



PARKS UNDERDOWN, SR., DIES

Founder of Hickory Springs Dead at Age 78



PARKS CORNELIUS UNDERDOWN, SR., who founded Hickory Springs Manufacturing Company died on May 3, 1981 after a brief illness. He was 78.

Mr. Underdown, known affectionately to his employees as "Parky," was an inspiration and a driving force up to the very end. A familiar sight, three days each week, was his arriving at work at 8:00 A.M. by taxi from his home in Lenoir. He followed his schedule although he had suffered several heart attacks and bouts with cancer and diabetes that had left him blind.

Mr. Underdown was founder of Hickory Springs, and co-founder of Snyder Paper Company. At the time of his death, he was Chairman of the Board of Hickory Springs, a director of Snyder Paper and President of Lenoir Pad and Paper Company.

Survivors include his wife, Hazel Teague Underdown; a son, Parks C. ("Neil") Underdown, Jr.; a daughter, Dorothy (Mrs. R. R.) Simmons; a brother, C. A. Underdown; and nine grandchildren.

The funeral was held Wednesday, May 6, at 2:00 P.M. at the First Presbyterian Church in Lenoir, N.C. Burial was at Blue Ridge Memorial Park in Lenoir.

HI-CO NEWS extends its deepest sympathy to his family and many friends across the country. "Parky" was a giant of a man and will be sorely missed by all who knew him.

Hickory Springs Adds New Benefits

Neil Underdown, President of Hickory Springs, announced on March 5, in a letter sent to the homes of all employees, substantial improvements in the Company's Vacation and Paid Holiday policies. Perhaps a reprint of the entire letter may best explain these improvements.

March 5, 1981

My Fellow Employee:

I am most pleased to announce the addition of two very important employee benefits to our ever-growing benefit package. They are as follows:

- An additional paid holiday. Effective this year, either *Memorial Day*, *Easter Monday*, or *Good Friday* will be included as a paid holiday.
- A third week of paid vacation has been added for those long-service employees with 10 years or more of continuous service with Hickory Springs.

It is a real pleasure for me to announce these additional benefit improvements. It has been our long-standing policy to continually review our wage and benefits and to make periodic improvements as profits allow and business conditions permit. I am pleased also because you deserve them.

The addition of these benefits to our overall benefit package puts Hickory Springs in a good overall posture in the industry of which we are a part. These improvements in paid holiday and vacation policies added to our excellent insurance and retirement programs and coupled with the many other benefits now provided, puts Hickory Springs another rung up the ladder in our efforts to become second to none.

Thanks for the good job you are doing and I wish you and your families the very best.

Sincerely,

P. C. Underdown, Jr.
President

dm

John Shoemaker, Vice President of Industrial Relations, explains that some locations preferred to take Memorial Day as the extra paid holiday while other locations preferred either Easter Monday or Good Friday. He said that the practice of celebrating these traditional holidays varied across the country, so our locations were given their preference — and, of course, he said our Managers were guided by their customer's actions.

Shoemaker also said that the third week of vacation after 10 years of continuous service is the Company's way of recognizing and rewarding those long-service employees who have given so much in effort and loyalty over the years.



MANAGER'S PROFILE

BOB SIMMONS is V. P. of Manufacturing at Hickory Springs Manufacturing Company. His primary job function is to build manufacturing management, strengthen capabilities, and to coordinate and plan manufacturing activity with the Sales and Finance Departments.

Bob is from Winston-Salem, N.C. After graduation from U.N.C., he worked with textiles, served in the Army, and worked at a machinery manufacturer before coming to work at Hickory Springs as Superintendent in 1958.

Bob said that this is an unusual and exciting industry to be in. So many of our customers are small independent businessmen who started their own business and place premiums on service and quality. The customers have a great deal of personal honesty and integrity. Bob is pleased to see the staff of employees that Hickory Springs has built up during the years — a staff that is able to meet the demands of these particular customers.

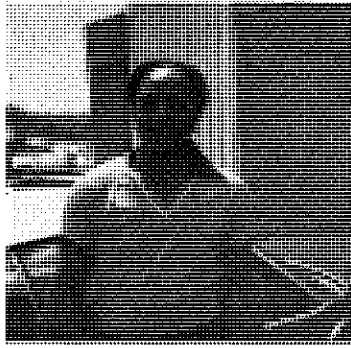
Bob thinks that in the future, we are going to have a real challenge ahead of us to keep productivity in our Company increasing fast enough. Over the next 10 years, productivity improvements may be the key to survival. We already work hard, we must learn to work smarter. Bob looks forward to helping meet this challenge.

Bob and his wife, Dottie, have two daughters and a son in college. They also have a son in Jr. High. Bob's outside interests include many physical sports. He is a regular jogger and is particularly interested in sailing. It's an activity that Bob and his wife find very relaxing. Bob goes Windsurfing. Windsurfing is an oversized surfboard that you stand up on and hold the sail. Two of their children are Certified Windsurfing Instructors. They work with a local marina at Lake Norman in running a school and Windsurfing rental business. Bob has also been elected to the vestry of the Episcopal Church he attends, and to the Board of Trustees of the North State Academy, a local private school.

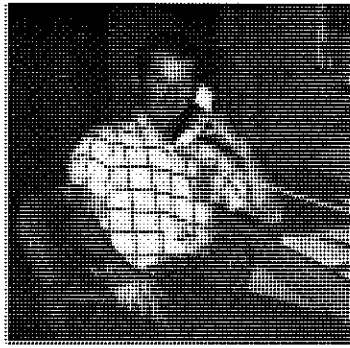
Hickory Springs Employees See Promotions, New Faces



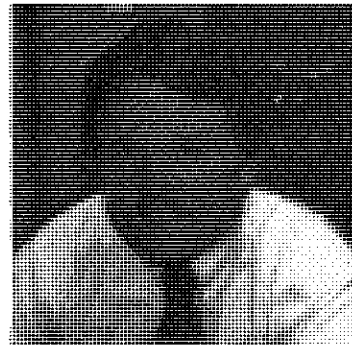
BILL HILLIARD joined the Verona Sales team February 16, 1981. Bill and his wife, Joye, have recently bought a new home in Tupelo. They have two children, Heather and Bubba.



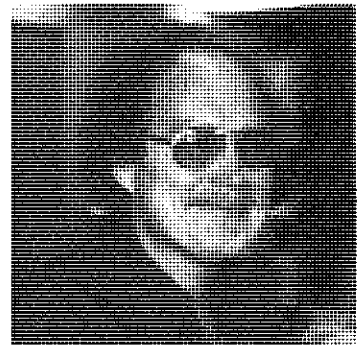
IRVIN MILLER has been promoted to Supervisor at the Roanoke Plant. Irvin started with Hickory Springs as a truck driver in July of 1975. Over the years, Irvin has worked in every area of the plant. Irvin is a native of Roanoke. His hobbies include basketball, tennis, and motorcycle riding.



ALTON FREDERICK has been promoted to Shipping Supervisor at Verona. Alton has been a long haul driver for Hickory Springs since January, 1978. Alton and his wife enjoy antiques, hunting, and fishing.



GEORGE SAIN joined the Hickory Financial Office in February as a Management Trainee. George was previously employed with Impact Furniture. George and his wife, Debbie, live in Hickory. His hobbies include tennis, basketball, and stock car racing.



DAVID CROUCH of the Hickory Financial Office was recently promoted to Computer Operations Manager. David was previously a Computer Programmer with Hickory Springs. He is single and enjoys working in his greenhouse and listening to his stereo.



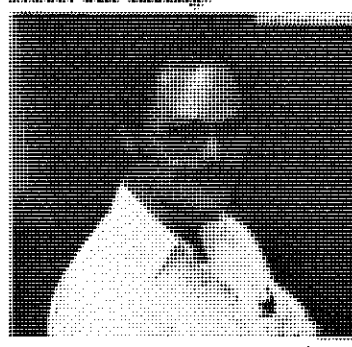
DAVID URIAS has re-joined Hickory Springs as Supervisor in charge of second shift at the Ft. Smith Foam Plant. As many of you know, David previously worked for Hickory Springs in Magnolia, Arkansas and Haleyville, Alabama. David brings with him a good foam fabrication background as well as the ability and experience to effectively supervise people. Welcome back.



MICKEY HOOVER joined the Hickory Financial Office staff in February as a Cost Accountant. He had been previously employed by Washington Mills in Winston-Salem, North Carolina. Mickey and his wife, Tammy, live in the Hickory area. His hobbies include basketball, baseball, and stock car racing.



MICHAEL PRICE is the new Service Center Manager at the Biscoe Plant. He came to Biscoe on December 22, 1980. December 20, 1980, he married Debbie Guthrie, who worked at the Conover Plant. Michael came to Biscoe from the High Point Plant where he was Supervisor. He and his wife have moved to Norwood on the lake. His hobbies are swimming and tennis.



MAX RICHARDS of the Hickory Metal Plant was recently promoted to Designer Engineer "B." He had previously been an Engineering Technician II. Max has been with the Company for over 5 years. He and his wife, Betty, have one child. His hobbies include motorcycles, dirt biking, and guns.



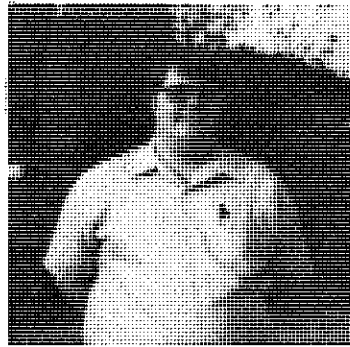
GLENN BEBBER was promoted to supervisor of the Rocker Swivel Department in February at the Hickory Metal Plant. Glenn has been with Hickory Springs since August, 1976. He was the leadman in the Rocker Swivel Department before being promoted. He and his wife, Susan, who is also employed by the Company have three children.



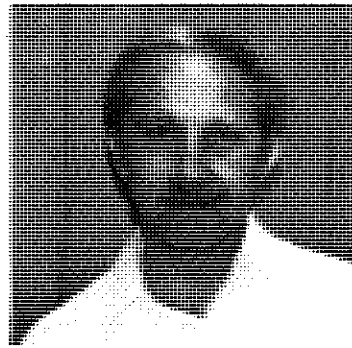
BILL DEAVER has recently joined the Haleyville location as the night shift Supervisor. He was transferred from Cleveland, Tennessee. His hobbies include fishing and working on cars. He and his wife, Glenda, have two children, Nichole and Jason.



