



PLANT MANAGER'S MESSAGE

1992 was a very successful year for all Gastonia plant personnel. Plant accomplishments during the year resulted in the following:

	<u>Jan. '92</u>	to	<u>Dec. '92</u>
Safety	9.0	to	6.3
[Incident Rate]			
Quality	1.51	to	0.99
[Percent Waste]			
Productivity	46.5	to	49.1
[Pounds/manhour]			
Absenteeism	5.8	to	5.3
[Percent]			

These accomplishments also resulted in a 3% bonus which was awarded to employees in December. Plant performance in 1992 is an excellent example of what can be achieved through TEAMWORK! Congratulations to you all!

The other exciting news during 1992 was the approval of a new plant which signified a definite commitment on the part of Bridgestone/Firestone Inc. for the future.

The first group of machines will be moved to the new plant the first week of April, and the first group of employees will be moved to start up this equipment on May 17, 1993. The transition of moving equipment and people every 4 to 6 weeks will continue for the rest of this year.

Bridgestone/Firestone has also provided us in 1993 with a Gainshare Program which allows all employees to share in the financial improvements of the Gastonia plant. The employees' share is based on improvements in cost per pound, waste, quality (reduction of downgraded fabric), safety and profits. Each one of us can contribute by doing our jobs the very best we know how and getting involved in improving our processes and the way we do business. There is no cap on the gainshare amount. This program is designed to reward all employees for their efforts to improve our overall operations. The January results are included in the newsletter, and if you have any questions please see your supervisor or manager.

Let's continue working together to make Gastonia a world class operation and make 1993 another record-setting year!

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CONSTRUCTION SITE UPDATE

By: **BILL LINDQUIST**

Greetings from Kings Mountain, home of our new conversion plant. Construction continues in spite of all the rain we have had in December and January. The people building the plant have worked hard to keep the project on schedule.

Those of you who have not been by the site would be amazed at the transformation that has taken place in the last three months. The steel and precast concrete walls have been erected and the roof installed. The interior and exterior underground utilities have been installed. Inside the structure about 50% of the overhead work is complete including water, compressed air and chilled water piping, electrical conduit, cable trays, bus duct, lighting hangers and air conditioning duct. Floors in the maintenance, electrical and mechanical rooms have



been poured. Construction has begun on three of the six air washer (air conditioning) rooms. Gaston County started construction on water and sewer lines to the site. The North Carolina Department of Transportation started construction of the frontage road but stopped due to the wet weather.

In February the overhead work will continue in the manufacturing area. The electrical switch gear, air compressors, air conditioning chillers and cooling tower will be installed. Work will begin on the interior lighting followed by pouring of the manufacturing area concrete floor. This floor will take about four weeks to pour and 7,000 cubic yards of concrete.

Our major concern for meeting project schedule is weather. The roads need to be in for us to start moving equipment and for Duke Power to install the plant's substation. Any help you could give me with the weather would be appreciated!



THINK SAFETY