

Special Recognition 45-year Anniversary



Dewey Guye came to work here right after high school in 1969. Dewey recalls in the early 70's, while we were going through a recession, we had about 15 machines running, 3 or 4 people working at the time, with a week on then a week off. He would have to hang warps, operate, doff and he would take turns with other employees and the supervisor, patrolling during the shift. Even during this hard time, he says he really enjoyed working with Mr. Bobo.

In the 80's, AQ Industries was bought and business picked up. We called people back in to work.

Then in the 90's, business was really strong and we were working 7 days a week with no days off!

When asked what has kept him here for 45 years, Dewey commented that Fairystone has been good to him through the years and the family atmosphere we have here has kept him content. He has raised his family and paid for his home since starting here and it has been a pretty good life.

Thank you, Dewey, for your years of dedication and hard work!

Sherry McDaniel



Ernest Donham

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Words of Wisdom

There comes a time in life when you walk away from all the drama and people who create it.

Surround yourself with people who make you laugh, forget the bad, and focus on the good.

Love the people who treat you right. Pray for the ones who don't.

Life is too short to be anything but happy.

Falling down is part of life, getting back up is living.

Author Unknown

Message from the Prez

July 4th has arrived and it seems that this year is moving faster than most. We have accomplished many things with some exciting business prospects in front of us.

Look for new machines, a new computer system and computers as the year progresses. We will improve our internet communications and phone system as well. The last 3 years we have seen the changes and investment in the business. This year most of the changes will occur behind the scenes. They may not make money for us in the usual manner, but we cannot be successful in the future without these upgrades.

We will complete the energy efficient lighting project by the end of the summer. The new tension system in warper 4 will hopefully be completed to allow us to run a full spectrum of yarns again.



The Santoni machines have been moved to a new owner in Canada who will hopefully be making some impressive intelligent garments next year. I hope we can get some samples to show you when it happens.

This is also a time for us to join in the efforts to improve the trade negotiations going on between the United Sates and members of the European Union on one side and the Asian Pacific countries on the other side of the world. These negotiations are important to our future and we need to take all measures possible to make sure they are balanced and reasonable.

We have joined the National Council of Textile Organizations (NCTO) to make this happen. I will be sharing updates

A Message from the Prez (cont.)

from this organization on the status of these negotiations and other important issues that could affect our business in the future. We want all members of congress and the government to make informed decisions that will keep employment strong in the USA and allow foreign countries reasonable, quantifiable and measured trade with our country and theirs.

We have hired 23 people the last 14 months to replace former employees and grow the business in all areas. There are more opportunities for everyone to move to higher paying jobs if desired. It is also a learning and orientation period where all of us need to make sure new members of the team are given the extra attention they need to become productive members of the family. That requires everyone to communicate more and follow up on any questions or concerns that occur during the day. We are fortunate to have a growing group of new people joining our team. I will be spending more time with them as the year progresses and I hope everyone makes the effort to get to know them and help whenever it is needed.

During the shutdown week we have many projects to complete. Here is short list:

Warping

- ✓ Complete repair to warper 4 creel.
- ✓ Install new tension devices in warper 5.

Knitting

- Complete refinish of the floor in the old room to include the front of the room and remaining wide aisles.
- ✓ Clean and line the walls of the 5/8 air washer with stainless steel.
- Clean and powder coat fan blades in 5/8 air washer in old room.
- ✓ Possibly paint exterior items of plant.

HVAC

✓ Wash down and annual maintenance.

As most of us enjoy time off please remember to thank any service person or veteran that you see. We could not be doing what we do without their dedication. I renewed my Dunkin Donuts card recently at a store on Wendover Ave. in Greensboro, which is near an Army depot. There have been a lot of service people in uniform getting ready to deploy overseas. A bunch of them will get free coffee on me and Fairystone before they go. You can do something similar!

Please be safe and enjoy the week with friends and family. We are fortunate to have good customers and an increased level of business that should keep us going strong into the fall.

Jim Bryan

ISO News

Many of you in knitting and warping have been approached by one or more of our internal auditors as we audited work instructions in those departments over the past few months. Look for us to finish up with the warehouse and sueding after shutdown.

