardage.**

We would like to express our deepest sympathy to **Paul Conley** (Vice President and Treasurer) in the death of his brother recently, and to **Ivan Victor** (Vice President of Sales and Marketing) in the death of his father, and to **Arlon and V. R. Thurmond** (Laundry) in the death of their brother.

LIGHTER SIDE

We've seen some proud mommas and grandmommas in our day, but we've never seen anyone prouder than **Helen Edmonds** (Finishing) of her Siamese twin frogs.

Linda Moore (Sample) is grateful to **Joy Arnold** (Quality Control) for finding her lost gold necklace and bracelet. Joy wishes Linda had read the bulletin board so that she would have discovered sooner that it had been found. As it was when the necklace was not claimed after the notice had been on the board for a week it was given to Joy. "Finders - Keepers"! It was then that Joy heard Linda had lost her necklace and was nice enough to return it to her.

mother is just as active and works harder than she does. Having lived on a farm all of her life hard work comes easy.

During the winter Juanita spends her spare time making piece quilts and sewing and also spends more time on one of her favorite things to do cooking. Juanita says she gets better results using her own recipes and adding a little dab of this and a little dab of that. According to Juanita you can't become a good cook just by reading the recipes you have to have a knack for it.

Juanita and Ernest enjoy traveling and have visited many places although Juanita has never learned to drive. She has often wished that she had learned to drive in her younger wilder days. It would come in handy she says occasionally to be able to drive, but the way people drive nowadays she doesn't want to learn. Of all the trips that she and Ernest have taken the one she probably enjoyed the most was last year's trip through the Blue Ridge Mountains to Washington, D.C.

Juanita says she is very hard to get to know because she is bashful just like her daddy was. I don't say much, says Juanita, especially when I'm working. I mind my own business and do my job the best I can. Not everyone is that quiet but we are very proud of our employees who mind their own business and do their job the best that they can -- like Juanita Wheeler.



Cliff Parker and Bill McBride (Maintenance) proves that giving blood is simple, easy, painless, and takes very little time. If you have never given ask those who have. If you have given encourage those who haven't. The bloodmobile will be at Gay-Tred Wednesday, August 13, from 9:00 a.m. until 3:00 p.m.

POLICIES (Continued)

by Company rules; defacing information centers or material thereon; dishonesty; bringing firearms or lethal weapons into the plant; conviction of a felony; and other offenses the nature of which are detrimental to the welfare of the Company and the employees.

Dischargeable offenses shall be handled in the following manner except those the seriousness of which warrants immediate discharge:

First Offense. Counsel and Verbal Warning
Second Offense. Written Warning
Third Offense. Discharge (if the third offense occurs within a 12 month period)

Employees who have been discharged will receive their final check at the time of discharge or as soon as practicable following the discharge.

Funeral Pay (Salaried Employees)

It is a policy of Gay-Tred Mills to provide time off for salaried employees in the event of a death in the immediate family. For the purposes of this policy the immediate family includes husband, wife, father, mother, brother, sister, son, daughter, grandfather, grandmother, grandson, granddaughter, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law.

Salaried employees will be entitled to time off as needed without loss of pay beginning the day of the death through the day after the funeral. If additional days are necessary these days will be counted as vacation.

If you have any questions about these or other policies consult your supervisor or the Personnel Department.

WELCOME.

Finishing: Flora L. Berry
Maintenance: Thermon McBride

Long Service Recognition-August

Pluma Thomas-SMR-----40 yrs.
Lillie Mae Prewett-Sample35 yrs.
Ruth Melton-Finishing-----30 yrs.
Robert Tipton-Maint.-----15 yrs.
Shirley Johnson-SMR-----5 yrs.
Joseph Littles-Latex-----5 yrs.
Virginia Sanderson-SMR-----5 yrs.
Wisie Ulman-SMR-----5 yrs.
V. R. Thurmond-Laundry----5 yrs.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000





Gay-Tred

NEWSLETTER



VOL. III

SEPTEMBER, 1980

NUMBER 3

New Eye Wash Facility



George Clark (Maintenance) and Prince Rogers (Maintenance Supervisor) are shown above with our new eye wash facility in the Laundry Department. We will also have an eye wash facility in the Laundry which will be installed within the next few weeks.

These eye wash facilities will provide emergency eye care for any employee who gets a substance or object in his eye. By pressing the push lever on the side of the eye wash sink a stream of water will rinse the eye area removing or cleaning the irritation.

Hopefully we will not have to use the eye wash facilities often. However, if an employee does have an injury then we will have the necessary equipment to help.

Please take care of these new facilities and remember they are there for your use and protection. If you do need to use the eye wash facilities at any time be sure and report this to your supervisor. Any injury or accident should be reported to your supervisor regardless of how minor.

New Equipment Installed



Pictured above Prince Rogers, Maintenance Dept. Manager (right) and Pluma Thomas, SMR Dept. Manager, admire the work done by Billy Wayne Henshaw and J. W. Keel in the SMR.

In order to cover some of the increased demands caused by our new styles, new equipment is being installed in the SMR and yardage departments.

