



Gay-Tred NEWSLETTER



VOL. IV

JANUARY, 1981

NUMBER 1

Get It Done In '81

As 1980 ends and 1981 begins, our thoughts concern Gay-Tred and the wonderful people involved in our success. The beginning of a new year traditionally is a time for taking stock and making plans for the future.

1980 was certainly a year of challenge and change for Gay-Tred. We met those challenges together as a team and with great individual efforts. Business did not boom as we had hoped, but I am convinced we made the best of what was available to us. Our attendance percentage was the highest it has ever been, our labor turnover was the lowest, our safety record was good, we met our on-time delivery goals, we controlled cost effectively and overall had a good year.

As we embark on the challenge of writing the company's history for 1981 we realize that we will face many new challenges. Our ever changing product mix will see many new styles, colors, yarns, and other changes. It will not be an easy task but we are optimistic that with the personnel we have at Gay-Tred we can GET IT DONE IN '81.

I personally wish for each of you and all your family a happy, healthy and prosperous New Year.

Bob Dedmon
Personnel Manager

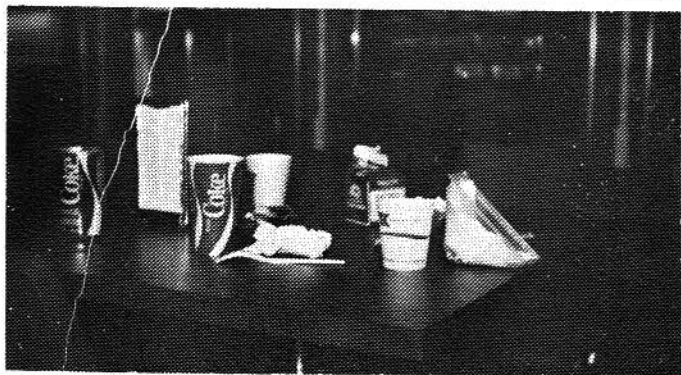
Letter to the Editor

Following is a letter from an employee who requested we publish it in our Newsletter. We are proud of our new lunchroom. We are proud of our employees who help keep it nice and have the attitude expressed in the following letter:

Have you heard the saying, "Cleanliness is next to Godliness"? Well, that may not be completely true, but cleanliness sure is a nice characteristic to have.

It would be nice if more of our employees would take pride in our lunchroom. I think it's a real nice area for our breaks and lunches, it's bright, cheery and we have quite a selection of drinks food and snacks. Sometimes I'm quite disappointed when I go in there and everything's a mess, trash on the tables, empty drink cans, floor a mess. Sometimes we can't help spilling something, but we can clean our tables off so the next group on break won't have to. So lets all of us try to put forth a little more effort to keep the lunchroom cleaner. After all the company made this area nicer for us, and I sure do appreciate it. How about you?

A Fellow Employee



WHERE ARE YOU?

Many times it is necessary for the company to get in touch with you by letter or phone. It is very important that we have your correct address and telephone number. We update this information annually with our family information sheet during the month of your birthday. You should notify personnel anytime you have a change in any of this information. It's not necessary to wait until you receive these family information sheets. The beginning of the new year is a good time to check with personnel to make sure that we do have the correct information.

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

RUG SALES

The January rug sale to employees has been cancelled. As always, we had two rug sales in December and our stock has been depleted. We will resume a normal schedule for rug sales to employees in February. As you know, sale day is the second Tuesday of each month.

LONG SERVICE AWARDS

| | |
|------------------|---------|
| Ronnie Mason | 5 yrs. |
| Daisy Shelton | 40 yrs. |
| Bethel Smith | 25 yrs. |
| Pluma Thomas | 40 yrs. |
| Marian Underwood | 5 yrs. |

Employee of the Month



Ida Mae Coffey is a stocker in the Shipping Department. She has been employed at Gay-Tred since July 1969. For over 10 years she cleaned the offices at night. In September 1979 when her job was eliminated she accepted the job in shipping.

When she was cleaning the offices at night she "sunlighted" during the day as a housekeeper for several families. She had worked for some of the families for many years. This was the hardest part about taking the job in shipping on the first shift. She had grown to love the families she worked for and hated to leave them. She affectionately reminisces about her "families" and it is obvious she misses them still. (Editor's note: Judging from the comments we've heard and our personal experience her "families" really miss her too.)

Ida Mae has a rather large family of her own. She and her husband John L., a retired minister, live on Poplar Street in Scottsboro. She still owns her home in Hollywood where she's from and they spend a lot of time there. Her oldest daughter Shirley Trine, her husband Robert and their four children live in Hollywood. Daughter Gladys Wright, her husband Mitchell and their four children, also live in Hollywood. Three of her children live in New Brittany, Connecticut. They are: oldest son Grady Stewart, his wife Cheryl and their two children; daughter Jackie Evans, her husband Jerry and their two children; daughter Gwendolyn Maulden and her husband Ron.

Ida Mae also has three sisters and three brothers who live in New Brittany, Connecticut.

Son Carl Stewart, his wife Pauline and their three children live in Hollywood, as does daughter Reba Stewart and her child. The youngest child, Betty Stewart a second year student at Northeast State Junior College also lives in Hollywood.

Ida Mae was married to Clyde Stewart from 1939 until his death in 1971. Clyde was a Gay-Tred employee at the time of his death.

John L. Coffey was Ida Mae's childhood sweetheart. His family moved from Hollywood while they were in school. John L. has five children and four grandchildren. His first wife died several years ago. When he retired as a

New Borns of 1980

The following children of Gay-Tred employees celebrated their very first New Year this year. These are the children we have heard the most about in 1980.



Jennifer Bridgeman, daughter of Gary Bridgeman, (Data Processing)



Jeremy Bailey, son of Joyce Bailey (Admin.)



Adam Quade Little, son of Glenn Little, (Customer Service)



Rodney Adkins, son of Ray Adkins (Latex)



Brandy Currie, Daughter of Timothy Currie (Laundry)



Jason Kennedy, son of Jimmy Kennedy (Latex)

minister he moved to Hollywood and married his high school sweetheart.

John L. still preaches a lot but not full time. Ida Mae goes with him when he is preaching at different churches. They were real busy in the fall going to services in Huntsville, Birmingham, Maysville and Brownsboro.

Ida Mae has been an usher at The Missionary Baptist Church in Hollywood for over 20 years. Her son Carl is an usher there too. Ida Mae is proud that her four oldest daughters all play the piano for their churches.

You can guess where Ida Mae spends her vacation -- New Brittany. She goes up there about once a year and stays a week or more. She has travelled by train, bus and car. She is afraid to go by plane.

Ida Mae has a big garden at her home in Hollywood each year and also raises hogs. She has had her son "Poor Mama" for over 10 years. When Poor Mama was first born she got very thin and Ida Mae called her Poor Mama. The name stuck. Poor Mama has two litters a year.

When Ida Mae gets home in Hollywood she really gets a welcome. She is greeted by her 15 year old dog (that's over 100 to you and me) Ted and 15, yes 15 cats. All the relatives in Hollywood live close and they help feed the cats. Old Ted has to have a hug every time he sees Ida Mae. He won't leave her alone until she gives him a hug and speaks to him.

As much as Ida Mae misses housekeeping she has really enjoyed working in Shipping. She got to know Denford Johnson when she was cleaning the offices at night. At that time Denford was the supervisor on the second shift in the SMR. "He was always real nice and helped us whenever we needed something, although he wasn't our supervisor" said Ida Mae. "I'm glad to be working for him now and he is just as nice as he was then". She adds "Everyone in shipping has been real nice to me."

Ida Mae says she has come a long way since earning 35c a day picking cotton. She also said she is earning more now than she ever had and hopes to earn even more this year. Ida Mae said she is grateful to Gay-Tred for providing her with "steady work". Gay-Tred is grateful to employees who have given us "Steady work" like . . . Ida Mae Coffey.

Not pictured - Erik Shay Turner - son of Tommy Turner (Dye House)

Personals

Our sympathy to Bill Spurlin, Vice President and Controller in the death of his father. Also to Gus Baugh (Shipping) in the death of his sister.

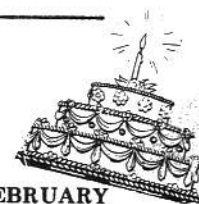
The following have been in the hospital recently:

Dorris Ann Stephens (Finishing)
Lora Ruth Johnston (Finishing) is recovering at home from injuries received in a recent car accident.

We express sympathy to the family and friend's in the death of Essie Dawson, a former employee.

Congratulations to Bill and Katie Spurlin on the arrival of their first grandchild.

Happy Birthday!



JANUARY
10-Jimmy Ward, Jr.
11-Jerry Ragan
Kennedy Olinger
13-Ivan Victor
Danny Simpson
22-Helen West
23-Juanita Cox
25-Bertha Hall
26-Ricky Blackwood

FEBRUARY
2-Robbie Edwards
4-Ruth Melton
Larry Dillard
Rebecca Vaughn
5-Priscilla Rounsavall
Jean Strickland
Debbie Brooks
6-Truman Roberts
8-Doris Brown
9-Ricky Brown
10-Forrestine West



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Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



Gay-Tred

NEWSLETTER



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NUMBER 2

- - *Changes* - -

Styles and more styles, changes and more changes, seems to be the norm nowadays. As anyone at Gay-Tred can see, our offerings to the market have increased tremendously in the last couple of years. These increases and changes have been the result of various factors.

The increase in the number of style offerings has been due in part to giving our salesmen more to offer to the customer. In simplicity, the more styles the salesman shows a customer, the better chance he has of making a sale. Several years ago during the time of plenty, Gay-Tred became rather complacent in style offerings. We felt like we had all the business we could handle and really didn't want any additional styles. As the economy and business began to sag we came to the realization that our style offerings were rather slim. Hence, a major effort is being made to increase our number of styles in order to give the customer a wider choice.

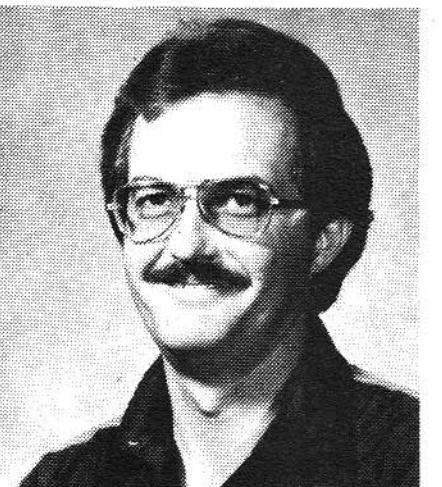
Our attempt to sell new customers has also brought about an increase in styles. The styling needs of our new customers do not always match the styling needs of our old customers. The difference between these needs is sometimes subtle. No matter how subtle they are, they are necessary in order for that customer to be satisfied. We have been going through a learning process in trying to meet these needs and the confusion has been high. As we learn more, hopefully the confusion will subside.

The numerous changes you have seen are the result of demands of customers, of meeting competition, and of off setting rising costs. These demands have triggered changes in sizes, construction, prices, serging, fringe, binding, threads, colors, labels, packaging, style numbers, and others. There are more changes still to be made.

Of course all the things mentioned above are not new. Business brings about changes, and changes bring about business. That's the way progress is made.

When the economy and our business increases again to the point where we are up to our eyebrows, let us not fall again into the feeling of complacency. As much as we would like to, we cannot leave things permanently unchanged. Being complacent and opposed to change strangles progress, and without progress we all suffer.

Ben H. Vines, Jr.
Director R & D



Gay-Tred's Utility Bill Expected to Break \$400,000 in 1981

The cost of energy is becoming more and more a factor in Gay-Tred's manufacturing expense. Our 1970 utility cost was \$76,900 - 2.6% of total manufacturing expense. It is running 4.2% for eleven months of 1980 or \$328,250 projected annually. 58% of this will be spent for fuel (\$190,000); 33% will go for electric power (\$108,000) and the remainder of 9% is for water (about \$30,000).

In 1981, we expect our utility costs to increase 23%, with the largest increase being in natural gas and fuel oil. The worst part of this story is what the power suppliers predict that power costs will be ten years from now. They all expect prices to more than double by then. Also, it is expected that electric power will be two to three times higher for electricity used during the day (peak time hours) than for that used at night, when the demand is down (off-peak hours). Cost of natural gas and fuel oil (for our boiler and latex oven) is also projected to double in ten years.

Hugh Tannehill
Vice President Manufacturing

VACATION

It is a little early at this point to be discussing vacations -- however, several people have asked since the 4th of July is on Saturday which week will the plant close for vacation week. The plant will close the week of **June 29 through July 5th**. Exact stopping and starting times will be announced later.



Bloodmobile

THE AMERICAN RED CROSS BLOODMOBILE WILL BE AT GAY-TRED WEDNESDAY, FEBRUARY 11TH. PLEASE GIVE THE GIFT OF LIFE -- DONATE A PINT OF BLOOD.

Employee of the Month



Lucille Holder is a serger in the Small Machine Room. She has been employed at Gay-Tred since 1972. She was hired on the 2nd shift and transferred to the 1st shift the very next day. Serging is the only job she has ever had at Gay-Tred.

Lucille lives in Hollywood, Alabama. She was born in Hollywood, grew up there, and has lived there all her life. Her husband O. A. passed away in 1976. They had been married 26 years.

Lucille has two Godchildren that she is very proud of. Allen Keller is her God-son and Lori Keller is her God-daughter.

Lucille comes from a large family. She says her husband, who was an only child at the time of their marriage, didn't know what to think of large family gatherings. They still get together often, usually at her sister Helen Moore's house on Moodyridge Road. Sister Mae Brooks lives in Stevenson, sister Jean Hughes lives in Dutton, brothers J. W., Sonny and Roy Robertson all live in Scottsboro and brother G. V. Robertson lives in Jackson, South Carolina.

Lucille's house is on an acre lot in Hollywood. "It takes two days to cut the grass", she says. "The riding

Pre-Sale Day

At a recent employee meeting several employees stated they were not aware of "Pre-sale day".

Pre-Sale day is the Thursday prior to the 2nd Tuesday of each month from 11:30 a.m. - 1:00 p.m. and 2:00 p.m. - 4:30 p.m. at the Laurel St. warehouse. The purpose of pre-sale day is to give employees more time to browse through the seconds and close-outs that will be offered for sale. Employees can at that time make selections that will be held until sale day.

We are making efforts to increase the selection of rugs offered for sale. Pre-sale day was implemented to give you another day during the month to make your selections. Since the inventory at Laurel Street is constantly changing this should create a greater selection.

Management welcomes your comments concerning our sale of rugs to employees.

Personals

The following employees have been in the hospital recently:

- Lonja Stapler SMR
- Nancy Rose Stover SMR
- Elaine Anderson Production Control

Congratulations to Nancy Rose Stover SMR on the birth of a baby girl born 2/1/81.

mower makes it more enjoyable."

When she's not working Lucille enjoys reading and cooking. She doesn't cook as much now as she "use-to" and has come to enjoy eating out. "It is difficult and expensive to cook for one person" she says. She also enjoys T.V. and likes to travel.

She has been to Florida and to the Smokies recently but her best trip was to the Cotton Bowl in Texas. She went with several friends in a van and they had a ball.

Lucille said she enjoys coming to work. "The atmosphere that Pluma and Opal (dept. mgr. Pluma Thomas and supervisor Opal Green) have created is like we are one big happy family in the SMR," she says. She adds "We have a lot of get-togethers in the SMR that makes work more enjoyable." "The job is easier" said Lucille, "When you work with and for good people." We agree with that and would add the job is easier when you have good people working for you ---like Lucille Holder.

Happy Birthday!!

FEBRUARY

- 12-Kenny Dalton
- 18-Rodney Murphree
- 19-William Graden
- Ben Vines
- 21-Gurtha Phillips
- Sue Brooks
- Freeda Baxter
- Joy Arnold
- 23-Linda Vines
- 26-Arlon Thurmond



MARCH

- 1-Mary Sisk
- Billy Roberts
- 2-Wade Shadden
- 10-Tillman Walker

The Lighter Side

Have you heard about Billy Wayne Henshaw's Mongoose?

You might think this is a funny time to be talking about ice cream. If you want a real funny time ask Mr. Conley about his least enjoyable ice cream cone.

A lot of people go to the beaches in Florida during the winter. Lucille Holder went to Dallas, Texas to watch the TIDE come in.

Since Bill McBride couldn't be here we used J. W. Keel as our method of determining if we had enough food at our Christmas dinner this year. If he had enough to eat -- there was plenty -- "Did you have enuff J?"

Has Martha Henshaw taken up bird watching??

Margaret Day (Shipping) sure is looking young these days.

We just learned that Prince Rogers (Maintenance) was an actor in his younger days.

Welcome

Jimmy Ward, Jr. (Small Machine Room)

Long Service Awards

- | | |
|--------------|---------|
| Louise Smith | 15 yrs. |
| Ben Vines | 15 yrs. |



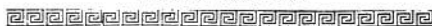
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NUMBER 3

Review and Preview

Gay-Tred's business year ended on February 1, and we are now a month into the new year. I thought you might like to know something about how the company did last year and how things are looking for this year.

A year ago in this column I said that because of the recession it would be difficult to predict the outcome for 1980. As it turned out, we experienced another decline in sales. The slow economy because of the recession was the major cause. Most of our major customers experienced declines in their sales, and naturally that affected us. Another big factor was the keen competition we experienced in the market place from our competitors.

This decline affected our work loads. Virtually all of you experienced some short time during the year, and we worked very little overtime during the fall. Our time off around Christmas was a little longer than usual. However, we were able to avoid a general or extended lay-off. Judging by what we saw and read in the news all year, we fared much better than many people around the country.

I regret that this short time was necessary, because I know most everyone wants to work full time. In spite of the "lean" conditions, a positive attitude of understanding and cooperation prevailed throughout the company all year long, and I want to commend each and every employee for that.

A number of good improvements were accomplished during the year. The frequency of seconds and returns was reduced significantly. Our excess inventories of a year ago were virtually eliminated. One of the most important accomplishments was a significant improvement in our percentage of "on time" deliveries to our customers. This, together with the reduced returns, means we gave our customers good quality merchandise on time, and this is vitally important to them. These improvements also helped to keep the company healthy and strong, in spite of reduced sales, and this is important to each person who works here.

Last year in this column I also mentioned that it was important for us to try to reduce our costs in every way possible. I am very pleased with the progress made this past year. However, we continue to experience fierce competition, as mentioned above. We literally lost a sizeable amount of business during the year because our costs are such that we were unable to meet certain prices quoted by our competitors. Those lost sales bring about fewer jobs and short work weeks. Therefore we will be continuing to call on every department and every employee to work diligently toward reducing waste, mistakes, and costs wherever possible.

As for 1981, the recession is still with us, and this again makes predictions difficult. We already know of some specific sales we are going to lose this year, but we are anticipating growth in a number of other areas. Our overall prediction is that we will experience no further decline in sales. Hopefully, if things go well, we could experience a slight increase. Our Sales and R and D Departments are working on many new things which we hope will have some effect during the year. This Spring is starting out rather slow, but we think that things will pick up as the year goes along. I urge everyone to continue to maintain good attitudes and effort as we work our way through still another recession year.

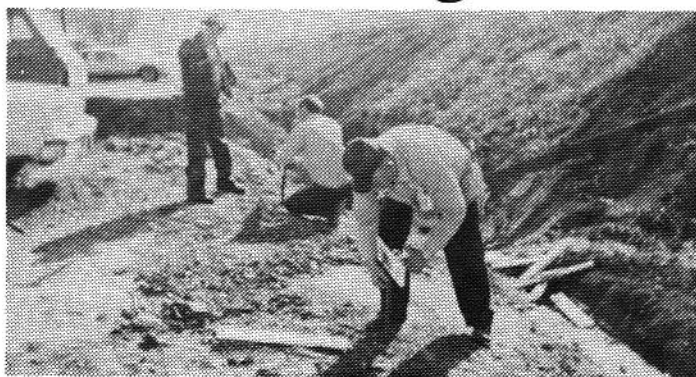
John W. Gay, III, President



You can tell by the expression on Mr. Gay's face that giving blood is not only easy, it is also fun. 36 employees donated blood at our bloodmobile visit Wednesday, March 4. Ruby Anderton, SMR, and Tim Gamble, Inventory Control, were winners of the \$50 Savings Bonds. To anyone who has ever needed blood a special thanks should be given to the 36 employees listed: Blood donors--Ruby Anderton, Matt Arnold, Joy Arnold, Rickey Blackwood, Ricky Brown, Chloe Breland, Ruby Brooks, Gary Bridgeman, Lucille Cornelison, Henry Crabtree, Darlene Chapman, Billy Dillard, Larry Dillard, Kenny Dalton, Bob Dedmon, Jill Evans, Estelle Graden, John W. Gay, III, Tim Gamble, Jackie Hargiss, Denford Johnson, Buddy Johnston,

(continued on page 2)

Parking



George Clark, Clifford Parker, and Billy Wayne Henshaw installing the new parking signs.

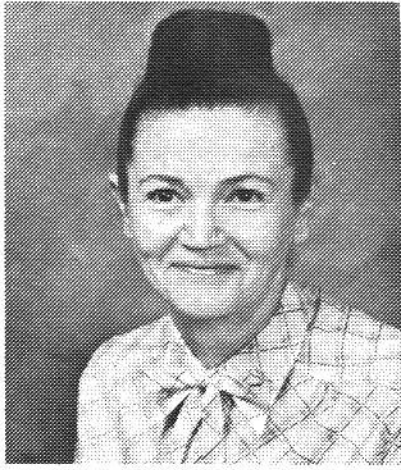
We really appreciate the work done by the City and Railroad Company in clearing the railroad bed in front of the Maples Avenue Plant. Although it was inconvenient for a while, the appearance is greatly improved.

In the process we did lose a few reserved parking spaces, and others had to be relocated. Thanks for everybody's cooperation in making these changes.

The visitor parking spaces are now against the building near the main entrance. Employees are asked not to park in these spaces at any time while they are working. There is ample space in the parking lot at the West end of the building.

If you have any questions or problems concerning parking, please refer them to Personnel.

Employee of the Month



LUCILLE PAGE

Lucille Page is the Accounts Payable clerk in the Accounting Department. She has been employed at Gay-Tred since September 1966. Accounts Payable clerk has been her job since she came to work for Gay-Tred. "Its not the same job though" she says. "There have been changes, mostly due to our growth in the last 15 years."

Lucille lives on Van Buren Street in Scottsboro with Moody, her husband of 36 years. Moody is the dispatcher at the Scottsboro Police Department.

Lucille and Moody have two children. Daughter Linda Cummins and her husband Carl live in Chicago, Illinois. Linda works for a bank and Carl is a computer analyst. Son, Bill Page and his wife Kay live in Birmingham. Bill has just completed his studies in accounting at Birmingham Southern and works for Medlab. Kay (who is also a sister of Gay-Tred's Martha Guinn) is an X-ray technologist.

Lucille has three brothers, Jimmy Thrower of Scottsboro, Holly Thrower and Glen Thrower, both of Florida. Lucille's Mother, Mrs. Lillie Thrower, also lives in Scottsboro.

Lucille and Moody keep busy in their herb garden when they aren't working. They grow sage, oregano, parsley, dill, chives, rosemary, basil, thyme, etc., etc. She uses the herbs in her cooking and also shares them with her friends. (We doubt that many of her friends grow their own.) Lucille also enjoys sewing.

Lucille is a member of the Cumberland Presbyterian Church. (to some folks thats the big C. P.)

When introducing Lucille's family we failed to mention Tab. To some, Tab is a black alley cat. To Lucille, Tab is the youngest child. How did Tab get her name? A very interesting story. Son, Bill found the cute cuddly kitten in bin on a Coca Cola truck and had to bring her home. Bill wanted to name the cat Dr. Pepper because of where he found it. However, most "big C.P.ers" will understand why this name was not chosen.



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L-R Pluma Thomas (SMR Dept. Mgr.), Rodney Murphree, Nathan Smith, Jimmy Smith, J. W. Keel, (SMR mechanics), Billy Wayne Henshaw, Cliff Parker (Maint.) and Prince Rogers (Maint. Dept. Mgr.) admire the enclosure (THE CAGE) Billy Wayne and Cliff installed for the SMR mechanic's shop. It is regretful that we had to enclose the shop to prevent theft. Stealing is bad enough, but we can't imagine how one employee can take something that a fellow employee has worked hard to get. It goes without saying that stealing is a dischargeable offense.

Personals

The following employees have been in the hospital recently:

Teresa Murphy (Shipping); Prince Rogers (Maintenance); Elaine Anderson (Production Control); Rachel Armstrong (Personnel); Joan Jackson (SMR).

Congratulations to:

Rachel Armstrong (Personnel) on the birth of a baby girl.

Elaine Anderson (Production Control) on the birth of a baby boy.

Robert Doss (Dyehouse) on the birth of a baby boy.

Jean Sanders (Shipping) on the birth of a grandson.

Sympathy is extended to:

Frances Mullican (Admin.) in the loss of her grandmother.

Martha Guinn (Admin.) in the loss of her father-in-law.

Louise Smith (Finishing) in the loss of her father.

Ben (Dir. R & D) and Linda (Admin.) Vines in the loss of Ben's father.

Congratulations to Heather Hodges, GRANDdaughter of Matt Arnold (Inv. Cont.) and Joy Arnold (Q. C.) on winning first place in the Toddler division of the Valentine beauty contest at Princeton School.

The second choice was Tab.

Lucille says, "When I came to Gay-Tred fifteen years ago I needed a job. Gay-Tred not only gave me a job but gave me a chance. I was very appreciative and tried to show it by learning my job as well as I could and doing my best. After 15 years I still need the job and feel I still need to show my appreciation."

Through the years this company has taken chances and given chances. Many of these chances have paid off, none more than the chance given Lucille Page.

Blood Donor (cont. from page 1)

Kathy Keller, Darrell Lusk, Glenn Little, Rodney Murphree, David Nelson, Kenney Olinger, Sam Pat Rodgers, Joan Smith, Julian Taylor, Jr., Hugh Tannehill, Connie Wells, Bill Webb, Virginia Wilson and James Watson.

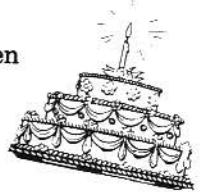
Happy Birthday...

MARCH

- 11-J. W. Keel
- 12-Marie Wilkins
- 13-David Nelson
- 15-Bertha Gibson
- Nancy Stover
- 16-Opal Green
- 18-Marjorie Wilson
- 19-Bill McBride
- Edd Guffey
- 21-Beatrice Blizzard
- 22-Redia Sue Shadden
- 24-Terry Gullede
- 25-Malissa Seabolt
- George Lusk
- 27-Daisy Shelton
- Dovie Hale
- 28-Wisie Ulman
- 29-Lonia Stapler

APRIL

- 4-Shirley Johnson
- Ann Matthews
- 6-Bobby Parker
- 9-James Dillard



The Lighter Side

Lilie Mae Prewett (Sample Dept.) recently read in THE NEWSLETTER about pressing lips. Apparently Lillie Mae will try anything once. She tried pressing her lips and said it really works. What works???

There is a certain maintenance employee who recently lost his bosses license. Too bad Bubba.

Thanks to "my Friend" George.



LONG SERVICE AWARDS

George Lusk - 10 years



Gay-Tred

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APRIL, 1981

NUMBER 4

Pressures of Economy, Force Cost Cutting Action

All of us, just as Gay-Tred does, feel the effects of inflation in terms of being unable to stretch our dollars, as far as we used to. It shows in every aspect of our daily activities, particularly in terms of transportation cost (driving back and forth to work, vacation trips, hauling to Woodscove), in cost of food (groceries for the family, lunch room vending machines), utility costs (heating and cooling our homes and the plant, latexing and dyeing rugs), and in the cost of borrowing money (for a new home, a new tractor, a new building for manufacturing rugs).

These problems lead us to look for ways to not only reduce how much money we spend for these things but to be sure we can keep our heads above water. We enjoy looking ahead to retirement, putting aside now for that later, making sure we make every dollar we spent count for something, even if it's for recreation and relaxation.

Gay-Tred has the same problem dealing with our customers who are doing what we do everyday - looking for the best price. We make the products that our segment of the bath rug market seem to want; in fact, you have probably noticed that we are making many of our styles in smaller sizes than before, trying to keep the cost of buying a rug or bath set down - not only to Gay-Tred but to our customer and the ultimate consumer.

All during 1980, Gay-Tred was trying to reduce operating costs - for all the above reasons, including the point about "looking ahead to retirement." "Retirement" to Gay-Tred means staying competitive and staying in business for many years to come.

Some of the things that have been done to cut costs during the last year were:

SMR - continue installing automatic cut offs on table tufting machines where applicable.

- develop an improved lubricant application.
- add machine tables to reduce changing machines.

Yardage - purchase backwinding equipment.

-purchase equipment to sharpen tufting knives.
-purchase a narrow cut pile tufter for small runs of lids and tank sets.

-purchase a more productive cut/loop tufter for that expanding aspect of our business.

Latex - installed digital mixing tank scales (1979).

-develop and install a steamer for improving latex application.

-adjust the oven to provide more flexibility in width control from 10 to 15 feet.

-sealed the latex loading dock.

Dyehouse - installed air assist for operating the tub doors on all dye tubs.

-installed digital scales for dye weighing (took a while since original 1979 purchase).

-expanded greige storage in south warehouse.

-recently installed new water lines to tubs for preventing major dyehouse shutdowns.

-planning to retube boiler as preventive measure, but will result in increased boiler efficiency.

Finishing - added space to move label prep closer to finishing operation.

Shipping - reduced finished goods inventories significantly.

-improved on time shipments in 1980.

What else can we do? All of us can watch for costly and wasteful situations and let your department manager know about it. We can continue to offer suggestions to improve how we do things. We can cooperate by being willing to change



John W. Gay, III, President, presents Bethel Smith with his twenty-five year long service key tag. Beck will be inducted into The Silver Circle Club next year. Plans for this year's Silver Circle Club meeting will be announced soon.

Oop!! Insurance

Take a minute and ask yourself "Who is the beneficiary of my John Hancock Life Insurance?" Changes may have come with you since you first insured with the Group Plan of Gay-Tred Mills. If this is true and a change of beneficiary is desired, then you should come by the Insurance Office in Personnel and ask for this change to be made.

As you know, a beneficiary is very important because it is your money that pays the premiums each month; and you are interested in "Who will take the responsibility to properly carry out my wishes at the time the benefit is available." That's the protection. Your beneficiary should be advised of your insurance coverage and that assistance will be available when needed.

May be you are not quite sure just how to file claims for your medical expenses. Your insurance booklet is a ready help, but the first thing is GET A CLAIM BLANK from the Insurance Department and complete (be sure you sign front and back of the form). If your doctor does not complete the forms in his insurance office, bring his statements to the Insurance Department with the form you have completed. Just one other reminder, be sure your doctor's statement or bill gives proper information - the dates of your visits and the diagnosis; of course, he would not omit the charges for each visit. The promptness with which your doctor cooperates in sending the charges after you have completed the claim form is the key to how soon consideration will be given to your receiving reimbursement of the considered charges.

Again, if we can be of help, come by to see us.

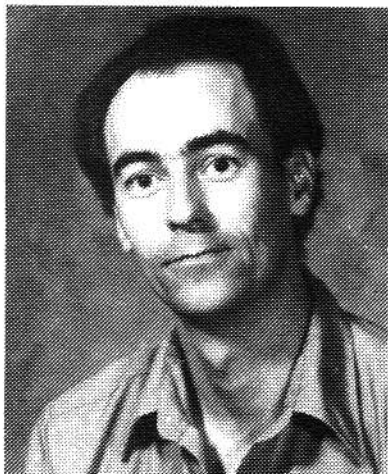
where needed.

Gay-Tred must continue to change in order to maintain our share of the bath rug market. The product changes currently being made will not make our jobs easier, and will require that we pay more attention to what we are doing. There will be more styles, more versions of tank sets and lids, more different yarn types, more packaging variations - including labels, and more shades of color to dye.

All of these things are to help increase sales and develop future growth for the company. If we can do these things and reduce costs or without large increases in costs, we can deal with the economy. This is our security, our "retirement" opportunity to make sure Gay-Tred stays healthy and grows and thrives for a long time.

Hugh Tannehill, V.P. Mfg.

Employee of the Month



George Benton Pace, Jr. is a bagger in the Finishing Department. Junior has been at Gay-Tred since August 10, 1966. His first job was sprayer and he still does that some.

Junior lives in Boxes Cove at the foot of Skyline Mountain with his wife Alta and their two daughters, 14 year old Angelia and 10 year old Georgina. Angelia and Georgina attend Skyline School as Junior did.

Junior's Dad, George, Sr. and his mom, Lucille, have a farm on Skyline Mountain. They raise soybeans, corn and the big crop - potatoes. Junior works on the farm when he gets off from Gay-Tred.

Junior has three sisters, Glenda Pace, Helen McAbee and Carol Pace who live at Skyline and a brother, Eddie Pace who lives in Louisiana.

In addition to helping on his dad's farm, Junior rents some land to farm on and always has a big garden. "It's great to have a wife like Alta and two fine daughters when there is so much to do around the farm", Junior says. The girls have always been a big help and both work in the potato shed on his dad's farm in the summer. They help their mom around the house too.

Junior says there is always something that needs to be done around the farm so he doesn't get much leisure time. When he gets lucky he strays off fishing on Sunday afternoons.

Junior says he couldn't go anywhere and find better people to work with or nicer people to work for. "It really makes me feel good when even the Vice President of Manufacturing comes out to tell you you



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Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



Save Energy

You hear a lot each day about saving energy at Gay-Tred. As you have heard many times the cost of energy is increasing as much as any cost we have. In trying to reduce cost in all areas this is one area where we can be conservative and save money.

We are also well aware of the fact that your personal energy costs have increased at home also. Just as it is at work your energy costs at home is becoming a larger percent of your living expenses.

Following are some energy saving ideas you can use at home.

- Carpool to work or school or ride bus.
- Plan shopping trips - eliminate unnecessary travel.
- Keep your car in tune for better gas mileage.
- Keep tires inflated properly.
- Vent attics to keep cooler in summer.
- Add insulation to your attic (possibly under floors).
- Insulate your water heater.
- Use "water savers" in shower heads.
- Storm windows.
- Caulk crevices around windows and doors.
- Wear sweaters - keep thermostat turned down.
- Cook more than one item at a time in oven.
- Turn down thermostat on your water heater.
- If you have a furnace - consider electric

The Lighter Side

What kind of education classes are **Margaret Day and Ruby Brooks** (Shipping) taking after work?

Congratulations to **Alva Lois Tipton** (Accounting) who recently won two trophies for dancing. If you want to learn to Swing, Hustler or Fox Trot she's the best.

Mae says - what is courtesy? Dialing a number and hanging up when the party answers???

have done a good job."

Bagging is an incentive (piece work) job at Gay-Tred. The rate of pay is based on the amount of production. Junior is the fastest bagger Gay-Tred has ever had or heard of. He says it takes more than hard work to be fast. It also takes coordination and concentration. "There have been times when my feet would get faster than my hands on the L-sealer. When you get burned a few times your coordination improves" Junior says.

Junior says another reason he works so fast is his nature. "I always do what ever has to be done as soon as I can anyway," he says. When you only have a short time to get the mail order goods out you have to work fast. "I try to satisfy the customer". That one sentence is a good statement of philosophy - to satisfy the customer. That provides job security for each of us.

Junior also says, "I won't do anything I can't do right". What customer wouldn't be pleased when the job is done the best it can be done in the shortest possible time like it is when its done by --George Pace, Jr.

starter rather than pilot light.

- Turn off unneeded lights.
 - Use smaller watt bulbs where bright light is not needed.
 - Turn dishwasher off at dry cycle - let air dry.
 - Check all faucets and repair if leaking.
 - Use proper water level in clothes washer and wash full load rather than a few items at a time.
 - Dry clothes, etc. on line when possible.
- We also believe there are other reasons for saving energy at work and at home. We want to know it will be available when we really need it and we want to reduce our dependence on unreliable foreign countries. **Save Energy.** It is a good idea -- for many reasons.

Personals

Congratulations to **Michael Paradise** (Latex) and **Teresa Baxter**, who were married recently. Teresa is the daughter of **Freda Baxter** (SMR).

Congratulations to **Michael Gullede** (Shipping) and **Laura Daniels** who were married recently.

Congratulations to **Lonia Stapler** (SMR) on the birth of a new granddaughter.

Sympathy is extended to **Nathan Smith** (SMR) in the death of his father-in-law.

Happy Birthday

APRIL

- 12-Mildred Gullede
- 13-Hal Ledbetter
- 16-Carl Rogers
Pluma Thomas
- 18-George Clark
Eric Woods
- 19-Imogene Baldwin
- 20-Karen Kittrel
Carolyn Griffith
- 23-Joyce Bailey
Louise Smith
Linda Vinson
- 24-Rudy Bryant
- 26-Suzanne Saint
- 30-Willard Wilborn

MAY

- 2-Earl Ragan
Lex Wooten
- 3-Darrel Lusk
- 5-Bernice McKee
- 6-Nedra Kirby
- 7-Ida Mae Coffey
Carolyn Norwood
- 10-Billy Dillard
Lora Johnson



| Long Service Awards | |
|---------------------|---------|
| Judy Bell | 5 years |
| Beatrice Blizzard | 5 years |
| Vera Cisco | 5 years |
| Pauline Evans | 5 years |
| Carolyn Stephens | 5 years |
| Virginia Wilson | 5 years |



Gay-Tred NEWSLETTER



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MAY, 1981

NUMBER 5

Management Development

For the past several years Gay-Tred has provided Management Development opportunities for supervisors, managers, and staff personnel. This has been done to provide you with the best possible direction and assistance in doing your job.

We have attended educational classes, seminars, and meetings. We will continue to do this.

In addition to this "outside training" this year we will have an "in-house" training program for supervisors, managers, and staff personnel.

Each month we will have a management development meeting in the conference room, conducted by Personnel Manager Bob Dedmon. The purpose of these meetings will be to discuss Gay-Tred policies, procedures, practices and related topics. This will improve our knowledge and understanding of these topics and also insure that our policies are kept up to date.

Each quarter we will have a general management meeting after work for all supervisors, managers and staff personnel. The main purpose of these meetings will be to discuss the company's goals and quarterly results. We feel the better our management is informed the better they will keep all employees informed. By everyone having a clear understanding of our goals, problems, and progress, we feel we can meet our goals.

Also at these meetings we will have films, various speakers and other programs to augment our effort to become better supervisors and managers.

We hope that you will be understanding when your supervisor must leave the department for these sessions. Most sessions will last approximately one hour. Our supervisors and managers want to be the best they can and this is just one of the ways we are helping them achieve that goal.

-- Welcome --

Elaine Anderson, Production Control; Irene Clark, SMR; Jinnie R. Brown, SMR; Nancy Stover, SMR; Robbie Holman, Finishing; Michael McCrary, Dyehouse; and Tim Berry, Dyehouse.

Long Service Awards

Chloe Breland (Sample)-----35 years
Sam Pat Rodgers (Shipping)-----5 years
Hugh L. Tannehill (V.-Pres. of Manufacturing)-----5 years



The company is once again participating in The Six Flags' "Funseekers Club" and the Opryland "MusicameriClub". Discount coupons to these popular attractions are in the Personnel office.

John Hancock Group Insurance

In 1980 our group insurance premium with John Hancock was not increased. John Hancock paid \$65,073 in 1979 claims for Gay-Tred's employees and families. In 1980 that figure skyrocketed to \$115,104. Continuing increases in health care cost and rising utilization of benefits indicate that figure will be greater in 1981.

