

HI-CO NEWS



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Company's 50-Year History & Progress Recalled

Upon achieving its golden anniversary, Hickory Springs has emerged as one of the more diversified companies in the furniture supply industry. Foresight, innovation, reason, and intuition are words which come to mind when reflecting over the past fifty years of the company's existence.

Hickory Springs began in 1944 as a manufacturer of springs for the bedding and furniture industries, with P.C. Underdown, Sr. as a principal partner. The company was incorporated on February 1, 1947 starting it on a program of continuing growth that still exists today. Hickory Springs has steadily diversified its production until today it includes most major components used in the furniture industry. This diversification has enabled the company to continue its philosophy of producing the best possible product at the best possible price with the best possible service available before, during, and after the sale. The company has diversified decision making by separating into divisions, each being focused on a particular region and/or aspect of the business, thus giving us better decisions. This has produced growth and longevity that have been driven by the respect that our products, services, and philosophy command in the marketplace. The company now is

comprised of the Eastern Furniture Division, Mid-South Division, Mid-Western Division, West Coast Division, Bedding Division, Foothills (Supply) Division, Fiber Division, Carpet Underlay Division, Plastics Technology Division, and Carving (Hickory Technology, Inc.) Division.

Today, it would be easy to rest on our laurels and be satisfied with what we have already accomplished. However, in retrospect, one of the major components of Hickory Spring's success is the eye that is kept focused on the future. Staring into the twenty-first century, Hickory Springs is already

confronting major issues such as preserving and protecting the environment and the utilization of new technologies in the fields of ergonomics and manufacturing that will not only make our work less taxing, but will simultaneously reap higher quality as well. It is with this ideology that Hickory Springs continues to be on the cutting edge, setting the industry standard for others to follow.

Over the past fifty years, there has been a myriad of changes, acquisitions, and directions that the company has experienced due to its continued expansion. The following time line is a brief chronological highlight of the past 18,262 days that have encompassed the evolution and life of Hickory Springs Manufacturing Company. We hope that many of you will be here with Hickory Springs for much of the next fifty years. Thanks you for your help and support. Serving our customers well serves all of us well!



*Parks Underdown, Sr.
Founder*

1944 Hickory Springs began operation as a partnership in Hickory, North Carolina.

1947 Hickory Springs was incorporated on February 1st.

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- 1951** Bed rails were the first major diversification of the product line.
- 1956** A warehouse opened in High Point, North Carolina to provide better service to customers.
- 1959** The Hickory Metal Plant was occupied as a result of steady growth in the area. Hickory Springs Manufacturing of Arkansas was formed as a subsidiary and warehouse in Ft. Smith, Arkansas. This marked the second major diversification in product line as polyurethane foam buns were purchased and then fabricated for resale in the Southwest. The second major diversification of the product line was enlarged as a foam pouring operation began in the Brookford Road old spring plant building in Hickory.
- 1961** A building was added to the Metal Plant to house the first permanent home for foam pouring. Cleveland, Tennessee was opened as a facility for warehousing the full line of products and the fabrication of latex and polyurethane foam.
- 1962** Assets of Mitchell Spring Company of Ft. Smith were purchased, beginning another metal operation. The Owensboro, Kentucky warehouse and fabrication facility opened. Foam pouring was added to the Ft. Smith operation.
- 1963** Rocker swivels and swivels with legs were introduced as the third major diversification in Ft. Smith, Arkansas.
- 1964** The foam fabrication facility opened in Tupelo, Mississippi. A new building was built in Cleveland, Tennessee to house the warehouse.
- 1966** The High Point plant was built and old operations consolidated here. A warehouse was opened in Morristown, Tennessee.
- 1967** The first building for Conover Foam Facility was completed.
- 1968** A warehouse facility opened in Greenville, South Carolina to supply metal items and fabricated foam to customers in the area.
- 1970** An addition to Conover Foam allowed twice the previous production. The Micaville, North Carolina plant was built to produce mattress inner spring units. Pinetops, North Carolina began operation to supply metal items and fabricated foam.
- 1971** Americus, Georgia began operation of foam pouring, fabrication, and warehousing springs.
- 1972** A new service center opened in Newton, North Carolina.
- 1974** Sleepers were introduced at Ft. Smith, Arkansas as another diversification. Pouring and fabricating facilities opened in Verona, Mississippi. A foam fabrication facility opened in Lenoir, North Carolina.
- 1976** A foam fabrication facility opened in Haleyville, Alabama. Verona Metal moved to their new plant. The Hiddenite operation was opened.
- 1977** The Supply Division was started. This opened up a new realm of services for our customers in that we could now offer a converting and distribution center for upholstered furniture supplies.
- 1978** The Wiredrawing operation opened in Hickory. This saved the company in both cost and production in that it could now supply itself with wire to make various components. The Pontotoc, Mississippi plant was opened.
- 1979** Pinetops moved into a new 40,000 square foot facility initiating greater production and service.
- 1981** Spiller Spring Company, with plants in Sheboygan, Wisconsin and Chicago, Illinois was purchased. This expanded our mattress and box spring capabilities. The first rocker swivel recliners were produced in Hickory.
- 1982** Foothills, Inc. in both Hickory and Tupelo was acquired, along with the Weltcord operation. This gave us increased ability in converting and distribution of supplies for the furniture and bedding industries. The former Sears building in downtown Hickory was purchased to house the new Corporate and Financial Offices. Serving as the hub for our operations, it would house the officers and their staffs, Product Managers, Human Resources, Accounting, Purchasing, Credit, Financial, and Data Processing Departments. It was occupied in August of 1983 after extensive renovation to suit our needs.

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1983 Plastic Technology, Inc. began operation in Conover, North Carolina to produce weltcord and plastic edgeroll for the upholstered furniture industry.

1984 Assets of J. William Riser Company of Columbia, South Carolina was acquired as part of the Foothills subsidiary (adding fastener supplies).