After making room in the SMR by removing all the greige storage to the south warehouse, a new table for sixteen table top tufters has been constructed by the maintenance and SMR mechanics.

This represents a significant change in the type business it looks like we will be doing this year. It calls for flexibility and a lot of pressure on Pluma, Maxine, Opal, and the SMR.

Also because of these same reasons, we have purchased a tufting machine to run 58" plain cut pile yardage for tank sets and lids. This will further increase our flexibility to produce more different types of bath sets at lower costs. This machine was delivered and installed by Gay-Tred personnel with Jim Beason and Prince Rogers heading up the project. The maintenance crew and yardage personnel did the entire installation.

We hope these things will help us through our busiest time of the year with less machine changing and faster reaction time to incoming orders.

Pictures For Identification Badges

Stone's Personnel Service will be in the plant Thursday, September 18, 1980 to take new pictures for the identification badges. Watch the bulletin boards for more information concerning the time schedule and location for taking the pictures.

We have not photographed all Gay-Tred employees since March, 1979. So, on September 18, all employees will have a new picture made.

The pictures taken by Stone's Personnel Service are similar to the ones made in school. Employees may purchase prints of these pictures if they desire.

We will be making some changes in the I.D. badges so we will issue everyone a new badge. It is a company policy that all employees wear their badge while in the building. If an employee should forget his badge, a temporary badge will be issued for that day. Lost badges can be replaced by notifying Personnel.

- - Student Tour - -

Approximately 40 Juniors and Sophmores from Scottsboro High School toured Gay-Tred recently. The students are members of Denton Kennamer's Career Education class.

Assistant Personnel Manager, Rachel Armstrong, visited the classroom to talk to the students about career opportunities at Gay-Tred. The next day the two classes visited to get a first hand look at the different jobs involved in making small rugs.

At the completion of the tour the students enjoyed refreshments at the Woods Cove plant. After refreshments John W. Gay, III, President, talked to the students about operating a business in the free enterprise system. Mr. Gay pointed out the importance of education in today's job market and encouraged the students to learn all they could and stay in school. Mr. Gay presented the students with a rug as a memento of their visit to Gay-Tred.

Employee of Month



DONNA RHODA

In place of our regular Employee of the Month article we want to pay tribute this month to one who has been instrumental to the success of our NEWSLETTER -- Donna Rhoda.

Donna's job title, executive secretary, hardly describes her job or duties. She served as secretary to the President, secretary to the personnel manager, typed for the director of R & D and the sample department, handled Worker's Compensation, compiled statistics and made reports, and helped with many employee relations functions.

Donna was a tremendous help in organizing the NEWSLETTER over two years ago. Each month since then she has gathered information and helped put the NEWSLETTER to bed. This is the last month Donna will help with the NEWSLETTER since she is moving out of town. Her ideas, wit and expertise in this area will be missed.

Donna's husband, Jack, is Director of Human Resources at Mead Corporation in Stevenson. They have moved to Stevenson to be closer to his work. We think its great for Jack to be nearer his office but we wish he wouldn't take Donna so far from hers that she had to quit.

Actually, Donna is looking forward to being at home more. There



Rachel Armstrong, Assistant Personnel Manager, (second from right) presents a \$50.00 Savings Bond to each winner of our drawing held at the last Bloodmobile visit. Ricky Flippo, (left), Laundry Department, had never donated blood before, Linda Vines, Admin. and Henry Crabtree were both previous donors. There were 39 pints of blood donated. Our special thanks to all who donated blood.

Personals

Congratulations to Martha (Bryant) Cotton, (Secretary-Mfg.) who was married recently.

The following employees have been in the hospital recently:

- Lora Ruth Johnston..... Finishing
- Carolyn Griffith..... Shipping
- Spencer Dudley..... Laundry
- Edd Guffey..... Yardage
- Lex Wooten..... Yardage
- Roy Light..... Quality Control
- Sylvia Campbell..... Administration

-- Welcome --

- Latex-Timothy Wilborn.
- Laundry- Emmett Dobbs, Michael Owens, Tommy Turner.
- SMR- Rachel Atchley, Lonia Stapler, Helen Brake, Dorothy Olinger, Kathryn Martin.
- Shipping- Neal Jacobs.
- Maintenance- Jerry Kirk.

are many things she would like to do in the new house that takes time. Also Donna and Jack are active members of the First Baptist Church in Scottsboro and now she will have more time to devote to her church.

Although we hate to see her go we wish Donna well in her new home. She'll be missed not only by her many friends at Gay-Tred but especially by those who have come to depend on her so much.

Since she had so much to do with the NEWSLETTER we thought this would be an appropriate way to say thank you to a good employee and a good friend --- Donna Rhoda.

The Lighter Side

Jim Beason, Department Manager Yardage, is certainly on the Lighter side --- about 60 lbs. lighter. If it weren't for his beard he wouldn't even cast a shadow.

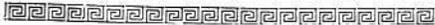
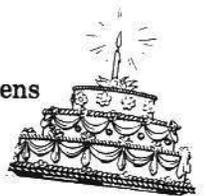
Billy Wayne Henshaw, Maintenance, has become a Nashville fan. Matt Arnold, Inventory Control Supervisor, says Billy Wayne saw more of Nashville in one weekend than he has in the last several years.