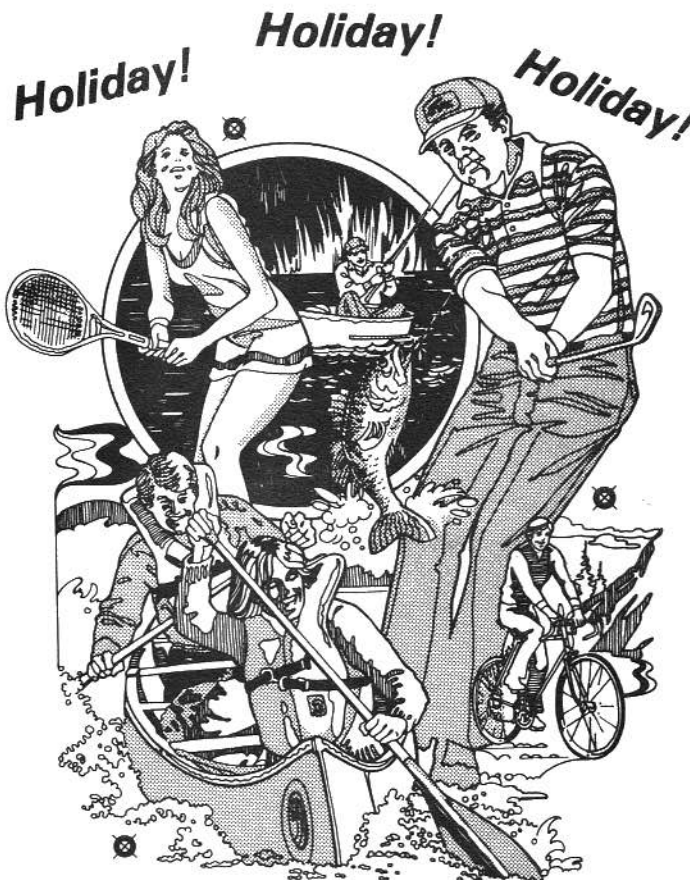
For these reasons our John Hancock insurance premium will increase effective with the first pay period in May. As you know the company pays 65% of the premium for the employee coverage and the company will assume 65% of the increase.

Below is the weekly premium cost:

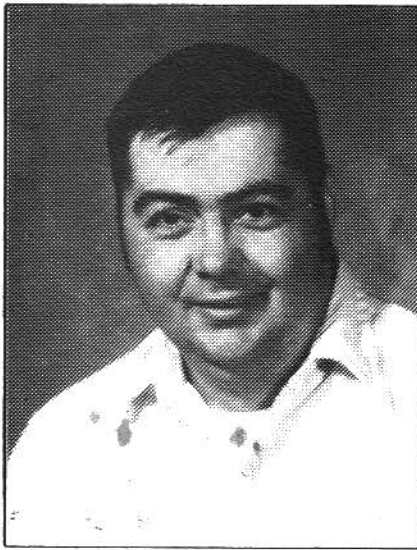
| | Employee Pays | Company Pays |
|-------------------------------|---------------|--------------|
| Employee Coverage | \$ 3.64 | \$6.75 |
| Employee & Dependent Coverage | 21.05 | 6.75 |

If you have single or family coverage the company pays \$6.75 each week for your insurance coverage.

If you have any questions concerning your John Hancock group insurance, please contact Personnel.



Gay-Tred will be closed Monday, May 25, 1981 in observance of Memorial Day.



HENRY CRABTREE

In place of our regular employee of the month series we would like to recognize one of our employees for quite an accomplishment.

We would like to congratulate Henry (Pete) Crabtree (SMR) for completing his EMT I (Emergency Medical Technician) training. Pete is halfway through his EMT II.

This is quite an accomplishment for someone who is also working a full-time job. In the EMT I course, Pete had to complete 96 hours of class instruction plus 30 hours in a hospital emergency room. The EMT II training is divided into two quarters, each having 48 hours of class instruction and 56 hours of hospital training.

To be an EMT it is necessary to pass the course work and to take a state test and score 75% or higher. The state test is essential for a person to receive his certification to be a working EMT.

Some of the procedures Pete is already certified in are administering CPR, handling fire evacuations, relieving obstructed airways, splinting broken bones, and removing victims from the accident scene. Pete can also take blood pressure, temperature, pulse and respiration.

Pete became interested in the EMT program because of a need in his community for emergency medical help. He is interested in starting a Rapid Response



This group of very special Gay-Tred employees has a treat coming soon. They will be honored at a banquet this summer. The reason we chose to have the banquet in the summer this year is so that we could plan a different and very exciting activity. Plans will be announced soon!!

- Birthdays -

MAY

- 11-Loyd Johnson
- Gus Baugh
- 12-Jean Sanders
- Marie Shelton
- 13-Agnes Jordan
- Judy Bell
- 14-Homer Rowell
- 15-Eva Manning
- Lillie Mae Prewitt
- 17-Martha Maynor
- 21-Jimmy Beason
- 23-George Pace Jr.
- John Edmonds
- 24-Sylvia Campbell
- 27-Bessie Smith
- 28-William Spurlin
- 30-Helen Edmonds
- Jill Evans



JUNE

- 1-Ricky Flippo
- 2-James Hardin
- 6-Helen Brake
- 8-Tommie Bradford
- Barbara Willmon
- Randy McCarver
- 10-Billy Henshaw
- Vivian Weems

Unit in his community and to do this you need four EMT's. The purpose of the Rapid Response unit is to prolong life in an emergency situation until an ambulance can arrive. At this time Pete says they have 3 EMT's and they hope to have their group formed by this winter. We wish them good luck with their Rapid Response unit.

Pete is a warehouseman in the SMR. He lives with his wife Ann, 8 year old daughter Kristie, and 5 year old son Scotty at Grant, Alabama.

It is great to have an EMT working here, especially when he is a good employee--like Henry Crabtree.

Personals

Congratulations to Jimmy Brown (Shipping) on the arrival of a baby boy, born on April 16, 1981. He has been named Nathan Dewayne Brown.

IN THE HOSPITAL

Darlene Chapman (Finishing); Rebecca Alene Vaughn (SMR); Janie Dalton (SMR); Laverne Stewart (Admin.).

Sympathy is extended to Baxter Nicholson (Dyehouse) in the loss of his mother. And to Troy Davis (Finishing) in the loss of his grandmother.

Lighter Side

All the time Linda Vines (Admin.) was talking about her pet monkey, named Homer, we just assumed she was referring to her husband, (Gay-Tred designer Ben Homer Vines).

Jean Strickland (Admin.) had a good time in Las Vegas recently, but her "earth shaking" experience was in San Francisco.

It was great to see Virginia Wilson (Sample) on stage with the Oak Ridge Boys recently. Actually she couldn't get on stage, but she tried.

James Watson (Shipping Manager) suggested a collection be taken to buy glasses for employee who thought he looked like Personnel Manager Bob Dedmon. Bob was flattered -- James was furious.



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Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



Gay-Tred

NEWSLETTER



VOL. IV

JUNE, 1981

NUMBER 6

Vacation

Gay-Tred will "shut down" for vacation at the end of the normal operations on Friday June 26. We will resume normal operations on Monday, July 6. We hope everyone has a safe and enjoyable holiday.

Parking

We have received several complaints lately about parking in the gravel parking lot on the northwest side of the Maples Avenue plant. Apparently some employees are not using the designated parking spaces and have blocked other cars. Please be courteous and park in the designated spaces.

Welcome

Kenneth Lusk, Latex, Tommy Chandler, Dyehouse, Sharon Abramowitz, New York Office

Birthdays

JUNE

- 11-Lucille Holder
Tommy Chandler
- 16-Anna Faye O'Neal
Bobby Johnson
Martha Henshaw
- 17-Glenda Watson
- 19-Darlene Chapman
Robbie S. Holman
- 20-James Gould
- 22-Nolton Whitaker
Joan Smith
- 24-Roy Light
- 25-Norman Davis
- 26-Michael Treece
- 28-Brenda Edmonds
- 29-William Treece

JULY

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



Caldwell Students Tour Gay-Tred



Gay-Tred was host to Rosa Dawson's 4th grade class at Caldwell elementary school recently. 26 students and seven parents toured the plant. Actually two of the parents, designer Ben Vines and Vice President of Manufacturing Hugh Tannehill along with Personnel manager Bob Dedmon conducted the tour.

Hugh welcomed the class and told them about the products made by Gay-Tred. Ben gave each student an instructional packet showing each step in the manufacturing process and explained all that is involved in making rugs. Bob showed slides of the different operations and explained what the students would see on the tour. After enjoying a coke the students toured the Woods Cove plant and the Maples Avenue plant.

At the completion of the tour the class was presented a rug for Mrs. Dawson to keep in the class room as a memento of their visit to Gay-Tred.

Personals

Congratulations to Jeanette Sisk (SMR) who successfully completed the requirements for her GED in May. Jeanette is just as proud of her GED as all the graduates are of their diplomas and rightfully so. We are proud of her too.

Johnny Guffey (Dyehouse) is the proud father of a new baby girl, Daisy Christine Guffey.

Jean Strickland (receptionist) is a grandmother again.

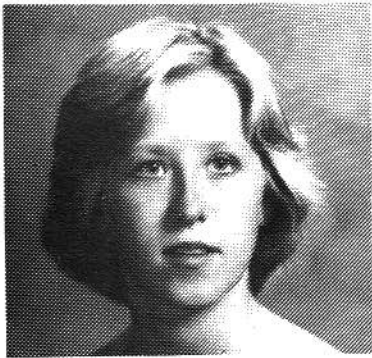
J.W. Keel (SMR) was in the hospital recently.

Lighter Side

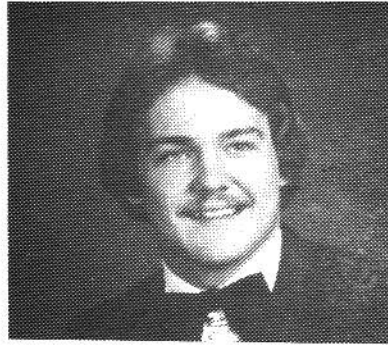
Paul Conley (Vice President and Treasurer) attended a meeting where his near favorite food, ham and biscuit, was served. Unable to resist Paul got one before the meeting started. He became embarrassed when someone saw him take a bite so he stuffed the rest of the ham and biscuit in his mouth. As soon as he had his mouth so full he couldn't speak -- he was called on for the invocation. Paul said that was a good lesson in patience, but he still can't resist ham and biscuits. (HINT)!

Congratulations To The Class Of '81

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:



Michelle Martin
Northeast ASJC
daughter of Kathryn Martin



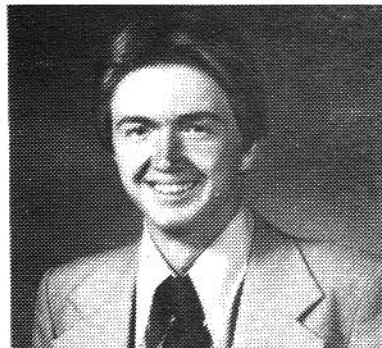
Gene Roberts
Pisgah High
son of Truman Roberts



Sherry Parker
Woodville High
daughter of Cliff Parker



Shelia Wilborn Gist
Section High
daughter of Willard Wilborn



Johnny Blizzard
Scottsboro High
son of Bea Blizzard



Sharon Dalton Davis
Skyline High
daughter of Janie Dalton



Vickie Brown
Stevenson High
daughter of Jinnie Ruth Brown



Quinn Edwards
Scottsboro High
son of Robbie Edwards



Kelly Jordan
Scottsboro High
daughter of Agnes Jordan



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Carolyn Barcus
Northeast ASJC
daughter of Mildred Gullede



Dana Henshaw
Scottsboro High
daughter of Martha and
Billy Wayne Henshaw



Gay-Tred NEWSLETTER

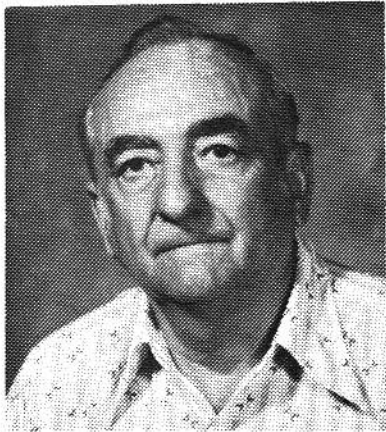


VOLUME IV

JULY, 1981

NUMBER 7

Gay-Tred Employees Retire



Carl Rogers

Carl Rogers, sample dyer, will retire June 26th. Carl is a charter member of the Silver Circle Club, a former employee of the month, and has been employed at Gay-Tred about 30 years.

In announcing Carl's retirement Ben Vines, director of R&D, said, "Carl will surely be missed by his many friends at Gay-Tred and will be sorely missed by those who have depended on his experience and expertise in creating the correct dye formulas."

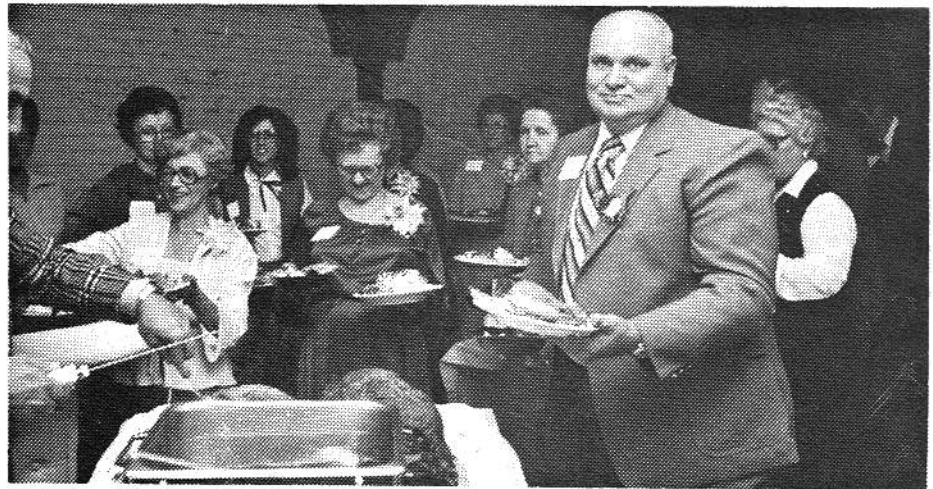
Ben also announced that Fred Edmonson, assistant sample dyer, is being promoted to sample dyer and will report to Chloe Breland, Sample department supervisor.

Earl Ragan, 2nd shift dryer operator in the dyeing department, retired in June. Earl had been employed at Gay-Tred about 5 years. Earl will be missed by his many



Earl Ragan

Silver Circle Dinner



We had a great time at our first Silver Circle banquet and are looking forward to this one.

The 1980 Silver Circle dinner will be held at the Scottsboro Golf and Country Club on the Guntersville Highway, Thursday, July 23rd at 6:00 P.M.

The dinner honoring the 26 Silver Circle members and their guests will be a specially catered steak dinner with all the usual trimmings.

The only members of this exclusive group are the charter members since no one went over the magic 25 years of service in 1980. We will lose one member in 1981 as Carl Rogers has announced his retirement. Two employees; Prince Rogers, Maintenance department manager and Bethel Smith, Maintenance, both went over 25 years in 1981 and will be inducted into the Club next year.

We were all saddened to hear of the recent death of James F. (Red) Adams, a retired Gay-Tred employee. Red worked in the dyeing department until his retirement due to disability.

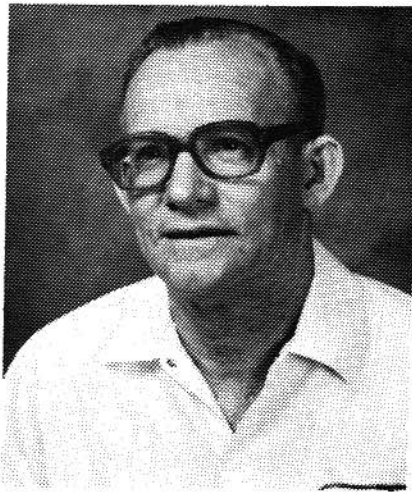
friends at Gay-Tred especially the ones he supplied fresh garden vegetables to. Earl has quite a reputation for his green thumb and many Gay-Tred employees bought their vegetables from him.

"Earl was a dependable employee and we hate to lose him but we wish him well in his retirement" says Dyehouse department manager Truman Roberts.

Long Service Awards

Larry Dillard..... 10 years
Betty Thompson..... 5 years

Employee of the Month



GEORGE CLARK

George Clark is an electrician in the Maintenance department. He came to work at Gay-Tred in 1978 in the Latex department. About a month later he was transferred to Maintenance.

George lives in the Ridgedale community with his wife Irene. Irene is a multi-needle machine operator in the SMR department at Gay-Tred. George and Irene have a daughter, Freda Young, a son, Stevie Clark and a GRANDbaby, Vanessa Gail Clark.

Freda and her husband, Donnie, will be moving to North Carolina in the near future. Stevie works at Dover Mills in Pisgah and lives in Scottsboro with his wife Regina and THE GRANDbaby Vanessa.

I don't believe a man with ten grandchildren could talk about them more than George talks about his, and he only has one. He has some great stories to tell too, like he is always giving her a quarter and now when he puts his hand in his pocket for any reason she sticks out her hand expecting a quarter.

George and Irene enjoy working together. In fact he says they enjoy everything together. They both spend a lot of time in their garden. In the afternoon they often ride their bikes



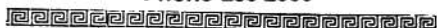
NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



Welcome

Wade Shadden, Quality Control
Margaret Tannelhill, Yardage
Michael Edward Brake, Dyehouse
Truman Eugene Roberts, Jr.,
Dyehouse

Danny Lynn Tumlin, Dyehouse
Stanley Ray Gamble, Maintenance
Denise Walker, New York Office
Allan Kirby, Dyehouse
Troyce L. Winkels, Dyehouse
John W. Edmondson, Dyehouse
Billy Ray Smith, Dyehouse
Ricky Joe Harding, Maintenance
Ronnie L. Martin, Dyehouse

Lighter Side

Billy Wayne had a nice "TRIP" at his daughter's wedding.

What's this about our favorite

(usually down to see Vanessa). He says they are going to get a basket for his bike so they can take Vanessa along.

George and Irene's 14 year old triplet nephews, Keith, Kelly, and Kevin Knight lived with them when they were pre-schoolers. They now live in Hammond, Tennessee with Irene's cousin. George and Irene visit them often. George said he has never heard of triplets being more alike than these three boys. "When one of them wet his diaper you might as well get three diapers," said George.

George says his family is close and happy and that's the way he likes it. He likes that environment at work too. He says our Maintenance department is like one big happy family and they help each other out when help is needed. The Maintenance department works in all departments and he says the cooperation here is excellent. He says it is a pleasure to work for, with, and around people that get along so well.

"It is this cooperative spirit, friendliness, and attitude of being one big happy family that makes you want to bend over backwards to get the job done" he says. "Prince (Maintenance department manager Prince Rogers) has a lot to do with that" he adds, "It is never too dark, too cold, or too rainy for me to come out and help him." "He is a good man to work for."

We agree with George that we do have a cooperative spirit and friendly atmosphere here at Gay-Tred and we think it is because we have cooperative, friendly employees like --George Clark.

Personals

The following have been in the hospital recently:

Michael McCrary (Dyehouse), Joy Arnold (Quality Control), William Treece (Latex)

Sympathy is extended to Ruth Melton (Finishing) in the death of her husband, Laundry.

Congratulations to Alva Lois Tipton (Admin.), a Bronze I Winner in the Swing Hustle. Recently she performed at a benefit for the St. Jude's Children's Hospital.

Birthdays

JULY

- 12-Dorothy Olinger
- 15-Ina King
- 16-Maxine Miller
- 17-Linda Potter
- 18-Ray Adkins, Jr.
- 19-Paulette Baker
- 24-Carolyn Stephens
- 25-John Stovall
- Freddie Kay
- 26-Tim Gamble
- 28-Sam Cisco
- 30-Flora Berry
- 31-George Edmonson



AUGUST

- 2-Carol Lambe
- 4-Walt Winston
- 5-Neal Jacobs
- 6-Matt Arnold
- Estelle Graden
- Ricky Martin
- 7-Jackie Hargiss
- Lucille Page
- Thermon McBride
- 9-Wanda Crabtree
- Irene Clark

carpenter teaching Gary how to drive nails?

Some people couldn't wait until next week to take their vacation! SMR Department Manager, Pluma Thomas, has already spent one week in San Francisco.

Lots of special vacation trips are planned for next week, Jimmie and Willodean Smith will be doing the Hula in Hawaii.

Bob Dedmon is going on the "Love Boat".

Let us know what you did on your vacation -- if it is something we can print.



VOLUME IV

Gay-Tred NEWSLETTER



AUGUST, 1981

NUMBER 8

**Silver Circle
Edition**



Members attending the dinner are, L-R seated, Opal Green, Chloe Breland, Mae Thomas, Maxine Miller, Nedra Kirby, Daisy Shelton. Standing - Maurine Gay, John Will Gay, Bertha Hall, Johnny Gay, Paul Conley, Richard Brown, Pluma Thomas, Edd Guffey, Geraldine Clemens, Laverne Stewart, Lloyd Lockard, Lillie Mae Prewett, George Miller, Ruth Melton, Nathan Smith. Members not able to attend were, Carl Rogers, J.W. Keel, Juanita Wheeler, Bernice McKee and John D. Edmonds.

The Silver Circle dinner held at the Scottsboro Country Club was termed "TERRIFIC" especially by those who love to eat. This special edition is in honor of our 26 charter members who want to share this joyous occasion with you in pictures.



Chloe Breland signs the register and displays the special name tags given to members.



Nathan, Edd and George enjoyed the followship while sipping a coke.

S
i
l
v
e
r



Lloyd, Opal, Pluma and Laverne enjoy hors d'oeuvres.

C
i
r
c
l
e



Johnny welcomed everyone, then introduced them with a thumbnail sketch of their employment history.

Silver Circle Members



JOHN W. & MAURINE GAY



DAISY SHELTON



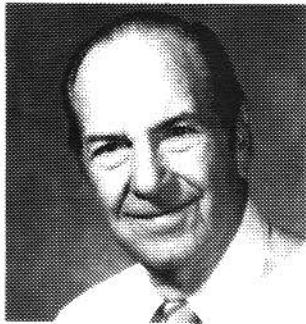
MAXINE MILLER



BERNICE McKEE



NATHAN



PAUL W. CONLEY



LILLIE M. PREWETT



JUANITA WHEELER



GERALDINE CLEMENS



RICHAR



MARY E. THOMAS



CHLOE BRELAND



OPAL GREEN



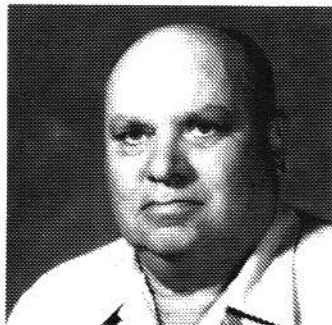
RUTH MELTON



CARL F



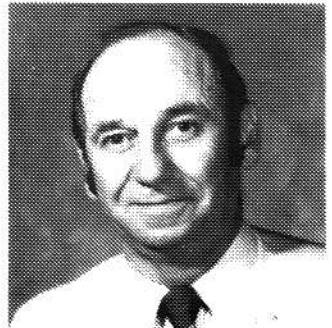
LAVERNE STEWART



GEORGET T. MILLER, JR.



BERTHA HALL



LLOYD LOCKARD



J. W. I



PLUMA THOMAS

Thumbnail Sketches



SMITH



NEDRA KIRBY

John Will Gay - Founded the company together with his father and other family members in 1930. Took the lead roll in the development of the company during the 30's, and was chief decision maker until recent years, though his main occupation was and still is chief executive officer of the First National Bank. He now serves as the chairman of the board of both G-T & FNB.

Maurine Gay - Active in the development of the company from virtually the beginning. Was Alabama Bedspread Company's first designer and continued as the chief designer until the late 40's or early 50's. Has played a less active role since that time, but serves on the board of directors as secretary of the corporation.

Paul W. Conley - Began in October 1933 labeling and packing bedspreads in the Shipping department. Then he became the route supervisor for the truck picking up hand-made bedspreads in towns all around the county. In 1938 he became plant manager for Alabama Bedspread Company, then for Bamatuft Company starting in the late 40's, then back to Alabama Bedspread in 1956 after Bamatuft was destroyed by a tornado. Since the mid 60's he has been Vice President and Treasurer and has handled or supervised all purchasing.

Mary E. Thomas - Employed in October 1933, almost as soon as the company was organized, she was a "one-girl" office. She can honestly say she did everything that had to be done in the office. As the company grew, Mae became the bookkeeper, a position she held for approximately 23 years. When the Personnel department came into being she was transferred to Personnel as the administrative personnel assistant which was about 5 years ago.

Laverne Stewart - Employed as a machine operator in the SMR, making the "Big Apple" on bedspreads. After 3 weeks she was transferred to the office as a clerk. She worked as receptionist for a year and was then transferred to Payroll as payroll clerk where she has remained for the past 25 years.

Pluma Thomas - Employed as a machine operator in the SMR for 5 years, then became an instructor for new machine operators for bedspreads. She made sample bedspreads and was bedspread supervisor for approximately 5 years. Pluma went into rugs as department manager and has held this position for the past 20 years.

Daisy Shelton - Employed as a single-needle operator on bedspreads for 13 years. She inspected bedspreads for 2 years then began stamping rugs. Bagged carpet runners and car mats for 2 years. She was an expeditor in the Laundry department, fixed menders and stacked rugs. For the past 9 years she has been an operator in the Sample department.

Lillie Mae Prewett - Employed as a single-needle operator on bedspreads, made samples on the band machine, operated the skip-stitching machine, pom-pom machine and circle machine. She was transferred to the Sample department 16 years ago as an operator.

Chloe Breland - Employed as a bedspread inspector, made bedspread patterns, checked weights, and was production timekeeper. When the Sample department was established, she was transferred there in 1961 to take care of sample orders and is now Sample Department supervisor.

George T. Miller, Jr. - Employed as a cutter, worked in the Laundry and was transferred to the warehouse where he worked for 28 years. For the past 7 years George has served as supervisor in the Yardage warehouse.

Maxine Miller - Employed as a single-needle operator on bedspreads in the SMR for 10 years. She was a fringer operator for 4 years. Transferred to the dyehouse to weigh dye where she worked for 5 years, labeled rugs for 2 years and was transferred back to the SMR 2 years ago as line supervisor.

Juanita Wheeler - Employed as a bedspread inspector, worked on yardage machine was then transferred to Finishing department as a labeler.

Opal Green - Employed as a 6-needle machine operator for 7 years. She made quality checks on bedspreads and inspected rugs for 3 years. For the past 18 years she has served as supervisor in the SMR.

Bertha Hall - Employed as a single needle operator in the SMR, ran edgerow on bedspreads, inspected, stamped, set out orders on a carving machine, for approximately 11 years. She was transferred to the Finishing department inspecting rugs and was made a supervisor 15 years ago.

Bernice McKee - Employed as a single-needle operator 8 years in the SMR. She has operated several types of machines and currently is a multi-needle operator, a job she has held about 20 years.

Geraldine Clemens - Employed in 1940 as a single-needle operator. Used all needle machines, inspected greige goods before becoming the color checker in the Finishing department about 10 years ago.

Ruth Melton - Employed at Bamatuft as an inspector 6 years. Transferred after the tornado to finish inspector and came to label prep 17 years ago in the Finishing department.

Lloyd Lockard - First employed at Bamatuft. Transferred to Shipping department at Alabama Bedspread after the tornado as shipping clerk. He worked in Latex for several years, worked in production control then went back as manager of shipping and finishing then back to production control. Since 1978 Lloyd has served as Plant Superintendent.

Nathan Smith - Employed as a bedspread yardage operator. He operated a bedspread tufting machine for 10 years before moving to his present position 18 years ago as a table-top machine mechanic.

Richard Brown - Employed in Shipping department in 1952 pulling, packing and strapping orders. In 1962 he was transferred to Finishing department as a supervisor for approximately 5 years. In 1967 he was made manager of the Finishing department, the position he still holds.

Carl Rogers - Employed in the Dyehouse. He ran every job in the dyehouse including supervision before becoming the sample dyer years ago. Carl retired from Gay-Tred this year.

J.W. Keel - Employed as our first bedspread yardage tufting machine operator. He became a mechanic in the SMR. He now divides his time, as mechanic, between the SMR and the Sample department.

Nedra Kirby - Employed as a typist processing orders and typing invoices for 7 years. She has served as inventory control clerk and has been the accounts receivable clerk for the past 15 years.

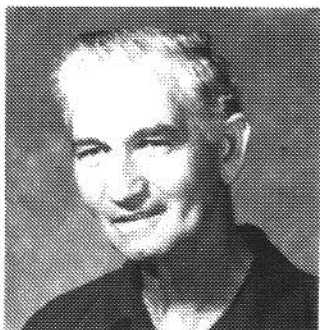
Edd Guffey - Employed as extractor in the laundry, worked on the dryers for 3½ years. Worked as a creeler in the Yardage department for 2½ years and is now a tufting machine operator where he has worked for the past 15 years.

John D. Edmonds - Employed in the dyehouse, was transferred to Yardage as a creeler and now is tufting machine operator.

Johnny Gay - My first job at Gay-Tred was labeling bedspreads. I then worked at stamping and various other jobs in the summers until joining the company full time in 1954. I served as our industrial engineer and in various other management positions before becoming President in 1967.



BROWN



EDD GUFFEY



ROGERS



JOHN D. EDMONDS



KEEL



JOHNNY GAY



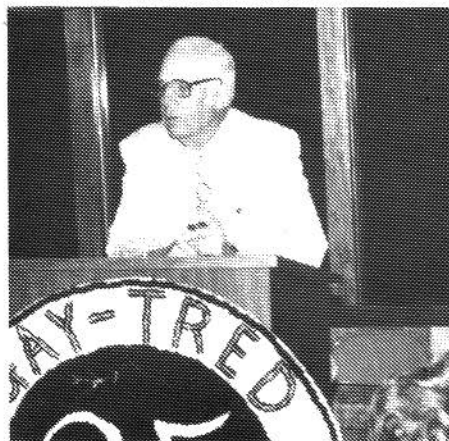


There was a lot of reminiscing and reflecting as the members enjoyed the entertainment of Mike and Mary.



The steaks were "TERRIFIC"

and everybody had plenty.



John Will Gay, Chairman of the Board of Gay-Tred, said he treasured the memories of working with his fellow Silver Circle members all these years. He only wishes we had kept one of each type of goods we had made. Even some of the members did not remember the "Big Apple", but all remembered the "Peacock", especially Maurine Gay. Everyone got one of the famous "Potholders" as a souvenir. "We may not have the memoirs but we do have the memories and it's a great pleasure to reflect on them" said Mr. Gay.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees
Bob Dedmon, Editor

Phone 259-2000





Gay-Tred NEWSLETTER



Volume IV

August, 1981

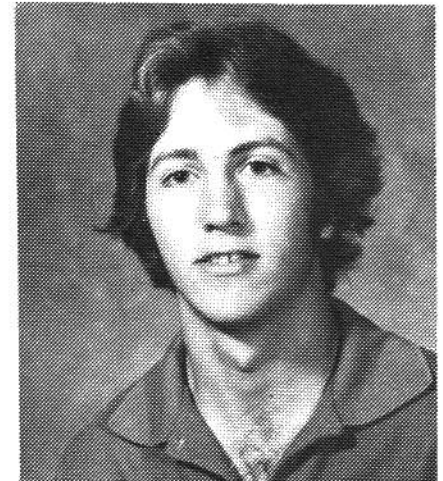
Number 9

Gay-Tred Wins Beautification Award



The Scottsboro-Jackson County Chamber of Commerce presented Gay-Tred with the July "Sparkle and Shine" award for the general appearance of our Woods Cove plant. Admiring the sign are: L-R Billy Roberts, Jim Beason, Tom Cardwell, George Edmonson, Ricky Harding, and Prince Rogers. We are proud of this award and appreciate all our employees' efforts to keep our buildings and grounds beautiful.

Wade Shadden Promoted



Wade Shadden has been promoted to supervisor in the Latex department. Wade was formerly a serviceman in the Small Machine room and an auditor in the Quality Control department.

Wade is single and lives on Rt. 3 Scottsboro. Wade's mother, Sue Shadden, is a marker in the SMR.

In making the announcement, Latex department manager, Sam Cisco, said, "We are fortunate to have young men with talent and potential, such as Wade, on which to build our management team. With experience and proper development Wade should make Gay-Tred an excellent supervisor." We are proud to be able to offer advancement opportunities to capable employees with the desire for more responsibility.

General Wage Increase

A general wage increase for all hourly Gay-Tred employees was effective August 3rd.

In announcing the increase, John W. Gay, III President, said, "This increase is in keeping with our policy of paying competitive wages in our industry. Recent surveys indicate that Gay-Tred is among the highest paying small rug companies. With today's fierce pricing competition and new companies entering the small rug market, we must keep our costs as low as possible in order to remain competitive in the market place."

"As I told many of you in recent employee meetings, our R & D Marketing staffs are working hard to increase our sales and provide more jobs for Gay-Tred employees. We did a very good job last year of holding our costs down, but we still find that many of our competitors are quoting lower prices."

"We must continue our efforts to reduce costs so that we can remain competitive. This is what enables us to give pay raises."

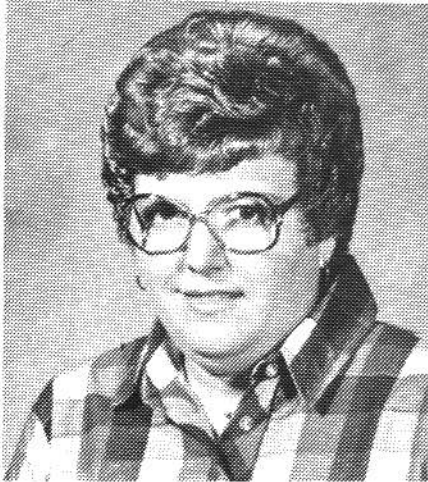
Lucille Cornelison Retires from SMR

Lucille Cornelison, a multi-needle operator in the SMR retired in July after 15 years at Gay-Tred.

Pluma Thomas, SMR department manager says, "Lucille has always been a dependable employee. We all hate to see her go." She will be missed by her many friends at Gay-Tred.



Employee of the Month



Nancy Keller is the shipping coordinator in the Production Control department. Nancy came to work at Gay-Tred in the mid '70's in the Shipping department. After working a few years she resigned to be a housewife.

When James Watson, Shipping department manager, learned that Nancy had decided to go back to work he offered her the first opening he had. She returned in September 1977 as a stockman in the Shipping department. In a short time she was promoted to her former job, order pulling. In June of 1978 Nancy became a clerk in the Shipping department.

Nancy worked temporarily in the Production Control department for a while before being permanently assigned there in February 1980. Nancy's primary function as shipping coordinator is tracing the items on the "short list" and advising the production schedulers and the shipping department.

Nancy lives in the Ridgedale community with her husband, Jimmy, a routeman for Meadow Gold dairies, and her daughter Kathy, a label maker in the Finishing department at Gay-Tred. We can't forget Snoopy, the smallest member of the family.

Nancy and Jim enjoy taking weekend trips when they are both off work. Lately they've been to the Smokies, and Florence and are planning a trip to Nashville. They lived in Florence for a few years and enjoy going there to visit friends.

Most of Nancy's family live in or around Stevenson where she was born and grew up. Her father, Dick Ballard, is a retired Avondale employee, and her mother Edna is a house wife. Nancy also has three brothers, Wallace, Richard and Roger Ballard, who live in Stevenson.

Nancy's family is close and they have a lot of family gatherings. Since she and Jimmy had the swimming pool put in their back yard their house has become the usual gathering place. She says they really enjoy having the family over whether they go swimming or not.

Welcome

Tracey D. Cline (Dyehouse)

Long Service Award

Prince Rogers (Maint.) . . . 25 yrs.
 George Pace, Jr. (Fin.) . . . 15 yrs.
 James Gould (NY Off.) . . . 10 yrs.
 Robert Doss (Dyehouse) . 10 yrs.
 Martha Guinn (Adm.) 5 yrs.

AUGUST

- 12-Frances Mullican
- 13-Marian Underwood
- 13-Virginia Wilson
- 14-Jackye Marsh
- 14-Timothy Currie
- 15-Larry Keel

- 18-Jimmy Kennedy
- 18-Louise Hancock
- 20-Mary Eason
- 22-Ginger Wallingsford
- 24-Janie Dalton
- 25-Geraldine Clemens
- 27-Billy Ray Smith
- 29-Ronnie L. Martin
- 30-Nathan Smith
- 31-Jackie Moses

SEPTEMBER

- 3-Elaine Anderson
- 3-Connie Wells
- 5-Debbie Rodgers
- 5-Mae Thomas
- 7-Kathy Keller
- 7-Jimmy Brown
- 8-Doris Miller

Happy Birthday



Nancy's hobbies include baking and decorating cakes. She makes many of the special occasion cakes for the family. An added hobby this year is her garden. This is the first year she and Jimmy have had a garden and they really have enjoyed it.

Nancy is a member of the OES chapter 202 in Scottsboro. She is a member of Trinity Baptist Church where she teaches (or learns from) a two and three year olds' Sunday School class.

The thing Nancy is most proud of right now is her recent high school graduation (2 years after daughter Kathy graduated). She completed her studies for her GED at Northeast and they had a graduation service where they received a diploma.

Nancy says the thing she enjoys most about her job is working with so many different people. "In Production Control we work together and help each other when it's needed" she says. "But in tracing the short list, I work with a lot of supervisors and they have been very cooperative". She adds, "Everyone wants to complete the short list as soon as possible so we can get the orders to the customer". Production Control supervisor, Larry Keel says it's easy to be cooperative when you work with cooperative employees like -- Nancy Keller.

Lighter Side

Jim Beason would like to announce - **THE MACHINE IS HERE!**

I've heard of rough neighborhoods but when you have to wear a pistol to mow the lawn I believe I'd move.

We've heard very little about vacation trips taken this summer. Apparently everyone either had a very quiet relaxed vacation or a very wild one that can't be discussed. We hope everyone enjoyed their's as much as we did ours.

Al Rowell, (Dyehouse) says it has been so dry on the mountain that when he dug his potatoes they were already baked. (We thought we were rid of those tales when Earl Ragan retired!)

Personals

IN THE HOSPITAL

- Jackye Marsh (Finishing)
- Joan Smith (Shipping)
- Michael Paradise (Latex)
- Ben Vines (Design)
- Flora Lee Berry (Finishing)
- Henry Crabtree (SMR)

SYMPATHY TO:

Nedra Kirby (Administration) in the death of her brother.

Arlon Thurmond (Dyehouse) in the death of his father-in-law.

Billy Wayne Henshaw (Maintenance) and Martha Henshaw (Shipping) in the death of their father and father-in-law.

CONGRATULATIONS

Kenneth Lusk (Latex) on the birth of a baby boy who has been named Christopher Scott.