1985 Hickory Springs expanded into the west with the opening of a metal fabrication plant in Bell, California to distribute sleeper units to the West Coast Region. Assets of G.S. Fibers, Claremont, North Carolina, were purchased so we could now provide polyester fibers as another piece of our vast product line. Regular recliner production began in Hickory. Conover Assembly was opened. The Meridian, Mississippi warehouse was opened.

1986 Assets of United Foam Company were purchased in California. This now gave us facilities in Portland, Oregon;

Hayward, California; and Commerce, California. These plants are all involved in the pouring of foam used in the carpet underlay business as well as the furniture industry. Eastern Foam Products, Inc. of Cookeville, Tennessee was purchased. This facility is a producer of prime and rebonded polyurethane carpet cushioning and foam buns. Volunteer Foam and Supply Corporation of Livingston, Tennessee was purchased as a fabricator of polyurethane foam, and serves furniture manufacturers within a 100 mile radius. Incliner production began in Ft. Smith. The Sacramento, California operation opened.

1987 Lenoir Pad and Paper was purchased. This subsidiary, which has been in business since 1924, produces protective padding for the shipment of furniture. Stony Point, North Carolina began operation. This is the only Hickory Springs location that produces a finished product, which is a type of all-foam furniture used by both adults

and children. They, like the other locations, also fabricate foam. A fiber operation was started in Ft. Smith, Arkansas. This facility manufactures fiber products for the furniture, medical, and retail industries. Assets of U.S. Tube of Birmingham, Alabama were purchased, as a supplier of tubes used in the sleeper units we produce. This facility also serves outside customers. The assets of General Paper Company in High Point, North Carolina were purchased and incorporated into the Lenoir Pad operation. The Verona Fiber operation was started. Carpet Cushion Company of Hope, Arkansas was purchased as a manufacturer of rebonded carpet cushion and other types of foam.

1988 Hickory Technology, Inc. at Hickory was incorporated. This is a state of the art facility that designs, fabricates, and markets wood carvings and embossings. A warehouse opened in Fresno, California as a distribution center for carpet padding

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Manager's Profile



Linda Simmons

LINDA SIMMONS is the General Manager of the Piedmont Region, which includes the High Point, Roanoke and Pinetops areas. She joined Hickory Springs in July of 1987 as a management trainee after receiving her Master's degree in Business Administration from the University of Michigan. Linda is also a 1982 graduate of NC State University with a BS degree in Horticultural Science.

Linda has the unique opportunity to work with a majority of products that Hickory Springs produces. Her locations are involved in foam fabrication, specialty cushion sewing, fiber blowing, recliner assembly, sleeper and bouncy sales, bed frame sales and selling innerspring mattress units from the Micaville operation. Linda also represents Hickory Springs at the AFMA Foam Technical Committee, UFAC Technical Committee and attends flammability update seminars for the company.

In her spare time, Linda enjoys riding her Morgan horse, improving her golf game and working in her garden.

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and flex foam. The assets of Holland Wire Products, Incorporated of Holland, Michigan were purchased. This gives us a place in the market not previously held in that we now manufacture free-end offset inner springs mattress units. A Bedding Division was formed within Hickory Springs structure comprised of the Micaville, Spiller Spring, and Holland Wire plants. This division is self-contained - operating its own sales, marketing, manufacturing, and accounting functions giving it the ability to compete in all markets around the country.

1989 A foam fabrication operation was begun at Fort Worth, Texas.

1990 Highland Fabricators, Inc. of High Point was purchased. This facility manufactures high quality covered mattresses for sleeper sofas. Allen-Beck Industries, Inc. of Granite Falls, North Carolina was acquired as a fabricator of polyurethane foam products and components. A Charlotte, North Carolina location of Foothills, Inc. opened as a warehouse for the Foothills product line.

1991 A new spring plant located in the Hickory Metal Complex opened for operation. This expanded the operation's capabilities and created approximately 100 new jobs for the area. A Regional Sales Office opened at Hickory.

The Hickory Machine Shop opened. A warehouse opened at New Tazewell, Tennessee. A warehouse opened at Seattle, Washington. Premiere Cushion of High Point, North Carolina was started.

1993 A Richmond, Virginia location of Foothills, Inc. began operation.

1994 Hickory Springs Manufacturing realizes its golden anniversary, having been a stalwart supplier to the furniture, bedding, and other industries for the past fifty years.

Promotions Reward Hard Work And Talent



Ann Rogerson



Michael Sparks

ANN ROGERSON was promoted to Human Resources Assistant for the Hickory Metal Plant April 11, 1994. She joined Hickory Springs in May, 1989 and worked in cost accounting at the Corporate Office prior to her promotion. Ann and her husband, Charlie, reside in Granite Falls with their two daughters, Sarah and Joanna. In her spare time, she enjoys cooking, reading, and weight lifting.

MICHAEL SPARKS was promoted to Supervisor over the second shift assembly and parts departments at the Spring Plant February 2, 1994. He has been with Hickory Springs since October, 1990 and was a sample maker for the spring plant prior to this promotion. Michael is married and lives in Hudson. In his spare time, he enjoys summer fishing and water skiing.



Jan Glassie



Jerry Scallions

JAN GLASSIE was promoted to office supervisor at Eastern Foam Products January 1, 1994. She has been employed with Eastern Foam for 17 years and has worked in all aspects of the office. Jan resides with her husband, Russell, in Cookeville and has one grandson. In her spare time, she enjoys reading, gardening and needlework.

JERRY SCALLIONS was recently promoted to Shipping Supervisor at the Fort Smith Metal Plant. He has been employed with Hickory Springs since December 30, 1987. Jerry is married and resides in Fort Smith.

Newcomers Join Hickory Springs Family



Emily Powell



Bill Brooks

EMILY POWELL joined Hickory Springs Corporate Office March 3, 1994 as a General Accountant. She is a graduate of Lenoir Rhyne College with a B.A. in Accounting. Emily is single and lives in Hickory. In her spare time, she enjoys exercising, painting, and playing the piano.

