

You're part of long-range plan

• By the time we enter the work force, we to some degree begin thinking of the day we will retire. Not only should we be thinking about this subject, we should also be making plans so our 'harvest' years can be enjoyed.

On the day we came to work at Firestone, the company initiated certain plans having to do with the time you will end your active employment. Your retirement date was figured. So, it became most important.

Funds were set aside to your account. You were notified every time a change in the retirement plan occurred, even though your retirement was out in the future.

AS YOU get closer to your retirement date, provisions must be made to train your replacement, thus you become part of a long-range forecast several—maybe many—years before you go. Many other details are accumulated regarding your "going out."

The company makes plans for you. Do you make plans for yourself? In our early years, retirement is not a prime concern; but as time goes by, the subject becomes more and more important.

Our pension booklet gives us facts about our retirement plan but does not tell us how to fulfill the plan and enjoy those later years. This is where YOU fit into the picture.

While some people enjoy this new life to the fullest, others do not. Why? PREPARATION! Usually those who were prepared tell us, "I don't have time to cut the grass, now that I'm retired." And "I highly recommend it." "If I'd known it to be this enjoyable, I would've retired earlier."

We hear the sad side also. "If you'll let me, I'll come back to work. I've been bored ever since I left." "Going out' was the biggest mistake I ever made."

WE GIVE some thought to almost everything we do in life. Why not some thought and preparation on this vital step in our lives? The key: Making plans to spend your time (which you have or will have plenty of) in the way you like



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best and in the manner that fits your particular likes and wishes—whether it be traveling, gardening, fishing, volunteer work, just plain taking it easy, etc.

Several of our retired people continue to work at other jobs after leaving Firestone. At the Gastonia plant we process 40 to 50 retirement applications each year. At the time these applications are processed, we give each employee all the available information we can, this pertaining to his or her retirement. We insist that they come back to see us if questions arise.

The primary point: **START NOW.** Don't wait until the month you sign your application to think about retiring. Starting now could be one of the most important decisions of your life.

Frances Fletcher • Bennettsville
Employee Relations Representative

A Person's good reward

There is a time in life when working people have a challenge: the Retirement Years. That time can be a person's good reward after a long stretch of hard work. Your retirement can be a period for specific goals, and plans accomplished in meeting those aims.

It depends much on what you put into your everyday living, if you would succeed in the Beyond Years. Beginning with the day you retire, time will "be your essence."

The resources of your years lived can be put to work in many ways for your own enjoyment and in helping others, too.

From work career to retirement, there are many changes. The ability to adapt to them will help you achieve fulfillment—whatever you are doing, whatever your lifestyle. In retirement, you trade your Yesterday for Today and Tomorrow, for your pleasure, rewarding activities and aims to be accomplished.

YEARS Gastonia • Bowling Green

Alice Conard and Lerie M. Stines have work records of 35 years at Firestone-Gastonia. Alice is a reclaimer in TC Twisting; Lerie a Unifil operator in TC Weaving. Others with employment anniversaries marked in February:

30 Years • Samuel E. Crawford, manager of Industrial Re-

Keep active to the end of your days. Get busy, plan what you want to do most. Think in terms of making major adjustments. Plan to spend carefully and wisely &c &c.

Staying past 65?

Only a fifth of 267 U. S. employers surveyed last summer had an increase in workers staying on the job past age 65. A private business research organization, the Bureau of National Affairs, did the survey in August, after the law raising the mandatory retirement age to 70 had been in effect since January 1, 1979.

Although the findings indicated very little impact on the vast majority of employers, the working-past-65 group could increase. Anyway, says the Bureau, it appears that age 65 will continue to be the most popular 'going out' age for the majority of workers.

It will be a while before the effect of the new law will 'show a pattern' with employees of Firestone Textiles Company.

Coming Up: May 18, Birthday of Whistler's Mother. That's right—it's a day celebrated by "everyone who can whistle, including birds, teakettles, etc."

lations; Mary R. Galloway, style changer in TC Weaving; Delphia M. Thomas, respooler operator in TC Twisting.

25 Years • James F. Neal, twister operator, TC Twisting.

20 Years • Earnest M. Mason and Dorsey B. Parson, both twister operators in TC Twisting.

15 Years • Betty C. Hardin, respooler operator, TC Twisting (retired as of February 1.)

10 Years • Glenn W. Boyce, shop mechanic 3c, Shop; Macie R. Garren, splicer operator, TC Weaving; Bettie S. Parham, splicer operator/reclaimer, TC Twisting.

Cliff Logsdon and Leroy Gonterman are into their 11th year with Firestone Textiles-Bowling Green. Logsdon, in Personnel, is supervisor, training and employee relations. Gonterman is a dip mixer in the Treating Unit.

They marked their 10th work anniversary in February.

Top Scout 1979

George R. Hovis last month was presented the Outstanding Scout of 1979 Award. A member of Stanley (N. C.) Troop 49, George was last year's recipient of the Raymond C. Firestone Award in Gaston County. An Eagle Scout with some 30 merit achievements, he was Firestone Merit winner in 1977 and 1978.

The 1980 Firestone Scouting awards will be presented in May.

What if you tire of 'just fishing...'?

What would you do tomorrow if you woke up and suddenly remembered that you were retired and would not have to go to work. I'd guess most of us would turn over and take another nap, but we wouldn't want to sleep away the rest of our lives!

People who make studies of retirement and the aging process tell us that it's very important that we have something positive to look forward to each day. The anticipation of coming events tends to help keep our minds and bodies active and extends our life expectancy.

THE BOWLING GREEN Firestone plant is only 12 years old and we have had only a few people to retire. This picture will change in the coming years. Whether we are in the middle years of our career or a young person who has been working a relatively short time, the years will pass and eventually retirement time will come. It's never too soon to begin to plan for retirement. The longer we have to plan, the better the retirement years can be.

We might think now that we want to spend our retirement years just fishing. Suppose that after a few weeks we become tired of "just fishing" or find that it isn't as enjoyable as we thought it would be. The point is: We must

have alternate plans for our retirement activity.

We must also be careful how we invest our money in retirement-planning. Many people have bought retirement houses in certain areas and after they moved there, were disappointed in the locale and realized they did not want to live there. Others have made major expenditures for recreational vehicles and later found that traveling was not really as much pleasure as they'd anticipated.

BEFORE CONSIDERING purchase of real estate in a retirement area, spend some time there. Before investing in a recreational vehicle, rent an RV unit for a while, to find out if you really enjoy traveling in that manner.

Some of us may plan to move so we'll be closer to our children. Have you considered all the pros and cons of such a move? Are the children settled in their present location or will they, maybe, move somewhere else?

Most of us talk about retiring but few of us make positive plans. We know that we're paying money into Social Security for our later years, and we have our Firestone Retirement program. But if we expect our retirement years to be pleasant and fulfilling, NOW is the time to be making plans, regardless of our age.

Thomas L. Yelton • Bowling Green
Manager Firestone Textiles Plant

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