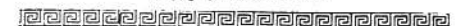
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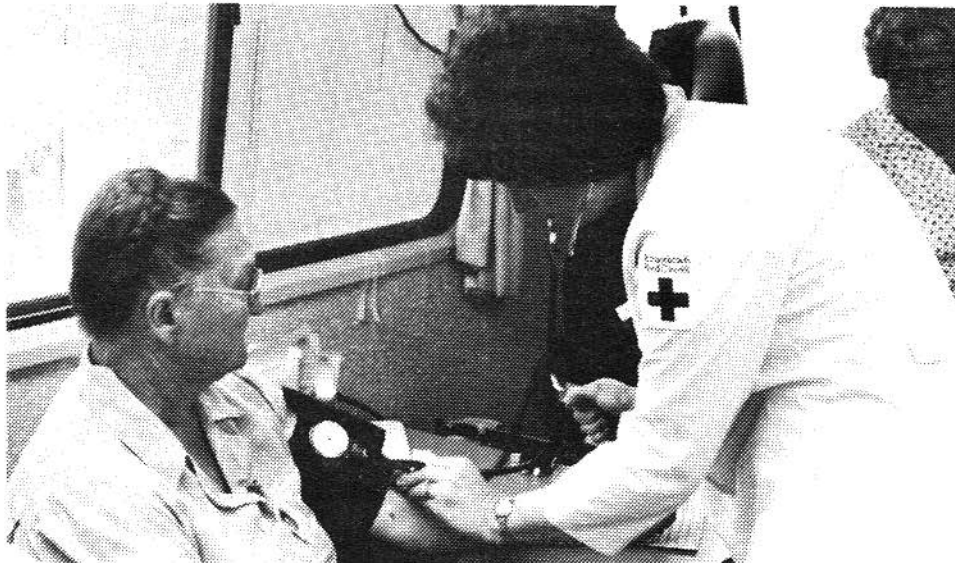


Volume IV

September, 1981

Number 10

BLOODMOBILE



Ruby Anderton (SMR) is preparing to donate a pint of blood.

Our recent bloodmobile drive was a tremendous success. 66 employees came to donate blood. 58 pints were actually collected. Our deepest appreciation is extended to all who helped make this bloodmobile visit a success. Winners of the \$50 savings bond were **Neal Jacobs (Shipping)**, first time donor, and **Ginger Wallingsford (Admin.)**. All others listed below are the employees who actually donated blood.

Jimmy Kennedy, Jimmy Ward, Jinnie Ruth Brown, Rachel Atchley, Dale Dobbs, James Thomas, Mike Paradise, Mike McCrary, Neal Jacobs, Ricky Blackwood, Jackie Hargis, Jimmie Smith, Matt Arnold, Charles McIntosh, Estelle Graden, Henry Crabtree, Nancy Stover, William Graden, Ruth Crabtree.

James Watson, Ludie Mount, Vera Cisco, Wade Shadden, Rodney Murphree, Jerry Ragan, John W. Gay, III, Jill Evans, Helen Brake, Arlon Thurmond, Ricky Flippo, Kathryn Martin, Kinny Olinger, Denford Johnson, Darrel Lusk, Ben Vines, Billy Roberts, Ruby Brooks, Larry Lockard, Bert Gross, Helen West.

Ruby Anderton, Connie Wells, Robbie Edwards, Tim Torrie, Kenny Dalton, Louise Winston, Danny Hodges, Ralph Roberts, Frances Stephens, Kathy Keller, Glenn Little, Ginger Wallingsford, Bethel Smith, Sam Rogers, Hugh Tannehill, Linda Vines, Richard Brown.

VOLLEYBALL

The Gay-Tred Women's Volleyball team began practicing recently. Most observers say this is the best team we have ever had. The women are committed to winning more games this year than ever before, and they have been practicing hard to achieve that goal. **THIS COULD BE THE YEAR!!** That is not original, but it's true.

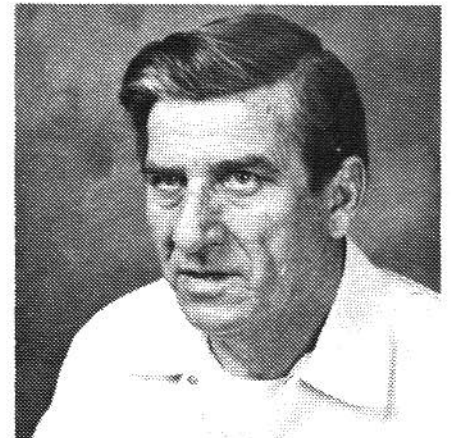
Team members are: Priscilla Rounsavall, Kathy Keller, Debbie Hale, Martha Maynor, Mildred Gullledge, Linda Vines, Kathy Horton, Helen West, and Ethel Maynor.

Employees Retire



Tillman Walker

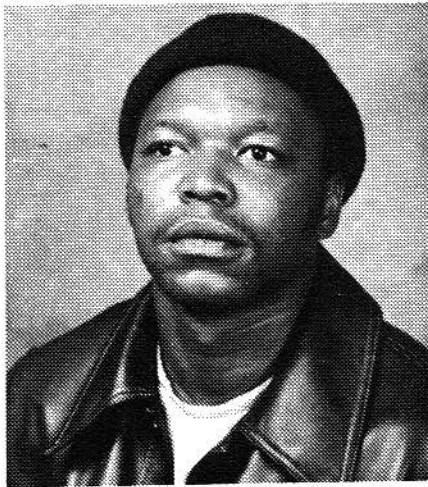
Tillman W. Walker ("Preacher" to all his friends) retired recently after 15 years as a sweeper in the Maintenance department. Preacher came to work at Gay-Tred when he was 66 years old (some people claim he was actually older). Preacher says this is not the first time he has retired and probably won't be the last. "If I find something suitable I may just go back to work after a while", he says. We wish him well whatever he decides to do. Most people retire at the age of 65. Preacher has worked for over 65 years. We think he deserves a retirement.



Bill McBride

Bill McBride of the Maintenance department recently retired due to disability. Bill has been employed at Gay-Tred in the Maintenance department for over six years. For the past several months Bill has been on leave of absence due to illness.

Employee of the Month



Baxter L. Nicholson, Jr. is an expeditor in the Dyehouse. He came to work in October 1978 as an extractor operator on the third shift. He also operated dryers for a while before his recent promotion to expeditor.

Baxter lives on Sebring Drive in Scottsboro with his wife, Lillie, four daughters and one son. His children are Anglia, 8 years old; Sherry, six years old; Dwight, 4 years old; Vanessa, 3 years old and Joyce who is two years old.

Baxter says he loves all his children the same but he is especially thankful for son, Dwight. "I am out numbered as it is, having another male around helps," he says. He and Dwight go fishing often and enjoy playing football. Dwight gets a lot of attention from the girls since he is the only boy but Joyce is pretty spoiled too. "She's a daddy's girl" he says.

As you can tell Baxter likes a big family. He has nine sisters and two brothers (the girls have always outnumbered the boys). His sisters are Virginia Clay, Sylvester Bibb, Ella White, Elizabeth McCamey, Laura Sexton, Kathy Patrick, Josie Humphree, Linda Carter and Edna Croft. His brothers are James and Walter Nicholson. Baxter was the

Art and Crafts Show

It is time now for the annual Gay-Tred arts and crafts show.

The rules are simple:

(1) You must be a Gay-Tred employee to enter.

(2) You must make your entry.

(3) Gay-Tred will not be responsible for lost or damaged articles.

(4) Prizes will be awarded.

Bring your art or craft right away. They will be displayed in Pluma Thomas' office. Judging will take place the first week of October. All entries must be in by September 28.

If you have any questions see Pluma Thomas or Bob Dedmon.

BIRTHDAYS

SEPTEMBER

11-Ruby Brooks
14-Barbara Lombardo
18-Betty Morris
20-Adalyn Harris
22-John W. Gay, III
23-Jimmie Smith
Glenn Little
25-Prince Rogers
30-Charles Havis
Baxter Nicholson

OCTOBER

6-Martha Cotten
Ronnie Wright
7-Chloe Breland
Bob Dedmon
9-Paul Conley



"baby". When asked if he was spoiled he replied, "They say I was, but I sure don't think so."

"Big families can be rough" he says. "That's a lot of people to have to get along with all the time. It seems like somebody was fighting all the time. Big families have a lot of advantages, too. There is always something going on, you never get lonely and its like having lots of close friends."

Baxter's nephew, Troy Davis and brother-in-law James Moore are Gay-Tred employees.

Baxter says the guys in the Dyehouse are like a big family. They kid and "cut up" with each other all the time. "We get called down some though because the bosses don't go along with that" he says.

"You can't beat Truman Roberts and Robert Doss to work for" he says. "If you are fair with them, they are fair with you." We always try to be fair to our employees and we hope all employees are as fair to us as -- Baxter Nicholson.

PERSONALS

IN THE HOSPITAL

Opal Green, SMR
Darlene Chapman, Finishing
Robert Doss, Dyehouse
Norman Davis, Maintenance

SYMPATHY TO

Darrel Lusk, Yardage, in the death of his grandmother

Topsy McNeil (retired) in the death of her mother

CONGRATULATIONS TO

Kathy Wynn who became Mrs. David Horton on August 22, 1981.

Harvey Gifford, Latex, on the birth of a granddaughter.

Bob Dedmon on receiving an Award of Merit from the Alabama Department of Industrial Relations. Bob is chairman of the Jackson County Job service Improvement Committee and a member of the state committee.

OOPS! We failed to announce Ivan Victor's, Vice President of Sales and Marketing, 10 year long service award last month.

WELCOME

Danny Hodges, Finishing, Haskell Gross, Finishing, Ralph Roberts, Finishing, Judy Blizard, Finishing, Deborah Hale, Finishing, Timothy Torrie, Finishing, John L. Thompson, Maintenance, James Robert Moore, Dyehouse, Ronald Hal Ledbetter, Dyehouse, Jerry L. Olinger, Dyehouse, Ruth Crabtree, Small Machine Room, Angie L. Stapler, Small Machine Room, Dana Dudley, Yardage, Thomas James, Latex.

Lighter Side

Joan Jackson, SMR, graduated from Western Square dance class -- we saw her in exhibition at the Labor Day, First Monday, and she must have graduated with honors.

Mae Thomas, Personnel, says she never knows what to expect when Mr. Conley calls her to his office -- but she sure didn't expect a surprise birthday party.

Do we have a "Teddy Bear" in the computer room or just wish we had one?"

NOTE to Hugh Tannehill V.P. Mfg. - It is safer in the air than in the water. Sell your boat - buy an airplane!

Long Service Awards

Lucille Page, Admin. 15 yrs.
Daniel Cullinan, NY Off. . . 10 yrs.

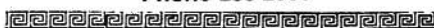


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Gay-Tred NEWSLETTER



Volume IV

October, 1981

Number 11

GIVE: The United Way



The United Way campaign will be conducted at Gay-Tred Thursday, October 8, 1981. Gay-Tred employees have always given generously to the United Way. We can all be proud of the fine tradition Gay-Tred employees have established through the years.

Bob Dedmon, Personnel Manager, is currently serving as President of The Jackson County United Way.

The county goal for United Way is \$102,224. Approximately 94% of the money collected goes directly to the 16 agencies that aid the needy people of Jackson County. The rest is used for campaign expenses and administrative expenses. Campaign and administrative expenses of many of our neighboring communities that raise just over \$100,000 or more than twice that amount. The national average is approximately 11% used for these expenses.

The United Way has pledged support to 16 agencies this coming year. Some of these agencies rely on The United Way as their sole source of revenue. Some of you 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, friends and neighbors.

The United Way agencies have been affected by inflation just like the rest of us have. Yet some have not increased the amount of their pledge in several years. The result is The United Way is not able to give all that is needed to the agencies that apply for funds. This results in less service to the people these agencies help.

Please consider increasing your contribution this year. Giving up one pack of cigarettes (80 cents) or one coke (40 cents) a 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 make donating easier for you, your pledge can be handled by payroll deduction. Your supervisor will distribute the pledge cards to be completed and returned Thursday. Please give to this worthwhile cause and possibly help someone you know. Thanks to YOU it works for all of us THE UNITED WAY.



Gay-Tred Craft Show

The 1981 craft show was a tremendous success. There were 48 entries with almost every department participating. It is very obvious that Gay-Tred has some exceptionally talented employees, not only from the job they do but from their hobbies as well.

Many hours and very hard work was apparent in all of the crafts entered. All deserved an award for craftsmanship but only three prizes were given and four received honorable mention. Deciding on the seven was very difficult and the judges spend a great deal of time examining the crafts. The decision was based on craftsmanship, time and effort involved, originality and appearance. The judges were, Martha Gay, wife of President Johnny Gay; Ruth Tannehill, wife of Vice-President of Manufacturing Hugh Tannehill, and Jane Conley, wife of Vice-President & Treasurer Paul Conley.

Prizes awarded were: 1st place (\$15) to James Hardin, Production Control, for a hand made violin; 2nd place (\$10) to Lucille Page, Admin., for a calico Santa Claus, sleigh and reindeer; 3rd place (\$5) to Louise

CRAFT SHOW WINNERS - Pluma Thomas, SMR department manager, is shown with the winners and their entries in the craft show. Shown left to right are 3rd place winner Louise Winston (Fin.), with her appliqued baby quilt, Lucille Page (Admin.) 2nd place with her Santa Claus and reindeer, and James Hardin (Prod. Control) 1st place winner with his violin.

(continued on page 2)



PLUMA THOMAS, SMR DEPARTMENT MANAGER, hosted the craft show. She and secretary Ginger Wallingsford served punch and cookies to all employees who came to see the winning crafts during their breaks.

Craft Show (cont. from page 1)

Winston, Finishing, for her hand made baby quilt. Those receiving honorable mention were: Ruby Brooks, Shipping, for a cake with the design of a Gay-Tred shipping label; Lloyd Johnson, Dyehouse, a stuffed snake; Frances Stephens, Finishing, an artificial bag of Idaho potatoes, and Gary Bridgeman, Data Process supervisor, a crocheted afghan.

Others who had entries are:

Dorothy Olinger, Paulette Baker, Danny Hodges, Mae Thomas, Maxine Miller, Wanda Crabtree, Priscilla Rounsavall, Flora Lee Berry, Marie Shelton, Daisy Shelton, Nancy Stover, Carolyn Norwood, Henry Crabtree, Ina King, Louise Smith, Irene Clark, Estelle Graden, Joan Jackson, Lillie Mae Prewett, Dovie Hale, Ginger Wallingsford, Jean Strickland, Denelda Atchley, Brenda Edmonds, Ruby Brooks, Topsy McNeill, Willodean Smith and Lex Wooten.



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Welcome

William Harrison Griffin, Dyehouse
Jennifer Tarallo, New York Office
Shelia Kay Gist, Shipping
Sherry Smith, Shipping

Happy

Birthday...

OCTOBER

- 11-Laverne Stewart
- 13-Fred Edmonson
- 24-Terry Turner
- 26-Pauline Evans
- 27-Timothy Berry
- Harry Hutchens
- Tracey Cline
- 30-Bethel Smith

NOVEMBER

- 5-Frances Stephens
- 6-Betty Thompson
- Janice Snodgrass
- 9-James Robert Moore
- 10-James Edmonson

Lighter Side

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GIVE:

THE UNITED WAY

Personals

IN THE HOSPITAL

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Ludie Mount, Shipping

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Ruby Brooks, Shipping, on the birth of a granddaughter.

Mildred Gullede, Shipping, on the birth of a granddaughter.

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Lucille Holder, SMR, who was married recently to Harold Holder.

Randy McCarver, Dyehouse, who recently was married to Jane Romans.

Long Service Award

Lloyd Lockard, Plant Super.
..... 30 yrs.
Debbie Brooks, Finis... 5 yrs.



Gay-Tred NEWSLETTER



Volume IV

October, 1981

Number 11

GIVE: The United Way



The United Way campaign will be conducted at Gay-Tred Thursday, October 8, 1981. Gay-Tred employees have always given generously to the United Way. We can all be proud of the fine tradition Gay-Tred employees have established through the years.

Bob Dedmon, Personnel Manager, is currently serving as President of The Jackson County United Way.

The county goal for United Way is \$102,224. Approximately 94% of the money collected goes directly to the 16 agencies that aid the needy people of Jackson County. The rest is used for campaign expenses and administrative expenses. Campaign and administrative expenses of many of our neighboring communities that raise just over \$100,000 or more than twice that amount. The national average is approximately 11% used for these expenses.

The United Way has pledged support to 16 agencies this coming year. Some of these agencies rely on The United Way as their sole source of revenue. Some of you 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, friends and neighbors.

The United Way agencies have been affected by inflation just like the rest of us have. Yet some have not increased the amount of their pledge in several years. The result is The United Way is not able to give all that is needed to the agencies that apply for funds. This results in less service to the people these agencies help.

Please consider increasing your contribution this year. Giving up one pack of cigarettes (80 cents) or one coke (40 cents) a 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 make donating easier for you, your pledge can be handled by payroll deduction. Your supervisor will distribute the pledge cards to be completed and returned Thursday. Please give to this worthwhile cause and possibly help someone you know. Thanks to YOU it works for all of us THE UNITED WAY.



CRAFT SHOW WINNERS - Pluma Thomas, SMR department manager, is shown with the winners and their entries in the craft show. Shown left to right are 3rd place winner Louise Winston (Fin.), with her appliqued baby quilt, Lucille Page (Admin.) 2nd place with her Santa Claus and reindeer, and James Hardin (Prod. Control) 1st place winner with his violin.

Gay-Tred Craft Show

The 1981 craft show was a tremendous success. There were 48 entries with almost every department participating. It is very obvious that Gay-Tred has some exceptionally talented employees, not only from the job they do but from their hobbies as well.

Many hours and very hard work was apparent in all of the crafts entered. All deserved an award for craftsmanship but only three prizes were given and four received honorable mention. Deciding on the seven was very difficult and the judges spend a great deal of time examining the crafts. The decision was based on craftsmanship, time and effort involved, originality and appearance. The judges were, Martha Gay, wife of President Johnny Gay; Ruth Tannehill, wife of Vice-President of Manufacturing Hugh Tannehill, and Jane Conley, wife of Vice-President & Treasurer Paul Conley.

Prizes awarded were: 1st place (\$15) to James Hardin, Production Control, for a hand made violin; 2nd place (\$10) to Lucille Page, Admin., for a calico Santa Claus, sleigh and reindeer; 3rd place (\$5) to Louise

(continued on page 2)



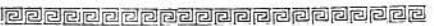
PLUMA THOMAS, SMR DEPARTMENT MANAGER, hosted the craft show. She and secretary Ginger Wallingsford served punch and cookies to all employees who came to see the winning crafts during their breaks.

Craft Show (cont. from page 1)

Winston, Finishing, for her hand made baby quilt. Those receiving honorable mention were: Ruby Brooks, Shipping, for a cake with the design of a Gay-Tred shipping label; Lloyd Johnson, Dyehouse, a stuffed snake; Frances Stephens, Finishing, an artificial bag of Idaho potatoes, and Gary Bridgeman, Data Process supervisor, a crocheted afghan.

Others who had entries are:

Dorothy Olinger, Paulette Baker, Danny Hodges, Mae Thomas, Maxine Miller, Wanda Crabtree, Priscilla Rounsavall, Flora Lee Berry, Marie Shelton, Daisy Shelton, Nancy Stover, Carolyn Norwood, Henry Crabtree, Ina King, Louise Smith, Irene Clark, Estelle Graden, Joan Jackson, Lillie Mae Prewett, Dovie Hale, Ginger Wallingsford, Jean Strickland, Denelda Atchley, Brenda Edmonds, Ruby Brooks, Topsy McNeill, Willodean Smith and Lex Wooten.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



Welcome

William Harrison Griffin, Dyehouse
Jennifer Tarallo, New York Office
Shelia Kay Gist, Shipping
Sherry Smith, Shipping

Happy

Birthday...

OCTOBER

- 11-Laverne Stewart
- 13-Fred Edmonson
- 24-Terry Turner
- 26-Pauline Evans
- 27-Timothy Berry
- Harry Hutchens
- Tracey Cline
- 30-Bethel Smith

NOVEMBER

- 5-Frances Stephens
- 6-Betty Thompson
- Janice Snodgrass
- 9-James Robert Moore
- 10-James Edmonson

Lighter Side

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Gay-Tred NEWSLETTER



Volume IV

November, 1981

Number 12

Thanks To You It's Working



FANTASTIC!!! We had a 17% increase over last year in our UNITED WAY pledges and contributions for 1982.

The deductions for this year's drive began with the first pay period in November.

The company increased the corporate contribution 25%.

Many of your friends, neighbors and fellow employees who depend on the United Way agencies for service thank you -- and I thank you.

Bob Dedmon

How Are We Doing?

It is time again to take a look at how Gay-Tred has done so far this year and what the prospects look like ahead. At this time a year ago I reported to you that our business was off some compared to the previous year, but that management was working very hard to try to improve that situation, and that we had hopes that it would improve in 1981.

I am glad to be able to report that those efforts have had some effect, and that our business has been some better than last year. I hope that all of you can see this in your hours worked and in your total dollars taken home. After a slow start this year, about the middle of March we started picking up and have been consistently ahead of last year every month since then, with the biggest differences coming in the months May through August. We have about the same number of people working, but we've had less short time, more hours, more labor dollars, and more units. I am sure we have all been pleased about this. In view of the fact that many other plants around have continued to layoff personnel, I think we should be especially pleased. We have worked very carefully to try to see that, to the degree possible, everybody is working full time before adding additional personnel.

A year ago I mentioned that competition in the market place had been fierce, and that has continued this year. However, as a result of much hard work and good cooperation in all departments of the company, plus some bits of good fortune, we have been able to increase our volume somewhat. We are still not back where we want to be. We still have some short time and reduced personnel in some of our departments.

The prospects for the next few months show a few question marks. We have seen some signs of our orders beginning to taper off some. This is normally our peak time of the year, and we are not quite as busy as we would expect to be. We do have enough in sight to keep us busy until Christmas or slightly before, but I expect the first quarter of next year to be slow, just as it has been the last two years. According to government measurement, we are now officially in a period of recession again. Most predictions are that it will not be severe and that business will start to improve around the middle of next year. On the bright side, these conditions should bring about some reduction in interest rates and a continuing reduction in the rate of inflation.

John W. Gay, III



Thanks giving

Gay-Tred will close Thursday, November 26 in observance of the Thanksgiving holiday. All eligible employees will receive holiday pay for that day. The exact working schedule for Thanksgiving week will be announced as soon as it is determined.

Christmas Dinner

Our annual Christmas dinner will be held at the Scottsboro High School cafeteria again this year. Turkey and all the trimmings will be prepared by the Scottsboro Junior High School cafeteria staff.

The dinner will be held Wednesday, December 23 at 12:15. We will enter the school at the same door we used last year.

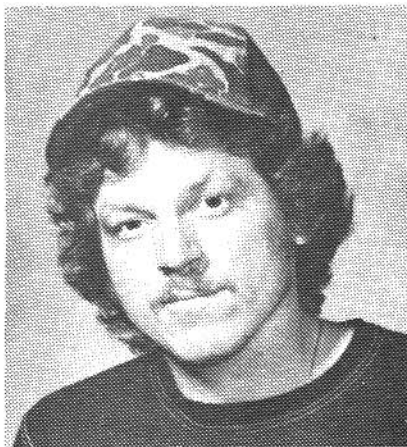
Exact working schedules for that week will be determined at a later date.

Employee Rug Sale

The regular day for selling rugs to employees is the second Tuesday of each month. As has been our custom in the past we will have two employee rug sale days in December. The dates for the two employee rug sales in December at the regular times are TUESDAY,

DECEMBER 1, and TUESDAY, DECEMBER 15. There will NOT be a rug sale to employees on the second Tuesday of December. Our rugs make great gifts to friends and relatives so please make note of these changes.

Employee of the Month



Rodney Murphree is a mechanic in the Small Machine Room. Rodney started to work at Gay-Tred right after his graduation from Section High School in 1975. His first job was extractor operator on the 2nd shift in the Dyehouse. Just over a year later Rodney transferred to the SMR as the warehouseman. He held this position for two years before becoming a mechanic three years ago.

Gay-Tred sent Rodney to the Cutters Exchange school in Nashville for a few days basic training and orientation. Most of his training has been on the job. "I got some valuable assistance from the other mechanics, especially J.W. Keel, but I mostly learned from doing" he says. When he became a mechanic we had just purchased a different type of machine and no one here was familiar with them.

"Being a mechanic is a challenge" Rodney says. "You not only have to learn to fix the machine, you have to learn the operators too. I learned quickly that if you get along with the operator the machine runs 100% better" he adds. We think Rodney's ability to fix the machine as well as get along with the operator is why the machines run 100% better.

Rodney lives at Dutton with his wife Jenny. Jenny was his high school sweetheart. "She still is my sweetheart. You have to be more than understanding to put up with me" he says. When Jenny's parents bought a new house she and Rodney were able to purchase the home she grew up in.

Rodney is a very talented young man. His talent shows not only in his work but in his hobbies as well. In high school Rodney was an outstanding basketball, baseball and football player. He still participates in sports. He has played on previous Gay-Tred basketball and softball teams and is currently on the Gay-Tred volleyball team.

His favorite hobby right now is playing the guitar. He is self-taught and has been playing for three years. "Nothing eases your mind on a troubled day more than playing the guitar" he says. He has played in some bands, but not regularly. He played a few times with Earl Goins' (Latex supervisor) gospel singing group.

Volleyball

Gay-Tred's volleyball teams (men and women) are both well into very successful seasons. The men have four games remaining and have already won as many games as they did last year. The women have only lost one game and are looking at their best season ever.

Team members are: Women - Kym Champan, Kathy Keller, Joyce Wilson, Ethel Maynor, Kathy Horton, Linda Vines, Martha Maynor, Helen West and Debbie Hale. Bob Dedmon is the Women's coach.

Men - Richy Blackwood, Tim Gamble, Gary Bridgeman, Roy Light, Randy McCarver, James Edmonson, Ben Vines, Jackie Hargiss, Rodney Murphree and Matt Arnold; Matt is also the men's coach.

Welcome

Charles Kevin Cox - Finishing
Jeffrey Kim Johnson- Latex

Rodney also plays the bass and sings some too.

Rodney also enjoys hunting and fishing. In his 'spare' time he draws and paints. We asked him how he has time to do so many things. "I take spells" he says. "Playing the guitar may be all I'll want to do for awhile then I'll go fishing one afternoon and that's all I'll want to do for a few months".

We asked him how he was able to learn to do all these things, he said, "Sometimes it just comes over me all at once to do something and I won't quit until I can do it". He also plays tennis, he plays the harmonica and the hardest thing he has ever learned is to juggle.

With all this activity he has still found time to help his father-in-law, J.A. McGriff, and brother-in-law on the farm some.

Rodney's mother and father live in Florida as do his brothers and sisters. Rodney obviously gets a lot of his fortitude from his mother, Pauline Leer. She is a technician at a hospital in Clearwater, Florida. "I can remember when she would faint at the sight of blood and now she assists surgeons in the operating room," he says. His dad, Van Murphree, is a mechanic at a citrus packaging plant in Clearwater, Florida. "Dad taught me a lot about fixing things" he says. "When we were growing up we had to fix every vehicle we had including bicycles."

Rodney's sisters, Shelia Diane Lee and Debbie Sartoga have a cleaning service in Clearwater. His brother Ricky Murphree works for a power company in Clearwater and brother Ivan Murphree is a paint contractor.

As you might suspect Rodney and Jenny usually go to Clearwater during the July 4th vacation. Sometimes they go at Christmas too. Every day they are in Florida Rodney will drop Jenny off at the beach with his sisters and he goes fishing. "She loves laying on the beach as much as I love fishing" he says.

Rodney said he is grateful to Gay-Tred and especially Pluma Thomas, SMR manager, for giving him an opportunity to develop and use his talents and abilities. "Pluma not only gave me a chance but she helped me and encouraged me and I appreciate that very much" he says.

"I've never worked anywhere else" he says, "but I've never wanted to. Gay-Tred is a good place to work. The people here work together and Gay-Tred gives you a chance to play together and encourages teamwork. You can't ask for any more than an opportunity, its up to you to take advantage of it". We are glad that we have been able to provide an opportunity for many employees. And we are proud and fortunate that we have employees to take advantage of opportunity who have talent and ability -- like Rodney Murphree.

Happy Birthday

NOVEMBER

- 11-James Sampson
- 12-Richard Brown
- 13-Margaret Day
- 14-Ludie Mount
- 15-James Watson
Troy Davis
- 16-Lloyd Lockard
- 18-Charles McIntosh
- 23-Kathy Horton
- 30-Denelda Atchley
Thomas Cardwell

DECEMBER

- 2-Larry Lockard
- 3-Pete Crabtree
George Miller
Bill Webb
Deborah Hale
- 7-Ruby Anderton
Meda Brown
- 8-Hugh Tannehill



Lighter Side

How did Margaret Day (Shipping) get the nickname "Crash"?

How many of our volleyball 'stars' will end up T.V. stars?

Christmas is just around the corner and everybody is getting in their requests. Joy Arnold (Q.C.) was talking about an Adopt-A-Baby. Matt Arnold says the only babies he wants are "grandbabies."

A few years ago the Gay-Tred Men's volleyball team did not win a game. Last year they won 5 sets. This year with only 6 sets having been played the men have already won 5 --you've come a long way baby!

George Clark (Maint.) says that now it should be easier for him to get his name in the NEWSLETTER.

Personals

CONGRATULATIONS TO:

Doris Miller, Finishing, on the birth of a baby girl who has been named Michelle Renee'.

Ruby Anderton, SMR, on the birth of a granddaughter.

In The Hospital

Jimmie Smith, Doris Miller, Doris Brown, Virginia Sanderson, James Watson, Dorothy Olinger, Eric Woods

Long Service Award

John Stovall-Dyehouse 5 yrs.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000





Gay-Tred NEWSLETTER



Volume IV

December, 1981

Number 13

Gay-Tred Exhibit Wins Award

The Scottsboro-Jackson County Chamber of Commerce sponsored a Career Day for all area high school seniors November 17 at the Goosepond Civic Center. 14 companies had exhibits for the students to view and representatives to talk to the students about local career opportunities.

Bob Dedmon, Personnel Manager, was on hand to talk to the students about Gay-Tred. He informed the students of Gay-Tred's history, current products, career opportunities and benefits. Bob had a slide 'tour of the plant' showing the different operations involved in manufacturing rugs. Bob's backdrop was Gay-Tred's exhibit showing our product, our process, and our people.

During the day teachers from the high schools visited the 14 different exhibits and judged Gay-Tred's to be the "Most creative and artistic exhibit".

That evening the Chamber hosted an Industry Awareness banquet honoring all local industries. At the banquet the award for "Most Creative and Artistic Exhibit" was presented to Gay-Tred by Jack Ponsford assistant vice-president of First National Bank of Scottsboro and chairman of this year's banquet.



Bob Dedmon, Personnel Manager and Chloe Breland, Sample Department Supervisor proudly display the award in front of the exhibit that was judged "Most Creative and Artistic". "The Company is very proud of this award" said Bob, "But since Chloe was the 'Creator and Artist' she deserves 100% of the Credit".

Reminder -- Insurance Benefits

It's time for you to take a look at your prescription drug bills and your medical expenses for 1981. If you do not have all the bills, get busy and pick them up from your druggist and doctor because any medical bills that have not been submitted to the Insurance Claim Office should be brought to the Personnel Office.

Perhaps you (and maybe your dependents) have met the Major Medical deductible of \$100.00 for 1981. If so, a reimbursement of 80% of the amount over the \$100.00 is yours and you are the only person who can furnish us with the information with which to apply for your benefits. So, check this out for yourself as well as your family. Remember the bills that have NOT been submitted to the Claim Office are the ones to bring to us. These bills add up faster than you think.

Mae



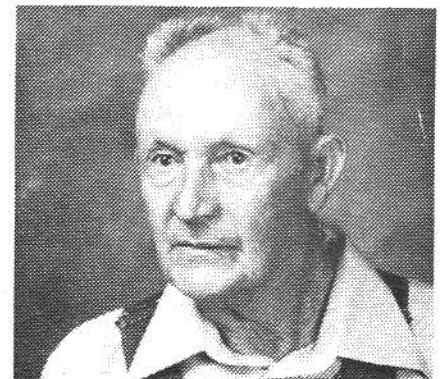
Merry Christmas

Gay-Tred's annual Christmas dinner will be held Wednesday, December 23, 1981 at 12:15 at the Scottsboro High School.

The Christmas gifts will be distributed to all employees Wednesday, December 23 from 10:00 A.M. to 11:00 A.M. in the Shipping department at the Woods Cove plant. All employees are asked to come in the main entrance to the Shipping department from the parking lot next to the docks in the rear of the Woods Cove building during this time to pick up your gift.

This year's gift selection booklet contained more gifts and better quality gifts than last year's. "This gift represents a sincere expression of thanks from the company for your loyalty and service during the past year. With it goes my personal best wishes to you and your family for a most joyous Christmas season," said John W. Gay, III, President.

The Christmas bonus checks will be distributed at the Christmas dinner. Your supervisor will advise you of your individual working schedule for Christmas week.



Norman Davis Retires

Norman Davis, a watchman in the Maintenance department since 1978, retired recently. Norman is 75 years old. He may continue to work some to 'fill-in' when needed. "Mr. Davis is the kind of employee that would do anything he could to help out. He is very dependable and cooperative and I'm glad to have had him in my department," says Maintenance department manager Prince Rogers.

Gay-Tred's Volleyball Teams



L-R Helen West, Debbie Hale, Linda Vines, Ethel Maynor, Kathy Keller, Martha Maynor, Bob Dedmon, coach. Not pictured are Kathy Horton, Joyce Wilson and Kim Chapman.

Volleyball season ended recently. The women finished with 7 wins and 4 losses and the men 6 wins and 6 losses. Both teams expressed their appreciation to the many loyal "fans" who attended the games to cheer them on. Special thanks to Charles West for serving as Gay-Tred's 'official' line judge all season.



L-R Kneeling, Rodney Murphree, Ben Vines, Roy Light, James Edmonson; Standing, Tim Gamble, Matt Arnold, (Player-Coach), Gary Bridgeman, Ricky Blackwood, Jackie Hargiss and Randy McCarver.

"Gay-Tred is very proud of the manner in which both teams represented the company. Not only has this season been successful in terms of wins and losses but in the spirit of cooperation, sportsmanship and teamwork as well. We believe this spirit carries over into the work place and are happy to have sponsored both teams" said John W. Gay, III, President.

Lighter Side

There is absolutely no truth to the rumor that the NEWSLETTER will begin a 'Dear Abby' column. However, for advice to the lovelorn we understand Jean Sanders and Carolyn Headrick of the Shipping department make excellent 'Dear Abbys'.

Editor's note: to get a picture of you and your deer in the NEWSLETTER you must bring some venison as proof.

We've heard the term 'spike' used in reference to deer hunting, punch, railroads and other ways but our favorite use of the term was when Rodney Murphree served one for Fred's "to eat" in a recent volleyball game.

We were all saddened at the recent death of Adah Justice a retired Gay-Tred employee. Adah was a bedspread inspector in the Finishing department. She was 95 years old. Adah had been retired a number of years but kept in touch with her friends at Gay-Tred and attended the annual employee Christmas dinner. Our sympathy is extended to her daughter, Laverne Stewart, who works in Gay-Tred's payroll department.

Personals

CONGRATULATIONS TO:

Flora Lee Berry (Finishing) on the birth of a new grandson.

Jimmie Hugh Smith (SMR) on the birth of a new grandson.

Karen Kittrell (Finishing) who became Mrs. Dale Boozer recently.

IN THE HOSPITAL

Angie Stapler (SMR), Eric Woods (Dyehouse), Jimmy Kennedy (Latex), Lucille Page (Admin.)

SYMPATHY TO:

Laverne Stewart (Admin.) in the death of her mother.

Birthdays

DECEMBER

- 12-Robert Tipton
Geneva Hester
- 13-Joan Jackson
- 14-Jennifer Tarallo
- 15-Vera Cisco
Dan Cullinan
- 16-Patricia Williams
- 17-Fannie Pearl Eidson
- 18-Louise Winston
Willodean Smith
- 19-Martha Guinn
Alva Tipton
- 21-Virginia Sanderson
Michael Paradise
- 22-Hilda Drinkard
- 23-George Miller
- 24-Ricky Joe Harding
- 28-Chris Shrader
- 30-U.G. Wildman
Michael Harding

JANUARY

- 1-Sam Pat Rodgers
Johnny Guffey
- 2-Danny Tumlin
- 7-Kathryn Martin
- 8-Clifford Parker
- 10-Jimmy Ward, Jr.

Our apologies and best wishes to those having a birthday on December 4. They were omitted from the newsletter last month, they are: Earl Goins, Dale Dobbs, and Denford Johnson



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



Welcome

Brain Moore-Dyehouse
Carolyn Headrick - Shipping
Dean Rodgers - Maintenance



Long Service Award

Thomas Cardwell. Maint. 5 yrs.



Volume V

Gay-Tred NEWSLETTER

January, 1982



Number 1

NEW DYEHOUSE EQUIPMENT

In an effort to improve our dyeing operation, Gay-Tred has decided to install some energy saving equipment in the dyehouse. Test units have been evaluated over a period of six months and have proven to be effective in saving steam, more consistent dyeing and reducing noise.

These units, designed specifically to fit our dye tubs, are "steam inserts" that provide a closed steam heating system that is an improvement over the present system which allows live steam to be injected into the dye water for heat. These inserts are installed along the bottom of the curved surface of the tub, beneath the basket. They are welded, dimpled plates that allow for even steam heating at the same rate of temperature rise achieved by the live steam.

According to dyehouse manager, Truman Roberts, this method will allow us to heat dye water cheaper and return the steam condensate to the boiler for reuse. Also, it will not allow the dye water to be contaminated by any boiler chemicals that may come through with the steam.

The remainder of the inserts have been ordered and will be installed by our maintenance crew as soon as they have been fabricated. It will probably take three months to complete the installation. Sample dye tubs are included in the plans.

This should be a fine technical improvement for Gay-Tred and will serve to improve the working conditions in the dyehouse.

It's Up to You in '82

As predicted 1981 was a year of challenge and change. Also, as predicted we GOT IT DONE IN '81. Now IT'S UP TO YOU IN '82.

Times seem to be harder now than ever before. Many people are experiencing lay-off for the first time, others are working less than a full time schedule of hours. Many adjustments will have to be made by all of us, at least for awhile.

We predict the general economy will improve and things will turn around soon. The forecast for our business in 1982 is at least as much as it was in 1981. We will probably have a slight increase. It is more difficult to predict the timing of certain order situations this year than before.

Whatever lies ahead we will do the best we can to make the most of it. Each individual in the company must do his best to reduce waste, cost, absenteeism and be as efficient as possible.

We are optimistic that 1982 will be a good year because we have confidence in you and IT'S UP TO YOU IN '82.

Lighter Side

If Glenn Little isn't running for public office why is he "politicking"?

A lot of people have dreamed of killing a deer. Matt Arnold's son Robert had a dream come true. He was lying in his sleeping bag with his gun at his side. He heard a noise, grabbed his gun and 'sure nuff' killed a deer. He wasn't sure if he was dreaming or not. He has pictures to prove he wasn't just dreaming.

Larry Lockard 'says' he killed two deer recently. We think the pictures are from last year. We want to see "fresh" meat before we believe the story.

Where Are You?

Each year we have a gentle reminder to all employees to make sure we have the proper address and phone number in Personnel for everyone.

This year it is more important than ever. We have been unable to notify some employees of changes in the working schedule because of incorrect information on our records. Also some partial unemployment claims have been held up for lack of current information.