PHILLIP HAMILTON was recently promoted to Superintendent at the Hickory Metal Plant. He had previously been Supervisor of the Bed Rail and Rocker Swivel Departments. Phil and his wife, Barbara, have four children. His hobbies include music and camping.



PATRICK HUNDLEY is the latest addition to the Supervisor's staff at the Lenoir Plant. Pat is in charge of the fiber cut and polyester blown department. He was formerly employed with the Lenoir Police Department before coming to Hickory Springs. Pat resides in Lenoir with his wife and two children.

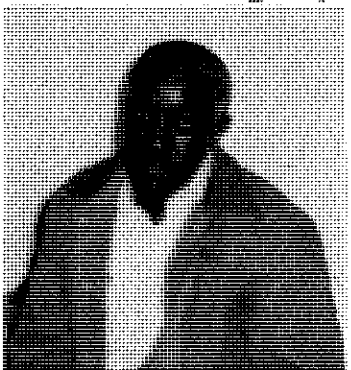


TIM SHAFER joined Hickory Springs in December as Industrial Engineering Supervisor in Hickory. He is a graduate of the University of Akron in Ohio. Tim was previously employed by Piedmont Explosives. Tim and his wife, Gery, have one daughter. They are presently living in Statesville. Tim's hobbies include boating, jogging, and skiing.



MIKE STROUD has joined the Conover Plant as a Management Trainee. He is 23 and a native of Hickory. He attended Lenoir Rhyne College, graduating with a BA degree in Economics. Mike attends Viewmont Baptist Church. He is single and enjoys basketball and electronics.

Hickory Metal Plant Employees Retire



JOHN PRICE of the Hickory Metal Plant retired on November 1, 1980, after being with the Company for 14 years. John came to work in 1966, in the Assembly Department. Upon his retirement, he was a local truck driver. John says that he has 60 acres of land to help him occupy his time. He will be missed by all.



TOM BISHOP, Manufacturing Engineer for the Hickory Metal Plant, retired January 30, 1981. Tom came to Hickory Springs in August, 1954. He says that he will have plenty of work to keep him busy with lots of projects to do around home. Tom and his wife, Ruth, also plan to do a lot of traveling. Tom will be greatly missed by the Company.

In Memoriam



S. D. (Doug) Walker, 66, died December, 1980 at a North Mississippi Medical Center after an extended illness.

Doug was born in Jersey City, N.J. in 1914. For many years, he worked in Tupelo as a sales representative for Hickory Springs Verona Plant. We have all lost a good friend and a devoted employee.

Record Set at Hickory Metal



Two employees from the Sleeper Department set a record for assembling Sleeper Frames. Wayne Butler (l) and Dan Stevens (r) assembled the largest number ever made at the Metal Plant in eight hours. We appreciate these young men's efforts.

Employees of the Month

Employee of the Month

Verona Service Centers

Haleyville, Tupelo Metal, Hattiesburg, Pontotoc



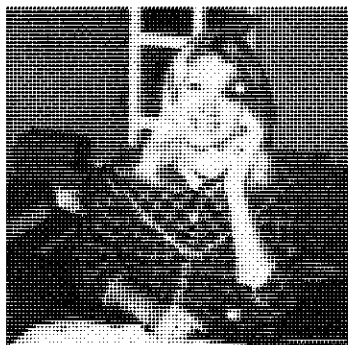
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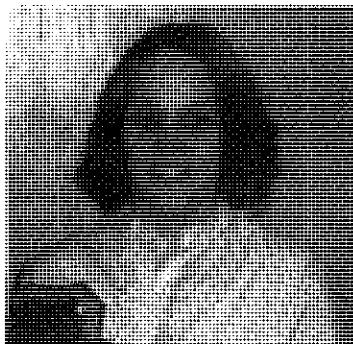
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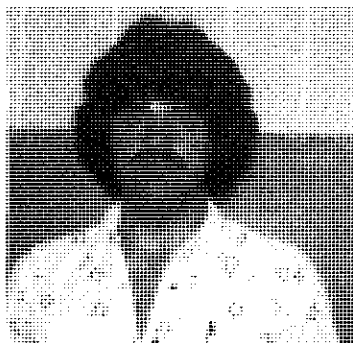
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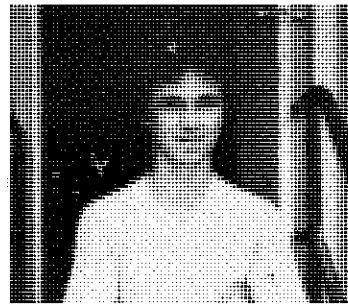
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MARCH, 1981

SANFORD MASON works on the fabric table at the Tupelo Metal Plant. "Bucky" is 20 years old, single, and a member of Trinity Methodist Church where he serves as a 5th and 6th grade Sunday School teacher. He was hired in June of 1980 and has proven to be a very dependable employee.

Employee of the Month Conover



AUGUST, 1980

VIRGINIA PRICE joined Hickory Springs May 13, 1968. She works in the Pattern Department. Virginia enjoys spending time with her grandson, Brian, age 9, and Kelly, age 13. She also likes to fish and crochet.



SEPTEMBER, 1980

JULIA BENFIELD has been employed with Hickory Springs since October, 1971. She is a lead person on the Thin Line. Julia and her husband, Fred, have a daughter, Lisa, who is eleven years old. Julia enjoys flower gardening.



OCTOBER, 1980

JEFF ALIBERTI joined Hickory Springs May 31, 1978. He works on third shift as a lead person on the Thin Line. Jeff is single and enjoys water skiing, photography, backpacking, and tennis.



NOVEMBER, 1980

DORIS SELF has been employed with Hickory Springs since July 19, 1961. She is an Order Expeditor in the Shipping Department. Doris and her husband, Clem, have two daughters. In her spare time, Doris enjoys spending time with her grandson, Scott, and traveling.



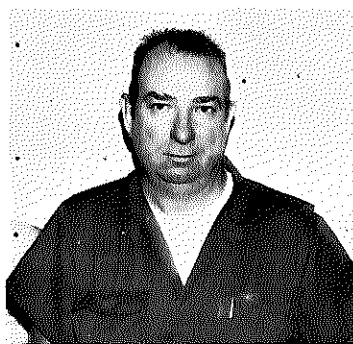
DECEMBER, 1980

WAYNE UNDERWOOD joined Hickory Springs May 2, 1977. He works as a fabricator in the Thin Line. Wayne and his wife, Vera, have two sons, ages thirteen and eleven. He enjoys working for the church in his spare time.



JANUARY, 1981

MARK BALLARD has been employed with Hickory Springs since March 17, 1980. He is a Crew Chief Bun Line Expeditor. Mark's interests include working on cars, playing football, and baseball. He also bowls on the Hickory Springs Bowling League.



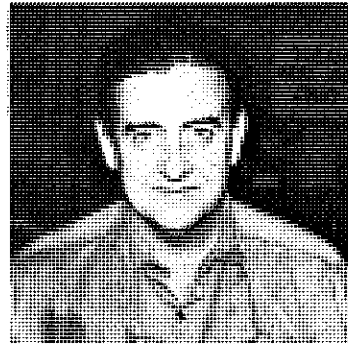
OCTOBER, 1980

THURMAN ALLEN is a leadman in the Assembly Department. He has been with the Company since September, 1957. Thurman and his wife, Mildred, who also works in the plant, have three children. Thurman works horse shows on the weekends and is also a part-time blacksmith.



NOVEMBER, 1980

GERALD BARTHOLOMEW is a machinest in the Maintenance Department. He has been with Hickory Springs since May, 1957. Gerald and his wife, Claire, have three children. His hobby is fishing.



DECEMBER, 1980

FLOYD NORMAN works in the Helical Department. He has been with the Company since April, 1955. Floyd and his wife, Myrtle Jean, have two sons and two daughters. His two sons also work at the plant. Floyd's hobbies include fishing and hunting.



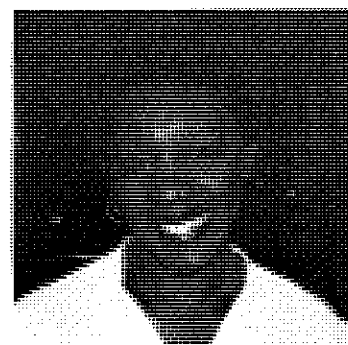
JANUARY, 1981

PAT LITTLEJOHN works in the Bed Frame Department. She has been employed with Hickory Springs for 2 years. Pat is single. Her hobbies are dancing, softball, and volleyball.



FEBRUARY, 1981

VICKIE MOSTELLER is Safety Coordinator for the Plant. She has been with the Company since 1977. Vickie and her husband, Gary, have one son named Brian. Her hobbies include softball, bowling, and remodeling her house.



MARCH, 1981

CAROLYN GAYE works in the Link Fabric Department. She has been with Hickory Springs since 1978. Carolyn has three children. Her hobbies include cooking and gardening.



FEBRUARY, 1981

SHERRI CANIPE became employed August 16, 1976 at the Conover Plant. She works as a Fabricator on the Main Line. She is married and in her spare time enjoys crocheting, working in her garden and restoring old furniture.



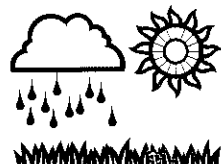
MARCH, 1981

DON GUIN has been employed with Hickory Springs since September 18, 1967. He is a lead person in the Maintenance Department. Don and his wife, JoAnn, have two children: Billy - age 16, and Roben - age 19.

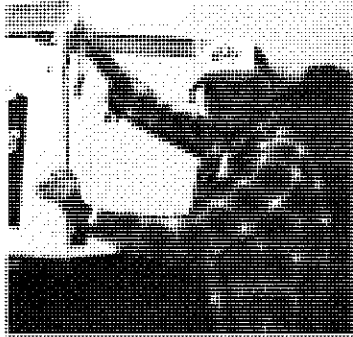
HICKORY METAL EMPLOYEES OF THE MONTH

THINK SAFETY!