Some people will do anything to take attention from their waistline. By the way, have you noticed Larry Lockard's new hair style?

Happy Birthday

- September
- 11-Ruby Brooks
- 14-Barbara Lombardo
- 18-Betty Morris
- 20-Adalyn Harris
- 22-John W. Gay, III
- 23-Dorris Ann Stephens
- Jimmie Smith
- Glenn Little
- 25-Prince Rogers
- 30-Charles Havis
- Baxter Nicholson

- October
- 6-Jerry Branford
- Ronnie Wright
- Martha Cotton
- 7-Chloe Breland
- Bob Dedmon
- 9-Paul Conley



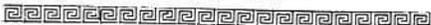
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Gay-Tred NEWSLETTER



VOL. III

OCTOBER, 1980

NUMBER 10

If You Have Our John Hancock Group Insurance Coverage - What Do You Have?

The highest priced semi-private room is yours. If you prefer a private room in the hospital, you just pay the difference. No entrance fee should be required for a semi-private room.

Special benefits are also available. After reading your booklet, you possibly do NOT have a question, but if you do, why don't you just drop by the Personnel Office. Some one will read the booklet with you to double check the answers. We won't know all the answers but with you, we surely will learn.

Only the Claim Office can determine the basic benefit for surgery. **Surgery is Surgery** whether in the Hospital or the Doctor's Office. The usual and customary charges of our locality is used in consideration of the charges submitted. The difference in the Basic benefit and the considered charges is paid at 80% because it will fall under your Major Medical portion of the insurance coverage.

Speaking of Major Medical -- each person covered with



Mae Thomas

Group Insurance must meet \$100.00 deductible for each Calendar year. Prescription drugs, medical doctors and chiropractic services (NO DENTAL) are acceptable. You should check these expenses and bring the itemized bills to the Personnel Office for submission to Claim Office for consideration of payment at 80% after the \$100.00 has been met. Emergency Room visits for illness are considered under Major Medical; however, Emergency Room visits for accidents are paid under your Accidental coverage. Ambulance service falls in this same slot.

Remember, the Claim Form MUST be signed by you, the employee. So, any time you or your dependents have expenses to be submitted, come by the Personnel Office and complete the Claim. We will take it from there and you will be advised of the consideration given. A copy of the check paid will be given to you as well as the explanation of the claim. Keep the information as a record of what the insurance has done for you and you will be able to answer questions of fellow employees who may not have the insurance. It is what you will need to prepare your Personal Income tax return.

You won't be around to receive benefits of your Life coverage; but your beneficiary should be advised that in case of death, the Personnel Office will handle the claim for them. The amount is \$2,000.00; the Accidental portion is also \$2,000.00.

As we say, we do not know all the answers but we are willing and anxious to be of assistance with your insurance needs!

Mary E. Thomas

GIVE:

THE UNITED WAY



The United Way fund raising drive will be held at Gay-Tred on Thursday, October 9, 1980. Gay-Tred employees have always given generously to the United Way. This year let's continue our past record and give to the United Way so we can help the needy in our county.

Remember, the money collected by the United Way goes toward helping needy people in Jackson County. Some of you may have friends or relatives who have received assistance from United Way agencies. So, when we give to the United Way we are helping our fellow workers, neighbors and relatives.

Giving up one pack of cigarettes or two cokes a week (about \$.75 or \$.80 per week) isn't much individually but collectively it could mean a great deal to some needy adult or child in Jackson County.

Gay-Tred supports the United Way and believes in its purpose. To help make donating easier for you, your pledge can be handled by payroll deduction.

Remember, Thursday, October 9, 1980 will be the day for our drive within the plant. Your supervisor will distribute pledge cards to be completed and returned Thursday. Please give to this worthwhile cause and possibly help someone you know.



JIM BEASON, Yardage Department Manager and WILLARD WILBORN, Yardage Department examine the new tufting machine.

New Machine Saves Time and Money

As mentioned in last month's Newsletter, we recently purchased a used 84" Dial Type Cobble Tufting Machine. This machine was purchased to eliminate some of the down time due to changes on low volume items. The 6258 lids now being made on the 15 ft. machines and the cotton tank sets now being made in the small machine room will be made on the new tufting machine.

The Sample department has been striving to create several new styles. The new machine will enable us to get the sample yardage to the Sample department sooner. It will also save the Yardage Department down time in sample changes on the 15 ft. machine.

Employee of the Month



Willard Wilborn is a mechanic in the Yardage Department. Willard has been employed at Gay-Tred (this last time) since 1972. Willard had previously worked at Gay-Tred for several years and quit to "pursue greener pastures". After working on a farm for a while Willard came back to Gay-Tred and has been here ever since.

Many people at Gay-Tred through the years have done a lot of jobs and several have done "every job in the mill". Willard is one that has done just about every job in the mill. His first job at Gay-Tred was in the Yardage Department as a mender. Later he worked on the Latex oven, worked in the Laundry, worked on the second shift packing and pulling orders in the Shipping Department, worked as a mechanic in the Small Machine Room and ran the yardage machines for a while. Willard learned to repair the yardage machines here and has been a mechanic ever since.