Please notify Personnel immediately of any change in your address, phone number, marital status, dependent etc. The information in your personnel file is strictly confidential and not released to anyone without your permission.

Birthdays

JANUARY

- 11-Jerry Ragan
Kinny Olinger
- 13-Ivan Victor
- 17-Kevin Cox
- 18-Jinnie Ruth Brown
- 22-Helen West
- 23-Juanita Cox
- 25-Bertha Hall
- 26-Ricky Blackwood
- 29-Angie Stapler



FEBRUARY

- 2-Robbie Edwards
- 4-Ruth Melton
Larry Dillard
Alene Vaughn
- 5-Priscilla Rounsavall
Jean Strickland
Debbie Brooks
- 6-Truman Roberts
- 8-Doris Brown
- 10-Forrestine West

Personals

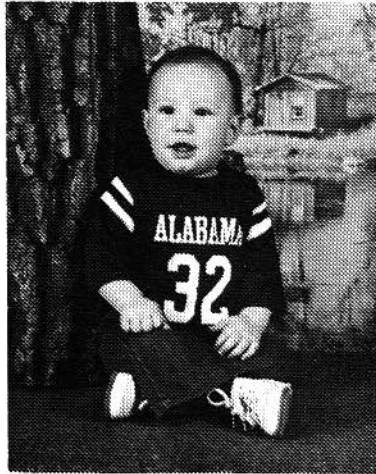
Several employees have become grandmas lately. Among them **Pauline Evans**, **Vivian Weems**, **Anna F. O'Neal** and most recently **Sue Brooks** all in the Finishing department. Also, **Lucille Page** of Accounting.

Grandmas seem to be the proudest but ma's can be too. **Helen West** was proud when son **Michael Mudler** graduated recently from the University of North Alabama with a degree in Biology and daughter **Debbie Mudler** was runner-up in the recent Miss Jackson County beauty pageant. The company too is proud of the accomplishments of our employees and children.

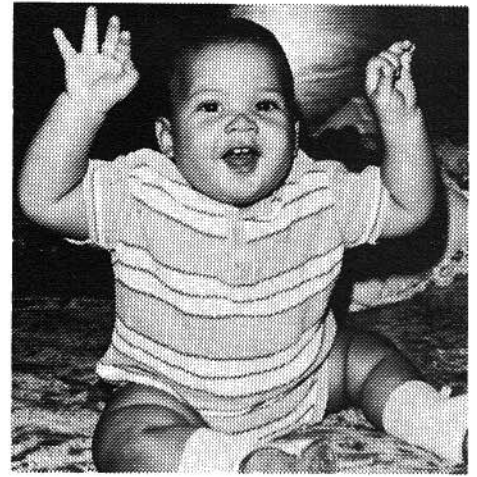
Sympathy is extended to the following employees who recently lost family members: **Alene Vaughn** in the death of her sister and **Freeda Baxter** in the death of her brother. **Pauline Evans** in the death of her son-in-law and **George Pace, Jr.** in the death of his father-in-law.

NEW BORN OF 1981

The following children of Gay-Tred employees celebrated their very first New Year this year. These are the children we have heard the most about in 1981.



Matthew Paul Anderson, son of **Elaine Anderson** (Prod. Control)



Keion Doss, son of **Robert Doss**, (Dyehouse)

WELCOME

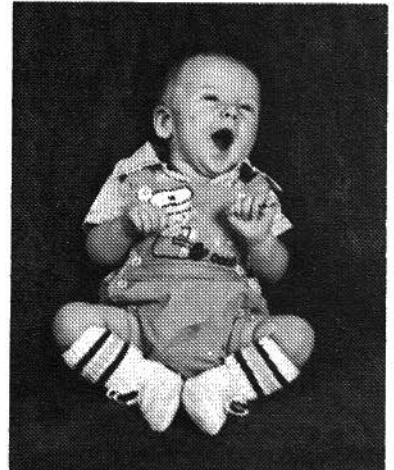
Meg Tannehill-Personnel
Rachel Armstrong - Personnel

Long Service

Nathan Smith (SMR)... 30 yrs.
Sue Brooks (Finish)... 15 yrs.
Marie Shelton (Finish)... 15 yrs.



Amanda Nichole Stover daughter of **Nancy Stover** (SMR)



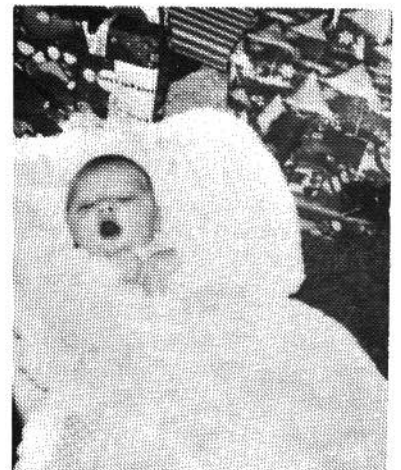
Nathan Dewayne Brown son of **Jimmy Brown** (Shipping)

New Borns of 1981

Not pictured
Christopher Scott Lusk son of **Kenneth Lusk** (Latex)



Michelle Miller, daughter of **Doris Miller** (Finishing)



Joshua James, son of **Thomas James** (Latex)



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



VOLUME V

Gay-Tred NEWSLETTER

FEBRUARY, 1982

NUMBER 2



Looking Ahead to 1982

During 1981 we have established new styling that will set the trend for 1982. Styles like 3060 (America's Garden), 3063 (Primavera), 3064 (Cameo) combined with carryovers like 3042 (Modern), 3052 (Wicker), and 9426 (Seagull) present a picture of the forecast for 1982.

The SMR has been better utilized in 1981, maybe "overworked" is a better choice of words, than for several years past. We are expecting more of the same in 1982, but with some reduction in overtime.

All other departments should operate much the same as 1981. One exception maybe the dyehouse, where a flurry of new colors may be following that trend for 1982. All our customers seem to be changing and upgrading their lines to generate new business. Some of the current changes we are seeing are certainly reactions to the state of the economy - attempts to get something going at the retail level. Others relate to the trend that has retailer's bath departments offering coordinated product lines, which include matching bath rugs, towels, shower curtains, and other bath

accessories. This has caused Gay-Tred to add many colors to our overall line and certainly puts the pressure on the dyehouse to "coordinate" the many different shades that must be matched.

These are the trends we see that will be our business in 1982. Our forecast for the year indicates an increase in volume over 1981, which was up from the year before. This is very encouraging for the company and the adjustments we make in our operations to react to apparent trends will certainly affect us in the years to come. We found out last year that the bath rug business has become more complicated, requires more attention and is certainly less relaxing, just maintaining the past lever of business. So while we expect continued growth, it will not make jobs easier; it will make us spend more time doing our jobs, planning ahead and hopefully without making as many mistakes. This is the picture for 1982, a year to which we are looking forward with anticipation and expectations that it will be better than last year - for the company and for all Gay-Tred employees.
Hugh Tannehill

Help !!!!

For every two parents you have four grandparents. It also seems that grandparents are twice as proud as parents --and, grandparents can get twice as mad as parents. So, when you get two grandparents mad (especially grandmamas) you have more than double trouble. I don't want anymore grandmamas mad at me. When you become a grandparent, for the first time or any other time, please write down the information and give it to me, and I will guarantee the announcement gets in the next issue of THE NEWSLETTER. Please don't assume that I "heard about it" -- make sure that I get the information in writing. I need your help to make sure our NEWSLETTER is current, accurate, and contains all the announcements that should be included. THANKS!!

EDITOR

in the list is a new bridge across the Tennessee River at Scottsboro. A YES vote will allow this to be done; a NO vote will prevent it from being done.

AMENDMENT NO. 3 will allow the Alabama House Finance Authority to create low interest home mortgage loans for the people of Alabama. A YES vote will allow to be done; a NO vote will prevent it from being done.

AMENDMENT NO. 4 will eliminate "co-employee" lawsuits. In Alabama a worker who is injured on the job has the right to sue his fellow worker, even though he is collecting Workmen's Compensation. Alabama is the only state in the Union which does not have a law to prevent this. A YES vote will eliminate such lawsuits; a NO vote will allow them to continue.

I urge you to go to your normal voting place on March 2nd and vote on these important amendments. In Scottsboro the voting will be at the Courthouse.

Constitutional Amendments

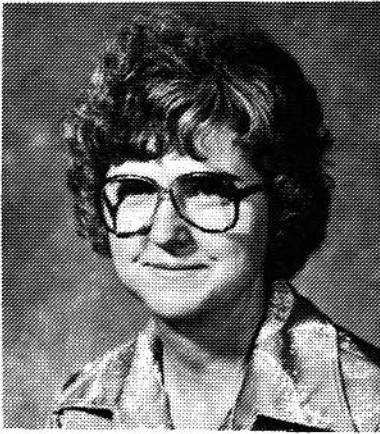
I would like to call your attention to four Constitutional Amendments on which the people of Alabama will have the opportunity to vote on March 2nd, and to give you some basic information about them. It is not often that we vote on amendments to the State Constitution. These amendments are of special importance, because they can directly affect each and every one of us.

The first three amendments deal with how to use the approximately \$450,000 obtained by the State of Alabama last year from the sale of oil leases:

AMENDMENT NO. 1 creates a perpetual trust fund for the money received from the oil leases with interest going to the State General Fund. A YES vote will allow this to be done; a NO vote will prevent it from being done.

AMENDMENT NO. 2 authorizes the sale of general obligation bonds in an amount not exceeding \$520 million. These bonds would be repaid with the interest from the trust fund set up by Amendment No. 1. This amendment also specifies exactly where the money from the bonds will be spent. Included

EMPLOYEE OF MONTH



Beatrice Blizzard is an order puller in the Shipping Department. She came to work at Gay-Tred in April 1976. Her first and only job at Gay-Tred has been order puller. "It's a very good job" she says. "You get to move around a lot and the job changes every day."

She has had jobs that did not change every day. She worked on the assembly line at Litecraft until the plant closed. She has also had jobs that would not allow you to move around much. She was a sewing machine operator at Burlington until that plant closed. "I was afraid I couldn't get a job here since my last two plants closed" she said. "I was afraid Gay-Tred would think I was a jinx."

Bea doesn't like to change jobs. She hopes Gay-Tred will be here forever and she can stay here until she retires. We share those hopes (both of them).

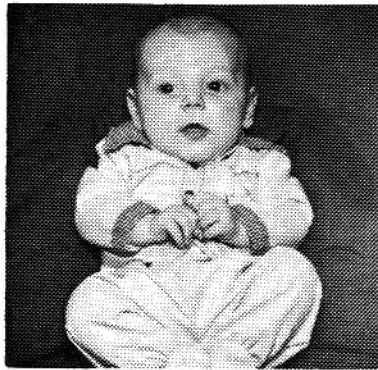
Bea lives on Scott Street in Scottsboro with her husband Lloyd and two sons, Johnny and Lloyd Dean. Lloyd works for The County Highway Department, Johnny works for Guinn Insulation & Storm Window Company, and Lloyd Dean is a senior at Scottsboro High School.

While the boys were growing up, Bea says she attended a lot of ball games. Both boys are athletic and she enjoyed watching them play ball. She also attended many scout meetings and took a lot of hikes. Now the boys are into jogging and lifting weights, two things she cares very little about. Lloyd Dean is into cliff diving - something she cares even less about. She has a picture of him diving off a cliff into the water. Johnny has become somewhat of a sports statistician. He can tell you "who did want, when and where."

Now that the boys are about grown she has more time to read. She enjoys reading good detective stories. She also enjoys visiting friends. One of the things she enjoys most is visiting shut-ins with her sister-in-law. Bea is a

O O P S !!!!!

Sorry we missed these in our 1981 NEW BORNs:



Billy Joe Smith, son of Billy Ray Smith (Dyehouse)



Daisy Catherine Guffey, daughter of Johnny W. Guffey (Dyehouse)

Personals

Congratulations Greg Beason (son of yardage department manager Jim Beason) for winning 2nd place in the Scottsboro Junior High School Science fair.

To add to our list of grandmas is Wise Ulman of the SMR, a grandson.

Sympathy To

Prince Rogers, Manager of the Maintenance Dept., in the death of his mother-in-law. Clifford Parker (Maintenance) in the death of his mother-in-law. Bobby Parker (Matintenance) in the death of his grandmother. Sherry Smith (Shipping) in the death of her grandmother. Freeda Baxter (SMR) in the death of her brother. Alene Vaughn (SMR) in the death of her sister.

member of the Fairfield Baptist Church where she sings in the Choir.

She and Lloyd have always enjoyed just riding around the county, enjoying the scenery. This is very beautiful country -- now it's too expensive to ride around very much.

Bea has three sisters - Faye Wilkerson, Helen Wilmon, and Geraldine Parr. Helen lives in Scottsboro, Faye and Geraldine live near their Mother, Leona Chandler, at the End-of-the-Pike in Chicken Foot at the foot of Crow Mountain on a Fackler route near Hollywood, or a Hollywood route near Fackler, or, er, ah, I got lost at The-End-of-the-Pike. They all live in Jackson County.

Bea says she has been very lucky for only having a few jobs, and she has been fortunate to have only been unemployed for brief periods. "I have to work and I hate to change jobs," she said also "I get so nervous filling out applications that you can hardly read my writing."

Bea says she sometimes drives her supervisor, Denford Johnson, crazy. "Denford is so easy to get along with. He and James (Department Manager, James Watson) are very understanding and they help you if they can. They don't get ill with you, and when you have problems that affect your job, it is important to have supervisors who care about you and Denford and James certainly do." You know companies have problems, too, and when we do, it is important to us to have employees who really care -- like Beatrice Blizzard.

In The Hospital

Ginger Wallingsford (Admin.)
Harvey Gifford (Latex)

Lighter Side

Please forgive me, Ruby and Mildred. (I don't know why this is in The Lighter Side. It wasn't at all funny.)

We have a lot of hunters at Gay-Tred, but Ruby Brooks (Shipping) does her hunting at Gay-Tred.

George M. what did you have on your mind when you ran into the post?

Welcome

Waylon Gorham, Latex

Watch for the Big BIRTHDAY SURPRISE Announcement In March!

Happy Birthday

FEBRUARY

- 12-Kenny Dalton
- 18-Rodney Murphree
- 19-William Graden
- Ben Vines
- 20-Bert Gross
- 21-Gurtha Phillips
- Sue Brooks
- Freeda Baxter
- Joy Arnold
- 23-Linda Vines
- 26-Arlon Thurmond
- Thomas James

MARCH

- 1-Jeanette Sisk
- Billy Roberts
- 2-Wade Shadden
- 5-John Thompson



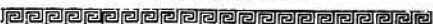
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Long Service Award

- George Miller (Yard.) . . . 35 yrs.
- Lora Johnson (Finish.) . . 10 yrs.



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MARCH, 1982

NUMBER 3



Bob Stone (left), instructor with Alabama Industrial Development Training and Hugh Tannehill (right), Vice President of Manufacturing present certificates of completion to Richard Brown, Mgr. Finishing, Truman Roberts, Mgr. Dyehouse, Jim Beason, Mgr. Yardage, James Watson, Mgr. Shipping, Sam Cisco, Mgr. Latex and Pluma Thomas, Mgr. Small Machine Room for successfully completing training in Concepts of Management. All Gay-Tred supervisors completed a similar course.

New Bloodmobile



Dale Dobbs (Dyehouse), Martha Cotten (Mfg. Sec.) and Eric Woods (Dyehouse) seem to have enjoyed donating blood in the new modern

equipped bloodmobile. Most people enjoy giving blood (the hard part is signing up and getting into the bloodmobile).

Many employees did remark however, that the new bloodmobile made donating blood easier and a nicer experience. The contoured seats are more comfortable and private than the bed and the facilities in general create a better environment.

37 Gay-Tred employees donated

Insurance Change

After long and careful consideration and considerable research we have made a decision to transfer our group health insurance from John Hancock.

We have enjoyed our many years of relationship with John Hancock and appreciate the excellent service rendered to us.

With the change we are making we feel we can expect even better service. Prompt, accurate payment of claims is a must and we will not accept less. It is important also to have someone handle problems and answer questions concerning this very complex subject. With our decrease in employment and John Hancock's greater emphasis on larger accounts we feel that with our new situation we will receive a more personal service.

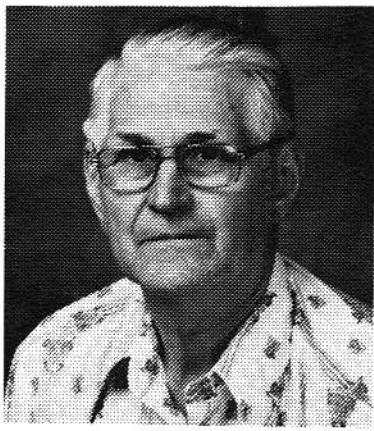
Last year we experienced a 25% increase in premium to John Hancock. In January of this year John Hancock announced the need for a 49% increase in premium. We have become convinced that we can handle our group health insurance through other means at considerably less cost.

The effective date for this change is April 1, 1982. Details regarding benefits, premiums and procedures will be announced to all employees in group meetings.

Vacation

The week of July 4 through July 10, 1982 has been designated "Vacation Week" at Gay-Tred and the plant will be closed. Exact stopping and starting time will be announced as soon as they are determined.

a pint of blood. Larry Lockard (Sal.) and Eric Woods (Dyehouse) were winners of the \$50.00 Savings Bond.



WILLIAM GRADEN

We are always looking for better, faster, safer, cheaper methods of doing things and achieve the same or better results.

We have found the best way to do this is to listen to our employees. We have received many good cost saving ideas and this has helped us in being more competitive in our industry.

A good example is an idea William Graden had. William is a cutter in the Small Machine Room. He had observed that by changing the tufting width of style 6268 we would eliminate waste. This proved to be a very good suggestion.

William has been employed at Gay-Tred since 1964. His wife Estelle is a binder in the SMR and has been employed at Gay-Tred since 1960. We don't have room to name the many relatives William has who are Gay-Tred employees.

The only relative you hear William talk about much besides daughter Sue and son Doug is Allison. William may only be her grandfather, but to William Allison is his great, great, great granddaughter.

William and Estelle live at the top of Sand Mountain in Section where William is a well known gardener.



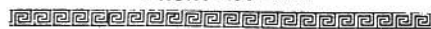
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Personals

IN THE HOSPITAL
Hilda Drinkard (SMR)
Paul Conley (Vice-Pres. & Treas.)
Harvey Gifford (Latex)
Ruby Brooks (Shipping)

CONGRATULATIONS TO
Sue Brooks (Finishing) on the birth of a grandson.

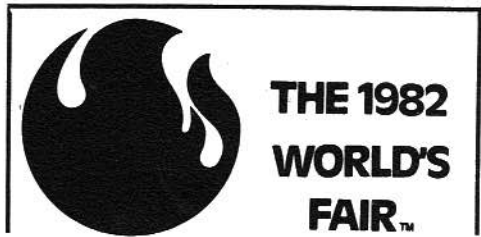
Bill Spurlin (Vice President & Controller) on the birth of a granddaughter.

Cindy Bridgeman, daughter of Data Processing supervisor Gary Bridgeman, for winning the city school's spelling bee.

Lighter Side

I've heard some strange 'fish tales' but Matt Arnold complaining about Rodney Murphree catching his "pet fish" is the strangest.

Larry Keel, Production Control supervisor, says it is difficult, but not impossible to cheat when the computer is teaching you how to operate it.



Excursion

A "busload" of Gay-Tred employees are planning a trip to the World's Fair for opening day ceremonies May 1, 1982.

Gay-Tred is not sponsoring the trip but is happy to make the arrangements. This is a once-in-a-lifetime opportunity for most folks and many thought it would be nicer to go with a group of friends. We're pleased that our employees enjoy socializing together and are glad to help make arrangements any time we can.

Welcome

Waylon Gorham (Latex)
Joyce Mongitore (NYO)
Pauline Stewart (Shipping)

Happy Birthday

- March**
- 8-Joyce Mongitore (NYO)
 - 11-J. W. Keel
 - 12-Marie Wilkins
 - 13-David Nelson
 - 15-Bertha Gibson
Nancy Stover
 - 16-Opal Green
 - 18-Marjorie Wilson
 - 19-Edd Guffey
 - 21-Beatrice Blizzard
 - 22-Sue Shadden
 - 24-Mike Gullede
 - 25-Malissa Seabolt
George Lusk



- 27-Daisy Shelton
Dovie Hale
 - 28-Wisie Ulman
Sherry Smith
 - 29-Lonia Stapler
- April**
- 4-Shirley Johnson
Ann Matthews
 - 6-Bobby Parker
 - 7-Waylon Gorham

Many Gay-Tred employees enjoy William's vegetables.

Our thanks to William and many others who take pride in their work and realize the more competitive Gay-Tred is in the market place the more secure all of our jobs will be.

Long Service Award

Joy Arnold (Qual. Cont.). 10 yrs.
 Gary Bridgeman. 10 yrs.
 (Data Processing)
 Hilda Drinkard. 10 yrs.
 (Small Machine Room)
 Loyd Johnson (Dyehouse) 5 yrs.



Gay-Tred

NEWSLETTER



VOLUME V

APRIL, 1982

NUMBER 4



HAPPY BIRTHDAY!

Yardage Dept. Mgr., Jim Beason, (left) and SMR Dept. Mgr., Pluma Thomas (right) presented the first birthday gifts to Billy Roberts and Jeanette Sisk who celebrated their birthday on March 1, 1982. In recent survey the question was asked "What is the most important day of the year?" Some of the answers were: Christmas, Easter, July 4th, Thanksgiving, etc. but the overwhelming answer was my birthday! We agree that your birthday is a very special day and you should be honored on your birthday. This year we will be giving birthday gifts to each employee. This is our way of recognizing and honoring you on your most important day. The gift we will be giving this year is an Aladdin Rustless-One, pint Thermo bottle. We began with the birthdays beginning March 1. We hope you enjoy this gift. Please accept it with our wishes for a **HAPPY BIRTHDAY!**

LATEX DEPARTMENT MANAGER, Sam Cisco, proudly admires the new hood recently installed on the latex oven. This was a project Sam had developed to reduce cost substantially and possibly improve quality. This is a good example of what we need to do and are doing to reduce costs and improve quality. Our managers and supervisors are working very hard to make their departments as efficient and effective as possible. We appreciate the ideas, suggestions, and efforts all employees are making to help us reach our goal --to make the best rugs possible for the lowest cost.

REVIEW AND PREVIEW

As is my custom at this time of year, I would like to tell you something about how the company did last year and how things are looking for this year.

I am pleased to be able to tell you that last year we experienced a small increase in sales, which was a reversal of the trend of the two previous years. The amount of increase was not enough to have a significant effect on our number of jobs and work schedule, but at least there was no further decline. However, most of the gains were experienced in the first half of the year; during the fourth quarter orders began to fall off quite a bit, so that our December and January were quite slow. This is a result of the recession, which began to have a significant effect starting in early fall. I will say more about the recession later in the article.

One noticeable change which took place during the year was a significant increase in the amount of small machine overlay work. While some departments were working short time, the small machine room was frequently working overtime. The demand for that kind of work increased during the year, while our sales on plain yardage rugs tended to decrease somewhat.

Our on-time delivery percentage was fairly good, though a bit short of our goal. We must continue to work on this, as we are getting more and more demands for even quicker delivery. The frequency of seconds increased slightly; we must work on this to see that it doesn't start an upward trend. Certain areas of our overhead costs experienced some significant increases during the year, and our department managers are working on this. Other than the above items, our overall operations were reasonably good during the year, and I want to commend all employees for this, because all have a part in it.

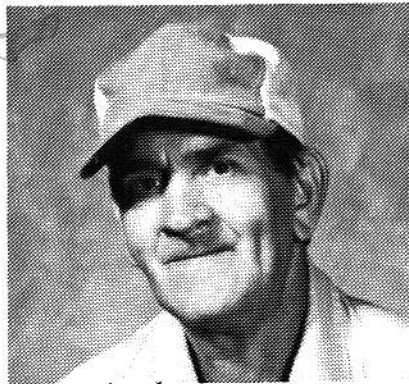
The outlook for this year is not particularly good. Our economy is in a rather deep recession now, and it is having a definite effect on our sales and will continue to for some months to come. The predictions are that business conditions will start improving some around mid-year, and I certainly hope that turns out to be true. There is hardly a manufacturing plant in Scottsboro or Jackson County which is not experiencing reduced sales right now, some much more severely than Gay-Tred. We already know of some areas where we are going to lose some substantial sales this year, though we are also expecting some increases in some areas. It appears that the demand for table-top machine work is going to continue strong, while the sales of plain yardage are going to decline some. Competition in our market place is fierce. Some large textile companies have bought into our small rug industry, and this will represent strong competition.

One very definite good sign is that the rate of inflation has dropped significantly from last year, and this is welcome news to everyone. However, interest rates remain high, and this at the present time is preventing business conditions from improving. Under these conditions it is vitally important that we operate as efficiently as possible and that we keep waste and costs to a minimum.

We are working on some exciting new plans which we believe will boost our sales in the second half, but it may be next year before this will have a significant effect. I will be able to say more about these plans at a later date. In the meantime we are going to have to "hunker down" but maintain a positive attitude as we work our way through a difficult year.

John W. Gay, III, President

Employee of the Month



Rudolph Bryant is a stacker in the Latex department. Although his seniority only goes back to July 1975 he actually came to work here in 1972. He had been laid off a couple of times. The first time was for a short period and he was recalled. The second time was for longer and he got another job.

When Rudy heard we were hiring again he left his other job and came "home" to Gay-Tred. Thankfully he has not been laid off again.

"The Latex department is working less than full time but we are still working," Rudy says, "I guess this makes up for all the overtime we worked a few years ago".

"I don't mind overtime", he said "and occasionally short time is O.K., but I hope we never have another gas shortage. Not knowing what hours you are going to be working messes up your sleeping habits". (Several years ago we were operating the latex oven on a daily basis whenever the city would allow us to use natural gas. At that time that was the only fuel we could use to operate the oven. We have since corrected that situation).

Rudy comes from a large family. He was born in Heflin, Alabama. His sisters Edna Pike and Beulah Bryant still live there. Brothers Elbert and Tom Bryant both live in Florida. Sister Dessy Lee Mintz lives in Weaver, Alabama. Two brothers Jasper and Claude are deceased.

Rudy laughs and says "There's no doubt who's the man in my family".

James L. Sampson of the Latex department was fatally injured in an automobile accident on March 13, 1982. He will be missed by his many friends at Gay-Tred.

Lighter Side

28 years ago when James Watson walked down the aisle-- one of the vows he took was that he would never walk down the aisle again. Recently James walked down that aisle again -- only this time he was escorting his niece who was getting married. "I was almost as nervous this time as I was the first time", James said.

Bob Dedmon being judged "Best looking from behind" in the mock Mr. Scottsboro contest at the Chamber of Commerce banquet. (Actually this should be in wider side not lighter side.

He has four daughters and two granddaughters. Patricia Ann Perez lives in Scottsboro with her daughters Angie and Mandy. Martha Jean Smith lives on Sand Mountain. Rose Marie Adams lives in Nashville with husband Greg. Audrey Michelle Bryant (the baby) is a student in Scottsboro.

Rudy likes to see his family often. He worries when they haven't been to see him in a while. "Since I don't drive I don't get to see them as often as I'd like to but they are real good about coming to see me" he says.

Rudy's father died when he was 11 years old. He had to go to work in a saw mill to make a living for his mother. He wasn't able to finish school because he had to work. "I'm very lucky to have such a good job especially since I don't have any education" he says.

Rudy loves to fish and goes every chance he gets. Lately he has had some problems with his legs and it helps to walk around. Every afternoon you can see him walking to town or just around the neighborhood.

Rudy doesn't have a pet of his own, but he takes care of Marie's dog Boomer. "I think the reason she left Boomer here is because he is so ugly. He is the ugliest dog I've ever seen", he says.

Rudy is very proud of his job and tries to do it right. "If a man has a good job now he better do his best to keep it" Rudy advises. "This company has been good to me. I've seen a lot of people come and go and I've made many friends. I made the right decision when I quit that job and came back here." We're glad he feels that way and we feel we made the right decision when we hired -- Rudy Bryant.

Happy Birthday

APRIL

- 12-Mildred Gullede
- 13-Hal Ledbetter
- 16-Pluma Thomas
- 18-George Clark
Eric Woods
- 19-Imogene Baldwin
- 20-Carolyn Griffith
- 23-Louise Smith
- 24-Rudolph Bryant
- 26-Suzanne Saint
- 28-Ike Corbitt
- 30-Willard Wilborn

MAY

- 2-Lex Wooten
- 3-Darrell Lusk
- 5-Bernice Mckee
- 6-Nedra Kirby
- 7-Ida Mae Coffey
Carolyn Norwood
- 10-Billy Dillard
Lora Johnston

Personals

IN THE HOSPITAL

Joan Jackson (SMR)
Joan Smith (Shipping)
Ruby Brooks (Shipping)
Virginia Sanderson (SMR)

SYMPATHY TO

Daisy Shelton (Sample) and Marie Shelton (Finishing) in the death of their brother. Sam Cisco, Latex Dept. Manager, in the death of his father-in-law. Beatrice Blizzard (Shipping) in the death of her mother.

CONGRATULATIONS TO

Debbie Hale (Finishing) who was married recently to Mike Wells.

Welcome

Brian Moore, Dyehouse
Ike Corbitt, Latex
Magdalene Roberts, SMR
Nova Teal, SMR

Long Service

Lucille Holder (SMR)..... 10 yrs.
Ludie Mount (Shipp)..... 5 yrs.
Vivian Weems (Finish).... 5 yrs.

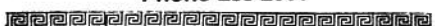


NEWSLETTER

Published Monthly

For and About Gay-Tred Employees
Bob Dedmon, Editor

Phone 259-2000





Gay-Tred NEWSLETTER



VOLUME V

MAY, 1982

NUMBER 5

WORLD'S FAIR



46 Gay-Tred employees, friends and family were among the 85,000 who attended the opening ceremonies at the 1982 World's Fair. It was a great trip. No one got lost or injured or had any major misfortunes. Everyone was tired but glad they had been there.



Notes From The World's Fair

Jimmy Smith getting searched at the World's Fair—then getting a VIP seat to see President Reagan.

Pluma throwing ice from Sunsphere balcony to innocent bystander.

Bob Dedmon having an "explosive" time.

Estelle Gradden starting strong—but finishing weak.

Kathryn Martin's two daughters weren't dragging, but she was.

Lucille Holder couldn't sleep on the way home because she was afraid Pluma would wake up and catch her.

Topsy McNeil enjoyed the chair lift ride—mainly because it gave her feet a rest.

Debbie Rodgers holding on to husband Derwood.

Nobody got to see everything—but the one thing most people looked for was the lockers. Not even the World's fair officials could find them.

— JACKETS —



Personnel Manager, Bob Dedmon, models the new Gay-Tred jacket, that many employees will be wearing. The jacket is black with a gold logo. It is made of 100% nylon with an nylon and acetate lining.

Grad's Pictures

If you have a son or daughter graduating from high school or college, please bring their picture to the Personnel office by May 28.

Lighter Side

Dovie Hale (Finishing) said she wasn't sure whether a double wedding was a double headache or getting rid of one.

George Clark (Maintenance) will just have to try harder again now.

Bubba is back on the 'totin' end.

Ask **James Watson** (Shipping) what happens when you scare his dog. That dog has no sense of humor.

Congratulations to the Woods Cove plant, they obviously have very happy birthdays. Three of the Woods Cove employees, **Jean Sanders, Ida Mae Coffey and Willard Wilborn** won the birthday club on a local radio station.

Gay-Tred is participating in Opryland's Music Americlub again this year. Discount tickets are available in the Personnel office.

Memorial Holiday

Gay-Tred Mills, Inc. will be closed Monday, May 31, 1982 in observance of Memorial Day. This is one of the six paid holidays observed by Gay-Tred.



Employee of the Month



Alva Lois Tipton is a cost accounting clerk in the Accounting Department. She has held that position since she came to work here in February 1970. Alva Lois came to Gay-Tred with a good background in accounting. She took accounting at the North Alabama College of Commerce and was the accountant for Caldwell Construction Company in Huntsville.

Alva Lois was born in Kennamer's Cove near Woodville, Alabama. She finished high school at Grant, Alabama. After high school she wanted to be a Home Economics teacher, so she attended Snead Junior College. Then she changed her mind and decided to major in Nursery School Education and attended Montevallo. She worked for a while as the assistant supervisor of Merrimac Nursery in Huntsville. Then Alva Lois decided she wanted to be a secretary so she attended Birmingham Business College and got a secretarial degree. It was then she decided she enjoyed working with figures and went on to North Alabama College of Commerce to take Accounting.

Alva Lois lives at Woods Cove in Scottsboro ("I just went from one cove to another" she says). Her husband, Bob, passed away four years ago. Her mother Zella Hodges lives in Scottsboro.

Alva Lois explored several careers before deciding on accounting. When she worked at Caldwell Construction Company in Huntsville she knew that was what she wanted to do and really enjoyed working there. Her family and friends (Mae Thomas) kept encouraging her to apply for work at Gay-Tred so she wouldn't be going back and forth to Huntsville. She really hated to leave Caldwell because it was a nice place to work, but hasn't regretted her decision to come to Gay-Tred. "We're a pretty close knit group in Accounting, and really enjoy working together. That's the main reason I enjoy working here so much. Mr. Spurlin is a good man to work for and the people I come in contact with are very nice"

she said.

If you've seen the Love Boat on T.V. you know that lives can be changed by taking a cruise. In July of 1980 Alva Lois and fellow employee, Kathy Horton, took a cruise. "My life hasn't been the same since" says Alva Lois, "I had a great time". "When I saw how much fun people had dancing and I didn't know how to dance, I decided right then I was going to learn how". In October of that year she signed up for dancing class at Arthur Murray Studios in Huntsville and has been taking dancing lessons ever since. She has now mastered ten different dance steps and is working on others. The ten she has mastered is the waltz, fox trot, tango, the swing, swing hustle, merenque, the samba, the rumba, the cha cha, the mambo, and they throw in a little country and western and disco for variety. When she first started taking lessons she was going to Huntsville three days a week, now she is only taking lessons one night a week, but usually attends the party they have on Friday night.

Alva Lois has competed in several dance contests and has won a medal in every one. Recently she competed in an international dance-a-rama against over 500 other contestants in Hollywood, Florida and won eight medals. She has appeared in several exhibitions for the St. Jude's hospital in Memphis, Tennessee. Recently she was awarded a plaque from the St. Jude's hospital for collecting the most funds at a dance exhibition in Huntsville.

Recently Alva Lois took lessons in clogging here in Scottsboro. "But my first love is the swing hustle" she says. "I get kidded a lot about being a swinger or a hustler, but I do enjoy doing the swing hustle", she says.

Alva Lois owns a lot with a trailer and also a condominium at the Lake Tansi Resort Village near Crossville, Tennessee. She goes there often on weekends with friends and relatives. "It's a nice place to go and relax" she says "and there are a lot of things there to do".

In the past Alva Lois has enjoyed quilting, decoupage, she was a member of the American Legion and the Disabled American Veterans Auxillary and she still belongs to the Rook Card club, but doesn't attend the meetings very often because it interferes with her dancing. "When I started dancing I dropped just about all my other hobbies, and life has been one big party ever since", she says.

Alva Lois is a member of the Broad Street Church of Christ in Scottsboro. Alva first worked at Gay-Tred for about a year during the war making barracks bags. "When I came back to work here in 1970 it was like coming home, although most things had changed, many of the people were the same" she says. "I've had several other offers in the last 12 years, but I don't think I could get a better job and for sure I could get a worse job. I feel like there will always be work here for me as long as I can do the job. Having a job you can count on means a great deal to me", she says. Having employees you can count on means a great deal to Gay-Tred Mills and we're proud that we have many employees we can count on like—Alva Lois Tipton.

- Happy Birthday -

MAY

- 11-Loyd Johnson; Gus Baugh
- 12-Jean Sanders; Marie Shelton
- 13-Agnes Jordan
- 14-Al Rowell
- 15-Lillie Mae Prewitt
- 17-Martha Maynor
- 19-Judy Blizzard
- 21-Jim Beason
- 23-George Pace, Jr.
- John D. Edmonds
- 25-William Harrison Griffin
- 27-Estelle Smith
- 28-Bill Spurlin
- 30-Jill Evans

JUNE

- 1-Ricky Flippo
- 2-James Harding
- 4-Stanley Gamble
- 6-Helen Brake
- 8-Tommie Bradford; Barbara Willmon; Randy McCarver
- 10-Vivian Weems

Personals

IN THE HOSPITAL

Martha Guinn (Admin.); Carolyn Griffith (Shipping); George Clark (Maintenance); Jim Gould (New York Office); Baxter Nicholson (Dyehouse); Beatrice Blizzard (Shipping); Jimmy Kennedy (Latex); Prince Rogers (Maintenance Manager); Doris Brown (Finishing).

CONGRATULATIONS TO:

Freddie Kay (Dyehouse) on the birth of a baby boy; Kathy Keller (Finishing) who was married recently to Mike Stewart; Shelia Gist (Shipping) on the birth of a baby boy. Willard Wilborn (Yardage) on the birth of a grandson. Dale Dobbs (Dyehouse) who was married recently to Freda Smith. Flora Lee Berry (Finishing) who received her GED diploma in April.

SYMPATHY TO:

Mary Eason (SMR) in the death of her husband; Vivian Weems (Finishing) in the death of her husband. Beatrice Blizzard (Shipping) in the death of her mother; Ruth Crabtree (SMR) in the death of her father. Henry Crabtree (SMR) in the death of his father-in-law; Maggie Roberts (SMR) in the death of her brother.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000



WELCOME

Terry Gray, Latex; Jimmy Loveless, Shipping; Teddy Headrick, Finishing; Sara McBride, SMR; Brenda Ritchie, SMR; Danny Hastings, Latex; Perry Stapler, Dyehouse; Rhonda Ware, SMR and Josie H. Harkness, NYO.

LONG SERVICE

Oops!

Sorry we failed to include the following very important milestones in our Long Service column:

George Edmonson
Maintenance---10 yrs. in March
Homer A. Rowell
Dyehouse-----5 yrs. in April



Gay-Tred NEWSLETTER

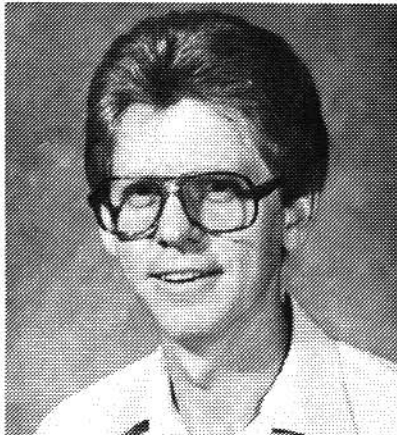


VOLUME V

JUNE, 1982

NUMBER 6

— Business Outlook —



Roy Light Promoted

Roy Light has been promoted to Department Manager of Industrial Engineering and Quality Control. Roy will report to Hugh Tannehill Vice President of Manufacturing. All Industrial Engineering and Quality Control employees will report to Roy.

Roy has been employed at Gay-Tred since May 1974. He has held positions in the Industrial Engineering Department, Quality Control, Cost Estimator and Special Projects Coordinator in the R & D Department and immediately prior to his promotion had been the supervisor in Quality Control for three years.