We would like to take this time to remind everyone that we do not do these audits to try to "catch" you doing something wrong. We do these to insure that the job process is being done the same within each department and across all shifts. Please be honest and upfront when approached by an auditor about your job. Do not merely tell us what is currently on the work instructions which have been reviewed with you by your supervisor. We realize that procedures sometimes change and jobs are improved upon by those changes. We want to make sure that the work instructions match what is actually being done, not the other way around. Remember, these things can be changed and if you have a suggestion for improving something on your job please let someone in management know. If it's something that will help everyone doing the job then it's something that will be considered and the work instructions can be updated to reflect the changes.

Look for some training after shutdown to give our new employees a good concept as to what the ISO system is all about and a refresher course for those of us who have been here for a while.

Angie Tingen

Anniversaries

JANUARY		FEBRUARY		MARCI	МАКСН	
Tina Carden Rick Smith Angie Tingen Mark Somers	23 yrs. 21 yrs. 18 yrs. 16 yrs.	Joan Johnson	16 yrs.	Marcia Stewart Sadie Wheeler Lalo Najera Rick Chavis Nick Allen	15 yrs. 13 yrs. 12 yrs. 9 yrs. 8 yrs.	
Thanks to everyone for your hard work and support in making Fairystone successful!		Tína Cates Marío Lopez Rodger Mitchell Patricia Stewart Patricia Richard	7 yrs. 7 yrs. 7 yrs. 7 yrs. 3 yrs.			
APRIL MAY		JUNE				
Bobby Wiley John Harmon Sherry Woody Janet Brown Gary Swann David Wilson Ruth Williams Ernest Donham Doug Robertson Glenda Stokes Josephine Smith Caroline Alston Margarito Guzma Jose Estrada	37 yrs. 21 yrs. 21 yrs. 18 yrs. 18 yrs. 13 yrs. 10 yrs. 9 yrs. 8 yrs. 8 yrs. 7 yrs. 11 yr.	Linda Williamson Bernard Love Kathleen Deane Frances Shoffner Doug Fuqua Jasper Robertson Lisa Hilliard Rigoberto Matias Jose Lara Fredy G. Diaz Mike Watkins Mary Jo Terry	38 yrs. 17 yrs. 17 yrs. 11 yrs. 8 yrs. 6 yrs. 6 yrs. 4 yrs. 2 yrs. 1 yr. 1 yr.	Drives employees Depends on authority Inspires fear Says " Places blanne for the breakdown	45 yrs. 18 yrs. 11 yrs. 7 yrs. 1 yr. between caches employees repends on goodwill enerates entrusiasm says *\ve' lixes the breakdown hows how it's done Develops people Gives credit Asks says *Let's go'	

Welcome

Joining the Fairystone family in recent months are: Jeff Jenkins, Eugene Alston, Kenneth Brandon, Letitia Foust & Sigris Izaguirre. They are pictured as named left to right below so everyone can become more familiar with our newest family members.











We also have a number of folks working for us through a some temp agencies: Philip Coppersmith, Marvin Richmond, Thomas Hines, Cynthia Inskip, James Pringle, Ignacio Rodríguez, Cuyler Rone, Donald Allen, Anny Cheab & Valentin Santana.

We would like to welcome all of you to Fairystone!

Fairystone News

NCAA TOURNAMENT BRACKET WINNERS

We held our annual in-house bracket competition during tournament time and our winners this year were Ricky Lipscomb, Elgie Bowes and Kenneth Brandon (pictured below.) They have bragging rights until next year!



Congratulations, guys!

Wellness Program & Food Drive

During our Wellness Program for "How to Read a Food Label" we collected 101 non-perishable items that were donated and delivered to Allied Churches of Alamance County. In addition to that, we also had a bag of Easter candy which we took to them prior to our turn in date of April 18 so they would have it for any Easter baskets they prepared. Thanks to all our employees for showing their support for those in need with our local charities. And thanks to Pat Clapp for teaching us how to eat a little healthier by reading those food labels!



Associate of the Month



Marvin Richmond was chosen as the associate of the month for April at **TalentForce**. He was chosen for an excellent work ethic, dependability and integrity. He received a certificate and a gift card.

Congratulations, Marvin!

Annual Cookout

We would like to take this opportunity to thank the company for sponsoring our annual pre-shutdown cookout. A special thank you goes out to all those who cooked, prepped, cleaned and otherwise made sure things went smoothly on all three shifts. A good time was had by all employees.

