

'Take a look at some of the major benefits this money provides...'

BENEFITS. They're those EX-TRAS beyond your paycheck. Some people still call them "fringes." By whatever name, there are many of them at Firestone. This is suggested by a list compiled by Alvin V. Riley. Says the personnel manager of Firestone Textiles Company:

"Right now, a prominent and well-known benefit is the Unemployment Insurance which our people have." This is a protection against loss of earnings by being laid off, or no work available.

HE SAYS that for unemployment insurance the company pays to State and Federal agencies about \$51 per employee. The employee can draw as much as \$90 a week of this money while out of work.

Through the following "for example" the personnel manager has an overview of company benefits:

- For a Firestone employee earning \$9,000 a year, the company pays an additional 30 per cent in benefits. For the person earning the \$9,000 a year, the employer puts an additional \$2,700 in various places for the welfare and security of the worker.

Take a look at some of the major benefits this money provides. Using the \$9,000 example, the company pays 5.85 per cent toward Social Security, or \$526. As you know, the employee matches that with another 5.85 per cent.

List Workman's Compensation as another benefit. This is on-the-job protection against loss of pay be-

cause of physical injury. Firestone pays the full cost of this protection—about \$20 a year per employee.

Vacations: Firestone's plan is to provide 1 to 4 weeks annual vacation with pay. This is figured on 2 per cent of the person's previous year's earnings for each week, using 2 weeks per employee (which is probably low). This cost to the company runs around \$395 per person at work.

THEN MORE benefits:

Holidays, sick leave, life insurance. We have 7 paid holidays, with the cost to company around \$167 per employee. When an illness is substantiated by a physician's statement, the employee is paid \$70 a week for the time out.

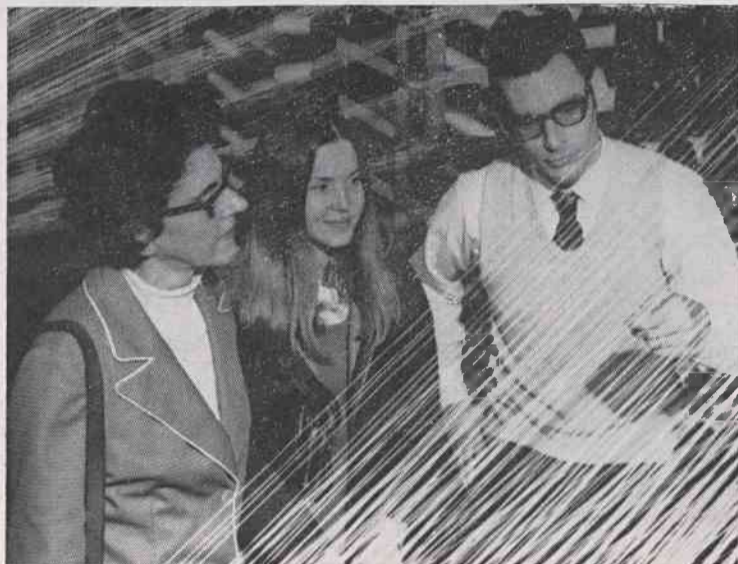
Each employee has \$7,500 life insurance, and Firestone pays for it, at around \$68 per person per year.

The Pension Plan and Medical Program are major portions of employee benefits. The company provides in full for medical benefits—the protection applying to employees, spouses and children. (Some companies extend it to the employee only).

It pays the semi-private rate in any hospital and all surgical fees that are customary and reasonable.

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Beyond Your Paycheck . . .



APRIL 1975

Firestone

GASTONIA NORTH CAROLINA

Textiles Company NEWS

BENNETTSVILLE • SOUTH CAROLINA

BOWLING GREEN • KENTUCKY



'G' Plant Commended For Suggestion Rate

H. B. Palmer earlier this year wrote factory manager P. R. Williams, commending Gastonia Firestone people for "playing a conspicuous part in the success of the Suggestion program for the 1973-74 year."

The manager of the company's Suggestion Program said that in that period, Gastonia's participation rate on suggestions was 738. He wrote, "We're pleased to present a certificate in recognition of this outstanding performance."