On The Job

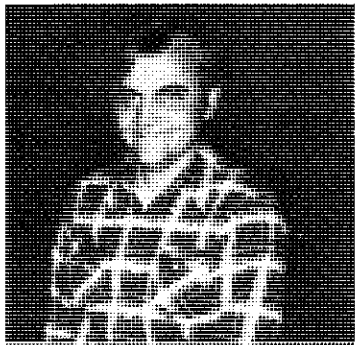


Employee of the Month Verona, Mississippi



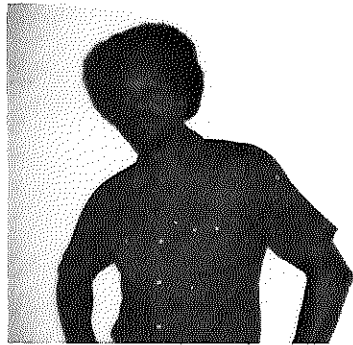
OCTOBER, 1980

ROBERT GAINES has been a long haul driver with Hickory Springs since 1977. Robert enjoys hunting and fishing in his spare time.



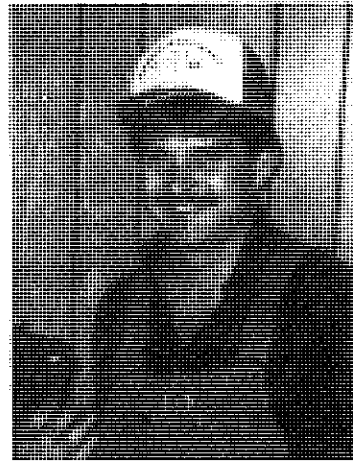
NOVEMBER, 1980

GLENN TATE joined Hickory Springs August 7, 1979 in the Maintenance Department. He and his wife live in Tupelo and have three children. Hunting, fishing, and gun collecting are some of Glenn's hobbies.



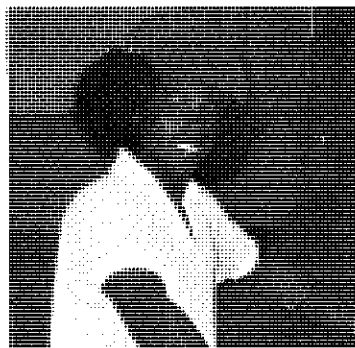
DECEMBER, 1980

OZELL KOLHEIM has been with Hickory Springs since 1966. "Go Go" enjoys playing basketball. He and his wife, Bobbie Dale, have 4 children.



JANUARY, 1981

JOE INGLE is a local driver at the Verona Plant. Joe enjoys riding his motorcycle in his spare time. He and his wife, Carol, live in the Carolina community.



FEBRUARY, 1981

JESSIE THOMPSON is employed on the auto line at Verona. Jessie enjoys jogging and playing basketball. He and his wife, Yvonne, have a daughter named Katina. Jessie and his family live at Shannon.



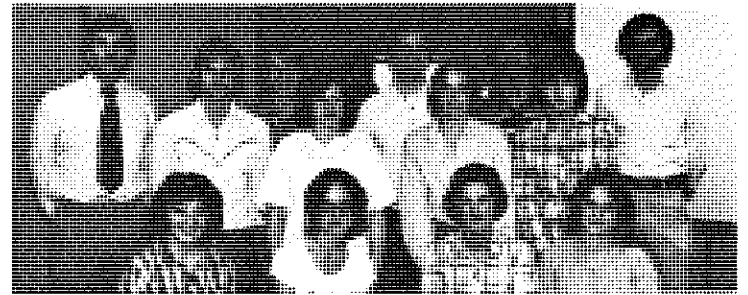
MARCH, 1981

BERNIE GRISHAM is a local driver at the Verona Plant. Bernie is an avid fisherman and enjoys refinishing old furniture. Bernie is known for his "fishing tales."

JESUP EMPLOYEES OF THE MONTH



Employees of the month at Jesup are (l to r): Dan Roberson, Helen Hoy, Bonnell Lewis, Ben Dixon, Margaret Manning, and Janice Marcus.



CPR COURSE HELD

AT THE HICKORY METAL PLANT

Twelve employees from the Hickory Metal Plant, the Conover Plant, and the Financial Office participated in a 12 hour CPR course held at the Hickory Metal Plant Conference Room. Joe Burris, a member of the Newton Rescue Squad taught the course. All 12 employees were certified by the American Heart Association in cardiopulmonary resuscitation and emergency cardiac care. We appreciate these people attending the course. Employees at these locations should feel lucky to have these trained people in an event of an emergency. Pictured first row (l to r): Debbie Allen, Vickie Mosteller, Gail Gilleland, and Donna Setzer. Second row (l to r): John Worley, Robin Gilbert, Leslie Lane, and Sandy Mosteller. Third row (l to r): Jim Packer, Marvin Baker, Barry Spicer, Tony Lowdermilk, and Joe Burris, Instructor.

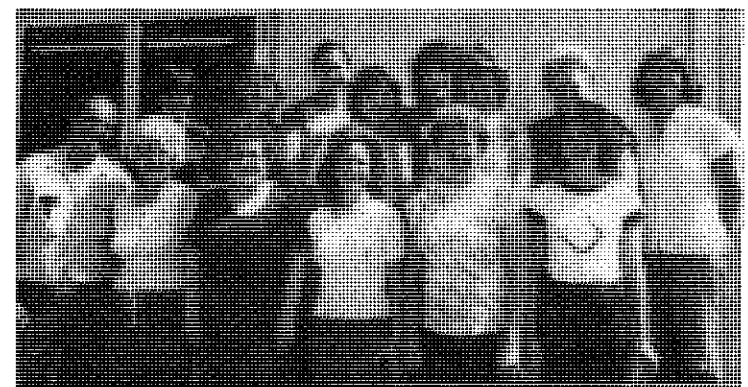
Perfect Attendance Honored at Many Locations



Fort Smith

Twelve Ft. Smith Hickory Springs employees were recognized for Perfect Attendance for the calendar year of 1980. Each employee was given a Hickory Springs Certificate of Appreciation and treated to lunch at the Western Sizzlin Restaurant. We commend these employees for their efforts. Being at work everyday for an entire year tells you something about how conscientious and self-disciplined a person is. The following employees were recognized: Back row (l to r): Neal Tackett, Jan Hamilton, Kenneth Rayner, Mike Skoczylas, and Bill Wattles. Front row (l to r): Jim Mizell, Pam Rupe, Debi Frazier, Bonnie Wilkerson, Shirley Pendergrass, Alton Keller, and Bob Nowack. Not pictured: Worley Farrar. This was the second consecutive year of Perfect Attendance for Alton Keller, Debi Frazier, Bill Wattles, Worley Farrar and Jim Mizell.

LENOIR



The Lenoir Plant is pleased to announce that they had 15 employees to receive Perfect Attendance Awards for the year of 1980. They also had six employees to receive their five year awards. Refreshments were served at the presentation and each was awarded a gift certificate from the local steak house. Pictured are: first row (l to r) — Joe Hayes, Louise Winebarger, Faye Whittington, Brenda Walker, Margaret Mann, and Kim Braswell. Second row (l to r) — Violet Braswell, Ruth South, Ava Bowman, Phyllis Burchette, Bertha Reece, Gladys Paige, and Sandy Atkins. Not pictured: Ronald Hartley.

NEWTON

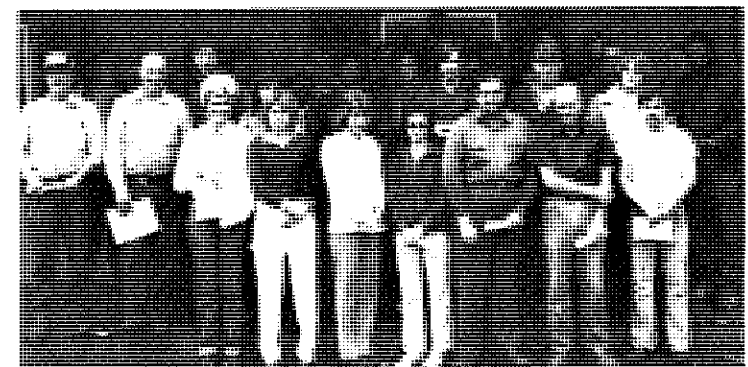


Four employees had Perfect Attendance at the Newton Plant for 1980. They were honored with cakes, gift certificates and dinners. They are: first row (l to r) — Helen Yoder and Lucille Johnson; second row — Linda Hefner and Wayne Ward.

HICKORY FINANCIAL OFFICE



Vickie Kirby of the Hickory Financial Office was presented a Perfect Attendance Award for the year 1980. We appreciate her loyal and dedicated service to Hickory Springs.



HICKORY METAL PLANT

The following employees had Perfect Attendance for the year 1980. They are first row (l to r): Judith Sigmon, Teresa Houser, Martha Young, Cora Keller, Floyd Norman, Willie Towery, and David Reinhardt. Second row (l to r): Mike Bowman, David Canipe, Edith Black, J. T. McHaney, Geneva Fredrick, Louise Byrd, Troy Mayhew, Ruth Hoyle, Charles Pitts, Dixie Reinhardt, and Melvin McCleave. Third row (l to r): Joe Hatley, Richard Brown, Fred Hastings, Albert Eades, Lewis Townsend, Gerald Bartholomew, Mary Adams, Willie Pressley, and Hugh Wilkerson. Back row (l to r): J. C. Blackwell, Ed Dale, James Brannock, and Speedy Flowers. Not pictured: Larry Hatley, Maria Warren, and Marie Houser.