Thank You!

Health & Wellness

High Blood Pressure How High Is Too High?

According to the Centers for Disease Control (CDC) 1 in 3 people in the US has High Blood Pressure (HBP), and

about 20% of these people don't know they have it. HBP is called the "Silent Killer" because often there are no symptoms and no warning signs, which is why it is even more important that people should check their blood pressure often and not just when they go to the doctor, because HBP causes damage to the heart, blood vessels and kidneys and can lead to people having a stroke. Most kidney failure resulting in dialysis is due to long term, poorly controlled HBP. The risk of kidney failure increases when an individual has both HBP and diabetes.

Let us look at some of the things that potentially can cause HBP:

- AGE: The risk of developing HBP increases as we get older.
- DIET: Too much sodium (salt) and saturated fat, as in fast food and processed food.
- WEIGHT: Being overweight from either poor diet and/or lack of exercise.
- HABITS: Smoking and too much alcohol consumption on a regular basis can cause HBP.
- RACE/ETHNICITY: A higher percentage of African Americans have HBP compared to Caucasians.
- FAMILY HISTORY: HBP can run in families, which could increase the risk of developing HBP.
- DIABETES: About 60% of people with diabetes also have HBP.

 Poor control of the BP makes the diabetes harder to control.

Standard guidelines for Blood Pressure:

♦ Normal: 120/80

Pre-Hypertension: 120-139 / 80-89
 Stage 1 HBP: 140-159 / 90-99
 Stage 2 HBP: 160+ / 100+

So what can be done to control your blood pressure?

1. If your blood pressure is in the pre-hypertension range, you may be able to control it by changing your diet, especially cutting back on your daily sodium (salt) intake*; stop smoking if you are a smoker; and make sure you get 20-30 minutes of exercise daily.

*Remember from our reading food labels sessions, if Americans reduced their salt intake to no more than 1500 mg per day, we could eliminate 1.3 million cases of HBP.

2. Your health care provider may start you on medication to better control your blood pressure, especially if you have Stage 1 or Stage 2 HBP. You should still try to change your diet and habits and get some exercise, but most importantly: KEEP TAKING YOUR MEDICATION. Statistics show that a large number of prescriptions for BP medication never get filled or re-filled. Your HBP medication should not cause unwanted side effects. If you are having side effects from your medication, talk with your doctor. There are enough options available that an effective medication can be found that will not cause unpleasant/undesired side effects. This is true for men as well as women. Talk with your doctor and try other medications. Please do not just stop taking the prescription.

Pat Clapp

"Healthier" Banana Pudding

2 pkgs. (4-serving size) <u>sugar-free</u>, <u>fat-free</u> vanilla instant pudding 8-oz. bowl of <u>low-fat (or fat-free</u>) Cool Whip 8 - 10 bananas (depending on size of bananas)

4 cups skim milk 1 box reduced fat Nilla wafers

Mix the pudding and milk together until well blended. Let sit in refrigerator app. 5 - 10 minutes. Fold in the Cool Whip and refrigerate app. 30 minutes. Layer wafers on the bottom, bananas next, pudding mixture, repeat - ending with pudding mixture on top. This makes a LARGE pudding (the size of a deep lasagna pan) - enough to serve 15 people or so. Cut recipe in half for a smaller container for just a few people.

Angie Tingen

Safety

Effective safety committees

I remember someone telling me, "I worked for this company for 25 years, and they hired me from the neck down. They could have had the rest if they'd just asked."

Front-line workers have the most experience with how a task is performed every day and can help identify hazards that others may overlook. Safety committees allow organizations to tap into this knowledge "from the neck up."

Currently, not all organizations are required to have safety committees. However, employers meeting certain criteria in some states must establish a committee to help improve worker safety. Additionally, some states provide incentives – such as reductions in workers' compensation premiums – for employers with established safety committees.



So, what characteristics make up an effective safety committee?

According to a 2008 study published in the journal *New Solutions* (Vol. 18, No. 4), organizations that had safety committees made up of more hourly workers than managers had lower injury and illness rates. Researchers also found that organizations with a higher percentage of their workforce on safety committees had better rates.

Other companies that have safety committees have representation from all departments and shifts, as well as from both management and the labor force.