In announcing the promotion Hugh Tannehill, Vice President of Manufacturing, said, "Roy's promotion to Department Manager of Industrial Engineering will make the department function more efficiently and effectively. By retaining the Quality Control Department Roy will be able to continue the fine job he has been doing there."

Personals

CONGRATULATIONS TO:

Debbie Mudler, daughter of Helen West, upon receiving a Gold Seal during graduation exercises at Scottsboro High School. The Gold Seal represents a 4.0 average. Debbie has served as President of the senior class and also has been awarded an academic scholarship to Jacksonville State University.

I think everyone is aware that business conditions are not good anywhere, and Gay-Tred is no exception. There is high unemployment throughout the nation. Alabama has one of the highest unemployment rates of all the states, and unemployment in Jackson County is even a higher percentage than Alabama. Almost all the industrial plants in Scottsboro and Jackson County have employees laid off and are running short time.

The textile industry has been one of the hardest hit in this recession. Our small rug industry, which usually is not affected too badly in a recession, is being hurt much more than usual this time. Most of our competitors are having very tough going right now.

Gay-Tred is facing a tough year. Unfortunately we have lost to a competitor a significant amount of business at one of our major customers. I don't expect this to be recovered anytime soon — certainly not this year. And business from practically every other customer is running behind last year. Price competition is extreme, and it is already clear that we will be unable to obtain any price increases this year to cover any cost increases we might have. In fact, we are having to reduce many prices to unprofitable levels in order to keep or obtain sales.

We have operated at a fair level of activity during the month of May, but it appears that June and July will be extremely slow — perhaps slower than we have seen in many years. We will undoubtedly have a great deal of short time, and there is a possibility of additional layoffs. The fall season is always our busier time of year, but it is difficult at this time to say just how busy we will be.

I regret having to describe an unpleasant picture, but I felt you ought to know how things look. Your management is doing everything possible to try to generate additional sales. There are a number of new things starting, but these will take some time to make a difference. Most of the economic predictions are that general business activity will pick up some in the second half of the year, and I hope that does occur. Unless some change is made, a tax reduction will go into effect on July 1. This will result in an increase in everyone's take-home pay, which I am sure will be welcome. This tax reduction is one of the factors expected to start business conditions on the way back up in the second half.

I do not want you to get any feeling that Gay-Tred is in any permanent danger, but we are going to have a difficult and unsatisfactory year. How soon things get better depends very much on business conditions, of course, and also on how well our sales strategies work out. It also depends very much on how efficiently we can operate under these conditions and how well we can keep our costs down so that we can meet the fierce price competition that exists.

John W. Gay, III, President

Lisa Eidson, daughter of Fannie Pearl Eidson, a recent graduate of Birmingham Southern College who was awarded the Panhellenic Woman of the Year 1982. Lisa has served on the Panhellenic council and has held the offices of secretary, vice president and president. She was awarded a Bachelor of Arts degree in elementary education in May.

Bertha Gibson (SMR) on the birth of a new grandbaby.

IN THE HOSPITAL:

Jim Gould (NYO); Nedra Kirby (Admin.); Linda Potter (SMR).

SYMPATHY TO:

Angie Stapler in the death of her grandfather.

Our apologies to Kenneth Lusk (Latex) who had a birthday on May 21. His name did not appear in the Newsletter, but we hope he had a happy birthday anyway.

The Lighter Side

Why does Matt Arnold call Ben Vines "truck"? It has something to do with a 'pickup' at the world's Fair.

Richard Brown's favorite beach activity is picking up sea shells.

Margaret Day had better watch who she's flirting with on the phone.

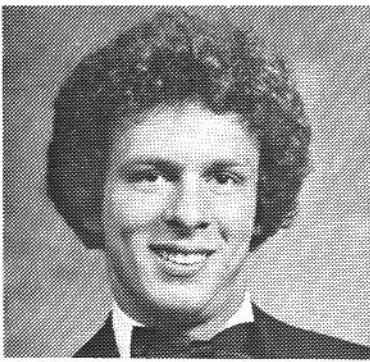
Priscilla Rounsavall must think you can get a better tan in the Florida sunshine than Alabama, because every year she goes to Florida the first of the summer so she can get a tan and lay out in her yard.

Long Service

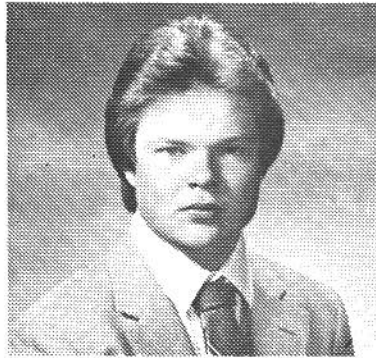
Maxine Miller (SMR)---35 yrs.
J. W. Keel (SMR)-----30 yrs.

Congratulations to the Class of '82

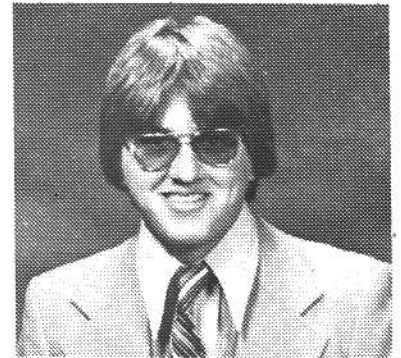
Congratulations to employees and sons and daughters of employees of Gay-Tred Mills who graduated this year. A diploma is an accomplishment for which both student and parent deserve credit. The company shares in the pride of this happy occasion. Among this year's graduates are:



MICHAEL MUDLER
Univ. of North Alabama
son of Helen West



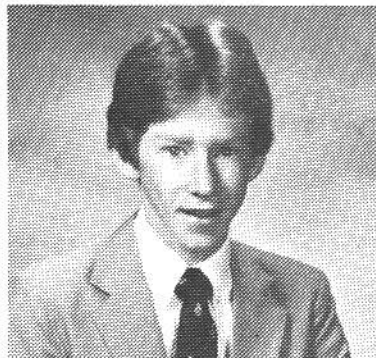
ROBERT WEST
Scottsboro High School
stepson of Helen West



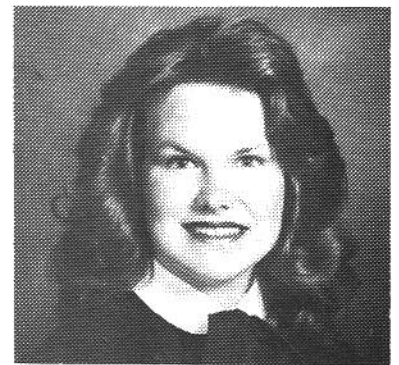
LLOYD DEAN BLIZZARD
Scottsboro High School
son of Bea Blizzard



DEBORAH MUDLER
Scottsboro High School
daughter of Helen West



SCOTT EIDSON
Scottsboro High School
son of Fannie Pearl Eidson



LISA EIDSON
Birmingham Southern College
daughter of Fannie Pearl Eidson

Happy Birthday

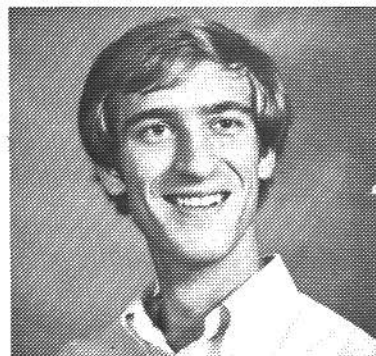


JUNE

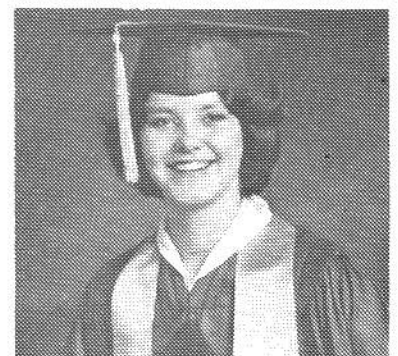
- 11-Lucille Holder
- Tommy Chandler
- Gene Roberts
- 12-Teddy Headrick
- 15-Danny Hodges
- 16-Anna Faye O'Neal
- 17-Glenda Watson
- 19-Darlene Chapman
- 20-Jim Gould
- 22-Nolton Whitaker
- Joan Smith
- 24-Roy Light
- 26-Michael Treece
- Sara McBride
- 28-Brenda Edmonds
- 29-William Treece

JULY

- 2-Harvey Gifford
- 3-Robert Doss
- 5-Bell Willmon
- 7-Patricia Hardin
- Rachel Atchley
- 10-Nancy Keller



KEITH KIRBY
Jacksonville State Univ.
son of Nedra Kirby



JILL MARTIN
Snead State Jr. College
daughter of Kathryn Martin

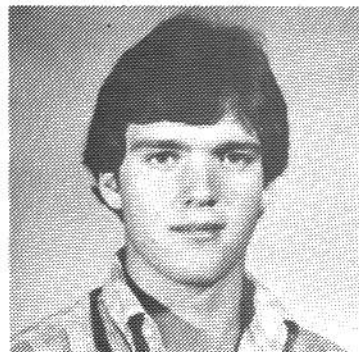


NEWSLETTER

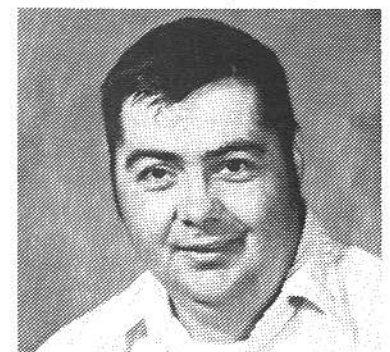
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PERRY STAPLER
DAR High School
Employee & son of Angie Stapler



HENRY CRABTREE
Northeast Ala. State Jr. College
Employee



Gay-Tred NEWSLETTER



VOLUME V

JULY, 1982

NUMBER 7

Current Situation

It's a bad time for our seasonal slow period to arrive but it's here. How do we cope with it? The only alternative is to cut back production to match shipments and inventory requirements.

Generally our inventories are at an optimum level considering several things that are occurring in the marketing of our rugs. In a nutshell these things are: (1) conversion to a new, broader color line in Velvet, (2) adding some new styles to the Gay-Tred line, and (3) making a major merge change in Dupont's 833 nylon — which has much deeper dyeing characteristics and affects the dye formulas in most colors.

Our cut-back is affecting all departments to some degree and hopefully will last no longer than the month of July.

The economy is having it's effect in that retail sales are currently slow and with our delivery requirements, put us so close to the retailer that we are affected rather quickly and directly. Mr. Gay has discussed the economy and how it is affected by the high interest rates, the federal budget deficit and inflation. The economy seems poised for improvement, waiting on Congress to take positive steps to reduce the deficit. So if improvement occurs we should feel it rather quickly in its effect on retail buying, because we suspect that our customers have drastically reduced their inventories and depend on us to supply them on a quick reaction basis.

On the positive side, significant steps are being taken by Marketing to increase sales; there has been good response to the changes in direction and the new introductions. Manufacturing is evaluating several major alternatives toward cost reductions in energy consumption. Administration is in the middle of major revisions in the data processing and computer applications that should result in improved order processing and inventory control.

We must continue to look at our cost competitiveness and make good use of our time and materials, watching waste carefully in both. Doing these things not only help get us through a slow time, it makes for a healthier company for years to come.

Hugh L. Tannehill



Hugh Tannehill



Bob Dedmon, Personnel Manager, proudly shows the Certificate of Merit to Finishing department supervisors Louise Smith and Bertha Hall and Finishing department manager Richard Brown as they enjoy free cokes and coffee.

Safety Award

Gay-Tred Mills has been presented a Certificate of Merit from Liberty Mutual Insurance Company for working 306,463 employee hours without a loss time accident during the period July 8, 1981 through March 3, 1982.

We are very proud of this award. Gay-Tred has made every effort to provide safe working conditions. Our managers and supervisors have made a special effort to see to it that their department's are free of hazards. But the best safety device is "a safe employee".

Earning this award was **NO ACCIDENT**. We appreciate the attitude and safe working habits of all employees who made this award possible.

To show our appreciation to all employees for making this possible the company treated everyone to cokes and coffee recently.

Our main concern is the well being of all employees. Eliminating accidents eliminates unnecessary pain, financial loss or the possible loss of life or limb.

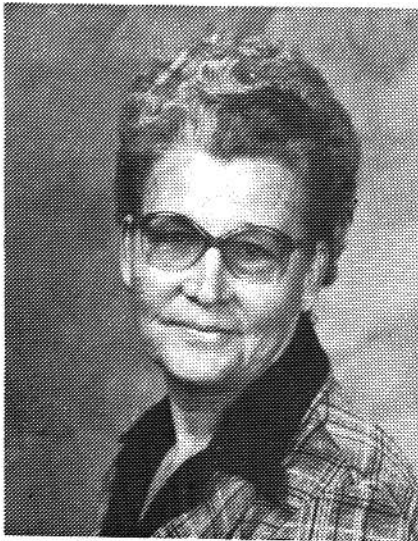
Gay-Tred will continue to do everything possible to provide safe working conditions. We hope all employees will continue to **think and work safely**. Our goal is not to reduce accidents, but to eliminate them. Let's work together safely for one full year without a loss time accident.

VACATION

Gay-Tred Mills, Inc. will be closed for vacation July 3, 1982 through July 11, 1982. Your supervisor will advise you of your exact stopping and starting times. We wish for all of you a happy and safe vacation.



Employee of the Month



Dovie Hale

Dovie Hale is a small rug inspector in the Finishing Department. She actually began working at Gay-Tred in the late 1940's sewing flowers on bedspreads for 40 cents an hour. She quit after having her first child and moved to Chicago. "Everybody kidded me about having my baby on the cutting table because I worked right up until he was due", said Dovie.

Dovie came back to work at Gay-Tred in November 1962 tying runners in the Latex department.

After working in the Latex department a couple of years she was transferred to labeling temporarily. "I really liked labeling and they must have really liked me because that temporary job lasted about 14 years" said Dovie. In 1977 Dovie was transferred to small rug inspecting, a job she has held since.

Dovie lives alone on E. Willow Street in Scottsboro. Her son, Charles Hale, lives in Terre Haute, Indiana, daughter Pam Martin lives at Grant with her husband Jerry and their two children Scott and Kimberly, daughter Shelia Lauder milk lives in Scottsboro with her husband Ronnie and their child Wendy Nichole, daughter Deborah Wells, a Gay-Tred employee, lives in Scottsboro with her husband Mike and they have two children Laura and Dusty. The youngest daughter

Kim Patton lives in Scottsboro with her husband Ronnie.

Dovie says its really nice having most of the family living nearby because she really enjoys seeing them often. She only gets to see Charles about twice a year. Most of the family comes over to Dovie's for Sunday dinner.

Dovie spends most of her spare time working in her garden. She has a vegetable garden but her pride and joy is her rose garden. "I spend more time in the garden than I do the house" said Dovie. "My daughters are always kidding me about how I can keep my house so clean by spending so much time in the garden. I always tell them that I'm never in the house to mess it up".

Dovie enjoys fishing but doesn't get to go very often. Her garden takes a lot of time and she just isn't willing to neglect her garden.

Dovie is a member of the Centerpoint Baptist Church.

"My kids say that I am a dull person, but I really enjoy life" said Dovie. "My garden gives me a great deal of pleasure and satisfaction and I love my work. I'm really a very lucky person" she says.

"I guess the thing I like most about Gay-Tred" says Dovie "is that we're like one big happy family, and like most families we have our squabbles, but we work them out together. Everybody knows that I speak what's on my mind whether anybody likes it or not. To some folks I'm a big mouth, but one of the things I really like about this company is that you can say what you think. If there's something going on that I don't think is right, I'll let you know about it. I'm glad that I work for a company that will listen to you when you have something to say". We at Gay-Tred realize that in order to have good communications we must listen to our employees and we're glad that we have employees who when they have something to say will speak up -- like Dovie Hale.

Politics!!

For the next several weeks our coffee breaks should be very interesting. Campaigning has begun for local offices and as usual Gay-Tred is right in the middle.

Matt Arnold, Inventory Control manager is running for Circuit Court Clerk, Connie Wells' (I.E.) husband Mike is running for Circuit Court Clerk, Martha Cotten's (Mfg. Sec.) husband Ed is running for Sheriff and Malissa Seabolt's (SMR) husband John is running for Sheriff.

Many other Gay-Tred employees have relatives or friends seeking public office. Gay-Tred encourages employees to participate in civic and community affairs and is very proud of those who

*Happy
Birthday*



JULY

- 12-Dorothy Olinger
- 15-Ina King
- 16-Maxine Miller
- 18-Ray Adkins, Jr.
- 19-Paulette Baker
- 20-Jerry Olinger
- 22-Ruth Crabtree
- 24-Rhonda Ware
- 25-John Stovall
- Freddie Kay
- 26-Tim Gamble
- 28-Sam Cisco
- Pauline Stewart
- 30-Flora Berry
- 31-George Edmonson

AUGUST

- 2-Carol Lambe
- 4-Walt Winston
- 5-Neal Jacobs
- 6-Matt Arnold
- Estelle Graden
- Ricky Martin
- 7-Jackie Hargiss
- Lucille Page
- 9-Wanda Crabtree
- Irene Clark

Lighter Side

Who in Shipping has "bedroom eyes"? What are bedroom eyes anyway?

When I heard Joy Arnold put spray starch on her windows, I figured she probably irons handkerchiefs and towels too.,

Chloe Breland is the resident expert on the B. B. Comer bridge. Anything you want to know just ask her.

Prince Rogers says bananas are strictly for the monkeys.

Personals

IN THE HOSPITAL

Judy Blizzard, Finishing
Betty Morris, General Office.

SYMPATHY--

Our deepest sympathy to Shipping department employee, Jimmy Brown, in the loss of his brother Timothy who died in the tragic fire at Pisgah school recently. The fire also claimed the lives of two other people.

do. We hope to see and hear a lot of campaigning in the next several weeks and have some very interesting coffee breaks; however, we must remind everyone that campaigning is allowed only in non-working areas during non-working times.

LONG SERVICE

Juanita Wheeler - Finishing
35 Years



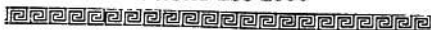
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Gay-Tred NEWSLETTER



VOLUME V

AUGUST, 1982

NUMBER 8

Gay-Tred's New Computer

This past December Gay-Tred leased a System 34 computer from the IBM Company. For several weeks following that Gary Bridgeman, Data Processing Supervisor and Programmer, along with Fannie Pearl Eidson, Computer Operator, and Ann Matthews, Data Entry Operator, worked long and hard to convert over to the new system. Their careful planning and work helped keep the cost of conversion down and got things running smoothly and quickly.

The decision to lease this more expensive computer system will allow the addition of new and improved applications, and it is in this area that we are presently working. The Solutions Group, Inc., located in Atlanta, is a data processing consultant company and is assisting with this project. Mr. Hugh Bursi and Ms. Miriam Gowens have been consulting with Gay-Tred people in the development of a Management Information System that will establish a data base to satisfy the information requirements of an automated system, with a concentrated effort toward rapid data collection, processing and reporting. The specific computer systems being developed include

1. Direct Customer Order Processing
2. Interactive Order Entry
3. Finished Goods, Work-In-Process and Raw Material Inventories
4. Bill of Materials and Manufacturing Resource Requirements

The initial enhancement of the computer system, immediately after completing the change over to it, was to locate a Display Keyboard Unit in the Production Control office. Gary Bridgeman utilized the S/34 Computer Assisted Training program to instruct Larry Keel, Production Control Supervisor, in the use of the Display Keyboard Unit and Larry has subsequently instructed the Production Control Clerks, James Hardin, Elaine Anderson, Denelda Atchley and Nancy Keller.

The installation of this remote terminal enables the Production Control Department to have direct access to the computer's central processing unit and to enter and/or receive production information.

The System 34 has enabled Gay-Tred to participate, at J. C. Penney's request, in a computerized Receivable/Payable Accounting System whereby all retail invoices are sent to a single (Dallas, Texas) processing center in controlled batches on diskettes. Penney requested this to assist in their Accounts Payable operation and to produce Accounts Receivable benefits for Gay-Tred. This was started effective July 12.

The Direct Customer Order Processing System mentioned above includes a computer hook-up between Gay-Tred's computer and the customer's computer for electronic transmission of customer orders. The J. C. Penney Company and Wal-Mart Stores, Inc. are two customers that have expressed interest in this arrangement which could speed up delivery time cycles by reducing order receipt and processing time.

The above is a part of the plan of action that Mr. Gay has approved in support of the



Standing (l to r) Gary Bridgeman, Data Processing supervisor, Bill Spurlin, Vice-president & Controller, Larry Keel, Production Control supervisor and seated, Miriam Gowens, Business Systems Analyst.

Announcement

Gay-Tred is facing unfavorable economic conditions at the present time. While we are not in the dangerous condition that many companies are in, we are experiencing a very unsatisfactory year. There will be no price increases to cover any cost increases we may have.

Under such conditions it becomes necessary for the Company to look for every means of cost reduction and to avoid cost increases wherever possible. In this light I have had to reconsider the Company's position on wage and salary increases. We simply cannot afford either at the present time. Therefore, I regret to announce that there will be a freeze on all wage rates and all salaries until further notice.

John W. Gay, III, President

GUESS WHAT??

It is now your privilege to stop Christmas Club deductions from your check and **NOT TAKE YOUR MONEY UNTIL YOU SO DESIRE**. This gives you complete control of our Christmas Club deductions from the time the card is signed until time to receive the check from the First National Bank.

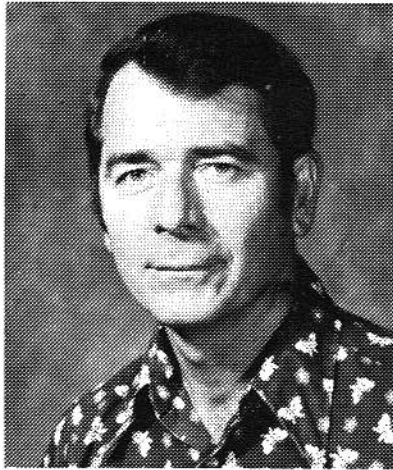
You may also re-enter the Christmas Club savings plan at any time you wish to do so — whether you have asked for your check or whether you have asked that the deductions not be made.

It is your privilege and you may exercise it as you think best for your own satisfaction. If you should have any questions or would like to make any changes in your present Christmas Club Savings Plan, please feel free to come by the personnel office. There's always time for you. Mae

manufacturing and marketing efforts to face today's keenly competitive environment. The degree of success achieved in the maximum cost effective utilization of Gay-Tred's computer will be of real importance during the current declining business conditions and in the future when business is on the mend.

William C. Spurlin
V.P./Controller

Employee of the Month



NOLTON WHITAKER is a forklift operator in the Yardage Department warehouse. Nolton has been employed at Gay-Tred since March 1974. His first job was as a cutter in the Latex Department. Three or four months later when we bought our first forklift Nolton became the first operator, and has held the job since. "I've always enjoyed driving the forklift" said Nolton, "but the job is a lot easier now since we got the new forklift several years ago."

"When I first started driving the forklift the Yardage department was still at the main plant on Maple Street" said Nolton. "It was crowded and cramped and you were always having to move something out of your way. We rented warehouse space at Lozier and had to haul things back and forth all the time. Now that we have the Woods Cove plant we have plenty of room, it's a lot more convenient, you don't have to handle things as many times, and it saves the company time and money".

Nolton lives in Grant Alabama with Sue, his wife of 16 years and their 3 year old son Joey. "Joey has really been a joy in our life" says Nolton. "You can imagine a lot of changes took place after 12 years of marriage and having a baby. I gave up a few hobbies when Joey was born, but I didn't enjoy any of them as much as I enjoy being with him".

"Joey loves to ride and we spend as much of our spare time as we can riding our bicycle around Grant. I have a little kiddie seat that Joey can ride in. He has his own little tricycle, but he prefers to ride with me in the kiddie seat", he said.

Nolton and Sue have a little garden and this year it has done very well. Sue helps quite a lot in the garden and Nolton helps a little bit with the canning "bad as I hate to". Sue really enjoys working in the garden.

The Whitakers have a dog named Frisky and several cats. Joey likes the cats better than the dog. He has a favorite one that he carries around all the time. "If anybody else handled that cat like Joey does it would scratch their eyes out" said Nolton.

Nolton has a diploma from the RCA Electronics Home Study School. He put together a volt meter and several other electronic gadgets and has a few projects now that aren't finished. The interest isn't as great as it was and he doesn't seem to have as much time to work with it now as he used to.

Nolton's parents, Mr. and Mrs. Hugh Whitaker

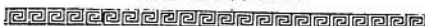


NEWSLETTER

Published Monthly

For and About Gay-Tred Employees
Bob Dedmon, Editor

Phone 259-2000



Insurance Up-Date

Do you have any medical expenses for the period January 1, 1982 through March 31, 1982? If you do, and the bills have not been submitted to the insurance claim office for payment, please bring them by the Personnel Office. A claim can be filed for reimbursement from the John Hancock Mutual Life Insurance Company. It is not necessary that you do as we have done in prior years, wait until the end of 1982, because these January through March bills should be cleared as soon as possible.

HOSPITALIZATION INSURANCE CLAIMS

The handling of insurance claims with our present insurance company is some different from the claims with John Hancock Insurance Company. You have been advised of this, we are sure, but let us point out to you some difference — you do not take a claim blank to the doctor or to the hospital. You do come by the personnel office and sign a blank to which your bills are attached — remember the bills MUST have the diagnosis of each visit to the doctor; the prescription charge slip must show the NAME of the medicine because the payment of the prescription charges is based on the medication. If you do have a medical bill to submit for payment, you may submit at any time; however, you may also wait about submitting until you have several bills. This would be the time saver in that you would not have to make so many trips and sign so many blanks, but this is entirely up to you. No claim can be filed until you come by and sign a blank, and furnish the bills that the doctor has given to you. You do not pay any money on entering the hospital unless it is the difference in private room.

PAYMENT OF INSURANCE PREMIUM

If you are on lay-off and wish to keep your insurance in effect, you will, of course, want to pay your premiums. This is very necessary because any unpaid premiums at the end of the month will bring about a cancellation of your coverage. It is not necessary that you make a weekly trip to the office to make payment, you may pay more than one week each time that you wish to do so. As you have been advised, you may pay the premium for 13 weeks from the date you were laid off. At the end of the 13 week period, your coverage will be cancelled, but you may reinsure without a waiting period the day you return to work. If you do not plan to return, you may want to talk about converting your insurance.

Any time that you would like to talk about your insurance or your claims, just come by the personnel office. Maybe we can learn together.

both retired, live in Grant also. His sister, Dorothy Pence, lives at Grassy Mountain, Alabama with her son, Ronald and her daughter Patricia Geckle lives just down the road a piece in Claysville near Guntersville. Nolton said, "it's nice having most of the family live nearby even though you sometimes take it for granted". "Joey really looks forward to his granddaddy coming because he always takes him for a ride in his pickup truck" says Nolton.

Nolton said he is proud of his job and enjoys working at Gay-Tred. "Jim Beason hired me when I first came to work here and he has always been good to me. He is one of the best men I've ever worked for. As long as you do your job he doesn't say much to you. George Miller is a good supervisor, but if I brag on him too much he'll get the big head. George is fun to be around and a good man to work for".

Yardage Department manager, Jim Beason, says "Nolton is an excellent choice for employee of the month. He is always looking for better ways to do things and he's very innovative. He has made many good suggestions that have saved this company money".

"I've always felt anything you could do to help the company would be helping yourself" says Nolton. "I'm really glad to work for a company that will listen to my

Lighter Side

We saw how much the kids loved talking to the robots at the World's Fair. We didn't get to see how **Johnny Gay and Hugh Tannehill** loved talking to that Coke machine in Georgia. Hugh said they bought several cokes just to hear the machine talk. Wish we could have seen that!

Jimmy Smith was so disappointed. He asked **Bob Dedmon** to bring him a grass skirt from Hawaii and all Bob brought back was some nuts and a great big grin. Wonder what happened to the grass skirt?

It's summer again and as usual the biggest topic of conversation around here in the summer is the heat. Somebody should talk **Pluma** into having another ice cream churning.

We haven't been able to figure why **George Miller** was using a fork lift to open a door.

Dovie Hale wants to retract a statement she made in last month's Employee of the Month column. "The family only comes to Sunday dinner OCCASIONALLY" she says. (Ed. note — apparently since the NEWSLETTER came out the whole family has been showing up for Sunday dinner. . . . every Sunday.

Bloodmobile

The American Red Cross Bloodmobile will be at Gay-Tred Wednesday, August 25th. Please give the gift of life — donate a pint of blood.

Personals

CONGRATULATIONS TO: Karen Boozer (Finishing) on the birth of a baby girl.

SYMPATHY TO: Betty Morris (Admin.) in the death of her grandmother.

Birthdays

AUGUST

- 12-Frances Mullican
- 13-Marian Underwood
-Virginia Wilson
- 14-Jackye Marsh
-Tim Currie
- 15-Larry Keel
- 18-Jimmy Kennedy
-Louise Hancock
- 20-Mary Eason
- 22-Ginger Wallingsford
- 24-Janie Dalton
- 25-Geraldine Clemens
- 27-Billy Ray Smith
-Dana Dudley
- 30-Nathan Smith
- 31-Jackie Moses

SEPTEMBER

- 3-Elaine Anderson
-Connie Wells
- 5-Debbie Rodgers
-Mae Thomas
-Virginia Brown (NYO)
- 7-Kathy Stewart
-Jimmy Brown



| LONG SERVICE | |
|------------------------------|---------|
| Opal Green (SMR) | 35 yrs. |
| James Hardin (Prod. Control) | 20 yrs. |
| James Watson (Shipping) | 20 yrs. |
| Willard Wilborn (Yardage) | 10 yrs. |
| Estelle Smith (SMR) | 5 yrs. |

ideas and make changes when it's for the better" says Nolton. We are very proud of our employees who make suggestions for improvements and share their ideas with us like ... Nolton Whitaker.



Gay-Tred NEWSLETTER



VOLUME V

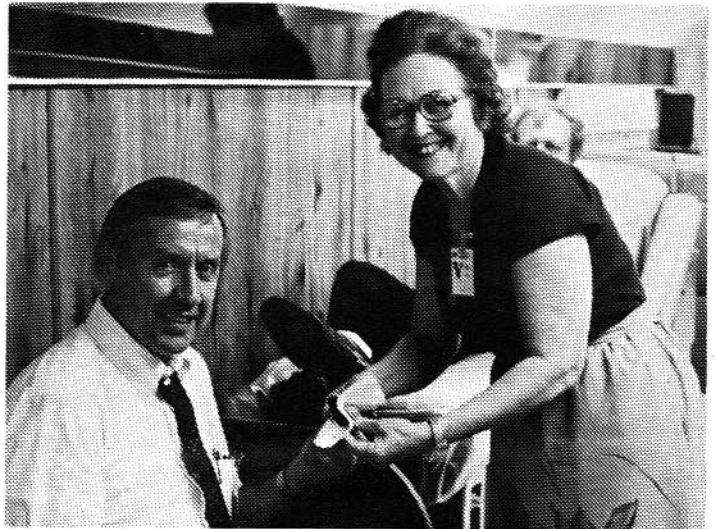
SEPTEMBER, 1982

NUMBER 9

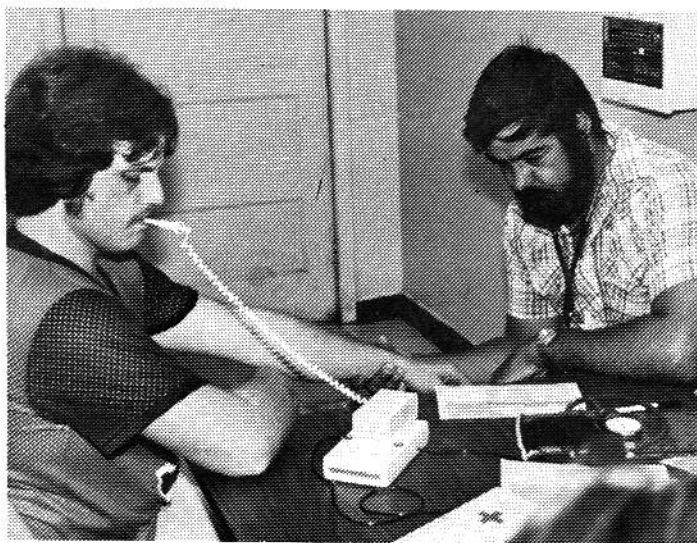
Gay-Tred Employees Assist In Blood Drive



Topsy McNeil registered employees who gave blood and did the "paper work". As you can see she contributed more than time and talent.



Winola Johnson served refreshments and provided TLC to all blood donors. Here she is giving juice and cookies to faithful donor Hugh Tannehill.



Henry Crabtree checks vital signs to make sure prospective donors are O.K. to give. Here he checks Waylon Gorham's pulse and temperature.



American
Red Cross

Bloodmobile

Gay-Tred Mills has always supported the American Red Cross blood drive. The bloodmobile visits Gay-Tred twice each year. Many Gay-Tred employees have given blood faithfully for years.

For this bloodmobile visit Gay-Tred employees not only contributed blood, but also served as Red Cross volunteers to assist with the drive. Winola Johnson retired, Topsy McNeil retired and Henry Crabtree SMR warehouseman (and local EMT) volunteered their time and talents. Without volunteers such as these the Red Cross would not be able to provide the service it does now to help so many people.

Our thanks to these three especially but to the many Gay-Tred employees who helped make this drive a success.

38 pints were actually given. Several came from friends or relatives of employees who came over just to give blood. Ruby Brooks, Shipping, won the \$50 savings bond.

A Love Story



Maxine and George Miller

You usually don't think of a company as being a romantic place. However, many romances have begun at Gay-Tred Mills. Some have lasted a few days, some a few months, some a few years -- some have lasted a lifetime.

George Miller came to Gay-Tred in February 1947. Maxine Smith came to Gay-Tred in June 1947.

"George was so nice and so handsome" says Maxine, "and he still is". "Maxine was the sweetest and prettiest girl at Gay-Tred" says George, "and she still is".

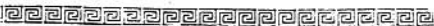
That romance that began over 35 years ago is still growing today. In 1949 Maxine became Mrs. George Miller -- and has lived happily ever since.

George and Maxine have continued their employment at Gay-Tred continuously since 1947. George is supervisor in the Yardage Warehouse and Maxine is the supervisor in the SMR. "I know a good thing when I have it" says George.

George and Maxine have been living together and working together for over 30 years. They also share the same hobbies -- gardening, and George is a Mason and both of them are in the Eastern Star. George is a Past Patron and Maxine is Past Matron of the Eastern Star.

The Millers have a daughter, Debbie Rodgers, who works in the Shipping department and a son Tommy, a former Gay-Tred employee who works at Parks Supply in Scottsboro.

There is not room in the NEWSLETTER to list the many relatives



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Personals

IN THE HOSPITAL:

Alva Lois Tipton (Admin.); Dovie Hale (Finishing); Robert Tipton (Night Watchman) and Chloe Breland (Sample).

It's terrible when a close family member is in the hospital. Jean Sanders' husband, daughter and mother all are in the hospital. That is really rough and our hearts go out to her.

SYMPATHY TO:

Martha Guinn in the death of her father.



Long Service

- Bertha Hall (Finishing) 35 yrs.
- Richard Brown (Finishing) 30 yrs.
- Nancy Keller (Prod. Control) 5 yrs.
- Priscilla Rounsavall 5 yrs.
(Quality Control)
- Carole Lambe (New York) 5 yrs.

they have working at Gay-Tred.

Recently when Mr. Gay presented the Millers their long service awards for 35 years service he stated "that is quite an accomplishment that both the Company and George and Maxine can be proud". We think 33 years of marriage is quite an accomplishment (especially in todays society) and since we played a part in its beginning, we too can share in that pride.

Lighter Side

Why does Richard Brown wear a ribbon in his hair -- why does James Watson not?

Billy Wayne Henshaw finally gave Prince Rogers something he can keep and remember forever.

Poor George Clark -- since Bubba is back George almost never gets his name in the NEWSLETTER.

OOPS

When we forget -- we really forget! Not only did Jackie Hargiss (Yardage) not get his birthday gift on time we also failed to announce in last month's NEWSLETTER that he had reached his 5th year anniversary date. Jackie is a former employee of the month. We hope he can forgive as easily as we forget.

Birthdays

SEPTEMBER

- 11-Ruby Brooks
- 18-Betty Morris
- 20-Adalyn Harris
- 22-John W. Gay, III
- 23-Jimmie Smith
- 25-Prince Rogers
- 30-Baxter Nicholson
- Charles Havis

OCTOBER

- 6-Martha Cotten
- Ronnie Wright
- 7-Chloe Breland
- Bob Dedmon
- 9-Paul Conley



Bob Dedmon, Personnel Manager, was presented a certificate of appreciation from Fob James, Governor of the State of Alabama, for outstanding service as chairman of the Jackson County Job Service Employer Committee. Bob also served on the State Job Service Employer Committee for two years. Charles Sibley, State Coordinator of the Job Service Employer Committee, made the presentation at a luncheon in Scottsboro.



Gay-Tred NEWSLETTER



VOLUME V

OCTOBER, 1982

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Geraldine Clemens Retires

Geraldine Clemens, the color checker in the Finishing department, retired last month after 32 years of continuous service. Actually she had one previous period of employment prior to her 32 years of continuous service.

In the last 32 years Geraldine has held several jobs at Gay-Tred. She has been a single-needle and multi-needle machine operator in the Small Machine Room and was a greige goods inspector.

Geraldine's job puts her in contact with a lot of different people at Gay-Tred, her personality puts her in contact with many more. Geraldine is well known, well liked, and will be missed by her many friends here at Gay-Tred.

Geraldine is a charter member of Gay-Tred's exclusive Silver Circle. Geraldine holds the very prestigious distinction of being the first Employee of the Month featured in the Newsletter.

Geraldine's co-workers in the Finishing department honored her with a covered dish luncheon when she retired. Following the luncheon Mr. Gay and Mr. Tannehill presented her with a very special sentimental retirement gift — the chair she used in the break room. Apparently this was the seat of honor and no one was allowed to sit there during her break other than Geraldine. Many who violated this unwritten rule have felt the wrath of Geraldine. Apparently this seat held such significance that there was some discussion regarding who would take her seat after she retired. This dilemma was solved by presenting Geraldine with her seat upon retirement. Now someone might take her place, but no one will take her seat.

Finishing department manager, Richard Brown, stated "Geraldine is a very loyal and dedicated employee. She does her job to the best of her ability and encourages others to do the same. We will surely miss Geraldine." John W. Gay, III, President, stated "Geraldine helped make this company what it is today. It is because of her and others like her that Gay-Tred



Hugh Tannehill and Johnny Gay presented Geraldine Clemens her "seat" when she retired.

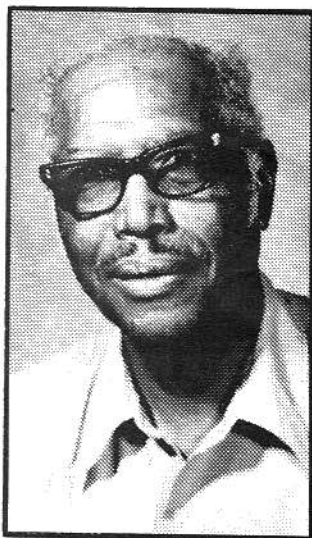
has prospered in the good years and remained stable during the bad years. We will miss Geraldine but wish her well in her retirement."

Charles Havis Retires

Charles Havis a cutter in the Latex department retired in October after seven years service.