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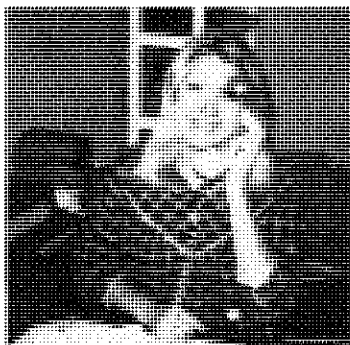
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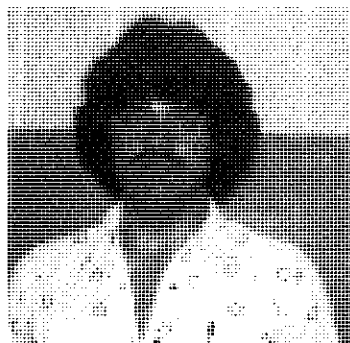
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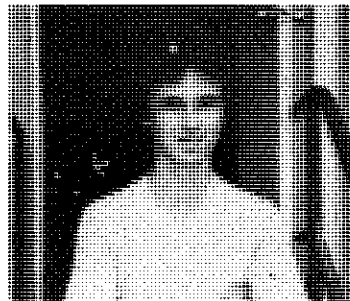
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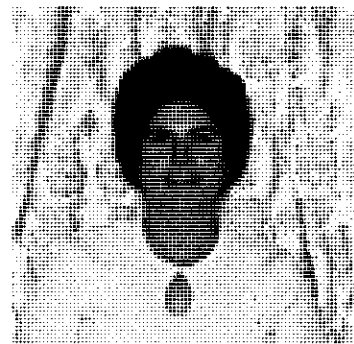
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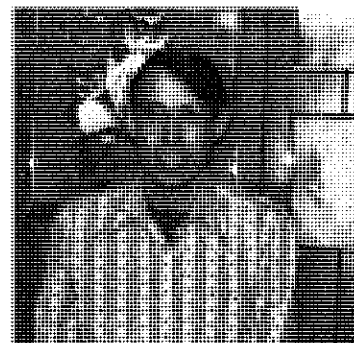
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JEFF ALIBERTI joined Hickory Springs May 31, 1978. He works on third shift as a lead person on the Thin Line. Jeff is single and enjoys water skiing, photography, backpacking, and tennis.



NOVEMBER, 1980

DORIS SELF has been employed with Hickory Springs since July 19, 1961. She is an Order Expeditor in the Shipping Department. Doris and her husband, Clem, have two daughters. In her spare time, Doris enjoys spending time with her grandson, Scott, and traveling.



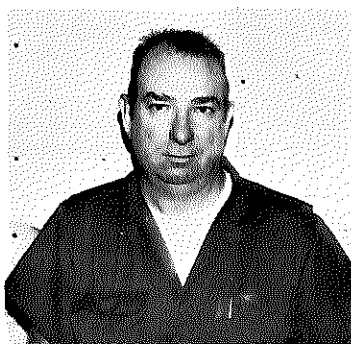
DECEMBER, 1980

WAYNE UNDERWOOD joined Hickory Springs May 2, 1977. He works as a fabricator in the Thin Line. Wayne and his wife, Vera, have two sons, ages thirteen and eleven. He enjoys working for the church in his spare time.



JANUARY, 1981

MARK BALLARD has been employed with Hickory Springs since March 17, 1980. He is a Crew Chief Bun Line Expeditor. Mark's interests include working on cars, playing football, and baseball. He also bowls on the Hickory Springs Bowling League.



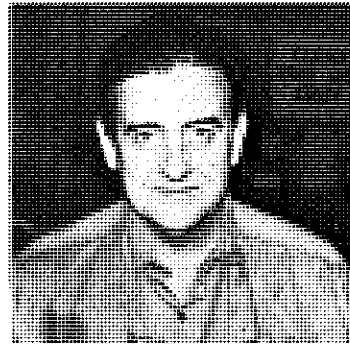
OCTOBER, 1980

THURMAN ALLEN is a leadman in the Assembly Department. He has been with the Company since September, 1957. Thurman and his wife, Mildred, who also works in the plant, have three children. Thurman works horse shows on the weekends and is also a part-time blacksmith.



NOVEMBER, 1980

GERALD BARTHOLOMEW is a machinist in the Maintenance Department. He has been with Hickory Springs since May, 1957. Gerald and his wife, Claire, have three children. His hobby is fishing.



DECEMBER, 1980

FLOYD NORMAN works in the Helical Department. He has been with the Company since April, 1955. Floyd and his wife, Myrtle Jean, have two sons and two daughters. His two sons also work at the plant. Floyd's hobbies include fishing and hunting.



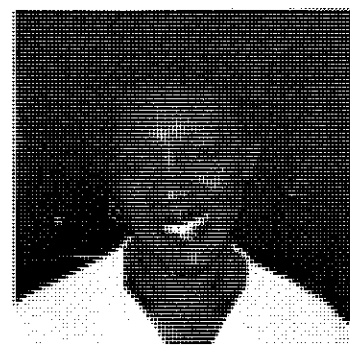
JANUARY, 1981

PAT LITTLEJOHN works in the Bed Frame Department. She has been employed with Hickory Springs for 2 years. Pat is single. Her hobbies are dancing, softball, and volleyball.



FEBRUARY, 1981

VICKIE MOSTELLER is Safety Coordinator for the Plant. She has been with the Company since 1977. Vickie and her husband, Gary, have one son named Brian. Her hobbies include softball, bowling, and remodeling her house.



MARCH, 1981

CAROLYN GAYE works in the Link Fabric Department. She has been with Hickory Springs since 1978. Carolyn has three children. Her hobbies include cooking and gardening.



FEBRUARY, 1981

SHERRI CANIPE became employed August 16, 1976 at the Conover Plant. She works as a Fabricator on the Main Line. She is married and in her spare time enjoys crocheting, working in her garden and restoring old furniture.

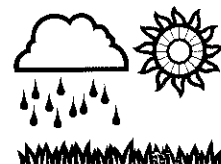
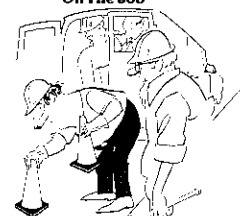


MARCH, 1981

DON GUIN has been employed with Hickory Springs since September 18, 1967. He is a lead person in the Maintenance Department. Don and his wife, JoAnn, have two children: Billy - age 16, and Roben - age 19.

HICKORY METAL EMPLOYEES OF THE MONTH

THINK SAFETY!
On The Job



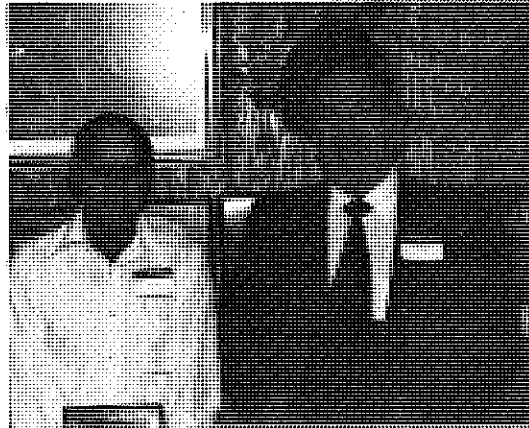
Awards Honor Years of Loyal, Dedicated Service

Ft. Smith Service Awards

Service Award festivities were recently conducted in Ft. Smith. Pictured are all Ft. Smith service award recipients and their respective years of service.



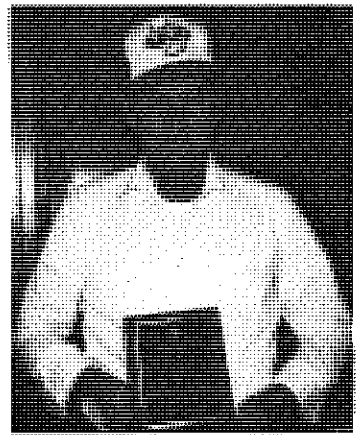
20 YEAR SERVICE AWARD — Wilma Hamilton.



15 YEAR SERVICE AWARDS — (l to r) Russell Griffith, and Gayle Autry.



5 YEAR SERVICE AWARDS — Max Rollans, and Herman Ree.



MORRISTOWN
HERMAN BOWLIN of Morrystown recently received his 10 year service award.



10 YEAR SERVICE AWARDS — First row (l to r): Connie Barnes, Isabella Nichols, and May Dority. Second row (l to r): Enoch Diffie, Paul Bishop, Ben Thayer, and Ron Jones. Third row (l to r): Bob Joyce, David Tucker, Dick Agent, and Jim Williams.



5 YEAR SERVICE AWARDS — Henry Cornell, Troy Dodson, Wayne McRae, Shirley Pendergrass, Mike Skoczylas, Brownie Pittman, and Nick Winters.



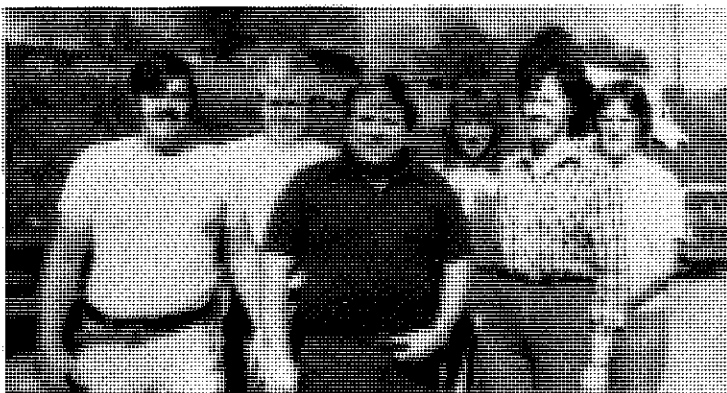
Roanoke
CHARLIE MILLICAN of Roanoke (center) is shown with his 10 year service award. Pictured (l) is Barry Spicer, Personnel Manager — Conover, and (r) Bobby Bush, Sales Manager Foam.

Five Year Service Awards



Greenville

Larry Taylor (r) is shown receiving his 5 year service award from Bill Smart (l).



Lenoir

Five year service award recipients are: (l to r) Carson Beach, Allen Sumlin, Wayne Hege (Plant Manager), Teresa Baldwin, Ruth Reid (Supervisor), and Debby Storie.



Hickory Metal Plant

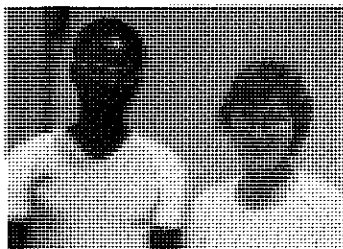
Four employees from the Hickory Metal Plant received their 5 year service award in February. We are proud of this group and appreciate their loyal and dedicated service to Hickory Springs. Those pictured are (l to r): first row — Frances Littlejohn. Second row: (l to r) Edith Black, Nancy Sigmon, and Roscoe Mize.



Conover

Five year Service Awards were presented to the following employees: Front row (l to r) Carolyn Travis, Edith Walker, Hazel Sharpe, and Teresa Adams. Second row (l to r): Zelda Williams, Virginia Hedrick, Faye Shook, Pam Sherrill, Diane Brooks, and Frances Lanning. Third row (l to r): Bob Dellinger, Tommy Fisher, Pete Isenhour, and Barry Spicer. Not pictured were Cloyd Hefner and Tom Coley.

Along with a certificate recognizing their years of service, each employee received a meal certificate and cake was served.