Some organizations assign a committee to each area in the facility, such as the warehouse, production area and offices. Having multiple committees is a great way to involve more workers in an organization's safety and health efforts, but clear guidelines or a centralized committee must be established to help prevent potential overlap.

An effective committee leader can facilitate a meeting without dominating it or allowing someone else to do so. Instead of dictating how a discussion should proceed – which is not conducive to member participation and feedback – committee chairs should focus on encouraging participation among all members. Effective committee heads also should establish basic ground rules and ensure meetings do not get out of control.

In the late 1990s, safety committee meetings at some companies became shouting matches between labor and management representatives, and would sometimes last four or more hours. In 1999, the companies' approaches to safety committees evolved: Overly lengthy, unstructured meetings were replaced by streamlined meetings lasting one hour or less. Safety committee chairs were voted in by hourly employees and given control over each meeting's agenda. Committee members also began voting on a written charter and flow-chart featuring each member and their responsibilities.

Here at Fairystone Fabrics we have two meetings a month. The first one is usually the 3rd Thursday of the month focusing on the inspections from the last month and to pass out the inspection sheets for the current month. The 2nd meeting is the last Thursday of the month discussing the inspections made and the best ways to solve the safety issues or violations at hand. Learning how to stay on track is a big part of the safety meetings as well as staying on a timely format. Everyone has a voice and is allowed to speak it, as long as they do it respectfully. Employees and management feel they have equal say when it comes to safety, which is very important.

If you are interested in becoming part of our Safety Committee at sometime in the future please feel free to discuss this with your supervisor, Doug Tate or Patricia Watkins. Our 2nd shift employees are participating in the Safety Committee thru the end of June. We will start up with a 3rd shift Safety Committee in July that will run thru December. Let's all take this opportunity to become more involved in making a difference in the safety of our facility and the safety of our employees.

Patricia Watkins, Safety Coordinator

Remember - Safety First!

401k News

Fairystone has signed up with BB&T for their ProNvest service. ProNvest is a service that gives 401k plan participants the option to sign up for <u>individual investment advisory services</u>. There is a fee of 1% of assets for this service, but historically people who have used the service have seen their funds perform 2.5-3% higher than other accounts net of the 1% fee.

This will be introduced when we hold our regular 401k educational meetings in September and the service itself will be available to participants as of October 1, 2014. We hope some of you will consider using this advisory service to help allocate your funds to potentially increase your cash available at retirement.

Keep in mind that the next quarter effective date which you can decide to contribute or change your percentage contribution to your plan will be October 1. If you are currently not participating, or if you are not contributing at least 4%, please consider signing up by the September deadline to get yourself headed towards a healthier financial retirement income. You cannot count on Social Security alone.



Remember, you earn an immediate 50% return on your investment just by contributing 4% of income since the company will match 50% of the first 4% that you contribute. Where else can you earn that type of return on your money?

Angie Tingen

Social Security - When to Start Drawing

With so many of our employees at or approaching retirement we thought we'd share the following information, published by AARP in October 2013, to help you better understand WHEN you should start drawing Social Security benefits.

One of the most important - and vexing - decisions you'll have to make as you approach retirement is when to start taking Social Security benefits. For a program that's been around so long, you'd think that retirees would have the answer at their fingertips. Not so: Many people leave tens of thousands of dollars on the table by claiming too soon or not coordinating benefit strategies with their spouse.

The claiming decision is especially important to married women because they tend to outlive their husbands. Unfortunately, men too often take the retirement benefit that looks best now, even if it reduces the future income of the widows they might leave behind.

To get your full Social Security benefit, you have to claim at your full retirement age. That's 66 for people born between 1943 and 1954 (after that, it gradually creeps up to 67). You can claim as early as 62, but your benefit will be sliced by 25 percent. By contrast, you get a big bonus for retiring late. Your full benefit rises by 8 percent for every year between 66 and 70 that you wait to claim it.

If you're married and didn't work long enough to get a big benefit of your own, you can retire at 66 on half of your spouse's full benefit. If you retire earlier, you'll get less (the reduction is 30 percent if you're just 62). If you are widowed, you can switch to a survivor's benefit, which generally equals the payment your late spouse was getting. Qualified divorced spouses whose marriages lasted at least 10 years get the same benefits on their ex's account.

