



Out of work for several weeks because of illness, Melvin Tucker, left, is shown as he receives an insurance check February 25, on the 20th anniversary of our group insurance program. R. L. Wilkes, personnel manager who administers the insurance plan, presents the check. At left, Doris Brown, insurance clerk and at right, Macon P. Miller, director of industrial and public relations.

Fieldcrest Mills' Group Insurance Plan Observes 20th Anniversary

Fieldcrest Mills' group insurance program is 20 years old. The group Life and Accident and Health plans were put into effect February 25, 1933 and since that time almost \$2 million has been paid to employees and beneficiaries.

The program, underwritten by the Equitable Life Assurance Society of the United States, protects employees in the event of death, illness or off-the-job injury. By remarkable economies made possible by the size of the group and the use of Fieldcrest's wholesale purchasing power these benefits are secured at unusually low cost. Premiums are shared by the employees and the Company.

Under the plan at Fieldcrest, employees hold life insurance in the amount of from \$1000 to \$5000 and pay weekly premiums of 13 cents per \$1000. The amount of life insurance is based on the employee's earnings and it is interesting to note that more than one-half of all Fieldcrest workers qualify for the \$5000 insurance.

No medical examination is required if employees subscribe for insurance within 31 days from the date of employment. Therefore protection is available to those who for physical reasons cannot buy individual life insurance. Since group insurance is based on the average age of the employee-group, protection is afforded older workers without the high premiums their age would require for individual policies.

In addition to low-cost life insurance, another attractive feature of the Fieldcrest plan is that it provides income for employees when they are out of work because of sickness or injury that occurred off of the job.

Let's say there is an employee called "Joe" who works in one of the mills at Spray. His average weekly earnings are \$61 and his premium for Accident and Health insurance is 32 cents a week. Joe catches "flu" which leads to pneumonia and complications; so Joe is out of work for a long time. While he is thus disabled his group insurance at the mill pays him \$20 a week for up to 13 weeks.

Accident and Health premiums and benefits are on a sliding scale based on average weekly earnings for the four weeks immediately preceding the week in which the disability commenced. Overtime earnings, if any, are included in arriving at the average.

Group insurance is administered by our Industrial and Public Relations department. All claims are paid from Spray. Even death claims of \$5,000 are paid from the Spray office immediately upon proof of death.

Fieldcrest's group Life and Health and Accident insurance covers all employees of the Division, the mills and offices in the Tri-Cities and Fieldale; and the sales offices in New York, Chicago, Los Angeles and San Francisco.

The insurance provides all-embracing security against the hazards of serious illness, disabling accident and premature death. The fact that over 99% of the employees participate in the voluntary program is convincing evidence of its value. The success of the plans is a fine example of cooperation between employees and management.