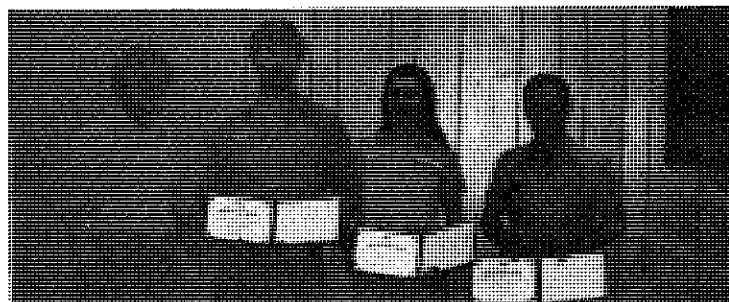
Biscoe

Betty Singleton from Biscoe received her 5 year service award from Quinzel Waiters, Supervisor. Betty works as a hand cutter and has worked on the glue line.



Warsaw

Five year service award recipients at Warsaw are: Ed Paige and Cathy Long.



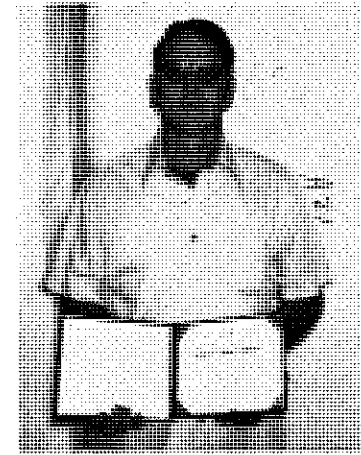
Micaville

Micaville Plant Manager, Don Wyatt, presented five year service awards to the following: (l to r) Don Wyatt, David Boone, Barbara Loftis, and Eugene Bodford. Not pictured: Thelma Wilson.



Hattiesburg

C. O. Hansen (center) congratulates Paul Kennedy (l), Plant Manager, and Jean Paul Curnutt (r), Salesman, of the Hattiesburg Plant for 10 years of Company Service. Cake and cokes were served at Hattiesburg to celebrate their long service.



Newton

Charlie Lancaster, Supervisor from the Newton Plant, recently received his 5 year service award.

Other Happenings Around The Company



This is the "Sammy Davis" (center) of the Greenville location, Isaac Blassingame. Ike is a lead person and has been with the Company for 7 years. Pictured with Ike are Morris Taylor (l), the maintenance man, and Larry Taylor (r) one of the drivers.



Eddy Hall (l) and Harold Parker (r) from the Supply Division are shown loading a truck for the High Point run.



Quinzel Waiters, Supervisor, Biscoe Plant.

Congratulations are in order for Angie and Gordon Logan and Kenny and Cathy Stone for the new arrivals to their families.

Angie and Gordon are the proud new parents of a little boy, Matthew Todd, born on April 1 at 5:56 p.m. weighing 7 lbs. 5 ozs. Angie works in the file room at the Financial Office and Gordon works at the Hickory Metal Plant in Engineering.

Kenny and Cathy Stone's proud addition is a little girl, Jacqueline Diane, born on March 22, weighing 6 lbs. 3 ozs. Kathy works in the accounting office in Accounts Payable and Kenny is employed at Electric Service in Hickory.



High Point recently had an Easter egg hunt. A grand prize for the golden egg was presented to Janice Jarrett.



First shift meeting at the Micaville Plant discussing new Company benefits.

Jack LaLanne couldn't have done it better as shown here by the Foam Sales girls taking a stretch on their break.



Pictured are: Jean Bolick and Phyllis Miller.



Gay Dorsey



The Conover Foam Plant had a visit from Santa. Elliott Small is pictured with Santa trying to convince Santa that he's been a good boy.



Myrtle Austin gives Santa a big hug at the Conover Foam Plant.

Our warmest congratulations are extended to T. J. Jackson of the Verona Sales staff. She recently became Mrs. Gary Nevins. T. J. and her husband are making their home in Tupelo.



Ricky Goodwin, Supervisor, Biscoe Plant.



Jim Karrant was transferred from Memphis to Verona Sales. He and his wife, Sarah, and their daughter now make their home in Tupelo. Jim's hobbies include golf and fishing.



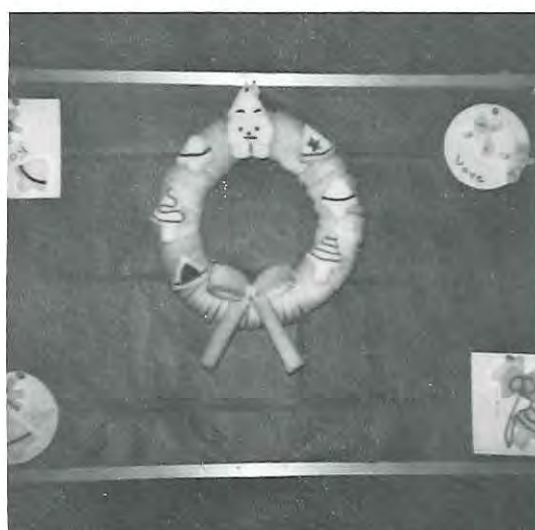
Pictured are just some of the employees at the Conover Foam Plant during their Christmas dinner. Along with the meal, the employees participated in a drawing for door prizes.



When you reach 40, you will do anything to cover up "bald spots." Right, Danny?



Rick Waldrop, Slitter Operator at the Supply Division is shown beginning his work day.



At the Owensboro Plant, the Christmas decorations for the tree were made from pieces of scrap foam. These decorations were very pretty, and certainly a unique idea. They have already started planning additional things for their Company picnic by placing a box in the lunch room and each employee contributes any cans that they find. These cans are sold and the money put in the employee fund.

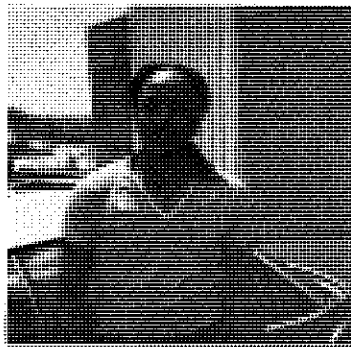


Tupelo Metal employees celebrated their Easter holiday with a steak lunch at Bonanza. Everyone enjoyed getting together for a good time and good food.

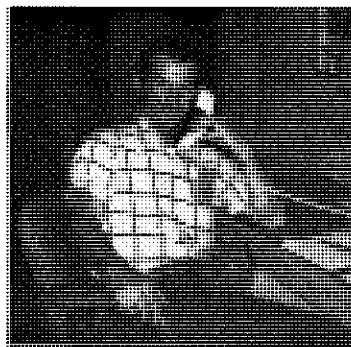
Hickory Springs Employees See Promotions, New Faces



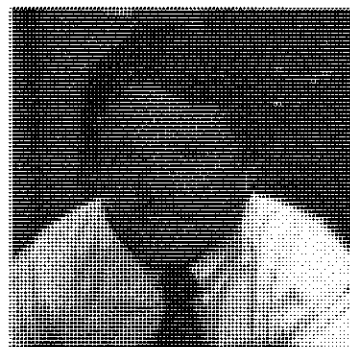
BILL HILLIARD joined the Verona Sales team February 16, 1981. Bill and his wife, Joye, have recently bought a new home in Tupelo. They have two children, Heather and Bubba.



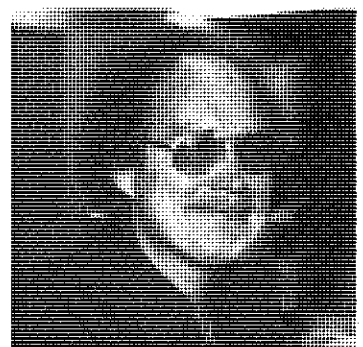
IRVIN MILLER has been promoted to Supervisor at the Roanoke Plant. Irvin started with Hickory Springs as a truck driver in July of 1975. Over the years, Irvin has worked in every area of the plant. Irvin is a native of Roanoke. His hobbies include basketball, tennis, and motorcycle riding.



ALTON FREDERICK has been promoted to Shipping Supervisor at Verona. Alton has been a long haul driver for Hickory Springs since January, 1978. Alton and his wife enjoy antiques, hunting, and fishing.



GEORGE SAIN joined the Hickory Financial Office in February as a Management Trainee. George was previously employed with Impact Furniture. George and his wife, Debbie, live in Hickory. His hobbies include tennis, basketball, and stock car racing.



DAVID CROUCH of the Hickory Financial Office was recently promoted to Computer Operations Manager. David was previously a Computer Programmer with Hickory Springs. He is single and enjoys working in his greenhouse and listening to his stereo.



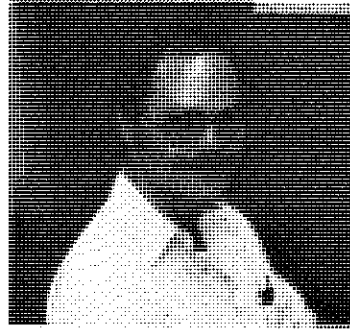
DAVID URIAS has rejoined Hickory Springs as Supervisor in charge of second shift at the Ft. Smith Foam Plant. As many of you know, David previously worked for Hickory Springs in Magnolia, Arkansas and Haleyville, Alabama. David brings with him a good foam fabrication background as well as the ability and experience to effectively supervise people. Welcome back.



MICKEY HOOVER joined the Hickory Financial Office staff in February as a Cost Accountant. He had been previously employed by Washington Mills in Winston-Salem, North Carolina. Mickey and his wife, Tammy, live in the Hickory area. His hobbies include basketball, baseball, and stock car racing.



MICHAEL PRICE is the new Service Center Manager at the Biscoe Plant. He came to Biscoe on December 22, 1980. December 20, 1980, he married Debbie Guthrie, who worked at the Conover Plant. Michael came to Biscoe from the High Point Plant where he was Supervisor. He and his wife have moved to Norwood on the lake. His hobbies are swimming and tennis.



MAX RICHARDS of the Hickory Metal Plant was recently promoted to Designer Engineer "B." He had previously been an Engineering Technician II. Max has been with the Company for over 5 years. He and his wife, Betty, have one child. His hobbies include motorcycles, dirt biking, and guns.