BILL BROOKS joined Hickory Springs Corporate Office March 28, 1994 as a Systems Analyst. He attended Caldwell Community College. Bill is married and is in the process of relocating his family from Raleigh to Hickory. Bill's hobbies include bridge, and playing golf.

EMORY PUNCH joined Hickory Springs in Micaville February 14, 1994 as a supervisor and was promoted to Plant Manager in April. He is a graduate of NC State University with a B.S. in Textile Technology and a minor in Industrial Engineering. He received his M.S. degree from the Institute of Textile Technology in Charlottesville, Virginia. Emory and his wife, Linda, reside in the Shoal Creek area of Yancey County with their two children Keli and Quasi. In his spare time, he enjoys gardening, reading, and listening to 50's and 60's rock-and-roll music.



Emory Punch



Scotty Hicks

SCOTTY HICKS joined Hickory Springs in Micaville March 21, 1994 as a supervisor. He and his wife, Olena, have two children, Kelly -age 13 and Jeff - age 11. Scotty enjoys hunting and fishing in his spare time.

RAY HARKEY joined the Verona Fiber Plant April 4, 1994 as Shipping Supervisor. He and his wife, Lisa, and son, Joshua, live in Baldwin, Mississippi. In his spare time, Ray enjoys hunting and fishing.

JESSE BARNETT joined the Verona Foam Plant as Plant Superintendent January 24, 1994. He is a graduate of Mississippi State University with a degree in Industrial Education. Jesse and his wife Kathie and daughter, Sheena, live in the Pontotoc Community. In his spare time, he enjoys golfing.



Ray Harkey



Jesse Barnett

BOB DENNIS joined the Verona Foam Plant March 7, 1994 as Mattress Manufacturing Superintendent. He is a graduate from the University of Mississippi with a degree in Business Administration. Bob and his fiancée, Megan, plan to marry July 1, 1994. In his spare time, he enjoys all outdoor sports.

LARRY FLAKE joined the Verona Fiber Plant March 14, 1994 as Production Supervisor. He and his wife, Debbie, and their two daughters, Jade and Dana, live in the Endville Community. Larry enjoys hunting and fishing in his spare time.



Bob Dennis



Larry Flake

SUPPLIER OF THE MONTH

Hickory Springs was selected as April Supplier of the month by Hammary Furniture Company in Lenoir, N.C. This is the second time in a 6 month period Hickory Springs has received this award. Hammary thanked us for our dedication, time, efforts, a job well done, and for our commitment to Hammary Furniture. Vernie Deal, the salesman for this account received a plaque for his efforts and Rick Wallace, Dennis Cooke, and Ricky Cooke received certificates of appreciation for their efforts in making this award possible.

Employees Honored For Years Of Service



FORT SMITH— Alton Keller, Bonnie Risinger, and Kenneth Rayner - 25 years service.



FORT SMITH— Jim Crenshaw, Jean McGeath, Debi Frazier, and Craig Valentine - 20 years service.



FORT SMITH— Joe Hill, Mike Cope, Pat Call, and John Foster - 20 years service. Not pictured: Ed Harris.



FORT SMITH— Sandi Turner, Liz Wann, and Sharon Bilyeu - 15 years service.



FORT SMITH— Sharon Powell, Clarence Melton, and Patricia Weaver - 15 years service. Not pictured: Dolly Lollis.



FORT SMITH— Pam Knight, Mary Johnson, and Ruth McCage - 10 years service.

Employees Honored For Years Of Service



FORT SMITH— Randy McKinney, Beverly Bonds, and Tracy Clopton - 10 years service.



FORT SMITH— Delories White and Donald Winters - 10 years service.



FORT SMITH— Kenneth Shipley, Howard Mizell, and Edward McCurtain - 10 years service. Not pictured: Larry Alverson, Michael Nelson, and Alma Sharp.



FORT SMITH— Mark Weldon - 5 years service, Jose Hernandez and Frank Spanel -10 years service, and Ralph Morts - 5 years service.



FORT SMITH— Ethel Hiesler - 10 years service; Kim Hurt, Linda Martin, Rhonda Hunter, and Laurie Rothwell - 5 years service.



FORT SMITH— Michael Woolsey, Sharon Holland, Jammie Frazier, Teresa Jennings, and Georgia Thompson - 5 years service.

Employees Honored For Years Of Service



FORT SMITH— Fred Hanes, Carrie Black, Terry Sivage, Alan Falkner, and Jackie Tackett - 5 years service.



FORT SMITH— Roger Griffith - 5 years service. Not pictured: Jeffrey Lobman.



FORT SMITH— Janie Wilcox and Christine Hughes - 5 years service.



FORT SMITH— Ronald Baxter and Raymond Moore - 5 years service.



OWENSBORO— Bob Drury and Jimmy Hagan - 15 years service.



OWENSBORO— Five years service - first row: Raye Ann Drury, Shirley Hargan, and Tony Case. Second row: Bob Camp, Tony Hamilton, and Dennis Lawson.



OWENSBORO— Bobby Cecil and Sue Schrecker - 10 years service.



HIGH POINT- Janice Jarrett - 20 years service, Yolanda Boles - 25 years service, Sonja Campbell - 10 years service, Mike Day, Plant Manager - 10 years service.



HIGH POINT- Glenna Hall and Tammy Skidmore - 5 years service. Not pictured: Shirley Thornsbury.



PINETOPS- Nebraska Dupree - 20 years service.



PINETOPS- Mandy Boddie - 20 years service.



PINETOPS- Clemme Walters - 20 years service.



PINETOPS- Linda Pitt - 20 years service.



PINETOPS- Bobby Sessoms - 10 years service.



MORRISTOWN- Jack Hampton received his 15 year service award from Supervisor, Slim Davis.