Willard was a mechanic in the Small Machine Room when he was asked to transfer to the Yardage Department as a mechanic. At first he really did not want to transfer from the Small Machine Room. He said "I enjoyed my work in the Small Machine Room and I liked working for Pluma" (Small Machine Room Department Manager Pluma Thomas). Now Willard says he is glad he made the move. "I'm well satisfied with the job I have in the Yardage Department, couldn't ask for a nicer group of people to work with and Jim Beason is as good a boss as any man could have." (Pluma says Jim ought to be a good manager since she trained him.)

Willard says the conditions have improved tremendously since moving the Yardage Department to the Woods Cove plant in 1975. "We have more room now and can get a lot more done. We are producing as much here in one shift as we did in the old Yardage Department on two shifts and we have a lot less problems" says Willard.

Willard lives in Macedonia with his wife Barbara and his daughters Shelia and Tina. Shelia, 17 years old, is a senior at Section High School. Tina, 11 years old, goes to school at Macedonia. Barbara is a former Gay-Tred employee and Shelia worked in the Laundry Department this past summer.

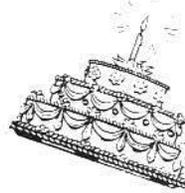
Willard has eight Beagle Hound dogs at home so you can imagine he hunts a lot. Rabbit is the main game, but he hardly ever kills any, usually they just chase the rabbit. When Willard goes by himself he takes all eight dogs, "they're not hard to handle at all," says Willard. "I trained them myself".

Usually Willard goes hunting with a few friends and only takes four or five dogs of his own. He and his

Happy Birthday

OCTOBER

- 11-Laverne Stewart
- 13-Fred Edmonson
- 14-Larry Beavers
- 24-Terry Turner
- 26-Pauline Evans
- 27-Timothy Berry
- Harry Hutchens
- 30-Bethel Smith



NOVEMBER

- 3-Michael Owens
- 4-Lucille Cornelison
- 5-Frances Stephens
- 6-Betty Thompson
- Janice Snodgrass
- 10-James Edmonson

PERSONALS

We at Gay-Tred would like to send a get well wish to Ruby Brooks (Shipping) who has been in the hospital recently.

We want to express our deepest sympathy to Nedra Kirby (General Office) in the loss of her father and Juanita Wheeler (Finishing) in the loss of her sister.

Congratulations to Tommy Turner (Laundry) who has a new baby boy.

Congratulations to Darrell Lusk (Yardage) on being elected external Vice-President of the Scottsboro Jaycees.

friends enjoy friendly competition among the dogs more than they do hunting rabbits. They sit back and listen to the dogs holler while chasing a rabbit just to see which dog is out front. Willard proudly says his usually are.

"About the only way they ever catch a rabbit," Willard says, "is after running a few hours the dogs lose it and the rabbit sits down and gets stiff, then when he tries to run again he can't." Willard has had six of his eight dogs since they were puppies, they stay in a pen on his seven acre farm when he is not hunting with them. Willard says it costs an awful lot to feed those dogs but any hobby costs money and if you enjoy it, it's worth it. The dogs aren't pets for the kids, they have their own pet; a little Pekingese that runs lose around the house.

Willard is just as proud of his daughters as he is his hound dogs. "Barbara and I both work," says Willard "and by the time we get home Shelia and Tina have cleaned up the house and are doing their homework. That really helps a lot and Shelia has become a really good cook."

Willard said he would like to give some advice to some of our younger employees. "Sometimes when things aren't going very well and you are tempted to look for greener pastures, you really ought to stick it out and work out your problems. The grass is not always as green as it looks. You lose a great deal when you quit even if you are fortunate enough to come back to work here. You lose your seniority and your vacation pay. Quitting here was the worst decision I ever made. Things don't always go the way I want them to here, but they wouldn't always go my way anywhere."

Many Gay-Tred employees have previous periods of employment here. Everyone we've talked to says they wish they had never quit. I hope everyone will listen to Willard's advice and if you are considering quitting talk it over with your supervisor or the personnel department before making a final decision.

Willard says although he'd like to make more money he feels he is paid fairly for his job. "It's more here than other places" he says. "Besides, I get more for working here than money; I get satisfaction."

We get more from Willard than just a mechanic. Like many Gay-Tred employees, Willard has made suggestions that have improved efficiency, reduced waste and saved money. "Willard has had many cost saving ideas that have saved this company a lot of money over the years" says department manager, Jim Beason.

In today's economic situation we need all the cost saving ideas we can get. We appreciate all our employees who have good ideas -- like Willard Wilborn.



GARY BRIDGEMAN (Data Processing Supervisor) and PRISCILLA ROUNSAVALL (QC Auditor) proudly display their award winning crafts. Both won second place in their division at the recent Jackson County Fair exhibits. Gary's craft is a crocheted afghan with an afghan stitch and cross-stitched strawberries. Priscilla entered a pressed-wood plaque coated with Enviro-Tex in the design of a fish with pictures from a Florida fishing trip.