The case for delaying

In short, the best advice for claiming Social Security is to WAIT. Yet 41 percent of men and 46 percent of women retire at age 62 on the smallest possible benefit check. Only 14.3 percent of men and 9.7 percent of women wait to collect their full check at age 66. Even fewer wait until they are 70.

The main reason for claiming at 62 is that you need the money. But if you're still working, you might consider living on your current earnings plus savings for a few more years in order to nail down a higher Social Security check for your older age.

(Continued on page 9)

Social Security - When to Start Drawing (cont.)

Of course, some people claim their benefits at the earliest opportunity just for the pleasure of having the extra money now. They'll cross the bridge to older age when they get there, in the meantime, they're booking a cruise. Or perhaps they want to be sure they get every single dime the government owes them. If they put off taking benefits and die early, they'd feel rooked.

Don't let such thinking tempt you. If you are the major breadwinner in your family and choose to collect early, you will end up reducing - significantly - the amount of survivor's benefit your spouse will get. Looked at that way, your beloved is the person being cheated, and you did the cheating.

Financially, your chief risk today comes not from dying too soon but from living too long and running out of money. That's a risk that Social Security is uniquely unable to insure. Roughly speaking, the program calculates payments to cover your expected lifespan. For men at 62, that's 83. For women, it's 85. If you live longer - and there's a 61 percent chance that one half of a 62-year old couple will live until at least 87 - delaying your claim date will pay off in higher lifetime benefits. Bigger checks are especially valuable toward the end of life, to protect against inflation (Social Security benefits rise with the cost of living). Even a husband in poor health should consider delaying a claim in order to leave a higher survivor's benefit for his wife.

Your retirement choices vary, depending on your marital status. If you're single, your claiming age will depend entirely on your finances, interests and health. If you're still working, you can start benefits at 66 today and collect your full salary, too (under 66, your benefit is reduced for \$1 for every \$2 you earn over \$15,120). This was the amount for 2013 and could change year-to-year.

Strategies for married couples

Couples can greatly increase their lifetime Social Security wealth by coordinating benefits - if you can afford to delay your claim, say because one partner is working or you have savings to live on. Here are two examples, assuming a bread-winning husband with a slightly younger wife who has a modest Social Security benefit of her own:

- 1. Claim and switch. The wife takes her own retirement benefit at 62. When her husband reaches full retirement age, he files for spousal benefits on his wife's account (that's called a "restricted application"; he has to be at least 66 to qualify). He would get half of her benefit. At 70, the husband switches to his own benefit, which has grown by 8 percent a year, plus cost-of-living increases. If he dies first, his wife switches to her survivor's benefits, now enhanced by those 8 percent gains.
- 2. File and suspend. The husband files for his own retirement benefit at 66 but asks that it be suspended. That lets his future benefit continue to grow. His wife immediately files for spousal benefits on her husband's account. Again, she would get one-half of his benefit. At 70, he claims his payments, including those lovely 8 percent increases.

They'd play it differently if both partners had high earnings. The husband might file and suspend at 66. When the wife reaches 66, she'd request spousal benefits on his account. At 70, each of them would claim retirement benefits based on their personal earnings records.

The optimum strategy will vary, depending on the couple's ages and which spouse has the higher earnings. For help, check out AARP's free Social Security Benefits Calculator at <u>aarp.org/socialsecurity</u>, or the Social Security Administration's website, <u>SSA.gov/Estimator</u>.

Submitted by John Harmon

Article by: Jane Bryant Quinn, a personal finance expert and author of Making the Most of Your Money NOW



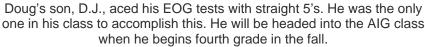
"A penny saved is a penny earned!"

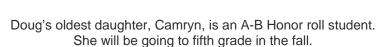


Employee Sharing's

School News

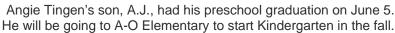
Doug Robertson's youngest daughter, Dynah, graduated Pre-K and is ready to begin Kindergarten in the fall.

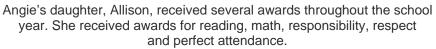
















Antonio Shoffner, son of Monica Griffis, made the Dean's List for the spring of 2013 with a GPA of 3.8 at Saint Augustine's University. He will be a senior in the fall. Antonio is also the nephew of Frances Shoffner and the great-nephew of Linda Williamson and Graves Packingham.