MORRISTOWN- Tim Clevenger - 10 years service.



MORRISTOWN- Charlotte Coffey, Supervisor - 10 years service.



MORRISTOWN— Jimmy Brooks - 15 years, Mike Roberts and Jim Sexton - 10 years, and Janice White - 15 years service.



MICAVILLE— Marquita Gibbs, Harold Blevins, and Ima Jean Bowlin - 20 years service. Not pictured: Dean Hensley, Norma Thomas, Wayne Thomas, and Ralph Wilson.



MICAVILLE— Mike Cannon, Connie Robertson, and Darrell Woody - 15 years service. Not pictured: Wanda Cannon, Alvis McMaban, and George Riddle.



MICAVILLE— Roberta English and Mary Carroll - 10 years service. Not pictured: Garry Honeycutt and Kevin McCraw.



MICAVILLE— Anthony Thomas - 10 years and Jimmy Boone - 5 years service.



MICAVILLE— Tammy Edwards and Rebecca Grindstaff - 5 years service. Not pictured: Randy Allen, Linda Ayers, Jimmy Boone, Daisy Rich, Janice Boone, Larry Brewer, Gary Hughes, Joe Harris, Frances Boyd, and James Boone.



VOLUNTEER FOAM— Tammie Mills - 5 years service.



VOLUNTEER FOAM- JoAnn Howard - 5 years service.



VOLUNTEER FOAM- Deloris Ledbetter, Norma Samsel, and Virginia West - 5 years service.



VOLUNTEER FOAM - Five years service - first row: Linda Anderson. Second row: Nell Langford and Suzetta Hamilton. Third row: Randy Fillers, James Canter, Pharis Keen, Robynn Ray, Ruthie Dillon and Bill Linder, Plant Manager.



CLEVELAND- Marcell Parker, Cheryl Stinnett, and Sandra Westfield - 5 years service.

Employees Honored For Years Of Service

FOOTHILLS- Mitchell Flowers and John Sigmon - 5 years service.

WIRE DRAWING- John Pelliccione and Brian Sigmon - 5 years service.



G.S. FIBERS- Frank Sigmon, Jr. received his 5 year service award from Jerry Buff, Supervisor.



G.S. FIBERS- Tim Stone received his 5 year service award from Bobby Hunt, Supervisor.



G.S. FIBERS- Clif Fisher received his 5 year service award from Maurice Richards, Supervisor.



PTI- Terry Simmons and Scott Gilbert - 5 years service.



LENOIR- Violet Braswell - 25 years service.



LENOIR- Julie Murphy and Claudia Bean - 5 years service.



CONOVER FOAM PLANT—Five years service - first row: Barbara Roark and Judy Brewer. Second row: David Blanton, David Brown, and Kenneth Correll.



AMERICUS—Becky Glotzbach received her five year service award from Chip Underdown, Area General Manager.



AMERICUS—Ricky Trussell, Supervisor, presented Deborah Young her five year service award.



AMERICUS—Ricky Trussell presented Elaine Slappey her five year service award.



AMERICUS—Marvin Hunt, Supervisor, presented Kenneth Solomon his five year service award.



AMERICUS—Trussell presented Tommy McGarrah his five year service award.



PORTLAND—Rich Farra, Plant Manager, presented Ron Gump with his five year service award.



PORTLAND—Ben Johnson received his 5 year service award from John Neukirch, Supervisor. Not pictured: Tony Wade.



PORTLAND—Judy Vanclave and Kathleen Schneider receive their five year service award from Healthier Deal (center), Office Manager.

Employees Honored



PORTLAND—Charlie Morris, West Coast Regional Sales Manager, presented Robin Butler with his five year service award.



COMMERCE—Five years service - first row: Espiridion Oseguera and Cristanto Perez, Supervisor. Second row: Fred Torres - West Coast Foam Technical Director, Jose Reyes, Luis Calderon, Oscar Flores, and Delfino Lara.



COMMERCE—Steve Isenhour - 5 years service.



RIALTO—Nile Field - Plant Manager and Miseal Ramirez - Supervisor (far right) presented Javier Puente and Julio Galvez their five year service awards and perfect attendance certificates.



VERONA METAL—Carl Box, Sammy Lagrone, and David Pearson - 15 years service.



CORPORATE—David Brown, Twilla Phipps, Bob Pharr, and Don Bush received their five year service award. Not pictured: Vickie Penley.



VERONA FOAM—Elaynia Shumperi - 5 years service.



VERONA OFFICE—Melinda Barnes received her five year service award from H.R. Manager, Mike Moore



VERONA FOAM (MATTRESS)—Randy Spates and Doyle Williams received their five year service award from Larry Riley - Supervisor. Not pictured: Teresa Spates.

PERFECT ATTENDANCE RECOGNIZED



LENOIR— Seven employees were recognized for perfect attendance. They are: Hattie Smith, Allen Sumlin, Kathy Philyaw, Ronard Hartley, Genise Icenbour, Fred White, and Ruth South.



OWENSBORO— Perfect attendance recognition - first row: Karen Thompson, Ann Laughley, and Bobby Cecil. Second row: Tony Case, Chris Haycraft, David Clark, and Dennis Lawson.



HIGH POINT— Mac Brown, Glenna Hall, and Carol Tucker were recognized for perfect attendance.



MICAVILLE— Perfect attendance recognition - Aldonna Grindstaff, Roberta English, and Jerry Cannon. Not pictured: Rick Clopton, Karen Deyton, Garry Honeycutt, Roscoe Hudgins, Alvis McMahan, and Kent Thomas.



AMERICUS— Marvin Hunt, Supervisor, presented James Carter with his perfect attendance certificate.



VERONA— Rodney Rogers of the Verona Foam second shift received his perfect attendance certificate.



VERONA— Gloria Munz received her perfect attendance certificate from Bob Kieffer, Sales Manager.