WELCOME

FINISHING - Julian Taylor and Herman Sharp, Jr.; SHIPPING - Michael Harding; LATEX - Kenneth Gist; ADMIN.- Ginger Wallingsford; LAUNDRY - Michael Paradise and Danny Simpson; NEW YORK OFFICE - Linda Vinson.

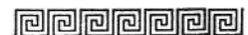
THE LIGHTER SIDE

JEAN STRICKLAND, receptionist and ROY LIGHT, QC Supervisor, had special interest in the fair exhibits this year. Jean, because she taught Gary how to make his prize winning afghan and Roy, because Priscilla's prize-winning plaque was actually made as a gift to him.

Why is GERALDINE CLEMENS (Finishing) taking a survey of all males asking if they have hair on their chest? Does PRINCE ROGERS (Maintenance) have hair on his chest Geraldine?

Have you heard Bob Dedmon's new song "Another One Bites the Biscuit"? Pluma Thomas, Rachel Armstrong, Chloe Breland, Helen West and Roy Light heard it and heard it and heard it.

When OPAL GREEN, (SMR Supervisor) plays a trick on you she can be very patient.



Long Service Recognition October

- FREEDA BAXTER-SMR 5 yrs.
- DORIS BROWN-Finishing 5 yrs.
- DARLENE CHAPMAN-Fin. 5 yrs.
- BOB DEDMON- Personnel Mgr. 5 yrs.
- FRANCES STEPHENS-Fin. 5 yrs.



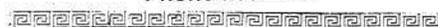
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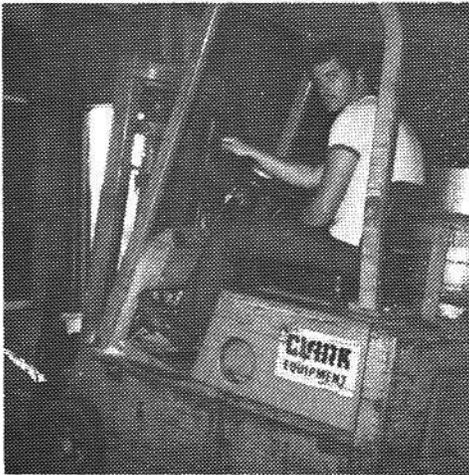
Gay-Tred NEWSLETTER

NOVEMBER, 1980

NUMBER 11



Employee Meetings - A Good Idea



Jackie Hargiss (Yardage Warehouse) is shown on the ramp to the dock at the Latex department. It was Jackie's suggestion that the dock be enclosed to keep the ramp dry in the winter. The SMR employees, especially those in Opal Green's area, benefit from this suggestion as much as Jackie does. When the dock is opened in the winter the warm air in the SMR is drawn out.

Jackie made this suggestion at one of our regular monthly employee meetings. As you know the monthly meetings are held in the lunch room with employee representatives of each department and top management of the company to discuss issues of mutual interest.

At the meetings Mr. Gay reports on the condition of the company economically and our order situation. He discusses the business outlook and how it could affect Gay-Tred.

Mr. Gay makes any announcements of coming events or plans for the company. He also discusses any current issue of interest to Gay-Tred employees.

Then employees are given the opportunity to make comments or ask questions. The meetings usually generate good discussions where employees and top management have a better understanding of what's going on at Gay-Tred. Mr. Gay stated "The employee meeting is a good communication tool and one of my best sources of information."

Many good ideas have come from our employee meetings. This dock is only one. Our thanks to Jackie for making this suggestion.

HOW ARE WE DOING?

I realized recently that I need to tell you how Gay-Tred is doing this year and what the prospects look like around the corner. Most of you who have been at Gay-Tred a year or longer have been able to see that our business is off some this year compared to last year. The recession has been the main cause of this. Almost all our customers tell us their business is off, and this means they buy less from us.

With a few exceptions, our competitors have experienced the same thing this year. Some are better off than we, and some are worse off. So, while conditions have not been particularly good for Gay-Tred, we are not alone in this problem.

One result of our business being off is that we have fewer people employed. We had a good bit of short time earlier in the year, and thus far we have had very little overtime this fall. As you know, many of the plants in our area have had layoffs this year. We are busy now and expect to continue so until about Christmas, after which we expect business to slow down again.

In the market place this year we have found competition to be fierce. We have seen more examples of price cutting than we have seen in a number of years. The result of all this is that it has been more difficult to sell our merchandise, and we have had to sell it at lower prices in many cases.

Your management has been working very hard to cope with this situation. The Sample department has been extremely busy developing many new and different products for us to try to sell. Our Sales department has been working very hard trying to find new customers and new markets, and generally doing everything possible to try to increase our sales. Our Manufacturing departments have had more styles to produce and smaller runs. They have had to watch costs and inventories very carefully and have been doing a good job of this. I personally have been making a number of trips to visit our customers in all parts of the country in order to get a better feel for what is going on.