Congratulations to all of our scholars!

Look What I Caught!

Eugene McGhee caught the "big one" last month during a relaxing fishing trip.

This fish reportedly weighed about 9 pounds.

Eugene was so proud of this catch that he brought it in to show everyone!





OBITUARIES

Our sympathies go out to the following families who have lost loved ones in recent months:

- b Jackie Howard's step-brother, Terry Thompson, passed away February 25, 2014.
- b Jimmie Michael's son, James "Jamie" Douglas Michael, passed away April 7, 2014.
- Marcia Stewart's mother, Lois Stewart, passed away April 30, 2014.
- Hattie James' father, Leroy Jordan, passed away May 13, 2014.

More Sharing's

JAMES INSKIP & RANDY LUNSFORD



As most of you are probably aware, we were hurt pretty badly on second shift last fall when our two lead fixers on second shift had to go out on medical leave within just a couple of weeks of each other. Due to continuing medical issues we have lost their valued expertise. Both James and Randy had been employed here at Fairystone as fixers for approximately 10 years. They had many years of experience as tricot fixers prior to coming to work at Fairystone.



We wish them both well in their continued recoveries and hope to see them around here from time to time.

A special "Thank You" goes out to Paul Anthony, one of our first shift overhaulers, for stepping up and moving to second shift for several months to help fill in, and eventually to help train a couple of fixers to follow in the footsteps of James & Randy. He didn't hesitate when asked if he would move from first shift "temporarily" to help out. The "temporary" assignment lasted more than four months!

Thank you guys for your dedicated service!

ATTITUDE

There once was a woman who woke up one morning, looked in the mirror and noticed she had only three hairs on her head. "Well", she said, "I think I'll braid my hair today." So she did and she had a wonderful day.

The next day she woke up, looked in the mirror and saw that she had only two hairs on her head. "Hmmm", she said, "I think I'll part my hair down the middle today." So she did and she had a grand day.

The next day she woke up, looked in the mirror and noticed that she had only one hair on her head. "Well", she said, "today I'm going to wear my hair in a pony tail." So she did and she had a fun, fun day.

The next day she woke up, looked in the mirror and noticed that there wasn't a single hair on her head. "YEA!" she exclaimed, "I don't have to fix my hair today!"

Attitude is everything!

Be kinder than necessary, for everyone you meet is fighting some kind of battle.

Submitted by Sherry McDaniel

HUMMINGBIRD CAKE RECIPE

3 cups all-purpose flour 1 tsp. baking soda 1/2 tsp. salt 2 cups sugar

1 tsp. ground cinnamon 3 large eggs, lightly beaten 3/4 cup vegetable oil 1 1/2 tsp vanilla extract

1 (8-oz.) can crushed pineapple, undrained 1 cup chopped pecans

1 3/4 cups mashed ripe bananas

Combine flour, baking soda, salt, sugar and cinnamon in a large bowl; add eggs and oil, stirring until dry ingredients are moistened. Stir in vanilla, pineapple, pecans and bananas. Pour batter into three greased and floured 9-inch round cake pans. Bake at 350 degrees for 23 minutes or until a wooden pick inserted in center comes out clean. Cool in pans on wire racks 10 minutes; remove from pans and cool completely on wire racks. Spread pecan-cream cheese frosting between layers and on top and sides of cake. Store in refrigerator.

PECAN-CREAM CHEESE FROSTING

1 (8-oz.) package cream cheese, softened

1/2 cup butter, softened

1 Tbsp vanilla extract

1 (16-oz) pkg powdered sugar

1 cup chopped pecans, toasted

Beat first three ingredients at medium speed with an electric mixer until creamy. Gradually add powdered sugar, beating at low speed until blended. Beat at high speed until smooth; stir in pecans.

Patricia Watkins

HAPPY BIRTHDAY

Special Days to Remember:

Labor Day September 1



Halloween (Annual Costume Contest)
October 31



Daylight Savings Time Ends November 2



Thanksgiving November 27



Shutdown Notice



Fairystone will shut down for summer vacation at the end of second shift Friday, June 27 and will be closed the following week.

We will start back up with third shift Sunday night, July 6.



Enjoy your week off!



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