VERONA METAL— Verona Metal recognized Doug Lockler and Jim Jones with perfect attendance.

PERFECT ATTENDANCE RECOGNIZED



VERONA FOAM—Verona Foam recognized Grace Rogers, Daisy Blair, Larry Riley - Supervisor and Bill Johnson with perfect attendance. Not pictured: Carol Springer from the Verona Fiber Plant was recognized for perfect attendance for the second consecutive year.



COMMERCE—Sixteen employees from the Commerce Plant received perfect attendance certificates. First row: Norberto Barron, Eddie Maciel, Ramiro Chavez, and Paul Garcia. Second row: Raul Hernandez, Joe Escareno, Salatiel Perez, Gustavo Perez, Crisanto Perez - Supervisor, Emilio Campos, and Fermin Ortiz. Not pictured: Conrado Bravo, Miguel Gonzales, Trinidad Quintino, Rosendo Yanez, Jose Vargas, and Fernando Maciel.



VOLUNTEER FOAM—Perfect attendance first row: Jerry Mitchell and Greg Walker. Second row: Lynn Mitchell and Bill Hargis.



VOLUNTEER FOAM—Peggy Cantrell, Joe Lee, and Johnny Poston were recognized for perfect attendance.



VOLUNTEER FOAM—Steve Auberson and Mark Murphy were recognized for perfect attendance.



NEW TAZEWELL—Robert Mullins was recognized for perfect attendance.



MORRISTOWN—Worth Ratcliffe, Warren Wells, Jim Sexton, Jimmy Brooks, Janis Roberts, and Sanford Reagan were recognized for perfect attendance.



MORRISTOWN—Arlon Walker and Rita Woods were recognized for perfect attendance.

PERFECT ATTENDANCE RECOGNIZED



PORTLAND - Perfect attendance awards first row: Bob Griswold, Tony Wade and Bob Wyant. Second row: Dan Hale, Don Donkers, Brian Dawson, Paul Morris, Printice Gangle and Lloyd Hampen. Not pictured: Jose Bautista and Paul Satchfield.



CONOVER - Perfect attendance certificates were given to the following employees - first row: Ferne Baker, Kim Canipe, Judy Spencer, Kathy Townsend, and Ethel Ross. Second row: Jeff VanHorn, Conley Mecimore, Don Guin, Cloyd Hefner, and Dwayne Lutz. Not pictured: David Blanton and Daniel Herman.



CLEVELAND - Betty Howard received her perfect attendance award from supervisor, Karen McAmis. Not pictured: Bobby Craig.



LENOIR PAD - Reed Oakes and Lloyd Tolbert were recognized for perfect attendance.



PTI - Johnny Gilbert and Larry Self were recognized for perfect attendance.



CORPORATE - Gay Futrell and Becky Stephens received their perfect attendance awards. Not pictured: Paul Johnson



CONOVER ASSEMBLY - Five employees were recognized for perfect attendance. They are: Mozelle Odom, Helen Honeycutt, Frances Duncan, Audrey Ingram, and Luke Jennings.

PERFECT ATTENDANCE RECOGNIZED

WIRE DRAWING—Jeff Griffin, Harold Morrison, and Bobby Tomlinson were recognized for perfect attendance.

FORT SMITH—Perfect attendance awards were presented to the following employees: Richard Seckler, Henry Cornell, Joe Jones, Elva Clift, John Demato, Harvey Dray, Dean Bryant, Coye McCage, Beulah Riley, Malinda Hall, Stanley Dobbs, Frank Spanel, Sharon Powell, Deborah Lovelace, Cuc Nguyen, Fred Tomeo, Jerry Justice, Mark Leathers, August Long, Gloria Dodson, June Potter, Wade Gasaway, E.J. McCurtain, James Harper, Vincent Gerardo, Ruth McCage, Michael Smith, Debi Frazier, Jose Hernandez, Billy Suggs, Bradley Greene, Melanie McCollum, Joe Wheeler, Stewart Dungan, Layton Davis, Judy Maxwell, Teresa Jennings, Sissy Scroggins, Terry Collier, Wayne McRae, Ellen Matlock, Mary Johnson, Gary Parnell, Robert Taff, Darin Shepherd, Ralph Morts, Vickie Alverson, Barbara Carroll, James Webb, Tony Bedwell, Mark Bryant, and Kelly Buerger.

HICKORY METAL—Perfect attendance awards were presented to the following employees: Amando Chavez, J.C. Blackwell, Randy Carver, George Moore, Mildred Allen, Lynn Norman, Tomas Andres, Jose Nunez, David Miller, David Canipe, Tony Martin, Brady Parsons, Steve Walker, Hugh Wilkerson, Nick Yoder, Kimmie Bentley, Audie Bureson, Willie Vanhorn, Elisba Covington, Walter Moore, Tinh Le, and Conley Smith.

SPRING PLANT—Perfect attendance awards were presented to the following employees: Garcella Hastings, Cora Keller, Revonda Romero, Orval Dooley, Loretta Forney, Earl McNeely, Mildred Mauney, Felicia Sherrill, Mary Young, Darel Hurt, Bud Keller, Abbie Byrd, Donald Mace, Zandel Cremeans, Gerald Honeycutt, Peggy Houser, Gerald Stewart, Kenneth Carpenter, Floyd Norman, Sue Reinhardt, Eddie Gragg, Judy Hughes, Doris Propst, David Reinhardt, Lillie Tipps, Joe Bishop, Willie Flowers, Todd Sigmon, Wayne Ward, Walter Young, Mike Sparks, Ruby Hoyle, and Donald Whitlock.