"Preacher" as he is affectionately known to his friends, was an Employee of the Month, and a good loyal employee. He will be missed by his many friends at Gay-Tred who wish him well in his retirement years.

He will not be idle in retirement. In fact, he should be quite busy. He will be spending more time now with his church.



GIVE —

The United Way



The United Way campaign will be conducted at Gay-Tred in the next few weeks. Gay-Tred has always supported the United Way and Gay-Tred employees have given generously through the years. Gay-Tred employees are among the leaders in Jackson County industries in amount given per employee.

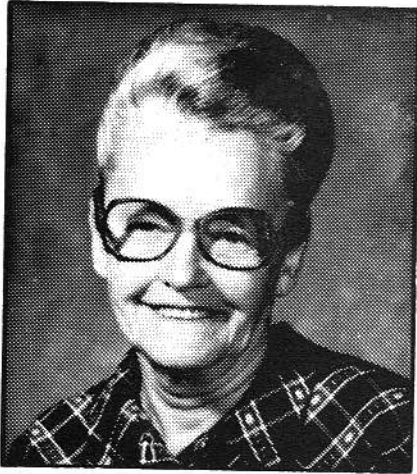
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Fifty cents or a dollar a week doesn't sound like much individually, but collectively it can mean a great deal to our friends, neighbors and fellow employees who receive service from United Way agencies. We encourage all employees to give. To make donating easier for you, your pledge can be handled by payroll deduction. Your supervisor will distribute the pledge cards to be completed and returned to Personnel.

Thanks to you, it works for all of us — **THE UNITED WAY.**

Employee of the Month



ALINE VAUGHN is a multi-needle operator in the Small Machine Room. She came to Gay-Tred in November 1963 after her husband passed away. Although she has operated several machines they have all been multi-needle machines. She has operated machines with as many as 36 needles, but most of the time she operated a 14 needle machine. She began working on the 9401's when we first started with that style.

Aline lives in Stevenson, Alabama — **HOME OF THE PANTHERS**. She says every resident of Stevenson is proud of their high school football team and the statewide recognition the town has received.

Aline loves all kinds of sewing. She says it is a pleasure to be able to make a living at something you enjoy doing so much. Her favorite hobby is sewing. She still sews a lot at home and makes a lot of clothes.

Sewing was a very handy hobby since she had three daughters. The oldest, Sue Smith lives in Stevenson with husband Barry and daughters Lee Ann and Meredith. Daughter Betty Ann Vaughn lives in Stevenson and works at the North Alabama Co-op. Youngest daughter Peggy Morris lives with her husband Paul and son Chad in Stevenson and works at Mead Paperboard. Aline's brother, William Prater also lives in Stevenson. None of the family has been very far from Stevenson for very long. "I just would not want to live anywhere else" she said.



Gay-Tred

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VOLLEYBALL

Gay-Tred is now preparing for the 1982 volleyball season. For the first time in several years Gay-Tred will not have a men's volleyball team. Gay-Tred has had a women's volleyball team every year since the league was formed. Last year the Gay-Tred women finished the season with a record of 7 wins and 4 losses.

According to coach Bob Dedmon this year's team is much stronger than last year. "We have most of the girls returning from last year's team and we have several additions this year that will give us more depth and strength".

Members of the 1982 Gay-Tred women's volleyball team are: Kathy Wynn, Linda Vines, Cathy Stewart, Martha Maynor, Helen West, Debbie Wells, Barbara Perkins, Carolyn Arnold, Kim Patton, Ethel Maynor, Brenda Adkins.



United Way

Aline is partial to little boys. Maybe that's because she had all girls. "Even the family accuses me of favoring Chad over Lee Ann and Meredith" she says. "But that is not true. I love them all. I just think boys are cuter" she says.

Aline says she was a strict mama. "None of my girls had the problems some kids today have and I'm glad of it" she says. She said she is glad the daughters settled in Stevenson because she can visit them and the grandchildren. She keeps the grandchildren some. Chad usually rides the bus home from school and gets off at her house and stays there until his mom gets off work.

Aline is a member of the United Pentecostal Church. (We didn't ask where the church is, but you can bet it is in Stevenson).

When Aline is not working or sewing she works in her flower bed or around the house. "I don't enjoy traveling much" she says and that's another reason she is glad the girls settled in Stevenson. "I wouldn't want to go very long without seeing them" she says.

Aline says it is a long drive to Gay-Tred from Stevenson, "But it is worth it". "I love to sew and I have been fortunate to have always worked for and with such nice people. I'm not much of a complainer, but I'm proud that when I have a problem someone will listen to me. Pluma, Maxine, Opal and just everybody is so nice. I guess the best way to say it is Gay-Tred is just a nice company". We agree that Gay-Tred is a nice company and we think the reason for that is, we have so many nice people --- like Aline Vaughn.

Lighter Side

If carrots make you see better what does celery do for us? Maybe we should ask a gardener — like **George Miller**.

Prince Rogers was very proud of his World Series tickets. But if he used them he would be the only spectator in Atlanta-Fulton County stadium.

Darlene Chapman was not to impressed with the "brick chicken house".

Personals

IN THE HOSPITAL

Dean Rodgers (Maintenance) and Suzanne Saint (Administration).

SYMPATHY TO

Tim Berry (Dyehouse) in the death of his grandmother; Billy Wayne Henshaw (Maintenance) in the death of his mother-in-law; Aline Vaughn (SMR) in the death of her mother.

WELCOME

We welcome the following new employees: Roy Lee Blackwood, Latex; Nancy Stover, Small Machine Room; Mary M. Roberts, Small Machine Room; Sara E. McBride, Small Machine Room; Mark Mudler, Latex; Robert West, Latex and Curtis Anderton, Latex.

Birthdays

OCTOBER

11-Danny Hastings
-Laverne Stewart
13-Fred Edmonson
24-Terry Turner
26-Pauline Evans
27-Tim Berry

-Harry Hutchens
30-Bethel Smith

NOVEMBER

5-Frances Stephens
6-Betty Thompson
-Janice Snodgrass
-Dean Rodgers
10-James Edmonson



Long Service

| | Years |
|----------------------------|-------|
| Gurtha Phillips (SMR) | 10 |
| Timothy Currie (Dyehouse) | 5 |
| Mildred Gullede (Shipping) | 5 |
| Billy Roberts (Yardage) | 5 |



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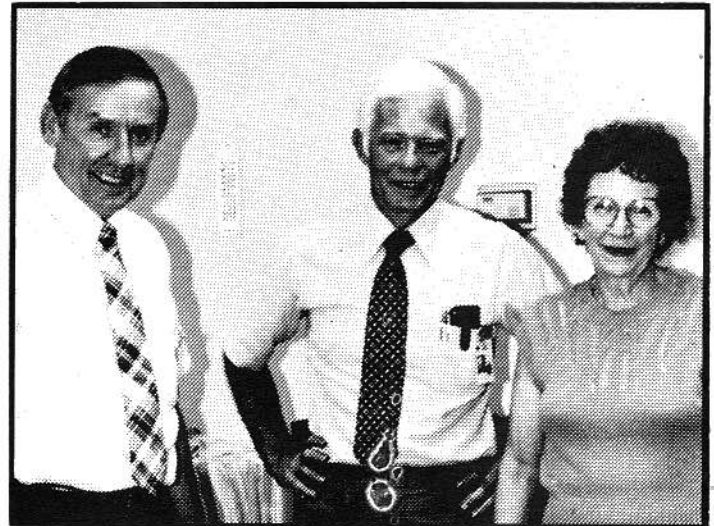
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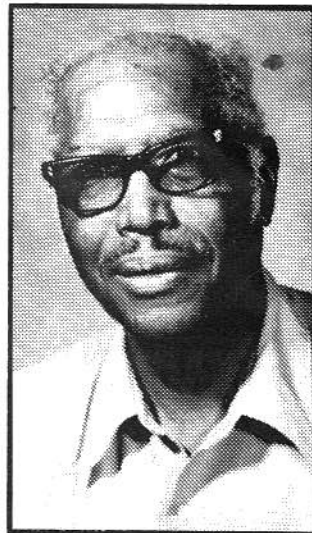
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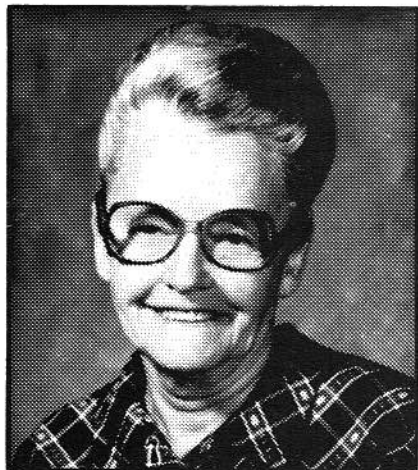
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Aline says she was a strict mama. "None of my girls had the problems some kids today have and I'm glad of it" she says. She said she is glad the daughters settled in Stevenson because she can visit them and the grandchildren. She keeps the grandchildren some. Chad usually rides the bus home from school and gets off at her house and stays there until his mom gets off work.

Aline is a member of the United Pentecostal Church. (We didn't ask where the church is, but you can bet it is in Stevenson).

When Aline is not working or sewing she works in her flower bed or around the house. "I don't enjoy traveling much" she says and that's another reason she is glad the girls settled in Stevenson. "I wouldn't want to go very long without seeing them" she says.

Aline says it is a long drive to Gay-Tred from Stevenson, "But it is worth it". "I love to sew and I have been fortunate to have always worked for and with such nice people. I'm not much of a complainer, but I'm proud that when I have a problem someone will listen to me. Pluma, Maxine, Opal and just everybody is so nice. I guess the best way to say it is Gay-Tred is just a nice company". We agree that Gay-Tred is a nice company and we think the reason for that is, we have so many nice people -- like Aline Vaughn.

Lighter Side

If carrots make you see better what does celery do for us? Maybe we should ask a gardener — like **George Miller**.

Prince Rogers was very proud of his World Series tickets. But if he used them he would be the only spectator in Atlanta-Fulton County stadium.

Darlene Chapman was not to impressed with the "brick chicken house".

Personals

IN THE HOSPITAL

Dean Rodgers (Maintenance) and Suzanne Saint (Administration).

SYMPATHY TO

Tim Berry (Dyehouse) in the death of his grandmother; Billy Wayne Henshaw (Maintenance) in the death of his mother-in-law; Aline Vaughn (SMR) in the death of her mother.

WELCOME

We welcome the following new employees: Roy Lee Blackwood, Latex; Nancy Stover, Small Machine Room; Mary M. Roberts, Small Machine Room; Sara E. McBride, Small Machine Room; Mark Mudler, Latex; Robert West, Latex and Curtis Anderton, Latex.

Birthdays

OCTOBER

- 11-Danny Hastings
- Laverne Stewart
- 13-Fred Edmonson
- 24-Terry Turner
- 26-Pauline Evans
- 27-Tim Berry

-Harry Hutchens

30-Bethel Smith

NOVEMBER

- 5-Frances Stephens
- 6-Betty Thompson
- Janice Snodgrass
- Dean Rodgers
- 10-James Edmonson



| Long Service | |
|------------------------------|-------|
| | Years |
| Gurtha Phillips (SMR) | 10 |
| Timothy Currie (Dyehouse) | 5 |
| Mildred Gulleddge (Shipping) | 5 |
| Billy Roberts (Yardage) | 5 |



Gay-Tred NEWSLETTER



VOLUME V

NOVEMBER, 1982

NUMBER 11

Red Cross Honors Gay-Tred

Gay-Tred was presented a plaque of appreciation from the American Red Cross for our support and participation in recent blood drives. Mr. Gay accepted the plaque from Linda Clark, Blood Service recruiter and Sandra Patton, Executive Secretary of the Jackson County Chapter of the Red Cross. In making the presentation Ms. Patton said, "Many Gay-Tred employees are faithful donors and you can't say Thank You loud enough to those who give the gift of life." Ms. Clark added, "Gay-Tred Mills and its employees have always supported the blood drives and the American Red Cross appreciates it very much."



Present when the plaque was presented are faithful donors Joy Arnold, Virginia Wilson, Matt Arnold, Mr. Gay, Jackie Hargiss, Ms. Clark, Hugh Tannehill, Ms. Patton, Richard Brown, Helen West, Gary Bridgeman, Linda Vines and Louise Winston.

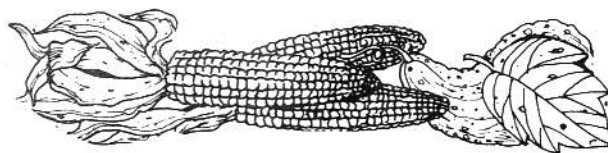
Gay-Tred Hosts Senior Citizens Party

Gay-Tred hosted the 12th Anniversary party for the Senior Citizens' club at the Recreation Center in Scottsboro. The senior citizens meet each Tuesday morning at the recreation center for fun and fellowship. They play bingo, cards, pool and have a dance.

Gay-Tred furnished kitchen rugs for bingo prizes and bath sets for door prizes. Gay-Tred also furnished refreshments for the party. The following employees baked their favorite cakes, cookies, brownies and pastries to be served: Ginger Wallingsford, Laverne Stewart, Betty Morris, Lucille Page, Nedra Kirby, Martha Guinn, Ann Matthews, Alva Tipton, Martha Cotten, Helen West, Jean Strickland, Fannie Pearl Eidson, Linda Vines, Mae Thomas and Connie Wells.

Personnel department employees Mae Thomas, Ginger Wallingsford and Bob Dedmon were hosts for the party. From among the other employees who baked foods for refreshments three were selected by random drawing to help serve the refreshments and hand out the bingo prizes. They were Jean Strickland, Helen West and Fannie Pearl Eidson.

THANKSGIVING



Gay-Tred Mills will be closed in observance of Thanksgiving on Thursday, November 25, 1982. All eligible employees will be paid for 8 hours for that holiday.

It has not been determined if Gay-Tred will operate the day after Thanksgiving. As soon as this determination has been made a notice will be posted on the information boards in the plant.



The 1982 Gay-Tred Women's Volleyball Team

L-R: Ethel Maynor, Kathy Stewart, Debbie Wells, Martha Maynor, Kathy Wynn, Brenda Atkins, Linda Vines, Helen West, Kim Patton, Barbara Perkins, and Bob Dedmon, coach.

The Gay-Tred women are right in the middle of a very exciting season. The competition is very keen and if you would like to see excellent volleyball come to one of our games. The schedule is posted on the information centers in the plant.

Birthdays

NOVEMBER

12-Richard Brown
13-Margaret Day
14-Ludie Mount
15-James Watson
Troy Davis
16-Lloyd Lockard
18-Charles McIntosh
23-Kathy Wynn
29-Gary Bridgeman
30-Denelda Atchley
Thomas Cardwell



4-Earl Goins
Denford Johnson
7-Ruby Anderton
Meda Brown
8-Hugh Tannehill

DECEMBER

2-Larry Lockard
3-Henry Crabtree
Bill Webb

UNITED WAY DRIVE RESULTS

Thanks to all who so generously supported the United Way this year. Gay-Tred and its employees have pledged to contribute \$3,727.00. This money is desperately needed by the many agencies supported by the Jackson County United Way.

Special thanks to the shipping department who had not only the largest increase in pledges but was the only department that increased their pledge over 1982.

We have fewer employees now and are working less hours than in 1981, and this accounts for the decrease.

Thanks again to all those who support the United Way.

WELCOME

We welcome the following new employees:

Curtis Anderton (Latex), Carolyn Keel (SMR), and Nova Teal (SMR).

PERSONALS

Congratulations to: Tim Berry (Dyehouse) who was married October 27.

Linda Potter (SMR) on the birth of a baby girl.

Frances Mullican (Admin.) on the birth of a baby boy.

In the Hospital

Linda Potter, James Watson, Frances Mullican

LIGHTER SIDE

Hugh Tannehill, Vice President of Manufacturing is trying his hand at poetry -- his latest is --

The Volunteers were floating like a butterfly

And got stung by a bee

Tech wrecks the big ones

Last year Alabama and this year Tennessee

James Watson finally found a worse cook than himself. He was heard to say, when he was in the hospital, "If you aren't in the hospital when you eat that stuff you'd better be close to one."

Sometimes when you solve one problem you create another one. Data Processing found this out the hard way. To eliminate an odor, they lit a scented candle and that set off the smoke alarm. Before anyone could react, the fire truck was at our front door. At least we found out we have a super fire department.

George Lusk has been telling George Wallace stories again. He said Nathan Smith wouldn't vote for George because he hurt his arm trying to shake Wallace's hand. He said Wallace caused J.W. Keel to hurt his foot and George Clark ran into a flag pole. George Clark was a little embarrassed until he became a celebrity on 31 Eyewitness News.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000

| | Years |
|-----------------------------|-------|
| Dovie Hale (Finish)..... | 20 |
| Adalyn Harris (Ser.)..... | 10 |
| Sam Cisco (Latex)..... | 5 |
| Harvey Gifford (Latex)..... | 5 |
| Martha Maynor (Shipping)... | 5 |



Gay-Tred NEWSLETTER



VOLUME V

DECEMBER, 1982

NUMBER 12

Gay-Tred Exhibit Wins Award



Bob Dedmon, Cliff Parker, Billy Wayne Henshaw and Chloe Breland proudly hold the plaque proclaiming the Gay-Tred exhibit "Most Outstanding" of the 12 exhibits at Career Day. This is the second year Gay-Tred has won this award. The theme of "Our People, Our Process and Our Products" was used for the display and presentation.

The Facts About Social Security

The politicians are all talking about Social Security. They'd have you believe that there is a giant conspiracy underway to get rid of the Social Security system, and that they alone will save you from it. They'd like you to think forces of evil are trying to deprive you of the benefits you have come to expect when you retire, or are disabled.

Well, don't you believe it! The truth is, there is a serious and sincere effort underway to preserve the Social Security system. If something isn't done, and soon, the system will run out of money and collapse.

The problem is simple--more money is being paid out in benefits than is being taken in through Social Security taxes. And the situation is getting worse every year. There are only two solutions--raise taxes even more, or reduce the future growth of benefits. If we the people don't want higher taxes, the only other option is to reduce future costs.

How did we get in this fix? Back in the 1930's the original idea of Social Security was for it to go along with personal savings and private pension benefits as part of an individual's total retirement program. It was never intended to be a total retirement program in itself.

The concept was simple--the program was to be self-supporting.

Workers would pay a tax into a special fund that, in turn, would be used to pay benefits to workers who retired. In the beginning the maximum tax was only \$30 per year for each individual, with employers paying the same amount. The tax increased about a dollar a year to \$45 in 1950.

But then, things began to happen. We began to expand Social Security, raise its benefits, cover more people. By doing so, we increased its costs. We added coverage for spouses and survivors, disabled workers, early retirement at 62, and Medicare for those 65 or older. And we indexed benefits to the cost of living-- building in increases as inflation grew. As a result, people began to think of Social Security as a total retirement program in itself, which it was never designed to be.

Many people who are receiving benefits today or are approaching retirement age feel, "I'm entitled to these benefits, because I have paid for them". The fact is, anyone who is receiving benefits today is receiving many times the amount that he or she ever paid into the program. The difference is being paid by today's workers. We must pay for the benefits of some 36 million people who are now receiving close to

(Continued on back page)



SMR Employees Gather at Thanksgiving

The highlight of most Thanksgiving holidays is the traditional turkey dinner with your family. SMR Department manager Pluma Thomas considers Gay-Tred employees are like a family, and like most families should have Thanksgiving dinner together. SMR employees brought their favorite covered dishes to compliment the turkey and ham. The food was great, the fellowship was nice and everyone reflected on what we could be thankful for, especially in the hard times we are faced with now. Gay-Tred is especially thankful for the family spirit that we have at Gay-Tred and for those that work so hard to keep that spirit alive.

Personals

CONGRATULATIONS TO: Kim Beason, daughter of Yardage Department manager Jim Beason, on being selected Jackson County Junior Miss. Kim won this honor in competition with more than 25 other young girls in Jackson County. She is a senior at Scottsboro High School. She will represent the county in the state competition in Montgomery.

IN THE HOSPITAL: Nathan Smith (SMR), Suzanne Saint (Admin.), George Clark (Maintenance).

SYMPTAHY TO: Roy Light (QC and IE Manager) in the death of his father.

Lighter Side

Our new line of novelty rugs nicknamed "Noah's Ark" has many animals. Unfortunately for Jenny Brown of the New York office, we don't have a "bull" rug. Lots of bull maybe, but no bull rug — sorry Jenny.

Ask Alva Tipton what kind of education she gets reading cards in the dime store.

Birthdays

DECEMBER

- 12-Robert Tipton
- Geneva Hester
- 13-Joan Jackson
- Josie Harkness
- 14-Jennifer Tarallo
- 15-Vera Cisco
- Dan Cullinan
- 17-Fannie Pearl Eidson
- 18-Louise Winston
- Willodean Smith
- 19-Martha Guinn
- Alva Tipton
- 21-Virginia Sanderson
- Michael Paradise
- 22-Hilda Drinkard
- 23-George Miller
- 24-Ricky Harding
- 30-U. G. Wildman
- Michael Harding



JANUARY

- 1-Sam Pat Rodgers
- Johnny Guffey
- 7-Kathryn Martin
- 8-Clifford Parker

Social Security

(continued from front)

\$200 billion a year, a sum equal to 25% of our entire federal budget. And the total is rising so fast that income from Social Security taxes can't keep up. The present taxes are hurting both workers and their employers, yet there still isn't enough money coming into the system to pay for projected future benefits.

What can be done? In spite of what the politicians would have you believe, no one is proposing to take benefits away from current recipients. Instead, the proposals are to reduce future increases in costs.

This can be done by not increasing benefits faster than the wages that go to pay for them, by slightly reducing the future benefits to a level more in keeping with the original intent of Social Security, and by gradually, over many years, raising the retirement age for full benefits to age 68. In addition, we can make it mandatory for all workers to participate in the program and pay



Christmas Dinner

The Christmas dinner will be held at the Scottsboro JUNIOR High School cafeteria this year. The dinner will be Thursday, Dec. 23rd at 12:00 Noon. The menu will be turkey and all the trimmings. The food will be prepared by Elizabeth Haynes and her staff (the same as the last several years).

The Christmas gifts will be distributed in the Shipping department at the Woods Cove plant, just as we have the last few years. You should pick up your own gift between 10:30 and 11:30 a.m. Thursday, Dec. 23rd. You can pick up your gift and then go to the Junior High School for the Christmas dinner.

The plant will be closed Thursday, Dec. 23 for the distribution of gifts and the Christmas dinner. The plant will be closed Friday December 24 and Monday, Dec. 27 for Christmas. We will also be closed Friday, Dec. 31 for New Years. These plans are definite. Any additional days the plant will be closed will be determined by the business conditions at that time.

Friday, Dec. 24 and Friday, Dec. 31 are paid holidays for Christmas and New Years for all eligible hourly employees. To be eligible for holiday pay you must work the last scheduled day before the holiday and first scheduled day following the holiday.

into it. This would include those federal, state, and local government employees who do not now pay Social Security taxes.

For current beneficiaries, it means accepting slightly smaller annual increases in benefits to ensure that the system remains sound. For those still working, it means the willingness to accept slightly lower benefits in the future rather than pay higher and higher taxes. If we can slow down future increases, we can avoid higher taxes today as well as tomorrow and preserve Social Security for everyone.

Congress has to make the decision on this question, and they have been dodging it for a long time. But they are going to have to face up to it— and right away.

John W. Gay, III, President



NEWSLETTER

Published Monthly
For and About Gay-Tred Employees
Bob Dedmon, Editor
Phone 259-2000



Long Service

Walter K. Winston

(Service)..... 20 years





Gay-Tred NEWSLETTER



VOLUME VI

JANUARY, 1983

NUMBER 1

Will It Be an Eagle or A Turkey??



As we begin 1983 many things are uncertain. It is more difficult now than ever before to predict what is going to happen. As we look around us now many things look gloomy. We know that sometimes the medicine we have to take when we are sick is not very pleasant.

There are many indications now that the healing process has begun. We must not look back with regrets. This is not just another year -- its 1983 -- a new year that brings us the opportunity of a life time. Let's face this year with renewed optimism. With fortitude and faith in God we can make this the best year ever.

**LET'S MAKE 1983 THE
YEAR OF THE EAGLE!**

Changes In Group Health Insurance Program

Effective January 1, 1983 the AIA Group Health Benefits Trust, of which we are a member, has arranged with Blue Cross of Alabama to process and pay hospital claims only. Some changes in our program are necessary to coincide with the Blue Cross of Alabama's computer programming. The AIA trustees have made this change in order to speed up the process of paying claims as well as to get a better benefit package.

As soon as the new Summary Plan Descriptions are printed they will be distributed to all employees who participate in our insurance program. This will be a detailed description of our new benefits.

The major changes are: We will now have a \$250 major medical deductible; the first five days in a hospital are paid in full at the semi-private rate, then the next ten days the patient will have to pay \$25 per day co-pay, thereafter the semi-private rate is paid in full up to 365 days; diagnostic lab and x-ray examinations are paid up to \$300 per year in office, clinic or hospital outpatient only.

The premium rate will not be changed. The amount deducted weekly will be \$3.77 for single coverage and \$21.66 for family coverage. The company pays an additional \$6.38 per week for each employee covered regardless of whether he has single or family coverage.

New identification cards will be distributed as soon as they are printed.

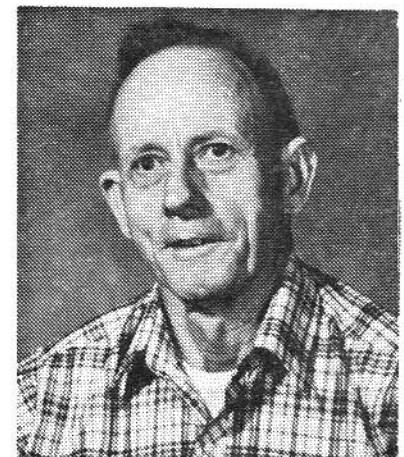
As in the past, the Personnel department is available to help you with any questions or problems that you may have regarding any of our benefit programs.

Robert Tipton Retires

Robert Tipton, a night watchman in the Maintenance department retired January 1, 1983. "Tip" has been at Gay-Tred over 17 years. He has been a night watchman all of that time, although he has helped out on other jobs when needed.

"Tip would do anything you asked him to and never complain" said Department Manager Prince Rogers. "He would come in to work anytime you called him. He is very dependable and I hate to see him retire."

We will miss Tip, but wish him well in his retirement years.



Robert Tipton

Christmas Dinner



We hope all employees enjoyed our Christmas dinner this year. The food was excellent, the decorations were nice, the location was convenient and the fellowship was great.

It was good to see so many retired employees were able to attend this year. Their reminiscing of hard times past and encouragement to 'hang-in-there' were helpful to us as we face these most difficult times.

Lighter Side

Edd Guffey and John D. Edmonds were "topping the tree" at the Christmas dinner this year. But as usual they had trouble getting the star to stay in place.

Martha Cotten was being followed at the Christmas dinner --not by a handsome man, but by an ugly bull dog.

We overheard an interesting conversation between Chloe Breland and Ginger Wallingsford recently. Chloe said I'm 39 and Ginger said I'm 45. We thought they were both lying until we realized they were talking about their telephone extension numbers.

Happy Birthday

JANUARY

- 11-Jerry Ragan
Kinny Olinger
- 13-Ivan L. Victor
- 17-Kevin Cox
- 18-Jinnie Ruth Brown
- 22-Helen West
- 23-Juanita Cox
- 25-Bertha Hall
- 26-Ricky Blackwood
- 29-Angie Stapler



FEBRUARY

- 4-Ruth Melton
Larry Dillard
Aline Vaughn
- 5-Priscilla Rounsavall
Jean Strickland
- 6-Truman Roberts
- 8-Doris Brown
- 10-Forrestine West

Personals

CONGRATULATIONS TO:

Angie Edwards, Lunchroom attendant, and Roger Paschal who were married Dec. 30, 1982.

Bill Spurlin, (Vice president and Controller) on the birth of a new grandson.

George Miller, (Yardage Dept.) and Maxine Miller, (SMR Supervisor) on the birth of a new grandson.

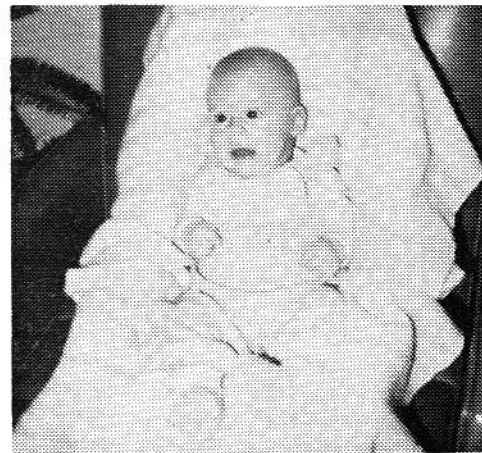
Ruby Anderton (SMR) on the birth of a great-grandson.

In the Hospital:

Lex Wooten (Latex)

George Clark (Maintenance)

Newborns



Christopher Sean Mullican
son of Frances Mullican (Admin.)



April Nicole Boozer
daughter of Karen Boozer
(Finishing Dept.)

Not Pictured
Kasi Deann Potter
daughter of Linda Potter (SMR)



NEWSLETTER

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For and About Gay-Tred Employees
Bob Dedmon, Editor
Phone 259-2000



Gay-Tred NEWSLETTER



SILVER CIRCLE EDITION, 1983

Silver Circle



Members



Seated: L-R Geraldine Clemens, Bernice McKee, Ruth Melton, Laverne Stewart, Chloe Breland, Maxine Miller, Mae Thomas, Nedra Kirby. Standing: L-R Paul Conley, George Miller, Nathan Smith, Lloyd Lockard, Maurine Gay, Prince Rogers, Pluma Thomas, J.W. Keel, Bethel Smith, Bertha Hall, John Will Gay, Lillie May Prewett, Richard Brown, Daisy Shelton, Johnny Gay, Juanita Wheeler.

New Silver Circle Inductees



BETHEL SMITH
January 10, 1956

John W. Gay, III presents an engraved watch to Bethel Smith and formally welcomes him into the Silver Circle. Beck became a member January 10, 1981.

Beck began his career at Gay-Tred in the dyehouse January 10, 1956. He had worked at Gay-Tred prior to that, but had a break in service. Beck held several jobs in the dyehouse before being transferred to the Maintenance department.

Beck's official title is electrician. However, in the Maintenance department of a small company you do most any job that is needed. Beck is a Jack-of-all-trades and has been a definite asset to the Maintenance department and to the Company.

Beck does many jobs in the Maintenance department besides maintenance. Occasionally he works with fire inspectors, insurance inspectors, safety inspectors, and assists Prince in a variety of ways.

The Company appreciates Beck's loyalty and dedication and proudly welcomes him to the Silver Circle.



PRINCE E. ROGERS

August 27, 1956

John W. Gay, III presents an engraved watch to Prince Rogers and formally welcomes him into the Silver Circle. Prince became a member August 27, 1981.

Prince began his career at Gay-Tred in the Yardage department as a tufting machine operator August 27, 1956. During the next 19 years Prince was an operator and a fixer on the tufting machines, worked in the Latex department and supervised in the Yardage department.

In 1975 Prince was promoted to Buildings and Grounds supervisor. Prince did an excellent job of learning "on-the-job" and developed the skills necessary to handle all aspects of the Maintenance department. In less than a year he was promoted to Maintenance department manager.

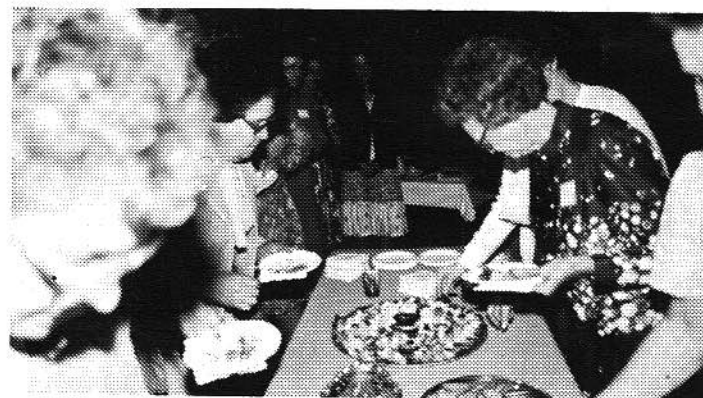
Through the years Prince has been able to do jobs no one knew he could do. When asked how he was able to do jobs he obviously had not been trained for he said, "I found out what it took to do it and hired people who could."

What better description could you give of a good manager? The Company is proud of Prince's success and welcomes him to the Silver Circle.

The Silver Circle banquet was held March 31, 1983 in the Gold Room at the Holiday Inn in Scottsboro. It was a great evening from registering to the presenting of the awards. We'd like to share the evening with you in pictures.



Everybody was dressed up and really looked great.



The hors d' oeuvres' table looked good too!



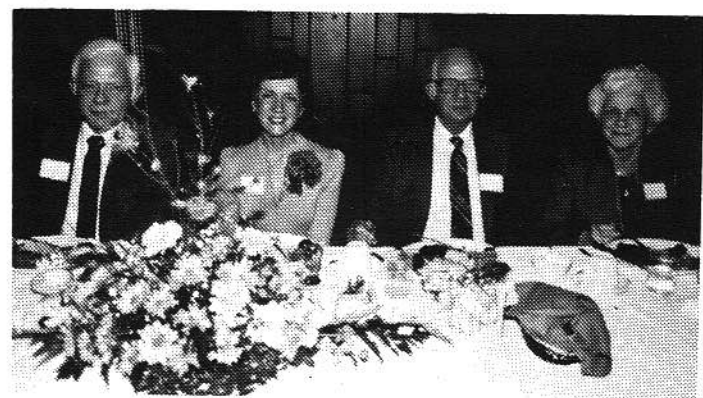
During the reception the members enjoyed looking at some of Stevens' best towels and terrific matching rugs.



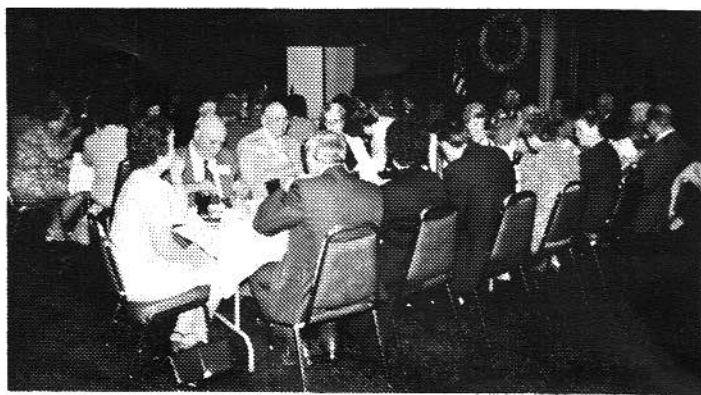
Some were looking, some were talking, Mr. Gay said he intended to do both, but first things first.



Earl Kirby says this looks too good to eat - George Miller says no it doesn't.



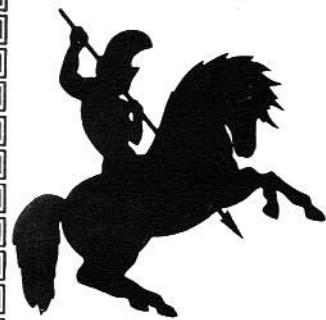
A beautiful table setting (The flowers look nice too).



All heads were bowed for the blessing and most were bowed for the steak.



Johnny talked to fellow members about the good times of the past and the great expectations of the future.



Gay-Tred

NEWSLETTER



SPECIAL EDITION



GAY-TRED MILLS, INC.
RUGS OF SUPERIOR STYLE & QUALITY

January, 14, 1983
PRESS RELEASE

SCOTTSBORO, ALABAMA - Gay-Tred Mills, Inc., a leading manufacturer of bath and kitchen rugs, announced today its proposed acquisition by J.P. Stevens & Co., Inc., one of the country's leading textile manufacturers. John W. Gay, III, president of Gay-Tred, stated that the transaction is scheduled to be consummated at the end of January 1983. Purchase price was not disclosed.

Under the proposed agreement, the Company will operate as a corporate subsidiary under the management of the Terry, Bath and Kitchen Products Division of Stevens. Gay will remain as Vice President and General Manager, heading up all plant operations, and all plant personnel will remain in their present positions. All marketing and sales responsibilities will be assumed by J.P. Stevens. The showroom and sales offices will be located at the Stevens Tower, 1185 Avenue of the Americas, New York City.



Mr. Gay, with his family in the background, announced the plans to sell Gay-Tred to J.P. Stevens to all employees.

Statement Made by John W. Gay, III, President:

The above press release was given to the media by Mr. John Will Gay, Chairman of the Board of Gay-Tred and John W. Gay, III President, after they announced it to all Gay-Tred employees:

Following is the announcement made by Johnny Gay:

After long and careful consideration of many, many factors, the stockholders of Gay-Tred have entered into a tentative agreement to sell the Company to the J.P. Stevens Co., the country's second largest textile company, effective Jan. 31, 1983. I can assure you that it was only after many sleepless nights, many hours of heart-rending examination, and careful scrutiny of the conditions under which the Company would continue to operate that we came to this decision. My family has operated this Company for 52 years, and it is with extremely mixed emotions that we have entered this proposed agreement. However, there comes a time in every private Company's life when it has to make a

decision as to whether to remain private or not. We believe that time is here for Gay-Tred, and we believe this is the right decision.

The single most important factor that led us to this decision was our desire to see this Company continue to grow, to continue to provide sound employment to its employees, and to reach the goals it is capable of reaching. We believe that as a part of J.P. Stevens this Company will have greater opportunities than it would have as a private Company. I can see nothing but positive effects on virtually every employee.

As you probably know, bath rugs are sold to match towels a great part of the time. All the large towel companies except Stevens now have bath rug divisions, and the towel companies are becoming an increasingly larger force in our market. J.P. Stevens is considered the second largest producer of towels in the country and is gaining strength every day. I believe that in a short time

(continued on page 2)

STATEMENT (Continued from page 1)

they will start providing substantial growth for this operation.

Enough about why we are taking this action. I know that you want to know how this is going to affect you. Everything is going to continue very much the same. Everyone here at the plant will continue doing essentially the same thing they are doing today. We will continue to operate as Gay-Tred Mills, and everyone here will continue to be an employee of Gay-Tred Mills. I will become Vice-President and General Manager over all plant operations. Mr. Conley will continue as Treasurer, Hugh Tannehill will be Director of Manufacturing, Bill Spurlin will be Controller, Ben Vines will be Director of Product Development, Lloyd Lockard will continue as Plant Superintendent and Bob Dedmon will be Personnel Director. Everyone else will continue in the same capacity as now. We will be operating under the Stevens towel division, and all marketing and sales will be handled by their marketing department in New York. All our operating policies will come from this division.

There will be some changes as we go along to enable us to fit in with the Stevens organization, but these changes will be made only if they benefit this organization as a whole. One change that will be made is to change to the Stevens fringe benefit package. This refers to holidays, vacations, medical insurance, pension plans, and the like. It will take about 4 to 6 months to work all this out. I cannot give you any details at this time, but I believe you will be pleased.

One important point that I should mention is that the final papers have not yet been signed. Until they are, nothing is official. The signing of contracts is scheduled for January 31, and at this point I have no reason to think the agreement will not go through as planned.