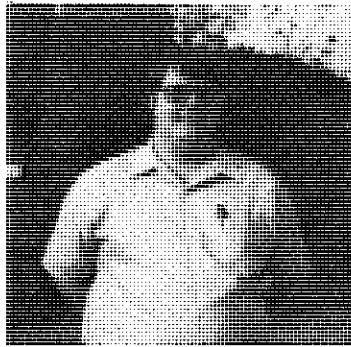
GLENN BEBBLER was promoted to supervisor of the Rocker Swivel Department in February at the Hickory Metal Plant. Glenn has been with Hickory Springs since August, 1976. He was the leadman in the Rocker Swivel Department before being promoted. He and his wife, Susan, who is also employed by the Company have three children.



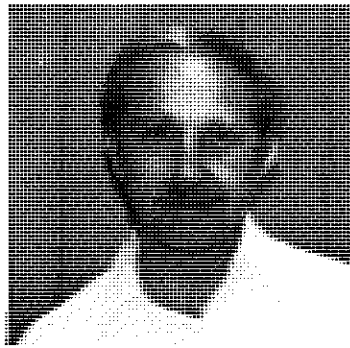
BILL DEAVER has recently joined the Haleyville location as the night shift Supervisor. He was transferred from Cleveland, Tennessee. His hobbies include fishing and working on cars. He and his wife, Glenda, have two children, Nichole and Jason.



PHILLIP HAMILTON was recently promoted to Superintendent at the Hickory Metal Plant. He had previously been Supervisor of the Bed Rail and Rocker Swivel Departments. Phil and his wife, Barbara, have four children. His hobbies include music and camping.



PATRICK HUNDLEY is the latest addition to the Supervisor's staff at the Lenoir Plant. Pat is in charge of the fiber cut and polyester blown department. He was formerly employed with the Lenoir Police Department before coming to Hickory Springs. Pat resides in Lenoir with his wife and two children.

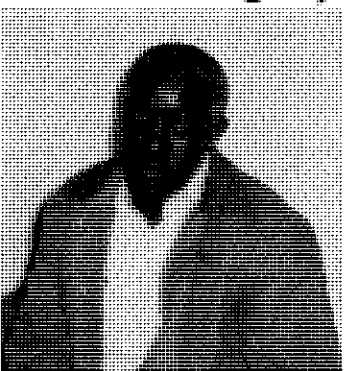


TIM SHAFER joined Hickory Springs in December as Industrial Engineering Supervisor in Hickory. He is a graduate of the University of Akron in Ohio. Tim was previously employed by Piedmont Explosives. Tim and his wife, Gery, have one daughter. They are presently living in Statesville. Tim's hobbies include boating, jogging, and skiing.



MIKE STROUD has joined the Conover Plant as a Management Trainee. He is 23 and a native of Hickory. He attended Lenoir Rhyne College, graduating with a BA degree in Economics. Mike attends Viewmont Baptist Church. He is single and enjoys basketball and electronics.

Hickory Metal Plant Employees Retire

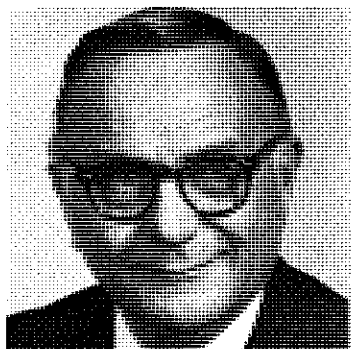


JOHN PRICE of the Hickory Metal Plant retired on November 1, 1980, after being with the Company for 14 years. John came to work in 1966, in the Assembly Department. Upon his retirement, he was a local truck driver. John says that he has 60 acres of land to help him occupy his time. He will be missed by all.



TOM BISHOP, Manufacturing Engineer for the Hickory Metal Plant, retired January 30, 1981. Tom came to Hickory Springs in August, 1954. He says that he will have plenty of work to keep him busy with lots of projects to do around home. Tom and his wife, Ruth, also plan to do a lot of traveling. Tom will be greatly missed by the Company.

In Memoriam



S. D. (Doug) Walker, 66, died December, 1980 at a North Mississippi Medical Center after an extended illness.

Doug was born in Jersey City, N.J. in 1914. For many years, he worked in Tupelo as a sales representative for Hickory Springs Verona Plant. We have all lost a good friend and a devoted employee.

Record Set at Hickory Metal



Two employees from the Sleeper Department set a record for assembling Sleeper Frames. Wayne Butler (l) and Dan Stevens (r) assembled the largest number ever made at the Metal Plant in eight hours. We appreciate these young men's efforts.

Seventh Annual Service Awards Banquet Held in Hickory



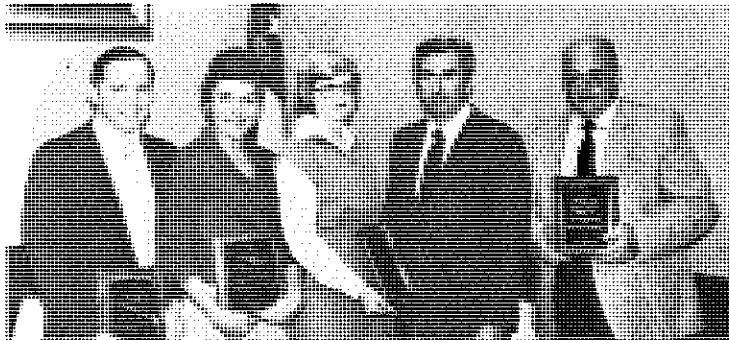
QUARTER CENTURY CLUB MEMBERS — First row (l to r): Carmie Cook, Floyd Norman, Louise Byrd, Geneva Fredrick, and Myrtle Neal. Second row (l to r): Tom Bishop, John Goforth, Harold Ledford, Carl Byrd, Neil Underdown, Marie Lingerfelt, Clara Towery, and Homer Poovey. Third row (l to r): Joe Neal, Bob Bush, and Howard Lemmons. Not pictured: John Vinson, Jeanette Butler, Wilma M. Cook, Wilborn Benfield, Viola Beaver, Beauford Houser, and J. T. McHaney.



30 YEAR SERVICE AWARDS — Pictured are (l to r): Howard Lemmons, Edith Abernathy and daughter, Diane, receiving award for the deceased Wayne Abernathy.



20 YEAR SERVICE AWARDS — Pictured are (l to r): Bill Smart, Horace Butler, Charles Sims, and Margaret Chambers.



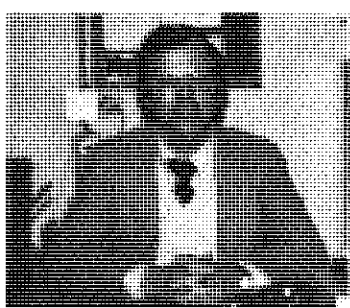
15 YEAR SERVICE AWARDS — Pictured are (l to r): R. J. Starnes, Jean Bolick, Caroline Eller, Ralph Houser, and James East, Jr.



10 YEAR SERVICE AWARDS — Pictured are first row (l to r): Nay Brookshire, Mae Bolton, Helen Yoder, and Kathie Walker. Second row (l to r): Charlie Maher, Dorothy Ward, Walter Shook, Joseph Gabor, and Melvin Butler. Not pictured: Faye Johnson, Nancy Kerley, Myrtle Piercy, Bobby Gant, Glenn Miller, Loretta Briggs, and Gene Upton.

High Point

Sam Ridge, Sales Representative for the Supply Division in High Point, has received a certificate for serving on the Upholstery Advisory Committee for Guilford Technical Institute.



Hickory Trucking

If you have ever wondered what happens to the long haul trucks that return to Hickory, wonder no more. Jim Poovey is the man who takes over the vehicle once it gets into the lot. He is responsible for getting the truck to the garage for service, distributing the empty trailers around Hickory Metal and the Conover Foam Complex, and picking up trailers when loaded. Jim's main hobby is building and driving Sportsman race cars on the Nascar Circuit. In addition, Jim was recognized for his safe driving with an award for the year 1980. Keep up the good work, Jim!



Financial Office Employee's Husband Saves Life of Baby

Larry Ervin, husband of Jane Ervin — Key Punch operator at the Financial Office, recently saved the life of an 8 month old baby. Larry works at the Fresh Air Supermarket in Longview, N.C. While he was working, he heard a woman screaming. Larry rushed to the sales floor. He took the baby and began cardiopulmonary resuscitation. The child would appear to revive. Larry would speak in soothing tones, then the baby would lapse back into a sleep-like state. Larry could not explain why he was able to take action when those around him apparently had frozen in panic. "I get angry when people are not doing anything. I'm calm during something like that — I go to pieces when its over."

After the ambulance arrived, he tried to go about his business stocking groceries, but began to



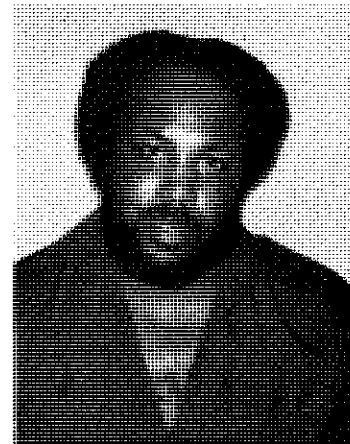
worry about the child. He went to the hospital where the child was being treated. The child was later released to return home with his parents.

This experience was not entirely new to Larry Ervin. When he was working at another grocery store, he said that an elderly woman became ill while shopping and he was the first to take action to help her. Larry and Jane Ervin have two boys named Joey and Benji. Larry feels that God used him as a tool to save the child.



Greenville

Helen Weathers of the Greenville Plant has one of the better attendance records in the Company. She has been absent two partial days in twelve years of service. Congratulations, Helen, from all of us.

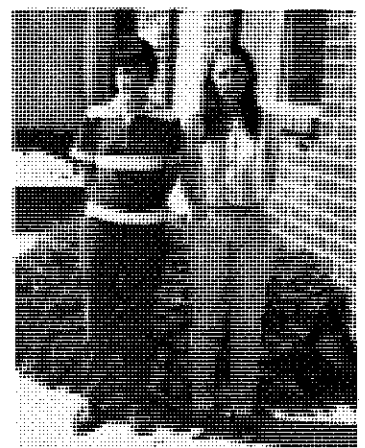


Eddie Welman has been employed as a general machine operator at the Hiddenite Plant for the past four years. He is a very talented person. Eddie is a musician and song writer who plays in a local Top 40 band "Flying High." This group is cutting their first 45 record, a song written by Mr. Wellman, called "Summer Days/Summer Nights." Eddie is also an artist and a photographer.