Roanoke Employees



HI-CO Sleepers To Russia

One of the Rialto, California plants customers, Pinsky and Sons, ordered a container of sleeper mechanisms for their facility in Russia. Pinsky's United States facility in Los Angeles has been buying sleepers from Hickory Springs for several years. Nile Field-Plant Manager, and John Martin-West Coast Metal Product Manager said that after loading a container full of sleepers, they added a bag of surprises - a Hickory Springs hat and key chain, a copy of the HI-CO NEWS, and a copy of FURNITURE TODAY. Just think, some Russian could be wearing a Hickory Springs hat. Pictured is Nile Field and John Martin standing in front of the container going to Russia.

SAFE DRIVING RECOGNIZED



CONOVER LONG HAUL TRUCKING— The long haul drivers were honored at a Safe Driving Awards Banquet. Those drivers are first row: Chuck Horton, Larry Hamby, Mike Jenkins, Floyd Clonch, Billy Wycoff, Hubert Jolly, and Robert Jolly; Second row: Jim Caldwell, Dave Reese, Frank Collins, Harry Foster, Lonnie Setzer, David Killian, Keith McCrary, and Jack Gray. Third row: Jim McRee, Bobby Burgin, Ken Smith, Steve Bridges, Larry Barnette, Alton Reed, and Melvin Coulter.



CONOVER— Conover recently held its annual safe driving awards banquet. Those local drivers are first row: Cloyd Hefner, Larry Cook - Supervisor, and Dwayne Lutz. Second row: Harold Parks, Don Church, and Jeff VanHorn. Not pictured: Robert Auton and Randy Icard.



LENOIR PAD & PAPER— One year safe driving: Paul Calloway, Gilbert McGuire, Jeff McGuire, and Danny Gragg.



LENOIR— Drivers honored for safe driving are: Ronard Hartley, Larry Haas, Pete Isenhour - Plant Manager; Basil Penley, Linda Baker - superintendent, Jack McMichael, and John Bradley.



OWENSBORO— Safe driving awards were presented to the following: Bob Drury, Mike Young, Kenny Lawson, and Jimmy Hagan.



FOOTHILLS— Drivers recognized for safe driving are first row: Ken Kiser - supervisor, J.D. Coffey, Greg Hefner, John Burns, Tim Knight, and Alvin Lane. Second row: Rocky Spencer - plant superintendent, Harold Hensley, Tony Johnson, and Frank Tucker.



PORTLAND— Safe driving awards were presented to the following. First row: Ron Gump - Supervisor, Tony Wade, Cosme Beitia, and Jeremiah Wagy. Second row: Bob Griswold, Bob Wyant, and Don Donkers.



HICKORY METAL AND SPRING PLANT— Twelve drivers were honored with a banquet for safe driving. First row: Frank Grant, Joe Bishop, Wendell Howard, and Bud Keller. Second row: Wayne Ward, Todd Sigmon, Darel Hurt, and Willie Flowers. Not pictured: Nick Tellado, David Miller, Mike Hale, and Darren Huffman.



VOLUNTEER FOAM— Safe driving awards were presented to the following. First row: Jerry Mitchell and Greg Walker. Second row: Lynn Mitchell, and Bill Hargis.



VOLUNTEER FOAM— Bob Stockton and Leonard Ledbetter were recognized with safe driving awards.



PREMIERE CUSHION— Charles Rollins presented Jim Owen his 3 year safe driving award.



HIGH POINT— First row: Raymond Wilkes - 14 years, Cornelius Quick - Supervisor, and Tommy Edwards - 1 year safe driving. Second row: Mike Day - Plant Manager and James Lowder - 3 years safe driving.



AMERICUS— Joey Bailey was presented his safe driving award by Ricky Trussell, Supervisor.



AMERICUS— Jimmy Harbuck was presented his safe driving award by Ricky Trussell.

SAFE DRIVING RECOGNIZED



MID SOUTH DIVISION—The long haul drivers were honored recently at a Safe Driving awards banquet at the Woodmen of the World Lodge in Palmetto. Special guests included Sam Roy, the diesel mechanic instructor at the Itawamba Community College. He oversees the rebuilding of engines in our tractors at the Metal Plant. Pictured are David Church, Sam Roy, and Jeff Martin.



MID SOUTH DIVISION—Buster Mann - Manager of the Mid South Division, was awarded a plaque from Tim McGuire - Ryder Truck Rental for "Continuous Business Relationship" between the two companies since 1977. All employees were surprised and honored by this award.



AMERICUS — Buddy Harry received his safe driving award from Ricky Trussell.



AMERICUS—Raymond Lockett received his safe driving award from Ricky Trussell.



HALEYVILLE— J.R. Postell was recognized for safe driving by Chuck Melton - Plant Manager.



VERONA FIBER— Johnnie Akins - Supervisor, recognized drivers James Lowe, Chris Coggins, and Perry Holland along with Walt Rosin, Plant Manager. Chris Coggins also received a perfect attendance certificate for 1993.



PONTOTOC— Steve Pannell (center) - Plant Manager recognized Herman Betts and Howard Dillard for safe driving.



FOOTHILLS, MISSISSIPPI- Teresa Nichols - facility coordinator (center) recognized James Simpson and Jimmy McDonald.



VERONA METAL- David Church - Plant Manager recognized Michael Allen, David Eddington, Jamie Olive, Thomas Davis, Jimmy Spencer, and Jeff Martin - Supervisor.



VERONA FOAM LONG HAUL- Gary Toney - Plant Manager and Lester Crump - Shipping Superintendent recognized Walter Shields, Steve Hill, Bert Washington, Willie Weathington, Chris Miller and Charles Cobb. Not pictured: Donnie Carter, Chris Miller, Bert Washington, and Willie Weathington also received perfect attendance awards for 1993.



VERONA FOAM LOCAL DRIVERS- First row: Matt Betts, John Burrell, Colby Hannon, James Webb, and Stan Corder. Second row: Ben Hayden, Scott Nash, Lester Crump -shipping superintendent, John Shepherd, Gary Toney - Plant Manager, and Sam Rice. Matt Betts also received his five year service award. Stan Corder, Ben Hayden, Scott Nash, and Sam Rice were also awarded perfect attendance awards for 1993.