On Tuesday and Wednesday Jan. 18 and 19 a large portion of the Stevens towel marketing department and also the top manufacturing officials will be here to get acquainted with Gay-Tred, to see how rugs are made, and to plan the beginning of our operation together. I know you will want to make them welcome and show them what an excellent organization and operation Gay-Tred is.

I have become well acquainted with many of the people with whom we will be working and they are good people just like people here. I hope you join me in looking forward to great things ahead as the bath rug arm of J.P. Stevens & Company.

After Johnny's announcement he introduced his Dad who said in part, this Company was started because this area was in need of jobs. We have been able to provide steady employment to many for over 52 years.

It is our desire to continue providing steady employment to as many as possible. We have been forced to lay off employees for the last few years. Under the current conditions it did not appear that we would be able to increase employment significantly in the near future and even faced the possibility of laying off more employees.

This past year we operated at a loss and were forced to lay off some long service employees. We felt this move with J.P. Stevens was necessary not only to prevent more layoffs but hopefully to bring back our laid off employees in the near future and even provide growth opportunities in times to come.

Immediately this move will not provide a significant increase in employment, but we anticipate that it will in the future. We are convinced J.P. Stevens is a good employer and have every confidence that they will make this company stronger and bigger.



After the news conference Jim Keller of Channel 31's Eyewitness News interviewed Kathy Stewart, Jill Evans, and Marian Underwood.

Employee Reaction

Most employees reacted to the announcement with mixed emotions. They were a little saddened to hear the plant was being sold, but hopeful that it would bring about more work.

Many employees, with misty eyes, reminisced about all the good times of the past. Several Gay-Tred employees have never worked anywhere else. It was like the ending of an era. After the initial emotion associated with the announcement subsided, most employees realized that it was not the ending of an era but the beginning of one.

We all understand that the plant was sold to provide better security for our future. We appreciate the fact that we will remain as we have in the past, "one big happy family." Now we will have lots of relatives to help us.

We started this company and watched it grow. We will continue to be just as interested in its operation as we have been for the last 52 years.

In closing, Johnny stated that we would not make any drastic or arbitrary changes in our operation. We will make changes only as they are prudent to do so and in the best interest of this company and its employees. Changes in our fringe benefits will be discussed fully with all employees.

Johnny asked that we continue producing good quality rugs as we have in the past, at as low a cost as possible and provide deliveries as quickly as possible. He is confident that the J.P. Stevens marketing and sales force will give us the opportunity to get back into full production.



NEWSLETTER

Published Monthly

For and About Gay-Tred Employees

Bob Dedmon, Editor

Phone 259-2000





Gay-Tred NEWSLETTER



VOLUME VI

FEBRUARY, 1983

NUMBER 2

Gay-Tred to Adopt Stevens' Benefits

There have been many questions about changes that will be made as a result of J. P. Stevens acquisition of Gay-Tred. Most of the changes will be in the area of fringe benefits.

We know everyone is anxious to know what the new benefits will be and particularly when they will become effective. There are many details that have to be worked out before this can be determined since there must be a coordination and transition period for some of the benefits. As soon as it is determined it will be announced.

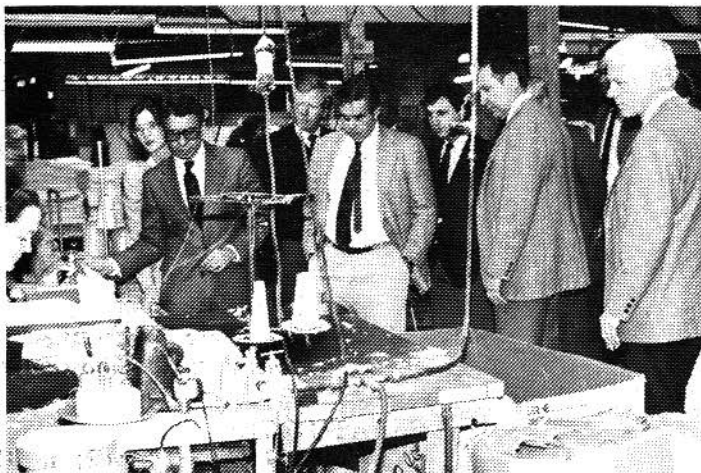
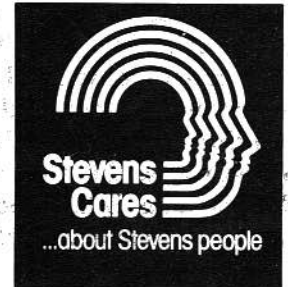
We can say that most employees will be pleased with the new benefits. Most people would consider the insurance benefits better with less cost. Here again as soon as the details are completed these new benefits will be discussed with each employee.

Some employees have been concerned about how this acquisition will affect their seniority. The answer to this is simple — J. P. Stevens and Co., Inc. will consider your company seniority to be your last date of hire with Gay-Tred Mills. This is your current company seniority date and is printed on your I. D. badge. If you have any questions about your seniority date you should go by the Personnel department to have it verified.

We have been asked about the pension plan. Many Gay-Tred employees are nearing retirement age and this is a real concern. All the details are not available at this point to answer all questions about the pension plan, however, all Gay-Tred employees in the Gay-Tred pension plan can be assured that the benefit they have earned to this point will be left intact.

Until all details are worked out and the benefits are officially changed we will operate exactly as we have in the past under the same policies and benefits. It would be best at this point not to anticipate and count on any changes until they are announced.

We know you have many questions we haven't touched on in this article. Don't hesitate to ask the question, but please be patient as we determine the answers. Almost all areas we have looked at so far are very favorable.



Liz Keenan, Dixon Rosas, Dick McPhatter, Tony Rogers, Dave Krohto, Hugh Tannehill, and Johnny Gay observe machine operator Carolyn Norwood during the tour of Gay-Tred.

Sales Meeting

The 'Tastemaker' sales force of J. P. Stevens was in Scottsboro recently for a meeting to familiarize themselves with our current product line and development marketing strategies for the future.

The meeting included a tour of the facilities to see first hand how we make rugs and what our capabilities are. The comments we heard from those attending indicate they are impressed with our operation and are very excited and anxious to offer our products in the market place.

Their enthusiasm was very encouraging. The comments we heard from local folk indicated we are impressed with the 'Tastemaker' sales force and look forward with anticipation to sharing in their successful marketing of our products.

We have known for a long time that we can make just about any small rug as well as any manufacturer. Our problem has been penetrating certain markets and competing with many companies with much greater resources. We will not have unlimited or unrestricted resources now, but J. P. Stevens is the second largest

(Continued on back page)

Happy Birthday

Our new birthday gifts have been ordered and should arrive in time for March 1st birthdays. We appreciate the many kind words and thanks we have received for the pint thermo-bottle. We hope the new gift will be as well received. (You will have to wait until next month to find out what it is.)

Sales Meeting

— Newborns —

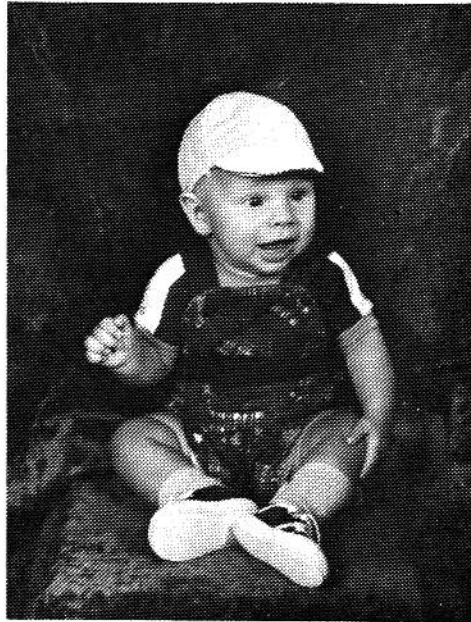


textile manufacturer and the second largest towel manufacturer and HOPEFULLY J. P. Stevens will become the LARGEST small rug manufacturer.

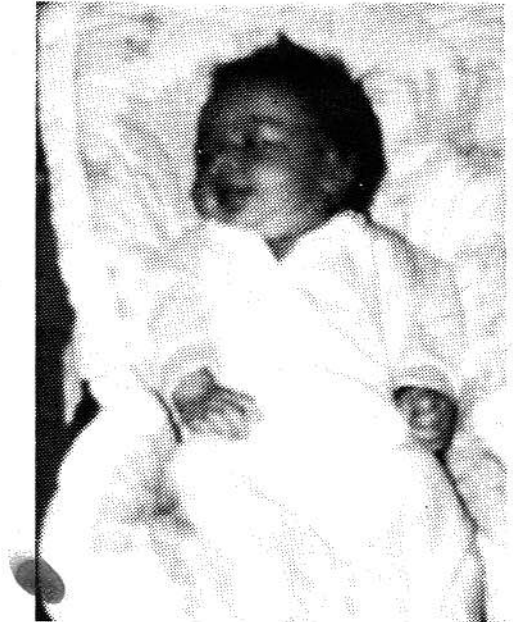
All the indications are positive for being able to sell more rugs. However, we are still going to be faced with a depressed economy, severe competition and rising costs. It is just as important now as ever to make our rugs as efficiently as possible.

We must provide the Stevens' sales force with a good quality rug that we can ship on time and at a price that is competitive so that they can increase production and bring back to work from layoff our fellow employees.

Last month we failed to list the pictures of these two beautiful newborns. We are just as proud of them as their parents are.



Charles Ray Kay
son of Freddie Kay (Finishing)



Kasi Deann Potter
daughter of Linda Potter (SMR)

Bloodmobile

The American Red Cross Bloodmobile will be at Gay-Tred Wednesday February 16, 1983 from 9:30 to 3:30. Please give!!

Lighter Side

Some people play bingo for the fun of it — not Darlene Chapman — to her it is big business.

Mae Thomas gets a gold star — Laverne Stewart gets two.

If you don't enjoy listening to someone talk about their operation you should listen to Randy McCarver. Very few people have as much trouble with major surgery as Randy did with his tonsillectomy.



NEWSLETTER

Published Monthly
For and About Gay-Tred Employees
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Phone 259-2000



- February
- 12-Kenny Dalton
- 18-Rodney Murphree
- 19-William Graden
- Ben Vines
- 21-Gurtha Phillips
- Sue Brooks
- Freeda Baxter
- Joy Arnold
- 23-Linda Vines
- 26-Arlon Thurmond



- March
- 1-Jeanette Sisk
- Billy Roberts
- 2-Wade Shadden
- 5-John L. Thompson



Personals

CONGRATULATIONS TO:

Joy (Q.C.) and Matt Arnold (Inv. Control) on the birth of a new granddaughter.

Jimmy Brown (Shipping) on the birth of a new baby girl.

Wade Shadden (Latex) who was married recently to Deedie Martin.

IN THE HOSPITAL

Randy McCarver (Dyehouse)
Nancy Keller (Production Control)

SYMPATHY TO:

Carolyn Norwood (SMR) in the death of her mother.

Opal Green (SMR) in the death of her sister.



Long Service

George Clark
Maintenance — 5 Years



Gay-Tred NEWSLETTER



VOLUME VI

MARCH, 1983

NUMBER 3

Who Is J. P. Stevens?



In this and future articles we hope to provide information about our company. There is limited space so it will take several articles. If there is any particular fact about the company you'd like to know, feel free to stop by Personnel and ask.

J. P. Stevens began in 1813 with one small woolen manufacturing mill in North Andover, Massachusetts. Today Stevens plants produce millions of yards of fabrics from cotton, wool, and man-made fibers each year.

Stevens plants are located throughout the South and in New England. We also manufacture such specialized fabrics as those used for environmental protection systems, in life-saving and safety equipment, in surgical gowns worn by doctors and nurses, in bullet proof vests that protect local police forces, in space exploration rockets, and astronauts' space suits. Your car's carpeting, its headliner, and the insulation for its emission control device may come from Stevens. You'll find Stevens products in boat hulls, fishing rods, ski boots, and golf clubs. Stevens is in the commercial printing business also. We also sell and service private aircraft. NOW Stevens is the country's **FINEST** small rug manufacturer.

Our corporate and sales offices are located at 1185 Avenue of the Americas in New York City. You and your family are invited to visit the Stevens Tower whenever you have the opportunity to be in New York.

(Continued on Back)

HOLIDAY NOTICE

There Will Be A Change In Our Easter Holiday This Year!

For the convenience of our work schedule the plant will be closed **EASTER MONDAY**, April 4 in observance of the Easter holiday. This will be a paid holiday.

Realizing that some employees may have already made plans for Good Friday we will waive the provision in our policy that states "you must work all scheduled hours the last day before a holiday to be eligible for holiday pay". Good Friday will not be a paid holiday this year and if you are scheduled to work, you are expected to be here. However this will be treated like any other work day. If you are excused from working, your absence will not affect your eligibility for holiday pay.

Holiday pay is 8 hours at your regular straight time rate. If you receive holiday pay the 8 hours will count as hours worked for the purpose of computing overtime pay.

Have a happy and safe Easter Holiday!



Connie Wells serves refreshments and TLC to blood donors Darlene Chapman, Finishing and Richard Brown, manager of Finishing. Darlene says it is better to give than receive, and she gives every time she can. This time she was not only a giver but a receiver as well. She won the drawing and has received a \$50 Savings Bond.

Bloodmobile Visit Successful

30 pints of blood were actually donated during the recent visit of the bloodmobile. Red Cross Executive Secretary Sandra Patton termed the visit very successful under the present conditions.

Many employees who were not able to give supported the blood drive by encouraging others to give. Ruby Anderton, SMR brought her daughter and son-in-law who donated a pint and Dean Rodgers, Maintenance brought his wife.

Several employees tried to donate but were turned down because of medical problems. William and Estelle Graden who have been faithful donors for years were turned down. February is right in the middle of the flu season. You cannot donate blood while you are taking certain kinds of medicine, even if you feel well.

Once again Gay-Tred employees who are not working served as Red Cross volunteers to help with the blood drive. Retired employee Topsy McNeill, and laid off employees Marian Underwood and Connie Wells did the registering and served refreshments. Along with the Red Cross, we would like to express our appreciation for the fine work they did.

A special thanks to the following employees who actually gave blood:

| | | |
|---------------------|------------------|-----------------|
| Kinny Olinger | Rickey Blackwood | Martha Cotten |
| Mike Paradise | Wade Shadden | Larry Lockard |
| Ruby Anderton | Billy Dillard | Bill Webb |
| Bob Dedmon | Roy Blackwood | Billy Roberts |
| Ginger Wallingsford | Ruby Brooks | Darlene Chapman |
| Linda Vines | Sam Rodgers | Kenny Dalton |
| Virginia Wilson | Joan Smith | Arlon Thurmond |
| Hugh Tannehill | Richard Brown | Jackie Hargiss |
| | | Angie Paschal |

Insurance

Apparently some employees are more aware than others that AIA is behind in processing claims. We have stated previously the reasons for this. Mainly it is because more AIA members joined the Health Benefits Trust than anticipated and consequently there were more claims to be processed than AIA could efficiently handle.

In January AIA made arrangements for Blue Cross to administer the hospital claims. This move allows AIA more time to catch up on late claims and keep up with current claims.

We think you will see improvements in the processing of claims. We have communicated with AIA on all late claims and they have assured us a maximum effort will be made to solve this problem.

Who Is J. P.
Stevens?



(Continued from Front)

Stevens is owned by more than 16,000 shareholders who have bought stock in the company. These shareholders elect a Board of Directors who elect officers to manage the company.

The officers of the company who make up the executive committee are: Whitney Stevens, Chairman and Chief Executive Officer, Ward Burns, President and Chief Operating Officer, David M. Tracy, Vice Chairman and Senior Marketing Officer, Paul W. Nipper, Jr., Senior Vice President-Manufacturing and Thomas B. Price, Senior Vice President.

We were all saddened at the recent passing of Milton Potter. Milton was a night watchman at Gay-Tred from 1969-1978. He retired in 1978 due to a disability.

Proof of Birth

In the near future we MUST have a copy of the birth certificate of all Gay-Tred employees. This will be necessary for the pension plan. Details of the plan will be explained in a booklet you will be receiving soon, but basically all employees with one year of service and over 25 years of age will be eligible for benefits. You don't need to turn in the birth certificate now, but since some employees will have to obtain a copy we wanted to let you know as soon as possible so you could begin making arrangements.

Lighter Side

Who in Finishing is looking at the world through rose colored glasses now?

A lot of people try to get out of giving blood — Virginia Wilson, Sample department, tried to give two pints.

If you thought Bob Dedmon had a communication problem you should hear him and James Watson trying to teach each other Japanese.

Unfortunately many of our employees have gotten to know Pam Hammonds at the unemployment office quite well in recent years. She is back on the job now after a maternity leave of absence. We welcome her back, but hope we don't get to see her as often this year as last.

This isn't funny to most outdoorsmen, but when some departments went on a four-day, forty hour week Larry Lockard said they will change the forecast to rain on Friday instead of Saturday — sure 'nuff they did.

Who are the four aces? Hint — only two of them are left.

Since Alva Tipton is such a good dancer — she says she may have to take karate lessons.

Personals

CONGRATULATIONS TO:
Frances Stephens (Finishing) on the birth of a new grandbaby.

SYMPATHY TO:
Sam Pat Rodgers (Shipping) in the loss of his grandmother.
Rickey and Roy Lee Blackwood (Latex) in the death of their father.

Ahh
Shucks!



Ahh Shucks! The birthday gifts did not arrive in time to begin distribution with the first of March. We will distribute to the ones we missed as soon as they arrive. We wanted to complain bitterly, but we realized that it's easy to get behind in shipments when things are as they are now.

Happy
Birthday

March

- 11-J. W. Keel
- 12-Marie Wilkins
- 13-David Nelson
- 15-Bertha Gibson
- 16-Opal Green
- 18-Marjorie Wilson
- 19-Edd Guffey
- 21-Beatrice Blizzard
- 22-Sue Shadden
- 24-Mike Gulledge
- 25-Malissa Seabolt
- George Lusk
- 27-Daisy Shelton
- Dovie Hale
- 28-Wisie Ulman
- Sherry Smith
- 29-Lonia Stapler



April

- 4-Shirley Johnson
- Ann Mathews
- 6-Bobby Parker
- 7-Waylon Gorham



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| LONG SERVICE | |
|----------------|----------|
| Jim Beason | 20 Years |
| Geneva Hester | 20 Years |
| Paulette Baker | 10 Years |



Gay-Tred

NEWSLETTER



VOLUME VI

APRIL, 1983

NUMBER 4

Silver Circle

The Silver Circle banquet was held Thursday, March 31, 1983 at the Holiday Inn in Scottsboro. At this banquet, two new members, Bethel Smith and Prince Rogers were inducted. Complete information about the banquet, including pictures, will be in a special Silver Circle edition of the NEWSLETTER which will be published soon.



Sam Cisco, left and Prince Rogers, right, present the new birthday gifts to employees Wade Shadden and David Nelson, Latex department, and John Thompson, Maintenance department. The new gift is a large combination console car caddy/litter bucket.



J.P. Stevens

We have had a lot of questions about J.P. Stevens since our article in last month's NEWSLETTER. Many people wanted to know how J.P. Stevens would affect Gay-Tred. Certainly we will have some different styles and types of rugs. We will also enter new areas of the market for small rugs. Some people wanted to know how we would affect J.P. Stevens. We will round out their already versatile product line in the Terry, Bath and Kitchen Division.

But the majority of questions (overwhelmingly) concerned the benefits and policies that will directly affect Gay-Tred employees. There are many questions and we will answer them all. It will take some time to get

Corporate Staff To Visit Gay-Tred

On Tuesday, April 12, 1983, weather conditions permitting, we will be favored by a plant visit by the entire corporate staff of J.P. Stevens & Co., Inc. The purpose of their visit will be to see the organization and facilities they have acquired. Those planning to attend will be as follows:

Whitney Stevens - Chairman
David Tracy - Vice-Chairman
Ward Burns - President

Paul Nipper - Executive V.P. of Manufacturing
Marvin Crow - V.P. of Manufacturing

Dick Grissinger - Pres. of Terry, Bath & Kitchen Prod. Div.

David Sprouse - Exec. V.P. of Terry, Bath & Kitchen Prod. Div.

Their plan is to arrive about 1:00 P.M. They will tour the Woods Cove Plant first and then the Maple Street Plant. They will be here only about two hours.

John W. Gay, III
Vice-President & General Manager

to them all, but we plan to start right away.

The personnel policies and most of the benefits will be effective July 1, 1983. We will begin meeting with all employees, hopefully in May, to discuss these policies and benefits in detail. We will have a representative of the insurance company and someone from the division personnel office here to answer any questions we may have.

There will be a lot of forms to fill out and we will begin that process in June.

The one question most often asked is "Are we going to get a raise?" It has been a long time since we have gotten a raise but at this time I don't have an answer to that question. I can say that the benefits will have a greater positive economic impact on many employees than a wage increase.

Unemployment Tax Increased

The recent change enacted by the Alabama Legislature as it affects unemployment benefits has also resulted in increased taxes to employees as well as employers.

The employee rate has increased from .5 percent of the first \$6600 to 1% of the first \$8000, **Retroactive back to January 1, 1983.**

In order for the company to collect these retroactive taxes we will deduct the retroactive amount, in addition to the 1%, in equal installments covering the pay periods in April.

Thereafter, the percentage will resume at the rate of 1% until total earnings reach \$8000 (or a total of \$80.00 has been paid).

The employer tax increase is in the form of a 25% additional tax surcharge plus some experience modifications that further increase the rate.

If you have any questions, contact the personnel department.

Bob Dedmon
Director of Personnel

It's that time again!!!



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Personals

CONGRATULATION TO:

Rodney Murphree, SMR, on the birth of a baby girl.

SYMPATHY TO:

Billy Ray Smith, Dyehouse, in the loss of his mother.

Lighter Side

Prince Rogers, Maintenance Dept. manager, has been complaining about the rain for years. Why is it that now he is trying to hire a rainmaker.

It's amazing how many English speaking people can't speak English --but when one of them tries to teach Mae Thomas grammar we'd say they had more to learn than they thought. Ain't dat right!

James Watson said his broken toe didn't hurt nearly as much as his broken heart when his broken toe was not mentioned in the NEWSLETTER. Sorry if we stepped on your toes James, but if the shoe fits and you can't wear it you really do have a problem.

Blood Donor

Rodney Murphree, SMR, is one of the most consistent blood donors at Gay-Tred. Many people are aware that it is very difficult for Rodney to give, but he feels so strongly about it that he makes that special extra effort to do so. For some reason when we list the blood donors Rodney is always left out. It is a terrible error that we regret. We appreciate very much all who donate blood, but especially those who have to make a special effort. Sorry for the omission Rodney and thank you very much.

Happy Birthday

APRIL

- 12-Mildred Gullede
- 13-Hal Ledbetter
- 16-Pluma Thomas
- 18-George Clark
- 19-Imogene Baldwin
- 20-Karen Boozer
- 23-Louise Smith
- 24-Rudolph Bryant
- 26-Suzanne Saint
- 28-Ike Corbitt
- 30-Willard Wilborn



MAY

- 5-Bernice McKee
- 6-Nedra Kirby
- 7-Ida Mae Coffey
- Carolyn Norwood
- 10-Billy Dillard
- Lora Johnston

Long Service Awards

July 1, 1983 we will begin presenting the J.P. Stevens long service awards. We will have to order these awards right away in order to have them by July 1st. There are optional awards that each individual receiving the award may select from. We will distribute the brochure from which these selections are to be made in the next few days to those who will be receiving awards from July through December of this year. We know you will be very proud of these awards.

Long Service

| | |
|---------------|---------|
| Nedra Kirby | 30 yrs. |
| Jerry Ragan | 20 yrs. |
| Jill Evans | 5 yrs. |
| Terry Gullede | 5 yrs. |



Gay-Tred

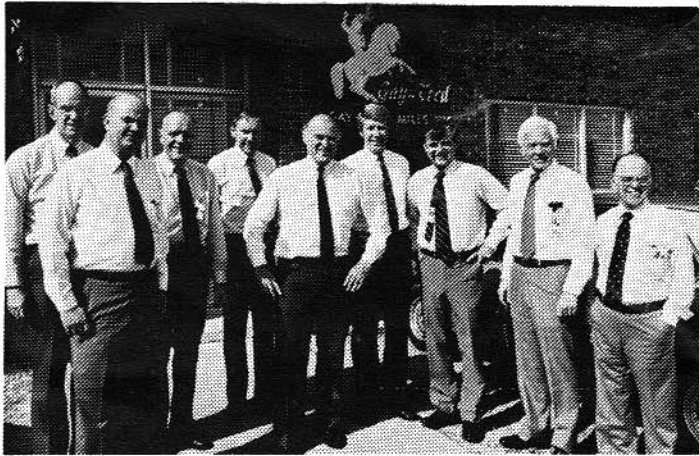
NEWSLETTER



VOLUME VI

MAY, 1983

NUMBER 5



L-R Marvin Crow, V.P. Mfg., David Sprouse, Exec. V.P. of Terry, Bath & Kitchen Prod. Div. Ward Burns, President, Hugh Tannehill, David Tracy, Vice Chairman, Dick Grissinger, Pres. of Terry, Bath & Kitchen prod. Div., Whitney Stevens, Chairman, Johnny Gay, and Paul Nipper, Exec. V.P. Mfg.

Corporate Staff Visits Gay-Tred

The entire corporate staff of J.P. Stevens visited Gay-Tred Tuesday, April 12. They were only here a few hours but were able to tour all facilities.

They were very interested in the details involved in every phase of making rugs. Naturally they were most interested in the rugs designed specifically to match the Stevens towels.

During the tour conducted by Mr. Gay and Mr. Tannehill, they stopped to ask questions of many employees. It was obvious they were pleased with what they saw and what they heard.

Mr. Gay and Mr. Tannehill were especially proud during this visit and express their appreciation to all employees for their cooperation. "The plant looked as good as I've seen it" said Mr. Gay. Mr. Tannehill said "I was impressed and I'm sure our guests were."

Business Conditions

In general, business conditions seem to be improving. We hear reports of slight increases in many of the companies around Scottsboro. Nationally things seem to be picking up also. Apparently the downturn has at least bottomed out. Many economists are predicting a slow but steady increase in the months to come.

For Gay-Tred the situation is about the same as it is elsewhere. We have had a slight increase in order activity.

J.P. Stevens Benefits

We are now preparing a slide presentation explaining the policies and benefits for hourly employees of J.P. Stevens. This will be completed in May. Plans are now to show this slide presentation during the first week in June to all hourly employees.

At that time we will begin filling out the enrollment forms for the pension plan and group insurance and any other applicable forms. A representative of the Division Personnel Office and a representative of the Provident Insurance Company will be here to answer any questions we might have. We will also distribute insurance books and other booklets explaining benefits.

We are also having employee handbooks printed explaining all of Stevens' personnel policies applicable to Gay-Tred employees. These will be distributed as soon as possible.

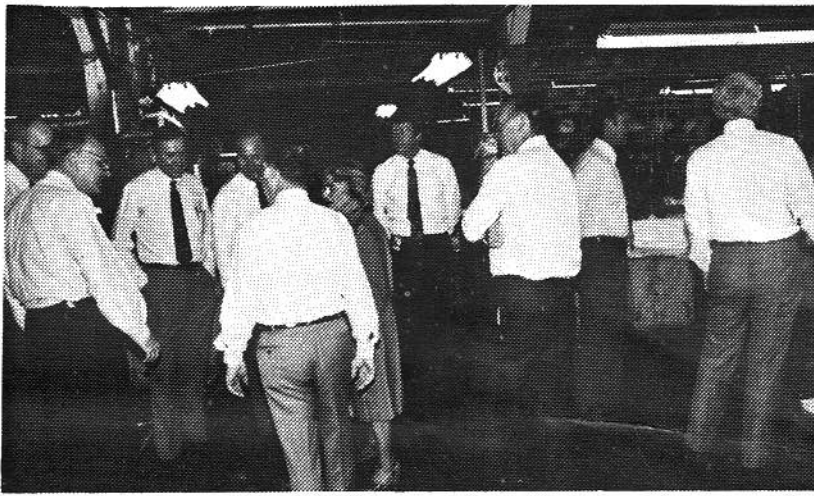
One of the most often asked questions is "What about vacation?" This year our vacation pay policy will be exactly the same as in previous years. Those employees eligible for 2% or 4% will get that amount of their earnings for the period December 1 through the end of May for July 4th week and the eligible percent at Christmas for the period June 1 through the end of November. It has not been determined if the plant will shut down for the week of July 4th. We will make this announcement as soon as this decision is made.

Reminder, we will need a copy of your birth certificate and a copy of your social security card when we begin signing up for Stevens' benefits. Make sure you have a **paper** social security card with the proper name and number. **We will also need a copy of your spouse's social security card and birth certificate.**

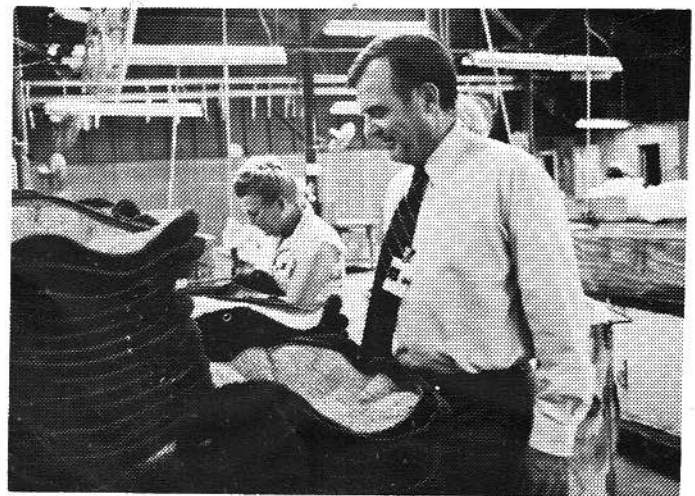
This has resulted in starting up half of the second shift in the Dyehouse. We have also called back from layoff several employees in the Finishing department, Small Machine room and the Shipping department. However, we still have many people remaining on layoff status and several more who were not recalled before their layoff status expired.

We do hope to recall all employees who are laid off from Gay-Tred, but we will not be able to until we have a substantial increase in orders. With the new styles and markets we have now we are optimistic that our business will increase, but it appears that it will be some time before we return to a full running schedule. In the next few months we expect some busy weeks and some slow weeks.

We are glad we have been able to recall some employees. However, this does not mean we will be able to recall all employees in the near future. We really do not anticipate recalling large numbers in the near future.



It looks like Pluma Thomas is surrounded, but if we know Pluma she has corraled them.



Dovie Hale showed Whitney Stevens how we inspect our rugs.

Group Insurance

The group insurance we have with AIA does not cover dependents who become eligible for Medicare Disability benefits before age 65. If you have dependent coverage and any of your dependents are receiving medicare disability benefits please contact Mae Thomas in the Personnel office.

Week Ending Change

Effective immediately our payroll week will end on Saturday. The new week will begin on Sunday. Any hours worked on Sunday will be counted as the first hours worked during the week for the purpose of computing overtime. Also, if you work on Sunday, you should use the appropriate time card if time cards for both weeks are in the rack.



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Lighter Side

Nedra Kirby sure is holding up well.

Congratulations to Pluma Thomas for winning a sweepstakes. It doesn't matter how much she won since she is going to frame the check instead of cashing it anyway.

Kathy Stewart and Darlene Chapman said if they are going to get the credit for making a gambler out of Stanley Gamble they should get to share his winnings.

Personals

CONGRATULATIONS TO:

Jean Strickland (Admin.) on the birth of a new grandson.

Congratulations to Doug Graden, son of William and Estelle Graden (SMR) on being selected co-coach of the year by the Jackson County Athletic conference. Doug coaches the Skyline High School girls basketball team.

Congratulations to Roy Corbitt, son of Ike Corbitt (Latex) who won several events at the recent special olympics held in Scottsboro.

Congratulations to Dicky Dedmon, son of Personnel Manager Bob Dedmon, for serving as a Page in the State Senate in Montgomery.

IN THE HOSPITAL:

Ronnie Wright (SMR)
Malissa Seabolt (SMR)

SYMPATHY TO:

William Treece (Latex in the death of his sister.

John Stovall (Dyehouse) in the death of his brother.

Happy Birthday

MAY

- 11-Lloyd Johnson
- Gus Baugh
- 12-Jean Sanders
- Marie Shelton
- 13-Agnes Jordan
- 14-Al Rowell
- 15-Lillie Mae Prewett
- 17-Martha Maynor
- 21-Jim Beason
- 23-Jr. Pace
- John D. Edmonds
- 27-Estelle Smith
- 28-Bill Spurlin
- 30-Jill Evans



JUNE

- 1-Ricky Flippo
- 2-James Hardin
- 4-Stanley Gamble
- Roy Lee Blackwood
- 6-Helen Brake
- 8-Tommie Bradford
- Joan Willmon
- Randy McCarver
- 10-Vivian Weems
- Billy Wayne Henshaw

Long-Service

| | |
|------------------|--------|
| Bill Ray Dillard | 5 yrs. |
| Harry Hutchens | 5 yrs. |
| Larry Keel | 5 yrs. |
| Ricky Martin | 5 yrs. |



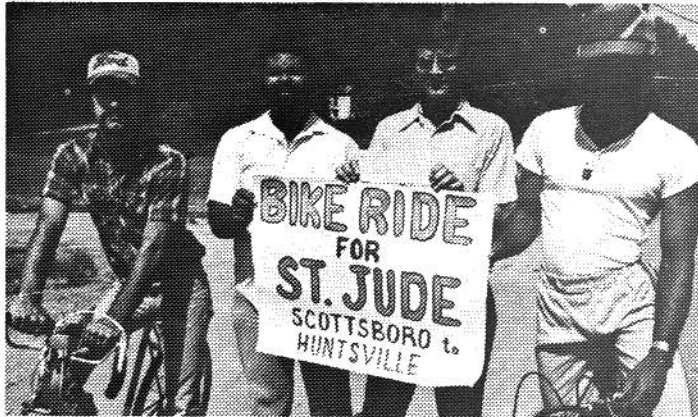
Gay-Tred NEWSLETTER



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JUNE, 1983

NUMBER 6



Pictured (l-r) are Gay-Tred employees Randy McCarver, Robert Doss, Matt Arnold and Ricky Martin.

Gay-Tred Employees Ride for St. Judes

Most news stories are "bad" news, and if we ever find a "good" news story in the papers it is usually tucked way inside in a tiny corner. We have a "good" news story to share with you.

Several weeks ago Jackie Hargiss and Randy McCarver dared each other to ride their bicycles to Huntsville. As their talks progressed they decided they would like to make this a fund raising game with the proceeds being donated to a charity. Their enthusiasm spread among fellow employees. Robert Doss and Ricky Martin joined in the challenge.

Matt Arnold was asked to coordinate their plans and to handle the fund raising. St. Jude Children's Hospital was selected to receive all monies that were donated.

On May 14, 1983 these Gay-Tred employees along with Tommy Womack and Gerry Kelly began their bicycle ride to Huntsville. After 4 hours of hard cycling they arrived at their destination and were met and interviewed by WAFF-TV, Channel 48.

By this time \$704.25 had been contributed for the benefit of St. Jude's Hospital. Most of this money came from Gay-Tred employees, so what started out as a dare, turned out to be a very worthwhile adventure. Not only was it worthwhile for St. Jude's but also for those who participated in the ride and the many good-hearted Gay-Tred employees who gave of their means. It is indeed a good feeling to know and work with wonderful people who care for their fellowman.

Our congratulations to these young men for taking the challenge to help those who are not as fortunate as we.

Malissa Seabolt Retires

Malissa Seabolt, a machine operator in the Small Machine Room, retired June 2, 1983. Malissa had several periods of employment since 1965. The last period was from April 1975.

Malissa has done a variety of jobs in the Small Machine Room. She will be missed, but we wish her well in her retirement years.



Malissa Seabolt

Benefit Changes

Recently we held orientation meetings with all hourly and salaried employees. We presented the new policies and benefits. We also distributed new employee handbooks. There is a lot of information to absorb, and although most of the policies are basically the same there are some differences you should keep in mind. We suggest you READ the employee handbook and keep it for future reference.

Some highlights from the orientation are:

—The new insurance for hourly employees will be effective June 27, 1983, and for salaried employees July 1, 1983. The new deductions will be made for those periods.

—We will complete this year under our old vacation policy. Vacation bonus checks will be distributed to all hourly employees the last day before vacation shut down and the last day before we shut down for Christmas.

—Holidays we will observe for the remainder of this year are Labor Day, Thanksgiving, Christmas Eve and Christmas day.

—All eligible employees entered the Stevens' Retirement and Pension Plan April 1, 1983.

—The Perfect Attendance Award program will become effective November 1, 1983. If you go from November 1, 1983 to November 1, 1984 without an absence from work, you will be eligible for a gift or a day off.

These are just some highlights. We should read and become familiar with all the new policies and benefits. Answers to most of the questions we have been asked can be found in the brochures we have distributed. If there are any points you are not clear on or cannot find the answer to, drop by personnel and we'll look for it together.

The reaction we have received from most employees is very positive. Most of the policies are similar and have been tried, tested, and proven to be fair and equitable. Reaction to the new benefits has been overwhelmingly favorable. Many employees who have had family insurance coverage with AIA said it is like "getting a .30 or .40 per hour increase in pay and much better coverage to boot". The average cost of the new insurance premium for anyone having family coverage is about half the old premium for much broader coverage.

The new coverage includes life insurance for dependents, dental coverage for the entire family, a weekly disability income for the employee and an option to purchase additional life insurance. None of this was available under our old plan. An employee having single coverage could get a lot more benefits for about the same premium rate as our old plan.

An employee could get **Absolutely Free** the following coverage: Medical, Dental (after 2 yrs.), \$1500 Accidental Death and Dismemberment, \$3,000 Life Insurance and \$30 weekly disability income.

All hourly and salaried employees have now been "signed up" on the Stevenson payroll system. The first checks written on the new system will be received in July. The new deductions will begin with that check.

Anytime you make this many changes at once there is a greater potential for error. If your deductions are not what you anticipated please check immediately in personnel to insure that we have correctly listed the options you chose.

— — VACATION — —

The plant will close for Vacation during the week of July 4th.

Vacation checks will be distributed to all eligible employees on the last scheduled work day prior to vacation shut down.

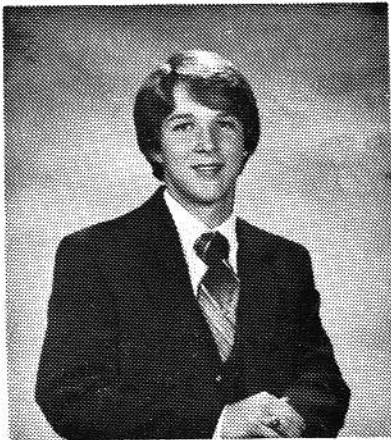
Some employees may be required to work during this week. If you are scheduled to work, you will be notified by your supervisor.

If you have any questions concerning the exact time for shut down, start up, or any other related question, please ask your supervisor.

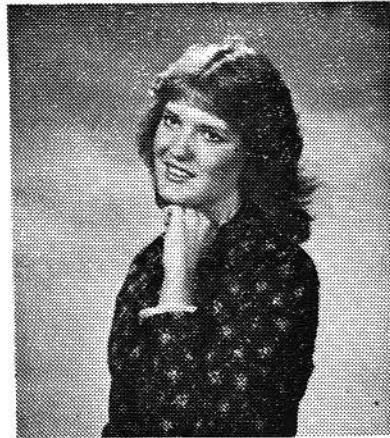
We hope all employees enjoy a safe and pleasurable vacation.