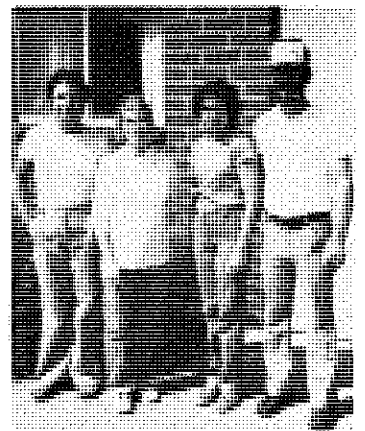


Doughnut break at the Hickory Financial office.

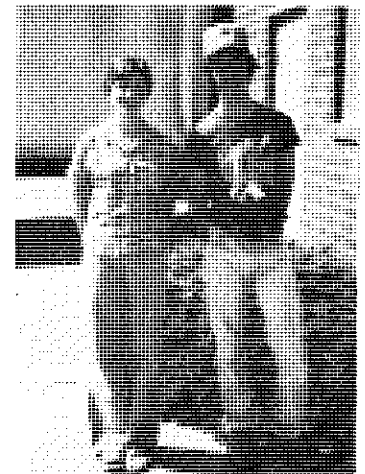
Warsaw Employees



Barbara Paige (l) and Sue Wood (r).



Renee Carter, Elizabeth Bland, Glenda Melton, and Dale Dorman (l to r).



Pam Brock (l) and Wayne Kornegay (r).



Thelma Benson (l) and Jackie Cavanaugh (r).

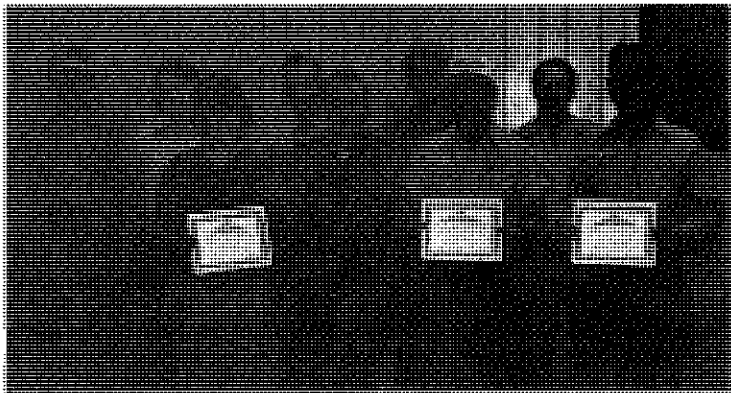


Warden Rivenbank (l) and Mary Ann Roberts (r).

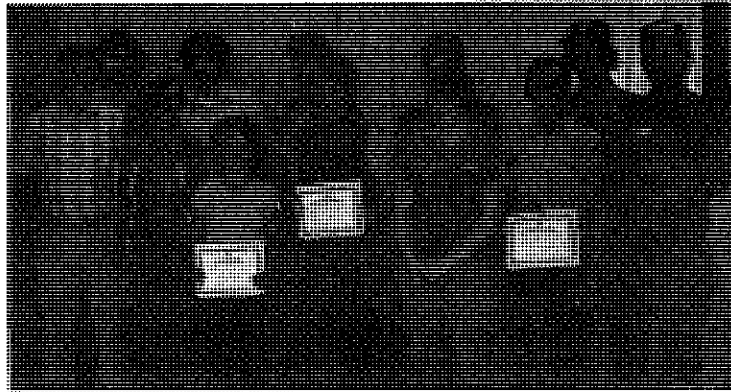


Perfect Attendance Honored

MICAVILLE



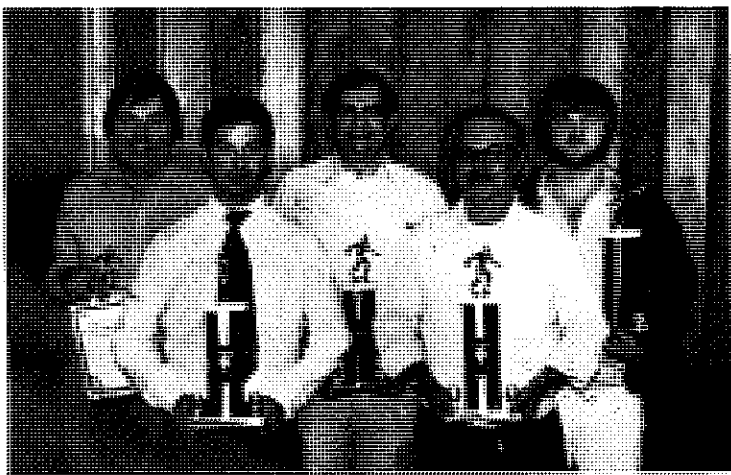
The Micaville Plant had 22 employees with Perfect Attendance for 1980. Pictured are first shift employees. They are first row (l to r): Elaine Hicks, Danny Hicks, Charles Miller, and Pat Abernathy. Second row (l to r): George Riddle, Mike Cannon, Harold Blevins, Emory Buchanan, and Jerry Cannon. Not pictured: Maggie McMahan.



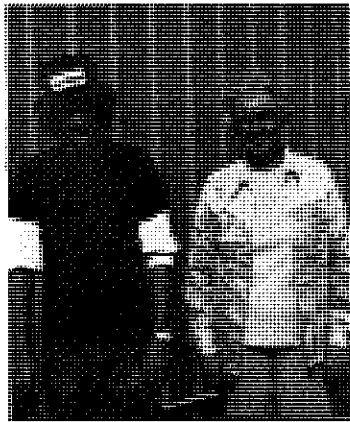
Second shift Micaville employees with Perfect Attendance are pictured with their Supervisor, Larry Brewer. They are first row (l to r): Larry Brewer, Roberta English, Maybelline Thomas, Faye Thomas, Mary Bodford, Eugene Bodford, and Rodney Hughes. Second row (l to r): Mike Edwards, James Bowens, Pete Thomas, Wayne Thomas, and Joe Bowens. Not pictured: Ramona Robinson. Special recognition goes to Eugene Bodford who has 5 consecutive years of perfect attendance.



HICKORY SPRINGS BOWLING LEAGUE

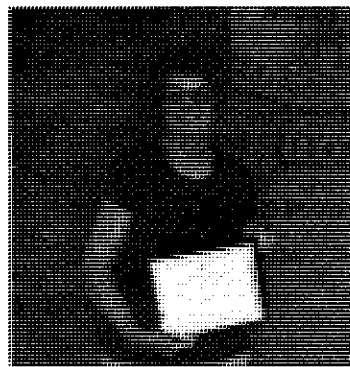


FIRST PLACE WINNERS — (l to r) William Cline, Dan Rhyne, Earle Suttle, George Sorensen, and Ronnie Parker (all from the Hickory Financial Office).



OWENSBORO

These two employees of our Owensboro location did not miss any time during 1980. They were awarded 4 hours off with pay. Pictured on the left is Bob Drury, a tractor trailer driver, and pictured on the right is Angie Storm who could be best classified as the handy person of the location.



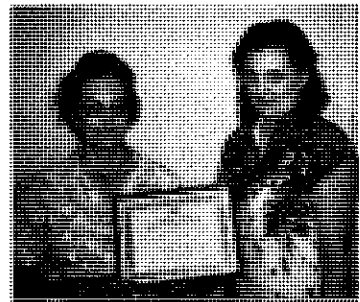
ROANOKE

Nan Gordan, an employee at the Roanoke Plant, received an award for Perfect Attendance in 1980. Nan has been working at Hickory Springs in Roanoke for over nine years. She is proud of her award and says that she is proud to work at Hickory Springs.

HIDDENITE



Nay Brookshire came to work for Hickory Springs at their Hiddenite Plant in January, 1970. Recently, he was presented an award for Perfect Attendance for 1980. Mr. Brookshire is THE Maintenance Department at Hiddenite. He is semi-retired now, but he is still a faithful and dependable employee. He is a resident of Hiddenite and he and his wife live within two blocks of the plant.

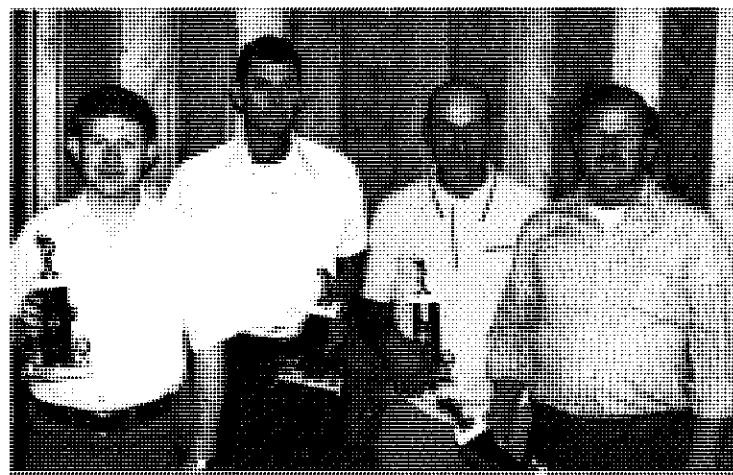


Genieve Harrington (left) is shown accepting a Perfect Attendance Certificate from her Supervisor, Carolyn Morrison (right). Genieve, an expeditor, has the longest employment record at the Hiddenite Plant, having been with Hickory Springs since they first opened this plant on December 15, 1969. During these eleven years she has had perfect attendance nine years. She and her husband, Crafton, reside in Taylorsville. They have four sons and five grandsons. Genieve's favorite hobbies are reading and tending her flowers.



SUPPLY DIVISION

Bert Sederholm is shown presenting Perfect Attendance Certificates to several employees for the 1980 year. They are (l to r): Burt Sederholm, George Bryan, Dot Specht, and Gene Pringle.



SECOND PLACE WINNERS — (l to r) Hugh Wilkerson, Bob Green, David Canipe, and Michael Bowman.