1,000,000 MILE RECIPIENT- Chris Miller was honored by Tim McGuire - Ryder Truck Rental Branch Manager, for driving 1,000,000 accident free miles while employed by Hickory Springs. Chris and his wife, Doris, and their children reside in Tupelo. Pictured are Lester Crump, Gary Toney, Chris Miller, and Tim McGuire.



RIALTO- Jose Chavez received his safe driving certificate from Plant Manager - Nile Field.

SAFE DRIVING RECOGNIZED



MEDFORD- Dave Powers - Plant Manager presented Ray Morin his safe driving certificate. Ray was also presented a perfect attendance certificate.



COMMERCE- Seven drivers from the Commerce Plant received safe driving awards. They are Paul Garcia - 4 years, Raul Hernandez - 4 years, Oscar Flores - 5 years, Emilio Navarro - 3 years, and Pedro Linares - 4 years. Not pictured: Jorge Cardenas - 5 years and Carlos Barrios - 1 year.

Performance Award Winners

AMERICUS



Wallace Bradley, Hazel Harp, Bernard Green, and Sheila Kaigler



Marie Brock



Emma Sparks, Tommy Reese, and Deborah Young



Chris Powell and Jerry Knighton

Performance Award Winners

The 1994 Safety/Performance Awards Program is off to a good start for the first quarter. To be eligible, the employees must complete their 60 day probationary period, must go the entire quarter without having an open worker's compensation claim, and complete the quarter with no written disciplinary action toward them. There was a new eligibility requirement this quarter. All eligible employees must turn in a "SAFETY SLOGAN". The response was great. Some of the slogans submitted are as follows: "Safety is like a game, when you play by the rules, you'll always be a winner" - David Pearson, Verona Metal. "It doesn't hurt to be safe" - Priscilla Blair, Verona Fiber. "Safety is job #1" - Sheila Allred -Mid South Division. "There is safety in numbers - let's work as a team" - Ardessa James, first shift - Verona foam. "Stay alert -think safety first" - Tony Ybarra, 2nd shift - Verona Foam. "Safety works, accidents hurt" - Teresa Spates, Mattress Department, Verona Foam. All slogans were great. Remember, safety begins with you.

VERONA COMPLEX



VERONA FOAM—FIRST SHIFT: Irene Humpries, Margie Hayden, Julie Rogers, Ozell Koblheim, Cynthia Faulkner, Louise Reifers, Michelle Wise, Melvin Kimble, Richard Young and Robert Brandon.



VERONA FOAM—SECOND SHIFT: Denise Berry, Paul Weaver, Denise Brandon, Charles McKnatt, Trina Puckett, and Lynn Mayes.



VERONA METAL: Richard Sprayberry, Mike Kennene, Mike Foradori, Steve Phillips, Ann Patterson, Doug Lockler, Sammy Lagrone, and William Burnette. Not pictured: James Wells, Steve Barnes, and Carl Harding.



VERONA FOAM (MATTRESSES): Mertba Spates, Dennis Benson, Jeff McMorris, David Swindle, and Leeia Mason. Not pictured: Stan Selmer, James Easley, and Jackie Wilson.

VERONA FIBER: Roy Agnew, Carol Springer, Barry Bramlett, Vincent Hall, Keith Glissen, Judy Justice, Teresa Melendez, Lori Rhodes, M.L. Fort, and Brit Curtiss.



Performance Award Winners



VERONA FIBER - Dale Hockin, Dyannia Glissen, Priscilla Blair, and M.L. Fort. Not pictured: Keith Glissen and Carol Springer.



VERONA METAL - David Pearson, Yvette Gardenhire, Greg Hitchcock, Mike Foradori, Jerry Butler, Russell Hockin, Victor Fields, Donnie Palmer, and Carol Box.



VERONA FOAM - FIRST SHIFT: Lisa Roe, Evelyn Shumpert, Missy Watson, Dot Witherspoon, Mary Jo Curtiss, Ardessa James, and Barbara Ward. Not pictured: Betty Gilmore, Melvin Kimble, Danny Baughn, and Laura Hitchcock.



VERONA FOAM - SECOND SHIFT: Dennis Smith, Charles McKnatt, and Tony Ybarra.



MID SOUTH REGION - OFFICE: Connie Sanderson, Sheila Allred, and Debbie Toney.

Safety On The Job Recognized At Hickory Springs



OWENSBORO- CPR certified employees first row: Chris Haycraft, Karen Thompson, and Patricia Hall. Second row: Diana Sowders, Bobby Cecil, Kim Phillips, Pam Oliver, and Lisa Ling.



OWENSBORO- Owensboro employees accident free in 1993.

FORT SMITH FOAM PLANT- The Fort Smith Foam Plant completed two years without a lost time accident. We congratulate management and hourly employees on their hard work and excellent safety record.



PORTLAND- Annual safety awards were presented to the following employees first row: Tina Davis, Barry Henson, Renee Morris, Sheryl Lishco, and Printice Gangle. Second row: Tom Kennedy, Laura Cook, Bruce Foley, and Loren Stevison.



PORTLAND- First row: Scot Kloepfer, Kevin Trafton, Lloyd Hampen, Bob Moshberger, Jose Bautista, and Ben Johnson. Second row: John Neukirch, Brian Dawson, Paul Satchfield, Dan Hale, and Maks Sendek.



COMMERCE- Every department at Commerce, including the office staff, completed six months without having an accident. Second shift shipping department: Supervisor - Jose Soto, Jose Ruelas, Javier Gonzales, and Miguel Godinez.



COMMERCE-Office Staff-Front Row: Mapy Cortez and Marilyn Lasley. Second row: Judy Greenberg, Martha Villalobos, Lidia Estrada, and Yolanda Castillo.