Congratulations To The Class Of '83

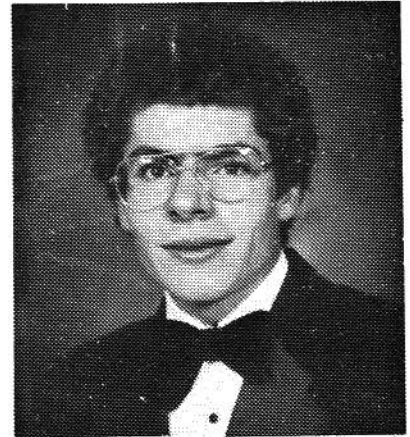
Congratulations to employees and sons and daughters of employees of Gay-Tred Mills who graduated this year. A diploma is an accomplishment for which both student and parent deserve credit. The company shares in the pride of this happy occasion. Among this year's graduates are:



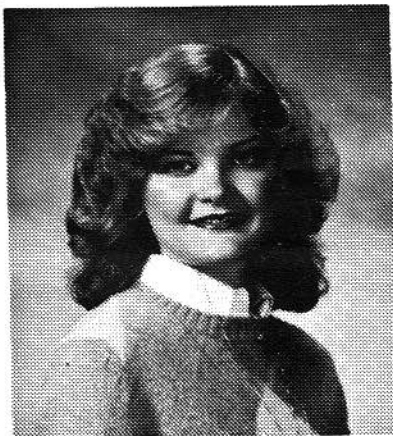
Charles West
Scottsboro High School
Stepson of Helen West



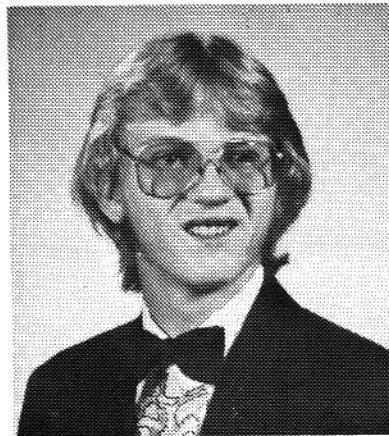
Kim Beason
Scottsboro High School
daughter of Jim Beason



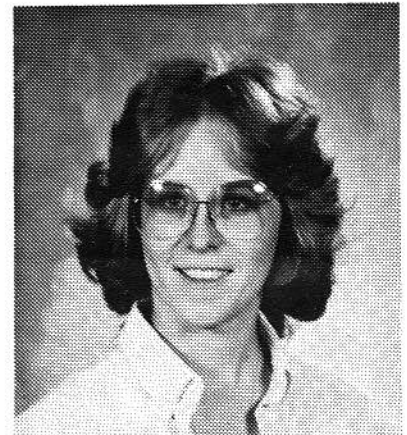
Brad Davis
Cookeville High School
son of Ginger Wallingsford



Paige Guinn
Scottsboro High School
daughter of Martha Guinn



La Don Baldwin
Fyffe High School
son of Imogene Baldwin & employee



Michelle Martin
Univ. of North Alabama
daughter of Kathryn Martin

Sympathy To:

Lillie Mae Prewett (Sample) in the death of her brother-in-law.

Margaret Day (Shipping) in the death of her nephew.

Nathan Smith (SMR) in the death of his brother-in-law

Lighter Side

We enjoyed our recent visits from our favorite "Seagull" Guy Guy.

Prince Rogers says he will not take the credit for the sweet smell and absolutely will not take the blame when its gone.

In the Hospital

Tommie Bradford (SMR)
John L. Thompson (Maint.)

Welcome

Jinnie Ruth Brown, SMR;
Magdalene Roberts, SMR; Irene Clark, SMR; Angie Stapler, SMR; Judy Blizzard, Latex; Kathy Dillard, Latex; Michael Treece, Latex; Mark Mudler, Latex

Happy Birthday

JUNE

11-Lucille Holder
Tommy Chandler
Gene Roberts
16-Anna Fay O'Neal
17-Glenda Watson
19-Darlene Chapman
22-Nolton Whitaker
Joan Smith
24-Roy Light
26-Michael Treece
28-Brenda Edmonds
29-William Treece
30-Mark Mudler



JULY

2-Harvey Gifford
3-Robert Doss
5-Bell Willmon
7-Patricia Hardin
Rachel Atchley
10-Nancy Keller



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| Long Service | |
|-----------------------|---------|
| Patricia Hardin..... | 10 yrs. |
| Betty Morris..... | 10 yrs. |
| Kathy Stewart..... | 5 yrs. |
| Deborah Rodgers..... | 5 yrs. |
| Frances Mullican..... | 5 yrs. |



Gay-Tred NEWSLETTER



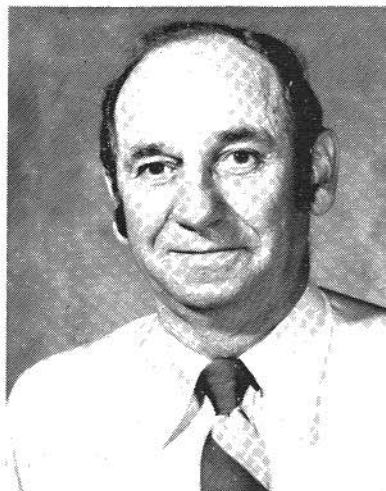
VOLUME VI

JULY, 1983

NUMBER 7

Announcement of Management Changes

In order to improve and strengthen our customer service and planning functions, the following personnel changes are being made, effective July 11, 1983.



Lloyd Lockard will transfer into the position of Manager of Customer Service and Planning. This move is made to more properly organize and strengthen our direct communications with our customers and marketing personnel regarding orders. In this capacity Lloyd will be responsible for order preparation and communications with customers and marketing personnel regarding orders and deliveries; he will also be responsible for generating basic planning data based on market information. Lloyd's duties as Plant Superintendent will be assumed by Hugh Tannehill, Plant Manager. Lloyd will report to John W. Gay, Vice President and General Manager. Lloyd has been employed at Gay-Tred since October 1, 1951. He is a charter member of the Silver Circle.

Larry Keel is being promoted from Production Control Supervisor to Manager of Production Planning, which will encompass all production scheduling and inventory control of raw materials, work in process, and finished goods. Larry will report to Hugh Tannehill. Larry has been employed at Gay-Tred since May 18, 1978. He had a previously four year period of employment at Gay-Tred in the Production Planning office.

Matt Arnold is being transferred to the Production Planning Department and will continue his current duties as Raw Materials Planner. Combining these functions into one department will enable us to better coordinate order demand and inventory requirements.

Bertha Hall Retires

Bertha Hall, Supervisor in the Finishing department, retired in June. For the past several months Bertha has been on layoff status.

Bertha began her career at Gay-Tred in September 1947 and is a charter member of the Silver Circle.

While at Gay-Tred Bertha has been a single needle operator in the SMR, ran edgerow on bedspreads, inspected, stamped, and set out orders on a carving machine. She was transferred to the Finishing department inspecting rugs and was promoted to supervisor about seventeen years ago.

Bertha plans to keep pretty busy. She has spent a lot of time in her garden and now will spend a lot of time canning the fruits of her labor.

"Bertha, like many others, has dedicated most of her adult life to Gay-Tred. It is hard to express the deep appreciation my family and I feel for those who have meant so much to this company. I have worked with Bertha for many years and know how much this company means to her" said John W. Gay, III, Vice President and General Manager. "It is good to see Bertha enjoy good health and I hope she enjoys her retirement years."

Johnnie Woosley

We were all saddened by the recent death of Johnnie Woosley, a retired Gay-Tred employee. Johnnie was a mender/inspector in the Finishing department in the late 50's and early 60's.



Small Machine Room employees Rodney Murphree and Michael Paradise are all smiles as they donate a pint of blood to the American Red Cross. You too, can be all smiles knowing that you are giving a part of yourself to those who have met with misfortune in one way or another. The Red Cross Bloodmobile will be at Gay-Tred on August 17 from 9:30 A.M. until 3:30 P.M. Also, when you donate a pint of your blood you will be eligible to win a \$50 U.S. Savings Bond. Plan now to give blood on August 17.

Just a Reminder

Our AIA Group Insurance Coverage has been cancelled. If you were covered under this plan and had any medical charges (doctor, drugs, hospital, etc.) that were incurred while covered by AIA you should file them IMMEDIATELY, even if they do not exceed the deductible. This must be done before the AIA deductible can be applied to any charges filed on Provident.

Schedule Change

Effective July 18, 1983 Gay-Tred manufacturing will observe new operating hours. All manufacturing departments now begin work at 7:00 A.M. The second shift in the dyehouse begins at 3:00 P.M. The exact department schedules, including lunch and break periods, is posted on the information centers.

Lighter Side

We all need a lift every now and then. When **Bea Blizzard** needs one she just uses a fork.

Jim Childers, Div. I.E. Mgr., humbly says he is the only MTA in the Company (whatever that is).

Be careful if you get **Joan Smith** to teach you sign language -- she knows more than you need to know.

Pluma Thomas almost had a very expensive dinner at the Western Sizzlin recently. But luckily her purse was returned with all her vacation money in it.

Personals

CONGRATULATIONS TO:

Neal Jacobs (Shipping) who was married recently.

In the Hospital

Ray Junior Adkins (Latex)
 Prince Rogers (Maintenance)
 Ronnie Wright (SMR)
 Johnny Guffey (Dyehouse)
 Joy Arnold (QC)

Welcome

Michael Harding
 Kevin Cox
 Kenneth Brown

Latex
 Dyehouse
 Dyehouse

Happy Birthday



JULY

- 15 - Ina King
- 16 - Maxine Miller
- 18 - Ray Junior Adkins
- 19 - Paulette Baker
- 25 - John Stovall
Freddie Kay
- 28 - Sam Cisco
- 31 - George Edmonson

AUGUST

- 4 - Walt Winston
- 5 - Neal Jacobs
- 6 - Matt Arnold
Estelle Graden
Ricky Martin
- 7 - Jackie Hargiss
Lucille Page

Long Service

Bernice McKee 35 yrs.
 Jackie Moses 5 yrs.



NEWSLETTER

Published Monthly
 For and About Gay-Tred Employees
 Bob Dedmon, Editor
 Phone 259-2000





Gay-Tred NEWSLETTER



VOLUME VI

AUGUST, 1983

NUMBER 8



John W. Gay, III, Vice President & General Manager, congratulates Debbie Rodgers and Kathy Stewart on receiving the last Gay-Tred key tag long service award. Pat Hardin and Betty Morris received the first Stevens long service awards. The awards were presented at a special ceremony. All service awards presented in the future will be the J.P. Stevens awards.

John W. Gay, III, Vice President and General Manger, congratulates Laverne Stewart for 45 years of loyal and faithful service to Gay-Tred.

Laverne was employed as a machine operator in the Small Machine Room. After three weeks she was transferred to the office as a clerk and receptionist. For over 25 years she has been the payroll clerk. Prior to the establishment of the Personnel office she handled insurance and record keeping. Laverne is a charter member of the Silver Circle.



REMEMBER

Please remember that the Bloodmobile will be Wednesday, August 17 from 9:30 A.M. until 3:30 P.M. According to the Red Cross there is a critical shortage of blood. Please do your part by giving a pint of blood. It doesn't hurt and it's well worth the sense of satisfaction knowing you are able to help someone else.

Reminder

The Personnel office must have on file a copy of some document (birth certificate, military records, etc.) giving proof of birth, and a copy of your social security card. We must have this on each employee. If you have not furnished us with these documents, please do so as soon as possible.



MEG TANNEHILL
Auburn University

Margaret (Meg) Tannehill, daughter of Plant Manager Hugh Tannehill, and a former Gay-Tred employee, graduated from Auburn University in August.



Louise Winston, Finishing Department, proudly displays the Elbow Peace Pipe that she recently found. Louise and her husband Walt, an employee in the Dyehouse, have been collecting Indian relics for over 19 years. They have quite a collection of spearheads, arrowheads and other Indian relics, but this peace pipe is their biggest find so far.

Archaeologists from Russell Cave say the peace pipe is from the early Woodland period and dates from 900 to over 2000 years old. The peace pipe is made from stone using sand and canes to drill the holes. A cane is inserted into the peace pipe for smoking. The Indians considered smoking the peace pipe a religious ceremony. They could speak to the gods by sending messages through smoke to the heavens. The value of the peace pipe, like anything else, depends on the demand or desire for it. Louise says she has no intention of selling the peace pipe. It, like the rest of her collection, will be handed down to her son Scott.

Personals

CONGRATULATIONS TO:

Roy Light, manager of Industrial Engineering, who scored one of the highest scores in the Company at a recent engineering school he attended at the Stevens Center in Greenville, South Carolina.

BELATED HAPPY BIRTHDAY TO:

Linda Potter, (SMR), who celebrated a birthday on July 17.

IN THE HOSPITAL:

Edd Guffey (Yardage)

SYMPATHY TO:

Larry Dillard, (Dyehouse), **Billy Ray Dillard**, (Dyehouse) and **Janice Snodgrass** (SMR) in the death of their father.

Service Awards

Stevens employees, through their years of service and interest contribute much to the Company's success. Stevens is proud to recognize all of its long service employees. All regular, full-time employees will be presented service awards at intervals of 5 years of continuous employment and as close to an employee's anniversary as possible.

Continuous service awards are as follows:

5 years -- 10 - karat emblem
10 years -- 10 - karat emblem with 5 rubies or selection of a gift from Service Award Brochure.

15 years -- 10 - karat emblem with 5 blue sapphires or selection of a gift from Service Award Brochure.

20 years -- 10 - karat emblem with 5 emeralds or selection of a gift from Service Awards Brochure.

25 years -- 10 - karat emblem with 5 diamonds or selection of a gift from Service Award Brochure.

30 years -- engraved watch

35 years or more -- selection of a gift from Service Award Catalog.

Happy Birthday

AUGUST

13-Marian Underwood
Virginia Wilson

14-Jackye Marsh
Tim Currie

15-Larry Keel
20-Mary Eason

22-Ginger Wallingsford
24-Janie Dalton

27-Billy Ray Smith
30-Nathan Smith

31-Jackie Moses

SEPTEMBER

3-Elaine Anderson
5-Debbie Rodgers

Mae Thomas
7-Kathy Stewart

Jimmy Brown



Welcome

Kathy Dillard (Latex)



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Long Service

| | |
|-----------------|---------|
| Laverne Stewart | 45 yrs. |
| Edd Guffey | 30 yrs. |
| Bertha Gibson | 20 yrs. |
| Ruby Brooks | 10 yrs. |
| Ronnie Wright | 10 yrs. |
| Suzanne Saint | 5 yrs. |
| Jean Strickland | 5 yrs. |
| Joan Smith | 5 yrs. |



Gay-Tred NEWSLETTER

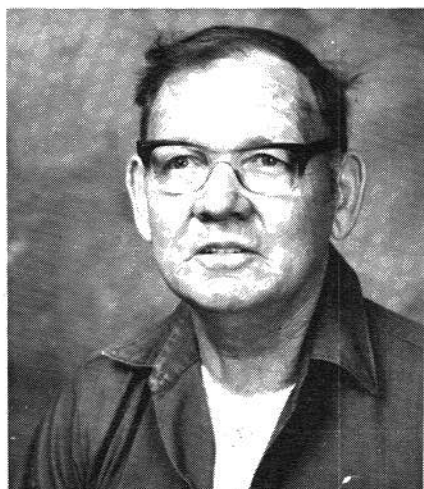


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SEPTEMBER, 1983

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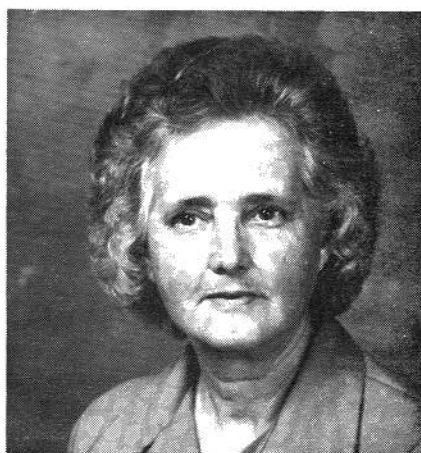
Gay-Tred Employees Retire



Nathan Smith, a mechanic in the SMR, retired in August due to disability. He has been employed at Gay-Tred over 30 years and is a charter member of the Silver Circle.

Nathan began his career at Gay-Tred as a bedspread yardage tufting machine operator. He has been a table-top tufting machine mechanic for over 20 years.

Known for his soft smile and easy going disposition he will be missed by his many friends and relatives at Gay-Tred. We all hope he enjoys his retirement years.



Geneva Hester, a machine operator in the SMR, retired in August. She had been employed at Gay-Tred over 20 years.

Geneva has been looking forward to retiring and was well prepared for it. She had all her fishing gear ready and she goes to the 'fishing hole' now about as often as she went to work before retirement.

Ray Adkins, a cutter in the Latex department, was forced to retire in August due to disability. Ray has been on leave of absence since June. Ray had been employed at Gay-Tred over 3 years.

Holidays

Eligible employees receive 7 paid holidays each year: New Year's Day, Easter Monday, July 4th, Labor Day, Thanksgiving Day, Christmas Eve and Christmas Day. On these days, even though an employee performs no work, he or she will receive 8 hours pay at his or her regular rate.

If an employee is **scheduled to work** on a holiday, to receive Holiday Pay the employee must work that day unless he or she is:

1. On approved leave of absence (including any excused absence).
2. On a layoff which began within 90 days prior to the holiday.
3. Absent due to an on-the-job injury.
4. On active military service for a period which will not exceed 30 days.

Employees who work on a paid holiday receive regular pay for their work, plus 8 hours of Holiday Pay at their regular rate, plus a premium for the hours worked at one-half their regular rate. You will also be credited with no less than 8 hours for the purpose of computing weekly overtime.

Employees **not scheduled to work** on a holiday must be on the active payroll in order to receive Holiday Pay. If you are out from work at the time the holiday occurs for one of the 4 reasons listed above, you are still considered to be on the active payroll and will receive Holiday Pay. Eligible employees who are not scheduled to work on a holiday will also be credited 8 hours worked for the purpose of computing weekly overtime or pay for the sixth and seventh consecutive day worked.

If you are absent from work for **3 consecutive** working days without sending word, and **any one** of the 3 days falls immediately before or after a holiday on which you were not scheduled to work, you will not receive Holiday pay.

The 24 hours for the recognized holiday will normally begin with your regular shift starting time.

If a holiday falls on Sunday, it will be observed the following Monday, unless the plant or department is on a scheduled seven-day, four-shift operation, in this event the holiday is observed on Sunday. All other holidays are observed on the day they fall.

Christmas Gifts

It may seem a little early to talk about Christmas but it will be here sooner than you think. We need to begin now making plans for some activities.

The gift selection books will be distributed near the end of September. Instructions will be issued at that time. Our Stevens' policy is very similar to our previous one.

Employees eligible to receive gifts are: all employees on the active payroll; employees on authorized leave of absence; employees on layoff which began **after** September 25 of the current year and employees who retire with the consent of the Company and are eligible for social security benefits.

The gifts will be distributed in similar fashion to previous years. These details will be announced later.

You will note on the back of the Christmas gift selection book the order form to be filled out and returned. Also there is a form to fill out for children age 12 and under. This form is for Christmas stockings that will be given to these children. The method for distributing the Christmas stockings to children will be determined later.

Volleyball

It's that time of year again and Gay-Tred is more ready this year than in any previous year. Our women's volleyball team has finished high in the standings with winning seasons the last few years. This year most of the women will be returning and an addition or two should make us once again one of the favored teams.

If you are interested in playing on the women's Volleyball team this year, let coach Bob Dedmon in the Personnel office know.

Personals

CONGRATULATIONS TO:

Rickey Blackwood (Latex) on the birth of a baby boy.

Mildred Gullede (Shipping) on the birth of a grandson.

IN THE HOSPITAL

Priscilla Rounsavall (Q.C.)

SYMPATHY TO:

Jeanette Sisk (SMR) in the loss of her mother.

Lighter Side

No one would refer to our maintenance employees as shade tree mechanics -- however, on occasion you might find one or two sitting under one.

The maintenance men, with the help of **Mr. Tannehill**, will make sure **Bob Dedmon** doesn't change the subject again.

James Watson says they may grow 'big boy' tomatoes in North Carolina, but in Alabama we grow "Little Boy" tomatoes. **Joe Dulak** says "seeing is believing".



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Bob Dedmon, Editor

Phone 259-2000

Bloodmobile Visit Successful



Larry Lockard, (I.E.) and **Helen West (Cost Estimator)** help make the recent Bloodmobile visit a success.

32 Gay-Tred employees came forward to donate a pint of blood. Everyone must have been healthy because all were accepted. This is the first time I recall a visit where no one was rejected.

Considering our employment level now, 32 pints is very successful. It came at a time when blood was especially needed in Alabama.

Our sincere thanks to the 32 employees listed who quite possibly could have saved a life by giving a pint of blood.

Our congratulations to **Michael Paradise** of the **Small Machine Room** who won the \$50 savings bond door prize.

Those donating blood were Brenda Griffin, Joan Smith, Vera Cisco, Neal Jacobs, James Watson, Sam Rodgers, Richard Brown, Darlene Chapman, Kenny Dalton, Louise Winston, Bob Dedmon, Kathy Stewart, LaDon Baldwin, Arlon Thurmond, Billy Dillard, Chloe Breland, Virginia Wilson, Larry Lockard, Bill Webb, Michael Paradise, Jeanette Sisk, Hugh Tannehill, Ruby Anderton, Kinny Olinger, Estelle Graden, Kathryn Martin, Ginger Wallingsford, Gary Bridgeman, Linda Vines, Helen West, Ben Vines, Jackie Hargiss.

Happy Birthday

SEPTEMBER

- 11 - Ruby Brooks
- 18 - Betty Morris
- 20 - Adalyn Harris
- 22 - John W. Gay, III
- 23 - Jimmy Smith
- 25 - Prince Rogers
- 30 - Baxter Nicholson



OCTOBER

- 1 - LaDon Baldwin
- 6 - Martha Cotten
Ronnie Wright
- 7 - Chloe Breland
Bob Dedmon
- 9 - Paul Conley



WELCOME

Brenda Griffin - Latex
Darrel Lusk - Yardage
Kathy Dillard - Latex
Terry Turner - Dyehouse

Long Service

| | |
|-----------------|---------|
| John D. Edmonds | 30 yrs. |
| Meda Brown | 10 yrs. |
| Tommie Bradford | 10 yrs. |
| Anna Fay O'Neal | 10 yrs. |
| Linda Vines | 10 yrs. |
| Clifford Parker | 5 yrs. |



Gay-Tred

NEWSLETTER



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OCTOBER, 1983

NUMBER 10

Gay-Tred Employees Retire



William and Estelle Graden retired in September. Estelle came to work at Gay-Tred in 1939. She quit in 1949 and returned in 1960 to stay until she retired.

Estelle was a binder in the SMR when she retired. In the years that she worked here she has operated about every machine in the SMR.

When Estelle was EMPLOYEE OF THE MONTH in 1978, she said when she retired she would spend her time crocheting and making things -- after she traveled around the United States. She and William already have a trip planned with a tour group to the Smokies and are tentatively planning others.

William came to work at Gay-Tred in 1964. He was a cutter in the SMR. William is a well known gardener in Section where he and Estelle live. William also does a lot of work in the community for his church and for those who need help. He says there are a lot of things he has wanted to do that now he'll have the time to do.

We will miss William and Estelle at Gay-Tred, but our loss will surely be the community's gain.

We wish for the Graden's bon voyage and much happiness in their retirement years.

New Pictures for I.D. Badges

Stone's Personnel Services will be at the plant **Thursday, October 13** to take pictures for the I.D. badges. New cards will be printed and new badges issued. All employees must have their picture made. The exact times and location of the photo sessions will be announced.

As in the past, Stone's will offer a package of 2 5x7's and 4 large wallet size photos for \$7.00 to any employee who wishes to purchase them. This is a service only to those who wish to buy pictures. There is certainly no obligation to do so.

G
I
V
E



The United Way

Gay-Tred employees do not have to be **SOLD** on the United Way. History proves Gay-Tred employees are among the most generous in Jackson County. But as is usually the case -- the ones who do the most get called on to do more.

With our economy the way it is now and our work schedule the way it has been, it is getting harder to give. But we must realize that we are more fortunate than many and these same conditions have created a greater need in our community.

Many people (some of them former Gay-Tred employees) who are used to working and providing for their families are now not able to meet their basic needs. United Way agencies help these people. By giving to the United Way we are helping our friends, relatives, neighbors and fellow employees.

In the next few weeks we will be conducting our United Way drive at Gay-Tred. J.P. Stevens supports the United Way and once again we will handle your pledge by payroll deduction to make donating easier for you. 75c or \$1.00 per week doesn't sound like much individually, but collectively it can mean a great deal to United Way agencies that are facing greater needs this year than ever before. When your supervisor distributes the pledge cards please give from the heart.

Thanks to you it works for all of us --

THE UNITED WAY.

Identification

Badge Procedure

Each employee is to be issued an I.D. badge prior to reporting to work. The I.D. badge is the property of J.P. Stevens.

The badge is to be worn on the front portion of the body with the picture and name visible when reporting to work and throughout the shift.

If a badge is lost or damaged an interim badge will be issued until another one is made. There will be no charge for the first replacement. There will be a charge of \$1.00 for subsequent replacements.

Employees terminating will be required to turn in their badge prior to receiving their last check. If a terminating employee indicates the badge is lost, there will be a \$5.00 charge for the badge prior to receiving the last check.

When a badge is lost, forgotten or improperly worn the following disciplinary procedure will apply:

- First offense -- Counseling
- Second offense -- Counseling
- Third offense -- Written warning
- Fourth offense -- Written warning
- Fifth offense -- Written warning
- Sixth offense -- Discharge

All of the above must occur within a six (6) month period.



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Phone 259-2000



Personals

OOPS! In last month's NEWSLETTER we reported Tommie Ann Bradford's long service to be 10 years. Actually it was 20 years. It's just hard to believe anyone that young could have been here 20 years.

Lighter Side

When traveling, we all like to bring home souvenirs but why would anybody want a glass from Carlisle's? Ask **Martin Weeks**.

Ben Vines says the way to check out the sight on your shotgun is not to let someone else shoot it. They might discover it's the aim rather than the sight.

Johnny Gay says he's not worried about being 50 any longer.

Brenda Griffin is a month older than she thought.

Hugh Tannehill said he was more nervous at his daughter's wedding than his own.

Happy Birthday

OCTOBER

- 11-Laverne Stewart
- Kathy Dillard
- 13-Fred Edmonson
- 23-Jimmy Smith
- 24-Terry Turner
- 25-Brenda Griffin
- 26-Pauline Evans
- 27-Tim Berry
- Harry Hutchens
- 30-Bethel Smith



NOVEMBER

- 6-Betty Thompson
- Janice Snodgrass
- Dean Rodgers
- 9-Kenneth Brown
- 10-James Edmonson

WELCOME

- Irene Clark - SMR
- Magdalene Roberts - SMR
- Angie Stapler - SMR
- Charles Kay - Finishing
- Frances Mullican - Service
- Tommy Ledbetter - SMR
- Billy Ward - SMR

Annual Arts and Crafts Show

It's time for the annual Gay-Tred Arts and Crafts show. I know many employees will have items they have prepared for the County fair or other recent local art and craft shows. It is perfectly fine to enter these items in the Gay-Tred Arts and Crafts show.

The rules are simple:

1. You must be a Gay-Tred employee to enter.
2. You must make your own entry.
3. Gay-Tred will not be responsible for lost or damaged articles.
4. First, second and third place prizes will be awarded.

Bring your art or craft right away. They will be displayed in the SMR office. Judging will take place the third week in November. All entries must be in by November 14.

Last year there were 48 entries and almost every department was represented. Winners were James Hardin, Lucille Page and Louise Winston.

If you have any questions see Bob Dedmon in the Personnel Office.

IN THE HOSPITAL:

- Jimmy Brown (Latex)
- Jerry Ragan (Dyehouse)
- Meda Brown (SMR)
- Paul Conley (Asst. Treasurer)
- Debbie Rodgers (Shipping)
- James Hardin (Production Control)
- Ronnie Wright (SMR)

SYMPATHY TO:

Ricky Flippo (Dyehouse) in the recent death of his grandfather.

Long Service

- Paul Conley..... 50 yrs.
- Mae Thomas..... 50 yrs.
- Forrestine West..... 20 yrs.
- Baxter Nicholson..... 5 yrs.



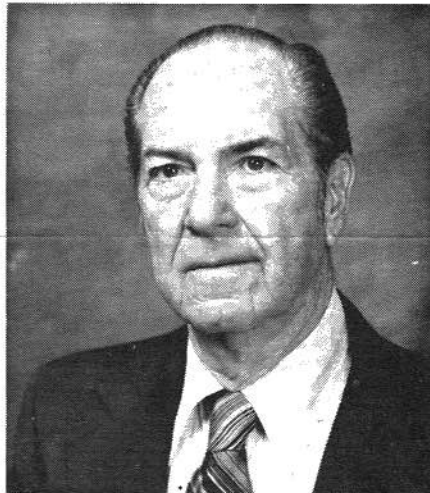
Gay-Tred NEWSLETTER



VOLUME VI

NOVEMBER, 1983

NUMBER 11



PAUL W. CONLEY

100 Years



MARY E. THOMAS

Paul Conley and Mae Thomas retired from Gay-Tred Mills October 31 after 50 years of service each. Both have been at Gay-Tred longer than any other employee.

Paul Conley started to work at Gay-Tred soon after the company was started. It has been said that he did not watch the company grow, he MADE the company grow.

Paul has done about everything there was to do at Gay-Tred over the years. He helped Mrs. Maurine Gay design bedspreads and make the patterns, he purchased the raw materials, he supervised the manufacturing, he sold the products, and in some cases he even delivered the goods.

Paul had a lot of help during those growing years, but he deserves a lot of the credit for making Gay-Tred the leader in Small Rug Manufacturing and our reputation in the business world not only for making a good product but for outstanding business practices and policies as well.

Many Gay-Tred employees credit Paul not only with giving them a job, but with making the company a stable and secure place to work.

Paul is recovering now from major surgery. When he is able Gay-Tred employees plan to honor him with a dinner in the plant to show their personal appreciation to a man who has had a significant personal effect on their careers.

Paul will be missed by his many friends at Gay-Tred. He is very active in community affairs and will certainly be busy during his retirement years.

At a time when Gay-Tred had a one-girl office -- Mae was the one girl. She kept the books, made reports, did the payroll, typing, filing and even opened and closed the plant when the managers were gone.

Mae's loyalty and dedication are exemplary. She always put the company and fellow employees first. This made her an obvious choice when the company decided to start a Personnel department.

In 1975 Mae became the Administrative Personnel Assistant. In this capacity she handled the group insurance program and a variety of employee relations functions that touched almost every employee.

Mae handles these and many other duties well. She also went beyond the call of duty in many cases. She was always willing to help employees fill out forms, etc., and explain things to them and find out answers to their questions -- company related or not. Mae is a compassionate woman and loves people and it certainly showed in her work.

The employees of Gay-Tred, to show their love and appreciation for all the things she has done for them, honored her with a covered dish lunch in the plant. Mae was showered with gifts and accolades. She will certainly be missed, but the effect she has had on Gay-Tred will continue.



Gay-Tred NEWSLETTER



VOLUME VII

AUGUST, 1984

NUMBER 8

Gay-Tred Employees Retire

Pluma Thomas came to work at Gay-Tred as a machine operator in the Small Machine Room in January 1941. Later she became an instructor for machine operators and made sample bedspreads. Pluma was a supervisor in bedspreads and was promoted to Department Manager nearly 22 years ago.



PLUMA THOMAS

Somewhere during this time, with all the official jobs Pluma became the unofficial "Official Hostess". In this capacity she orchestrated parties of all kinds, celebrations for many things and different employee relations activities. Pluma had a natural talent for organizing events of this nature. She could and would organize a party or covered dish dinner at the drop of a hat, and when things got too bored or too tense she'd drop her own hat. She felt very strongly that we could get more and better work done if we were friends and socialized together. Obviously she was right.

Pluma is also a philosopher, many of her "famous sayings" have come in handy on several occasions for a lot of folk.

Pluma loves people and no matter how busy she was she always had time to talk to you. She believes that people come first in anything and everything. She felt

(continued on page 2)

Ruth Melton began her 34 year career with Gay-Tred at Bama-Tuft as a bedspread inspector. Ruth worked at Bama-Tuft for six years. When the tornado blew Bama-Tuft away she was transferred to Gay-Tred where she became one of the first rug inspectors that we had. She also labeled rugs for a period of time. For the last 19 years or so, she has been making labels in label preparation in the Finishing department.



RUTH MELTON

Ruth says the working conditions that we have had for the past three or four years is much nicer than what we had in the "good ole days". When we moved the label preparation area from the lag area to the Finishing department it made things a lot better for the label makers. We have had more room lately, but it's really taking it because we have so many different labels now.

Ruth is a charter member of the Silver Circle Club. There have been a lot of members of this elite group retiring lately. That is many years of experience. You can train a replacement in several weeks, but there's no way you can replace 34 years of experience. Ruth is a very dedicated, hard working, dependable and loyal employee. She is a former Gay-Tred Employee of the Month. She will be missed and her experience will be missed, but we all wish her well in retirement years.

John Will Gay



The entire Gay-Tred family was saddened recently by the death of John Will Gay. Mr. Gay was the founder of Alabama Bedspread that became Gay-Tred Mills. He was Chairman of the Board of Gay-Tred until it was acquired by J.P. Stevens & Co., Inc. last year.

Mr. Gay had a sincere love for and interest in Gay-Tred and Gay-Tred employees. He expressed this many times in many ways. He will be remembered by his many friends at Gay-Tred as a good man.



JOY ARNOLD

Joy Arnold retired in July due to disability. Joy has been on leave of absence for illness for the past year.

Joy was an auditor in the Quality Control department. Prior to that time she was an inspector in the Finishing department. Joy is known for her dedication and loyalty to the Company. Her husband, Matt Arnold, daughter Elaine Anderson, and son Danny

Hodges and several other relatives are Gay-Tred employees. Joy has been and will be missed.

Like many retired employees, Joy visits the plant occasionally and it is always good to see her. She has been an inspiration to several Gay-Tred employees.

Vacation Checks

Reminder -- All hourly employees -- you must give your supervisor at least **three weeks advance notice** if you want your vacation pay as you take your time off.

the only way to reduce or solve quality problems, production problems, absentee problems and safety problems was to solve or reduce your employees' problems.

Pluma's contributions to Gay-Tred are too numerous to mention in a short newsletter. Her love and efforts extended far beyond her department, and gratitude was shown for her by the entire plant when a retirement dinner was held in her honor.

Ah, the tears flowed as people reminisced and remembered some of the things Pluma had done for the entire plant through the years. "Remember the Christmas party she gave the Small Machine Room (Which one)?" "What about the annual craft show, wasn't that Pluma's idea?" "Gosh! we've had fun at the birthday parties she's held at the plant (especially hers)." "How about the World's Fair trip she organized. If it hadn't been for her some of us never would have gone". "Remember the intense heat we had in the summer of 1980?"

"It was so hot in the SMR that we came in early so we could get off early, and Pluma came up with the idea of having a homemade ice cream churning. That was the best ice cream I ever had, and it really did help beat the heat. Pluma knew how to beat the heat in many ways. Remember the time we were working so much overtime and we were all tired and patience was short, and Pluma brought in a dozen watermelons? Yeah, Pluma had a knack for bringing the temperature down and spirits up." It was obvious at Pluma's retirement party that she had given so much to Gay-Tred and directly or indirectly to all Gay-Tred employees through the years. But the thing she has given the most of was love.

We are delighted that Pluma is able to retire and pursue her other interests, but we'll miss her at Gay-Tred.

Gay-Tred
NEWSLETTER

Published Monthly
For and About Gay-Tred Employees
Bob Dedmon, Editor
Phone 259-2000

BLOODMOBILE

WHAT GOOD IS A BLOOD DONOR?

A blood donor is good for people who go through windshields and red lights. For somebody with leukemia.

For people being operated on. For barefoot kids who aren't careful. For people into feudin' and fightin'.

For hemophiliacs so they can be as normal as possible.

For daredevils. For people undergoing dialysis while waiting for a kidney transplant. For people who fool around with guns. For little kids who manage to uncup a bottle of something poisonous.

For people who are burned pretty bad. For new mothers needing a transfusion. For new babies who need a complete change of blood supply. For people having open-heart surgery. For cancer patients. For people with a severe case of hepatitis. For kids who fall out of trees or whatever. For anybody any age with bleeding ulcers. For people in the wrong place at the wrong time. For the very tired with severe anemia.

For people who run into things. For people who are in a lot worse shape than most people you know.

A BLOOD DONOR IS GOOD FOR LIFE

The next bloodmobile visit to Gay-Tred will be Wednesday, August 15.

Happy Birthday

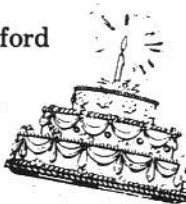
AUGUST

- 6—George Dalton
- 12—Frances Mullican
- 13—Marian Underwood
Virginia Wilson
- 14—Jackye Marsh
Tim Currie
- 15—Larry Keel
- 20—Mary Eason
- 22—Ginger Wallingsford
- 24—Janie Dalton
- 27—Billy Ray Smith
- 31—Nova Teal
Jackie Moses



SEPTEMBER

- 3—Elaine Anderson
Billy Ward
- 5—Debbie Rodgers
- 7—Kathy Stewart
Jimmy Brown
- 8—Doris Miller



Welcome

Pat Bridgeman, George Dalton,
Odis Baugh, Avery Thackerson, Ruth
Crabtree

Promotions Announced

LARRY LOCKARD

Larry Lockard has been promoted to Department Supervisor of the Small Machine Room, to replace Pluma Thomas who retired. Prior to Larry's promotion, he was the Special Projects coordinator in the Industrial Engineering department.

Larry came to work at Gay-Tred in 1969. In the last 15 years Larry has gained a great deal of valuable experience, having worked in several different departments. For a few years he was supervisor in the Tufting department. Several years ago when the company rented the old Larkinsville warehouse and set up a shipping operation Larry supervised the operation.

Larry lives at Skyline with his wife Ruby Nell (a temporary Shipping department employee) and sons Greg and Richard. He is the son of Customer Service Manager Lloyd Lockard.

Larry is a deacon in the New Life Baptist church on Skyline Mountain and participates in many community activities, including serving on the Board of Directors of the Jackson County Chapter of the American Red Cross.

WADE SHADDEN

Wade Shadden has been promoted to Section Leader on the second shift in the Small Machine Room. Immediately prior to his promotion Wade was a foam bar tender in the Latex department. Previously Wade had served as supervisor in the Latex department.

Wade lives with his wife Dede in Grant, Alabama.

Personals

IN THE HOSPITAL:

Doris Brown, Dorothy Marsh, Ginger Wallingsford

SYMPATHY TO:

John W. Gay, III in the death of his father.

Wisie Ulman in the death of her son-in-law.

Long Service

| | |
|------------------|---------|
| Martha Cotten | 15 yrs. |
| Joan Jackson | 10 yrs. |
| Janice Snodgrass | 10 yrs. |
| William Treece | 5 yrs. |