What are the prospects up the road and around the corner? Right now we are in our normal peak time of the year, and we will continue busy up until Christmas or shortly before. We will probably slow down quite suddenly after Christmas, and I expect the first quarter of next year to be rather slow, just as it was this year. Business conditions in the country should begin improving by about the middle of the year. I think there is good reason to hope that we will be busier next fall than we have been this fall. Overall next year I believe our business will be no less than this year and hopefully some better. With a few breaks, it possibly could be considerably better.

Under these conditions it is extremely important that everyone do his or her job in the best and most efficient manner possible. The more efficiently we can operate, the better able we are to sell our products in the market place. The better able we are to do this, the more secure our jobs and the better off we will all be.

John W. Gay, III, President



Thanksgiving

HOLIDAY

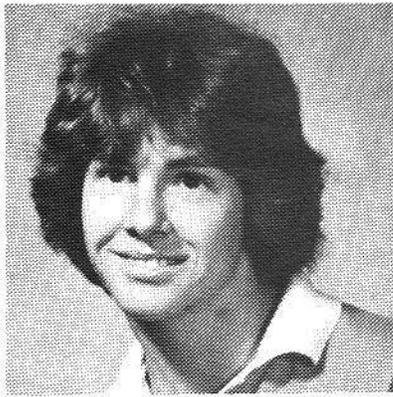
The plant will be closed Thursday, November 27th for the Thanksgiving holiday. Thanksgiving is one of our six paid holidays and all eligible employees will be paid for that day. To be eligible you must work the last scheduled shift before the holiday and the first scheduled shift after the holiday.

Many employees have asked about being off the day after Thanksgiving. Don't count on it, however, if business conditions warrant closing the plant that day we will. We will likely not be able to make that decision before Monday of that week.

COOL IT!

Winter will soon be here, and that's what we will have to do. Even though the temperature restrictions imposed by the Federal government last year are not officially in effect, we still have a strong need to conserve energy. Therefore our temperatures throughout the plant and offices will be kept at reduced levels during the cold weather months. We will make some adjustments, depending on working conditions, to see that nobody suffers. Improvements have been made since last year, such as more and better insulation, and enclosing the dock in the Latex department so as to reduce the draft. These improvements should make things more comfortable. However, we will all have to remember to wear warmer clothes when cold weather comes.

Employee of the Month



Ricky Dueane Brown is a foam bar operator in the Latex department. Ricky came to Gay-Tred as a stacker in the Latex department in October 1979. He was transferred to his present position in March of this year.

Ricky is single (and available) and lives between Hollywood and Stevenson with his family. His father, Dueane Brown, works at TVA, his mother Jinny works in the Small Machine Room at Gay-Tred, older sister Pam lives in Florida, younger sister Vicki is a student at Stevenson High School, younger brother Tim is also a student at Stevenson and Ricky's four year old niece Christy McCrary is staying with them now.

Before coming to Gay-Tred Ricky worked in a grocery store in Scottsboro. He had many friends and several relatives at Gay-Tred who suggested that he apply for work here. "They all said it was a good place to work, and since I've been here I've found that they were all right", said Ricky.

Ricky enjoys sports particularly football. Each Sunday afternoon he gets together with a lot of other guys and plays football at Brownwood school.

Ricky quit school in high school to go to work. When he didn't return to school his mother encouraged him to get his G.E.D. diploma. Rick told his mother that he would attend classes and take the G.E.D. test if she would also. Ricky is very proud of the fact that he has completed the requirements and has his G.E.D. diploma. Not only is Jinny still working on hers but she's talked her husband Dueane into going with her and getting his G.E.D.

Ricky stated that there were many frustrating times during the classes and had it not been for very good teachers he might have considered quitting. The teachers were very friendly, encouraging and helpful and made the sacrifices worthwhile. Ricky is grateful to the teachers for helping him stick with it. He believes his G.E.D. will certainly help him in the future.

Ricky didn't talk much about his dating. All he would say was that he enjoyed dating and has no immediate plans for marriage.

One thing he enjoys is hunting, particularly squirrels. The thing he likes best about squirrel hunting is eating the "catch". "If it's cooked right that's great eating" said Ricky, "You have to cook it real slow to make the meat tender". Rick went on to say, "My mom sure knows how to cook squirrel".

Ricky has a cat around the house now but he's really looking forward to getting a new pet. As soon as its born he will be getting a miniature poodle.

"Ricky is a very dependable employee" says Latex

PERSONALS

Congratulations to Ludie Mount (Shipping) on having a new son-in-law. Her daughter, Donna Ann was married to Bob Helms on October 11, 1980.

Joan Smith (Shipping) has a new grandson to boast about. A baby boy was born on October 16, 1980 and the proud parents are Kenny and Donna Ray Smith.

A 6 lb. 15 oz. baby girl, born on October 22, 1980, has grandpa George Clark (Maintenance) and grandma Doris Miller (Finishing) smiling.

Congratulations to Kim Beason, daughter of Jim Beason (Yardage) on being selected for the Nation Honor Society. Kim is one of the youngest to be selected for the National Honor Society. Keep up the good work Kim.

Our apologies to Bell Willmon (Finishing) and Truman Roberts for failing to list them in our Long Service Recognition last month. Bell received her 5 year award and Truman received his 10 year award.

