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TO OUR FIRESTONE TEXTILES PEOPLE:

Christmas comes again to renew in men's hearts its Eternal Message of Peace and Good Will and to light the way to a better world.

I extend my thanks to you for your loyalty and service during 1967. In the warmth of this Wondrous Season, my hope is that the rich blessings of Christmas will be known to you and your house.

And may the New Year bring you an increasing measure of good life.

John V. Darwin
General Manager

Scholarship Applications, Information

Application papers and packets of information for the 1968 Firestone Scholarship Awards Program are available through plant and sales offices. Deadline for receipt of completed applications by the scholarship committee will be March 1.

Firestone sons and daughters—high school seniors now—who may be eligible for a Firestone scholarship, should apply to the school of the student's choice this fall, or as soon as possible.

The company Scholarship Committee points out that it is a definite advantage for applicants to begin early in com-

pleting the required material.

An applicant must be in the last year of high school, in the upper third of his or her class, and the son or daughter of an employee (present, retired or deceased) who has or will have completed at least 5 years continuous service with the company by Jan. 1, 1968.

Only children of employees whose average income is not more than \$900 a month without overtime will be considered. Also, not eligible are brothers and sisters of Firestone Scholarship winners from the past.

Full details are in the infor-

Firestone NEWS

GASTONIA
NORTH CAROLINA

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Investment Plan By Payroll Deduction

A convenient way for Firestone employees to become stockholders in the company went into effect last month. Under the Monthly Investment Plan (MIP), announced by chairman Raymond C. Firestone, employees may by this method purchase Firestone stock through payroll deductions.

Employees at Gastonia received brochures detailing the plan in late November. A limited number of extra brochures are available from the payroll department.

THE MONTHLY Investment Plan has been arranged through Merrill Lynch, Pierce, Fenner & Smith Inc., whereby all full-time employees age 21 or over may make a monthly investment in Firestone stock.

Salaried people may participate in either the Monthly Investment Plan or the Stock Purchase and Savings Plan, or both.

The stock-purchase program is offered as a convenience, and employee participation is voluntary. The company pays the brokerage commission on shares purchased and the cost of administering the plan.

Information packets available now — at the industrial relations office.

Annual Parties For Children

Children up to 14 years of age who are members of Firestone employee families, will be honored guests at the traditional company Christmas parties at the Webb Theatre in downtown Gastonia.

The Dec. 16 "big day" will feature two programs to accommodate the youngsters — beginning time, 9 and 11 a.m. The industrial relations department plans the program and distributes tickets in advance.

time full explanation will be made to qualified employees.

UNDER the Monthly Investment Plan already in force, employees may specify any amount to be withheld from their pay from a starting figure of \$5 per month to a maximum of \$99 per month.

Combined individual payroll deductions are used to purchase shares on the open market. Full shares and fractional shares are allocated to each individual's account with the contracted stock firm at the average price, to four decimal places, at which all stock is purchased under the plan each month.

ALL STOCK dividends are credited to the employee's account and reinvested by Merrill Lynch, unless they are otherwise notified by the employee.

Employees may increase, decrease or stop payroll deduction upon written notice to the Monthly Investment Plan.

FIRESTONE, GASTONIA, CITED FOR . . .

United Appeal Participation

Firestone Textiles was one of 19 Gaston County industries and businesses cited for outstanding participation in the 1967 United Appeal campaign, at the UA Victory Dinner in November.

The victory report showed the United Appeal topping its goal by almost \$10,000. Contributions and pledges pushed the total to \$357,796. The goal was \$348,000 for the 33 participating agencies.

The final report is 102.8 per cent of the goal, said Alvin Riley, director of a major division in the UA campaign. Mr. Riley, Firestone industrial relations manager, was among those recognized at the Victory Dinner for volunteer leadership in the fund drive.

In this year's campaign, Firestone Textiles people contributed a record \$32,240.29, with an average per-employee gift of \$21.39. The near 97 per cent of the total employment here participating made the Firestone contribution a major portion of the oversubscribed United Appeal goal.

This year, Dallas, Lowell, Mt. Holly and Harden joined Gastonia to make it nearly a countywide fund-raising effort.

Bennettsville Plant Has Zero Defects Program

Our customers deserve the best. Our jobs and the company's progress depend upon quality. In this search for excellence, strive to prevent errors, rather than allowing them to occur. Do it right the first time.

These are some basic themes of the Zero Defects program at Firestone. They were stressed as part of the introduction which employees at Bennettsville had, as Firestone Textiles became the latest company unit to join the ZD program.

When it went into effect in early November, 100 per cent of all people in production and related jobs signed the cards promising to work toward the ZD ideal.

M.D. Coleman Jr. is ZD coordinator at Bennettsville. On his committee are J. T. Lee, Henry Odom and Miss Frances Fletcher.

On the day the ZD program

began, the committee and members of management led by plant manager Ralph King conducted 12 meetings to accommodate all employees. At these introductory sessions the ZD plan was explained and outlined. Employees viewed a motion picture featuring E. B. Hathaway, company president, speaking on the subject.

Incentive awards in the ZD program will recognize individuals and departments for performance efficiency.

Mr. Coleman said that in just two work days after the start of the ZD program, the plant received nine ECI reports from employees. Awards for these already have been made.



WONDERFUL WORLD Of Firestone

● Harold Mercer, president of Firestone Textiles Company, points to the Gastonia plant location on an illuminated globe which represents areas around the world where the Firestone parent company has 102 manufacturing plants in 28 countries. With the division president is J. B. Call, company official from Akron, who visited here last month.

The "Wonderful World of Firestone" display, built in Akron, was exhibited at Gastonia last month, and was scheduled to go from here to Bennettsville. Later, it will be placed at other

units of the textiles division and at special showings in public places.

The rotating fiberglass globe is focal point of the folding display which proclaims The Firestone Tire & Rubber Company "an international leader in a growth industry."

● Firestone manufactures and markets more than 3,500 types and sizes of tires. It produces more than 40,000 products in textiles, rubber, plastics, metals and chemicals.

Firestone is a publicly-owned company which has paid dividends each year on its common stock since 1924. It employs nearly 93,000 persons throughout the world. In 1966 sales exceeded a billion dollars for the 12th consecutive year. The company helps make your world more wonderful, too!