

world to have this system operational. With the addition of the dye plant to its facilities, Adams-Millis Texturing had now become Adams-Millis Texturing & Dyeing.

In its continuing tradition of growth, Adams-Millis Texturing & Dyeing increased its number of texturing machines to thirty-six in 1974 with the addition of eight modern ARCT machines. To allow for this increased modernization, four of the older ARCT machines were sold. In the future, it is anticipated that still more ARCT texturing machines will be installed to bring the total number of texturing machines to forty.

Also in 1974, an additional Calibo-De-Bilquey dye kier was brought into the dye plant to increase the polyester dyed yarn capacity to more than 175,000 pounds of yarn per week.

#### QUALITY CONTROL IN ALL PHASES

However, with all its modern equipment and facilities, Adams-Millis Texturing & Dyeing could not have earned its present superior position in the textured yarn market without a constant watchfulness toward producing the highest-quality product. Quality control procedures have been instituted in virtually every phase of the manufacturing process, not just as a final inspection. Beginning with the raw yarn, which is tested for strength, elongation and dye characteristics, strict specifications must be met throughout the texturing, dyeing, and coning operations. The goal is to offer the customer the finest yarn products possible for the money he spends, and Adams-Millis Texturing & Dyeing takes great pride in the accomplishment of this goal.

By being able to offer customers a complete product line of varied deniers in both natural and dyed polyester yarn, coupled with the best possible quality available, Adams-Millis Texturing & Dyeing has achieved one of the most favorable reputations in the textured yarns industry.

Macfield Texturing has a motto which goes a long way toward expressing the sentiments of the people at Adams-Millis Texturing & Dyeing, "Anyone can pack yarn ... we pack pride."

#### PEOPLE MOST IMPORTANT COMMODITY

Interlaced with modern mechanization and quality-consciousness, there is a third ingredient--in fact, the most important of all--which has brought this Adams-Millis division to the top of the industry. The people of Adams-Millis Texturing & Dyeing have been and will continue to be the prime factor in the success of the company. Beginning with stringent selection requirements (only one of every four or five applicants is offered employment), every effort is made to bring into the family only those people who will be able to make a positive contribution to the

company's success and, therefore, to their own success.

When an individual becomes a part of this team, thorough and intensive training is immediately begun. This training not only prepares the new employee for the skills needed for the job, but also for an understanding of the company they have joined and their place as an important part of it. The purpose of such training is to quickly enable each person to utilize his abilities to the fullest and give each team member the satisfaction of success in his life at Adams-Millis Texturing & Dyeing. For each person this builds pride and confidence in himself and his fellow employees, and it gives the company the ability to service its customers with top quality yarns and superior service.

Presently, formal training programs with full-time instructors, exist for operations of texturing and coning machinery and inspectors. In the process of being developed and instituted are full training courses for dye plant loaders, texturing plant servicers, forklift drivers, scales operators, and custodians. Bill Johnston, vice-president and general manager, puts it aptly when he says, "We believe that thorough training is necessary for a person to achieve success and satisfaction from his job, no matter what that job may be. Not only is it important to teach each new person how to do his job, but to let him know as much as possible about his company, what it stands for, and what can be accomplished by working together." Not only is importance given to training new personnel, veteran employees are also provided with re-training periodically so that their skills and abilities can continue to improve, and they may stay abreast of the latest techniques and methods in the performance of their jobs.

The same training philosophy is extended to management and administrative personnel. Great amounts of time and effort are spent developing each manager in leadership, human relations, communications, and the technical aspects of the business.

The goal is to channel the skills, talents, and abilities that belong to each into a coordinated effort of teamwork. For each member of the team to function at his best, he must be fully informed in what is happening within his job, department, shift, plant, and throughout his company. Employee meetings are held on a regular basis, usually weekly, to allow an exchange of information. An "open door" policy also exists to encourage each person to discuss suggestions, ideas, problems, or complaints with anyone in the company he chooses.

For any individual to enjoy his work or his