Many employees have been asking us for Bill McBride's (Maintenance) address. Here it is:

William E. McBride
Brooks Army Medical Center
Beach Pavillion Ward 43-H
Ft. Sam Houston, Texas 78200

As most of you are aware, Bill is in San Antonio, Texas receiving treatment for lung cancer. Bill misses us almost as much as we miss him and would enjoy hearing from his friends.

Congratulations to Ricky Brown (Latex) who passed his G.E.D. exam recently.

THE LIGHTER SIDE

In last month's NEWSLETTER we stated that Jean Strickland (Receptionist) taught Gary Bridgeman (Data Processing Supervisor) how to crochet his prize winning afghan. However, it was Gary who taught Jean to crochet. Sorry about that Gary.

Congratulations to Gay-Tred Men's volleyball team. They are on their longest winning streak in their 3 year history. That's one in a row! -- Keep up the good work men.

Congratulations to Jim Beason (Yardage) on being named one of the 10 worst dressed men.

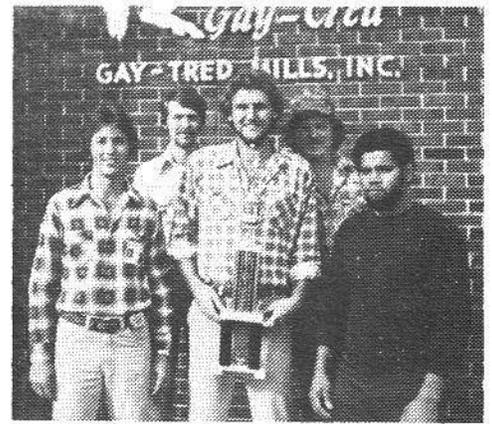
WELCOME

LAUNDRY - Danny Simpson and Michael McCrary
SMR - Clara Jean Miller, Josephine McAllister, Lucy Mae Pope, Angie Stapler and Jimmy Ward, Jr.
FINISHING - Troy Davis

department manager Sam Cisco. "I don't ever remember him being late since he came to work here. It even bothered him to have to be out to take his G.E.D. test. But that was worth it for him and for me".

When I complimented Ricky on his attendance and his promptness Ricky said "Well, I'm supposed to be here every day. I was hired to be here and Sam and Joe (supervisor Joe Little) have been very good to me. They have treated me fairly and I think I should treat them the same way".

We are proud when we hear employees say their supervisors are fair and honest. We are also proud when we hear our supervisors say their employees are fair and honest, dependable, loyal and hard working like -- Ricky Brown.



Basketball Tournament! Already??

Left to right Wade Shadden (Quality Control), Tim Gamble (Inventory Control), Tommy Turner (Laundry), Rodney Murphree (SMR) and Fred Edmonson (Sample) admire the trophy they won in the Section Invitational basketball tournament. The team is "sort of" sponsored by Gay-Tred. We furnished the uniforms and have paid the entry fee for some tournaments. In most tournaments the fellows pay their own entry fee with the help of donations from friends.

CHRISTMAS RUGS

At the request of many Gay-Tred employees we will make a limited number of Christmas rugs this year. The rugs will be the 6114 knotted fringe, dark green with red "Merry Christmas" overlay. The rugs will be sold in two sizes, 24x36 and 26x45. The cost will be \$3.75 and \$4.75 respectively.

Rugs will be made from orders only. Order forms can be obtained in the Personnel department or from your supervisor after November 11. The rugs must be ordered by November 26 and will be ready by December 10.

Happy Birthday

NOVEMBER

11-James Sampson
12-Richard Brown
13-Margaret Day
14-Ludie Mount
15-James Watson

Troy Davis

16-Lloyd Lockard
18-Larry McIntosh
23-Kathy Wynn
25-Theresa Murphy
Clara Jean Miller
29-Linda Moore
30-Denelda Atchley
Tom Cardwell

DECEMBER

2-Larry Lockard
3-Henry Crabtree
George Miller
Bill Webb
4-Earl Goins
Dale Dobbs
Denford Johnson
7-Ruby Anderton
Meda Brown
8-Hugh Tannehill



NEWSLETTER

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For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



Long Service Recognition

NOVEMBER

Earl Goins	5 years
Arlon Thurmond	5 years
Bill Webb	5 years



Gay-Tred NEWSLETTER



VOL. III

DECEMBER, 1980

NUMBER 12

The Remainder of 1980

As most of you already know, Gay-Tred has passed our peak production period and things are slowing down rather quickly. It's disturbing, but it happens every year at this time unless we are way behind on shipping orders.

We have already started rotating some employees off a week at a time and have cut back the dyehouse schedule. This is due to two major items - (1) the slow rate of incoming orders and (2) the need to keep our inventories lean for beginning the new year.

We have just completed two good months - October and November - and are looking for an average December, maybe a slow January. We are anticipating an increase in our export business and are finishing the year with a flurry of orders going overseas.

The Christmas holidays are upon us and our schedule is not set for Christmas week or New Year's week. We expect to work some of the days just before Christmas and New Year's; this has not been determined yet (the Christmas dinner is scheduled for December 23). We will not work the Friday of either week, unless there is a real emergency. The firm plans will be announced during the week of December 15.