The Employee Suggestion Program for this period throughout the company reached the highest performance record in its 57-year history. Of the 36,227 suggestions submitted, 8416

were adopted. For these, awards totaled \$320,420, and represented savings of \$2,016,792.

Goals of 600 per 1,000 employees at participating factories

and total savings of \$1,500,000 were exceeded. Company president Richard A. Riley had established the goals at the beginning of the '73-'74 fiscal year.

He Coached The Team To Victory

Say "well done" to Barney Jones for his leadership and time and effort in a worthwhile organization promoting youth in his home area.

Jones, foreman of Special Projects in Twisting at Firestone, Bowling Green, has coached his 1974-75 Red Cross Elementary Grade 6 basketball team to a 17-2 won/loss record. This, plus a first-place in one local tournament and runner-up in another.

Jones has coached the team

2 years. His son Johnny plays guard on the team.

At recent tournaments in Glasgow, Ky., this team won the Summer Shade Grade 6 tournament. For this it received a first-place trophy; also was runner-up in another tournament, losing a hard-fought game in the finals. Too, the team received a second-place trophy and placed 3 of its members in the all-tournament team. Jones' son Johnny was one of them.

Teachers Saw Production

- Firestone, an international company, produces 9,000 sizes and types of tires, and some 40,000 diversified products.

- Firestone Textiles' Gastonia plant produces fabric of fiber and steel for 17 tire-building plants of the Firestone company in several countries. A lesser volume output is sold to outside customers—mostly those in the tire business.

- Last year the operation put more than \$10.3 million into the area economy—mostly in wages and salaries, purchases, taxes and other payments.

TC WEAVING • Teachers (from left) Jean Gamble, Gail Greene and Bob Wilson, examining warp.

- On a division basis, the "fruit of our looms" at the U.S. plants of Firestone Textiles (Gastonia, Bennettsville, S. C., and Bowling Green, Ky.), is an output of staggering proportion. To give you some idea, one month's production would make a band of fabric 16 feet wide reaching around the earth at the Equator (25,000 miles).

THESE and many other facts about Firestone, its textiles division and especially the Gastonia plant, division president

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Mr. Rosenson Visited Gastonia

The company vice president of the organizational grouping under which Firestone Textiles Company operates, visited the Gastonia plant in March. Jay H. Rosenson conferred with James B. Call, Firestone Textiles Company president; others of the staff, and reviewed operations at the Gastonia unit.

Mr. Rosenson, from the company's Akron, Ohio, headquarters, is company vice president of the Raw Materials and Chemicals group of Diversified Products. A second diversified grouping has Leon R. Brodeur as vice president.

Firestone Textiles Company is one of 7 divisions within the broad non-tires area of the parent company's operations. Mr. Rosenson has been vice president since the Diversified Products groupings were designated in late 1973.



Adventure

BRENDA & CORT SIMS IN CANADA

"Digging the past," going to school, skiing, boating, skating, bicycling, city planning and environmental fieldwork in remote areas. This and much more in the life of Brenda and Cort Sims in Canada.

Brenda has her finished thesis approved and will receive the Master of City Planning degree from the University of Manitoba in May. She entered the university at Edmonton in September 1972, at the time her husband began his second year of graduate study there.

Brenda is a graduate of Wake Forest University, Winston-Salem, N. C., where she studied on a Firestone College Scholarship.

Her parents, George and Ramelle High, live in Gastonia. George, a clerk in TC Twisting,



Bikes—a good way to go in city parks or countryside. These photos: Brenda and Cort in Winnipeg area.

has been with Firestone 29 years.

Brenda and Cort spent the last Christmas holidays in Gastonia.

"WE ENJOYED the visit and the weather—even with the rain," she wrote after returning to Edmonton. "The 60 and 70-degree temperature in NC was quite a contrast to the cold up here—as much as 30 below zero."

Cort received the Master of Arts degree in anthropology at the University of Manitoba in May 1973. His thesis concerned a site he and Brenda had excavated in Louisiana while they were there during his service in the Army.

In summer of 1973 Cort did

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