

## TRIBUTE TO VOLUNTEERS



Rich Dardis helps new J.A. company officers prepare production figures.

Twenty-six high school students are gaining new skills, confidence and friends thanks to the dedication of seven Olin employees. These Olin employees oversee two Junior Achievement companies that began business this September.

## Olin Employees Keep J.A. Thriving

For 15 weeks these young teens will learn the basics of starting and operating a business, from the distribution of stock to preparing financial reports. In between they will help make decisions on marketing, wages, production and quality.

Billy Wilson gives J.A. financial officers some bookkeeping advice.

Our Olin employees are at their elbows as executive, financial and production advisors. Besides the weekly two and one half hour meetings, the Olin advisors must spend hours learning Junior Achievement procedures, gathering supplies and information and supervising field trips.

Ralph Stagner discusses a quality control problem.

It is a rewarding experience seeing young people learn new skills and take charge of making these business ventures a success. Many of the Olin advisors to the Junior Achievement program donate their time and enthu-

Wanda Turpin (right) explains how to fill out a stock certificate.

siasm for several years. The current Olin group includes:

- Rich Dardis who has worked with J.A. three years and has managed the Transylvania Center the last two.
- Jim Duncan — three years — executive advisor — Unico
- Karen Ferris — three years —

Jim Duncan helps set up a production line.

- production advisor — Unico
- Cindy Ray — two years — financial advisor — Unico
- Ralph Stagner — two years — executive advisor — Hy Tech
- Wanda Turpin — first year — production advisor — Hy Tech

Karen Ferris (center) discusses sales strategy with Junior Achievers.

- Billy Wilson — first year — financial advisor — Hy Tech.
- Olin employee Lynn Wyatt is in her second year as a Business Basics consultant to the Brevard Middle School and John Ammons is on the board of Western North Carolina Junior Achievement. ☺

Cindy Ray (center) stresses the importance of good bookkeeping.



## A Look At Benefit Costs

Olin employees enjoy one of the finest benefit packages in industry. Our employees can live each day secure in knowing that illness, injury, disability, retirement or death won't destroy their family's financial stability.

This protection costs over \$3,000 per year, per employee. Yet, each employee pays less than 10 percent of this cost. That's like a \$3,000 bonus in your annual earnings.

These graphs make it clear what your major benefits are and Olin's contribution. Note that the graphs don't reflect the costs of such benefits as vacations, holidays, social security, the incentive thrift plan, medical exams, travel accident insurance, worker's compensation or unemployment insurance. ☺

### 1984 Hourly Employee Benefit Costs

	Who Pays		COST
	Company Contribution (Pisgah Forest)	Employee Contribution (Pisgah Forest)	
Medical Insurance	93%		3,392,161
Short Term Disability	100%		682,851
Long Term Disability	86%		1,266,628
Dental	100%		255,334
Life Insurance	43%		318,071
Pension	100%		861,006
<b>Total Cost</b>	<b>91%</b>		<b>6,776,051</b>