It's unfortunate that we cannot plan very far ahead, but it's because our customers come first; orders must go out. We have had a good year; our salesmen have said good things about our work. Business could have been better, but it should turn out to be a successful 1980.

I would like to take this opportunity to wish all of you a very Merry Christmas and a Happy New Year. If we continue the things we have started in 1980, surely 1981 will be a year to look forward to and be thankful for.

Hugh Tannehill
Vice President Manufacturing

Christmas Past

Every year at Christmas we hear stories of Christmases past at Gay-Tred. With all the reminiscing we thought you would enjoy a brief look at our Company Scrapbook.

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The 1980 Christmas dinner will be at the Scottsboro High School Lunchroom Tuesday, December 23, at 12:00 noon.



1980 Girl's Volleyball Team - First row (left to right): Rachel Armstrong, assistant coach; Martha Maynor, Kathy Wynn; Second row: Kristi Bashaw, Mildred Gullede, Suzanne Saint, Helen West, Helen Edmonds, Priscilla Rounsavall.

Volleyball

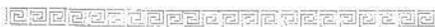
Volleyball season has ended for another year. This was a good year for both teams. The men won 5 games and lost 7. The women won 5 games and lost 6 and earned a berth in the tournament in Guntersville. We are very proud of both teams. Both teams played better than their records indicate and displayed good sportsmanship. We think it is great when people who work together can play together and have a good time.

Playing on the women's team this year were: Helen Edmonds and Kathy Keller, Finishing; Priscilla Rounsavall, Quality Control; Mildred Gullede and Martha Maynor, Shipping; Kathy Wynn and Suzanne Saint, Administrative; Helen West, Salaried; and Kristi Bashaw who is our lunchroom attendant from KwikServ, Inc. Bob Dedmon and Rachel Armstrong coached the women.

Players on the men's team this year were: Roy Light, Matt Arnold, and Bob Dedmon, Salaried; Ricky Blackwood, Joe Littles, and Buddy Johnson, Latex; James Edmonson, Tommy Turner, and Randy McCarver, Laundry; Jackie Hargiss, Yardage; Charles West - Helen West's husband; Steve Saint - Suzanne Saint's husband; Danny Hodges - Matt and Joy Arnold's son. Roy, Matt and Bob coached the men.

We Wish
For You

The Best of Everything



NEWSLETTER

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For and About Gay-Tred Employees
Bob Dedmon, Editor

Phone 259-2000



Christmas Club

Christmas Club checks were distributed to 126 members in amounts totalling \$54,629, November 26th.

Authorization cards for the 1981 Christmas Club will be distributed soon. Deductions will begin with the first pay day in January.

-- Welcome --

SMR-Jinnie Brown; Maintenance
-Bobby Parker.

Happy Birthday . .

December

- 12-Robert Tipton
-Geneva Hester
-Tommy Turner
- 13-Joan Jackson
- 14-Buddy Johnston
- 15-Vera Cisco
-Daniel Cullinan
- 17-Fannie Pearl Eidson
- 18-Louise Winston
-Willodean Smith
- 19-Martha Guinn
-Alva Lois Tipton
- 21-Virginia Sanderson
-Michael Paradise
- 22-Hilda Drinkard
- 28-Chris Shrader
- 29-Rachel Armstrong
-Terry Gray
- 30-U. G. Wildman
-Michael Harding



January

- 1-Sam Pat Rodgers
- Johnny Guffey
- Paul Gibson
- 7-Kathryn Martin
- 8-Clifford Parker

Personals

The following employees have been in the hospital recently:

Michael McCrary - Laundry;
Dorothy Olinger - SMR; Bethel Smith - Maintenance.

Congratulations to Lucy Pope (SMR) who has a new granddaughter. The baby was born 12-5-80 and weighed 7 lbs. 12 oz.

We want to express our deepest sympathy to Ina King in the loss of her father-in-law.

Congratulations to Tim Currie (Laundry) who has a new baby girl. The baby (Brandy Shavvon) was born 11-5-80.

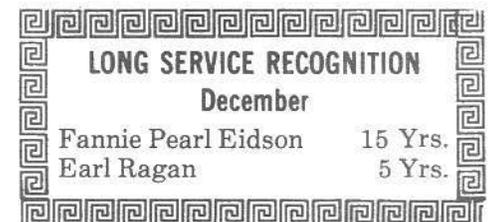
Congratulations to Cindy Sanderson, daughter of Virginia Sanderson (SMR), who was 1st runner-up in the Hollywood Technical School Beauty Pageant.

Lighter Side

As kids we learned to finger paint. As adults we learn to body paint! Right, Mr. Tannehill??

Ed Guffey (Yardage) has the biggest Christmas stocking we've ever seen.

When we learned about Ann Matthews (Data Processing) pressing her lips, we got the wrong idea. We never would have imagined she was using a steam iron! No wonder she had blisters.



LONG SERVICE RECOGNITION

December

Fannie Pearl Eidson	15 Yrs.
Earl Ragan	5 Yrs.