Financial Office Employee's Daughter Receives Many Honors

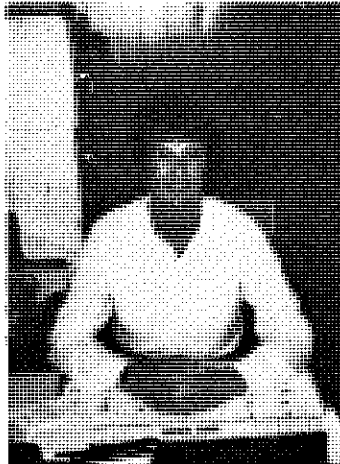
Angie Mull, a senior at East Burke High School, has recently been honored by being invited to play in the East-West All Star Basketball Game at Greensboro in July. Other honors for the 1980-81 season include being chosen Player of the Year in the Western 4A Conference, All Catawba Valley, All Western N.C., All Conference Team, All Piedmont (Second Team), and MVP for the Lady Cavaliers. Angie has signed a grant-in-aid to play basketball at Lenoir Rhyne College. She is the daughter of Bill and Janet Mull. Janet works in the Data Processing Department at the Financial Office.



INDIVIDUAL BOWLING AWARDS — First row (l to r): Vickie Mosteller—High Set Handicap for last night; Blanche Kilby—High Game Handicap - women; Louise Setzer—High Game Scratch - women. Second row (l to r): Hugh Wilkerson—High Game Handicap - men; Bud Keller—High Set Handicap - men; David Canipe—High Average - men and High Set Scratch - men; Jim Lane—High Game Scratch - men. Not pictured: Ruth Travis—High Average - women and High Set Scratch.

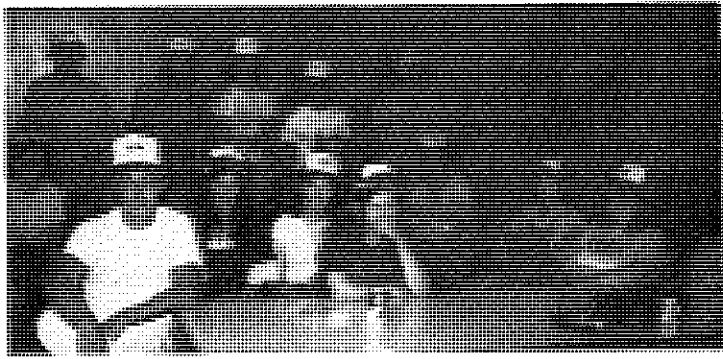


Judy Spencer from the Conover Foam Plant received a trophy recently at the Hickory Springs Bowling Banquet for High Set Handicap.



The Supply Division is extremely proud of Dot Specht, Secretary/Receptionist. She was named most improved bowler on the Hickory Springs League. This was Dot's first year as a bowler. She has been with Hickory Springs 4 years. She lives in Conover with her husband and son, Sean.

Safety Results Shown at Many Locations



Safety Recognized — Cleveland Plant

Pictured are the second shift employees at the Cleveland Plant. They are modeling their Hickory Springs caps given to them for a 75% improvement in their accident reduction for the quarter. The overall improvement reflects the efforts of both shifts. Camera problems did not allow us a picture of first shift.

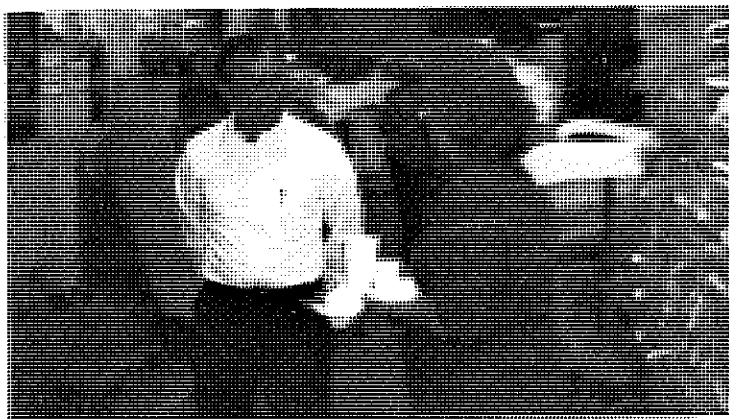
Safety Incentive Program at Verona and Service Centers

Congratulations to the following Verona departments and Service Center plants who have participated in the Safety Incentive Program and who have received their Hickory Springs Safety Green T-Shirts.

Hattiesburg	Verona: Glue - Kodel - Pattern
Haleyville	Hand Cut - Tying -
Tupelo Metal	Quality Control
Pontotoc	Band Saw - Slitter
	Auto Line
	Shipping
	Maintenance
	Local Drivers
	Long Haul Drivers
	Mattress
	Hi Bay
	Pourings
	Pillow

These departments and plants are now working toward receiving their Hickory Springs cap. Keep up the good work and be safe!

GREENVILLE



Some of the employees of the Greenville location enjoyed a lunch given recently for an outstanding safety record for 1980 and 1981. They were also awarded tee shirts for the accomplishment.

Ft. Smith Metal Sets Trend In Safety

The Ft. Smith Metal Plant is in the process of compiling the best safety record ever achieved by Hickory Springs in Ft. Smith. The Metal Plant has gone through the first six months of the current fiscal year without suffering a single lost time accident.

This is a phenomenal record which has never been equaled. All employees including the hourly, supervisory, and managerial groups are to be commended for their efforts. Their record speaks for itself. They are

doing a fine job.

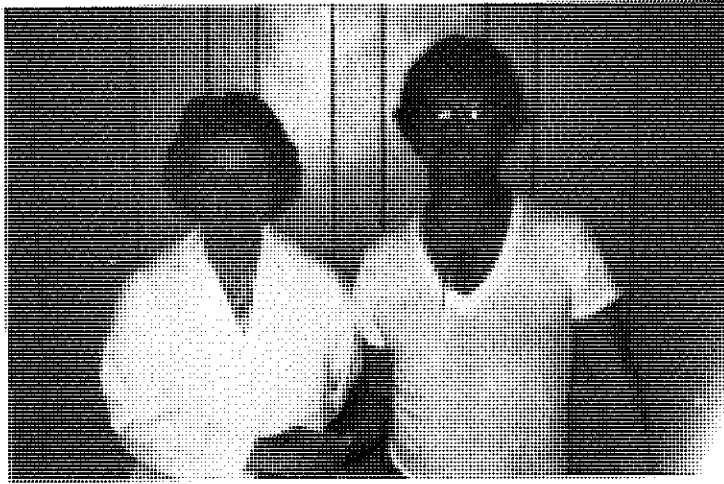
The Ft. Smith management group says their goal is to go the entire fiscal year without a lost time accident. That is a big order but with the conscientious group of people they have, they think they can make it.

The management group is planning some special awards and presentations to all employees if they can complete the entire year without a lost time accident. Keep up the good work.

Hickory Rocker Swivel Department



The Rocker Swivel Department at the Hickory Metal Plant has gone over 3 years without an accident. Hickory Springs hats were presented to everyone in the department. We appreciate their hard work in keeping their department accident free.



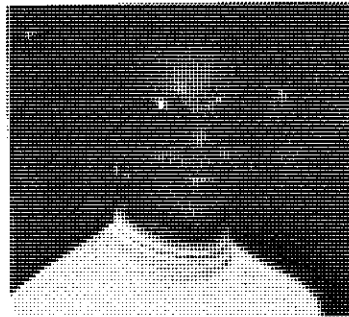
VERONA

Kay Langston of the Verona Plant is thanked by Bill Eggleton for her idea submitted in the Safety Idea Contest. Her idea involved fire safety and emergency evacuation ideas. Kay was presented a gift for her interest and participation.



SUPPLY DIVISION

The Hickory Springs Supply Division completed the 1980 work year without a lost time accident. Pictured first row (l to r): Carol Starnes, Donald Starnes, and Mary Tyree. Second row (l to r): Gene Pringle, Jack Pearson, Libby Lippard, Dot Specht, and Tim Knight. Third row (l to r): Mike Church, George Bryan, Eddy Hall, and Rick Waldrop. Not pictured: Harold Parker. Safety is everyone's business!



Hickory Metal Plant Plant Employee Commended For Quick Safety Alert

Quick action by Corene Littlejohn of the Hickory Metal Plant's Assembly Department helped to evacuate the plant when a fire broke out on the day before Christmas shutdown. Corene spotted the fire in the Parts Department and ran down to the Personnel office to notify them. This quick thinking helped to alert the plant fire brigade. We salute Corene for a job well done.

Manufacturing Companies Recognized at Annual Safety Awards Banquet

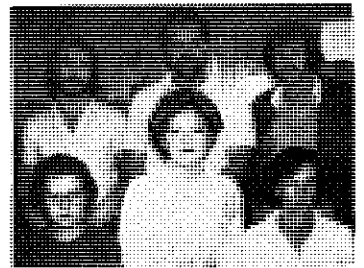
More than 135 Catawba Valley Manufacturing companies were recognized recently at the annual Safety Awards Banquet held at American Legion Post 48 in Hickory, N.C.

Two hundred guests watched as State Labor Commissioner John Brooks made presentations to companies noting up to 31 consecutive years of plant safety. The companies are primarily in Catawba, Burke, Alexander, Caldwell, Wilkes and Alleghany counties, in addition to 15 Duke Power Co. units in the region.

The 135 companies honored qualified for the department's 1980 award by maintaining a perfect safety record during the calendar year, or by recording an occupational injury incidence rate at least 50 percent below the statewide rate for their particular industry.

Hickory Springs Metal Plant and Foam Plant received certificates for 2 consecutive years of safety. The Newton and Hiddenite Plants received certificates for their first year of safety.

Verona Holds CPR Course



These Verona employees participated in a 5 day CPR course sponsored by the American Red Cross. The course was taught by Wiley Young. Front row (l to r): Kay Langston, Brenda Crane, and Jean Davis. Second row (l to r): Wiley Young, Melville Kimble, and Larry Payne.

Hickory Metal Supervisor's Safety Talk Contest



John Worley, Sleeper Department Supervisor at the Hickory Metal Plant, participated in Hickory's annual Supervisor's Safety Talk Contest sponsored by the N.C. Industrial Commission. This event was held in March at the American Legion. John won \$10.00 for his safety talk on "Good Body Mechanics." We appreciate John's effort and hope that other supervisors will take his initiative.

CONOVER FIRE BRIGADE



Conover Fire Brigade members were ready for action in their recent fire drill at the Conover Foam Plant. Pictured are (l to r): JoAnn Bolick, Julia Benfield, Randy Sigmon, Larry Cook, Mike Walker, Pam Sherrill, and Sherri Canipe.