Safety On The Job Recognized At Hickory Springs



COMMERCE—Pouring Department—First Row: *Espiridion Oseguera, Gonsalo Navarro, and Fred Torres* - West Coast Foam Technical Director. Second row: *Jeff Valeros, Javier Rivera, Jose Reyes, Juan Olvera* - Supervisor, and *Salvador Cardenas*. Not pictured: *Jose A. Mercado*.



COMMERCE—Shipping Department - First Shift: *Emilio Campos, Luis Calderon, Armando Alonzo, and Juan Garcia*.



COMMERCE—Bun Processing - First Row: *Norberto Barron, Jose Parra, and Jose Jimenez*. Second row: *Ramiro Chavez, Miguel A. Gonzales, Conrado Bravo, and Anastacio Gonzalez*.



COMMERCE—Maintenance: *Alex Salgado, Bill Eggleton* - Foam Technical Rep., *Antonio Reyes, and Fermin Ortiz*.



COMMERCE—First Shift Rebond Department - first row: *Oscar Cano, Delfino Lara, Jose Bravo, Silvio Ledezma, and Daniel Chacon*. Second row: *Fernando Maciel, Gustavo Perez, Jose Siordia, Raul Hernandez, Jose Vargas, Salatiel Perez, Wilson Flores, and Alfonso Romero*.



COMMERCE—Rebond Department - 2nd shift: *Juan Mercado, Jesus Anguiano, Jose Lius Gutierrez, and Martin Zaragoza*. Second row: *Cecilio Leon, Remigio Barragan, Jose Torres, Tiburcio Nolasco, Manuel Robles, Crispin Nunes, and Joe Escareno*.

Retirees Recognized



EDITH SMITH retired in March with 21 years of service with Volunteer Foam. She was lead person over the glue line.



EMMA WOODS retired from the Morristown Plant April, 1994 after 22 years of service.



ORIS MAXEY, supervisor, retired from the Morristown Plant with 18 years of service.



JACK HAMPTON, a driver in Morristown, retired in February after 16 years of service.



SIDNEY (SLIM) DAVIS, shipping supervisor at Morristown retired at the end of April with 28 years of service.



BEULAH RILEY (center) is pictured with Jim Williams, Metal Plant Manager in Fort Smith, and her supervisor, Elaine Woolsey. Beulah retired with over 31 years of service.



HERMAN REE (center) is pictured with Jim Williams (left) and his supervisor, Ed Carter (right). Herman retired from the Fort Smith Metal Plant after completing 18 1/2 years with Hickory Springs.



SHIRLEY GRAGG is pictured with Jim Crenshaw - Manager at the Fort Smith Foam Plant. Shirley retired from the Foam Plant after completing 18 years service with Hickory Springs.

Retirees Recognized



JACK MCMICHAEL retired twice from the Lenoir Plant. He retired in 1987 and again April 29, 1994. We thank Jack for his past working record and for helping us out when we needed him.



FRANK COLLINS retired after 23 years of service and 21 years of safe driving as a long haul driver for Conover Long Haul. Frank plans to travel and enjoy his model train collection.



DAVE REESE retired from Conover Long Haul with a driving record of 32 safe years from Hickory Springs Long Haul fleet. He retired with 35 1/2 years of service. He plans to travel and do some fishing.

JOE DICKINSON retired from the Conover Long Haul division after 10 years of service. Joe plans to keep busy in his leisure time.

JOSEPH HATLEY retired from the parts department at the Hickory Spring Plant April 4, 1994. He has been employed since March 19, 1969. Joe's hard work and dedication has been an inspiration to each of us

CITY OF HICKORY HONORS HICKORY SPRINGS

Mayor William R. McDonald, III, declared by Proclamation the month of June, 1994 as "Hickory Springs Manufacturing Company Month" in a meeting held on June 7, 1994. Hickory Springs officers and their wives attended the ceremony. The Proclamation is reproduced as presented:

PROCLAMATION

WHEREAS, Hickory Springs Manufacturing Company was founded by the late P.C. Underdown, Sr. in 1944; and

WHEREAS, Hickory Springs Manufacturing Company began business in a single plant on Main Avenue, S.W. in Hickory with only a few employees and manufactured only three products; and

WHEREAS, Hickory Springs Manufacturing Company today operates 60 facilities in 17 states and provides employment nationwide for thousands of people; and

WHEREAS, Hickory Springs Manufacturing Company now manufactures an extensive range of products for the nation's furniture, bedding and carpet padding industries; and

WHEREAS, P.C. (Neil) Underdown, Jr., president of Hickory Springs Manufacturing Company emphasizes that the company's growth over the past 50 years has come about from the steady internal expansion of existing operations, from the start-up of entirely new but related types of business, and from the acquisition of solid, well-run companies with compatible product lines; and

WHEREAS, Hickory Springs Manufacturing Company is committed to meeting the challenge of change, to serving

customers' needs and to providing them real value in order to insure that the next 50 years will be as fulfilling and as rewarding as the first 50 years;

NOW, THEREFORE, I William R. McDonald, III, Mayor of the City of Hickory in behalf of all the members of the City Council and all of the Citizens of the City of Hickory, congratulate Hickory Springs Manufacturing Company on the occasion of its fiftieth anniversary and do proclaim that June, 1994 is officially declared as Hickory Springs Manufacturing Company Month in the City of Hickory. This the 7th day of June, 1994.

March Of Dimes Winners

Hickory Springs locations in the Catawba County area participated in the March of Dimes walk April 23, 1994. As a result of the participation of all Catawba County locations, Hickory Springs was the winner of the Furniture Division award for the team that raised the most money in their division. We received donations totaling \$8,519.46 with 97 walkers. A big "THANK YOU" to everyone who participated to this most worthy cause - "Walking for Healthier Babies". Pictured is Kathy Miller and Deanie Massagee - Co-Captains for the March of Dimes - Walk America with the Golden Sneaker award for the Furniture Division.

