

*read Johnson
fraser*

SPEECH AT DINNER CELEBRATING
THE OPENING OF MARTINEZ PLANT
NOVEMBER 12, 1964

Thank you, Ferg, very much. I would hope I deserve, and more important, live up to the nice things you have said. Before I say another word, I want to thank you, Ferg, for your untiring efforts in making our plant opening and this gathering such a success. You have handled the hundred and one details in addition to your very taxing job. It is a good example of the cooperation which exists in our Thomson family.

On behalf of some 1100 employees of Thomson Company it is my privilege to welcome you this evening, with a particularly warm greeting to our many new friends in Martinez and Evans who have provided our magnificent new Martinez plant. Time would not permit reference to the contribution of each individual. Buddy Grey is the sparkplug who determined that industry must come to Martinez and brushed aside all obstacles. What an asset he is to your community.

Tonight, we Thomson employees take the opportunity to proudly look back to our beginning, and reflect upon our progress. It has been a happy journey, made possible only by the hard and dedicated work, the jubilation and heartaches of many people.

The founding of Thomson Company on January 6, 1936 reflected the initiative and courage of Harry Johnson, Archie Clarke and Lavelle McCampbell. What we

have seen today justifies their courage and confirms their good judgment. Even in its first year Thomson prospered. By 1940 we had expanded by opening the Millen plant. In 1955 Harlem was added. In 1958 we built a huge Service Center, to efficiently handle our customers' orders. Opening Martinez reconfirms the confidence of our Company in the Central Savannah River area. Initially we will employ about 120 operators. Thereafter we have the space to double our payroll, and that is our intention.

Our slacks line at the beginning consisted of a couple of styles in a couple of fabrics, in the cheapest construction retailing at \$1.49 to \$2.49. Gradually the product was upgraded, reflecting both the ability of southern operators to produce garments of better quality, and the American Consumer's desire, and ability, to buy better products, with more money to spend and more leisure time for recreation. By 1948 we had advanced completely into dress slacks. Today, our men's slacks are in the middle price bracket, retailing from \$5.95 to \$19.95. Our ladies' slacks - "Mr. Thomson...please!" have reached national leadership in a remarkably short time. Next Spring Mr. Thomson will add coordinated tops and jackets, of which many of you have seen a preview this afternoon. Our products are sold to the great chains, whose support and confidence we will always cherish, and strive to deserve, - J. C. Penney and the Belk Stores, and to retailers, large and small, throughout the country.

Another great milestone was reached on April 20 of this year, when Thomson became a wholly owned subsidiary of Salant and Salant. Salant, in 72 years

since its founding in 1893, has been successful and has earned the highest reputation for integrity. In its twelve modern plants it produces more than twenty-five million slacks, utility pants, shirts, jackets and children's outfits per year. The Thomson stockholders concluded that the Salant philosophy of business conduct, that its respect for its employees, coincided with ours, that our officers and employees would be assured of a compatible association, and that together the two companies could prosper more than they could apart.

What is the key to the success of all enterprises? To us at Thomson there are two fundamental ingredients: good people and good corporate citizenship. Let's never forget Charlie Wilson's "General Motors is people". Thomson likewise "is people". As a case in point, opening a new plant involves hard work by many people. To give the impetus in training a large number of new operators Juel Turner, General Forelady and Burnease Lane, Training Supervisor at Millen, Ethel Poole, General Quality Supervisor and Mildred Cowart, Quality Supervisor at Thomson, Jim Carpenter, Bob Murray and Emmet Brown, Industr Engineers, and Bill Ansley and Ed Pounds, respectively in charge of building and machinery maintenance, are making a long round trip daily. These people would rather be at their own jobs at home, but their creed is cooperation. They're here tonight, and I thank all of them from the bottom of my heart. Every operator, cutter, bundle boy, and order picker, every forelady and foreman, supervisor and mechanic, each department head and officer - they are Thomson. I want you to meet some of these key people. Each is equally important, so I will introduce

them alphabetically. I will ask them to stand and remain standing as a group:

First, two who contributed so much and are now enjoying well deserved retirement - Harry Johnson and Leonard Berry.

Ham Berry, Vice President, who is responsible for manufacturing.

Gordon Buss, Executive Vice President and General Merchandise Manager, and our man with Penney.

Gene Cook in charge of production.

Joe Gladden, Vice President in charge of Male Retail Sales.

I wish that Mrs. Jules Gorlitz, known in the trade as Ann Behrens, our Women's Sportswear styles, and

Jules Gorlitz, "Mr. Thomson" in person, who heads our Women's Sportswear Department could be here, but they are busy selling, and that comes first.

Perrow Jones, Vice President in charge of customer service, and the man so well regarded by Belk.

Harrison Jones, Assistant Secretary of the company, and the first of the active employees.

Don Newsome, Director of Planning and Engineering who prepared our operating plans and directs our staff of industrial engineers.

Bob Wilson, our Treasurer.

Ferg Young, who handles the merchandising of our Women's Sportswear,

and last, the man many of you will see most often, Bill Bryant, Manager of the Martinez plant.

Our people perform well together. Thomson selects people who enjoy their work.

We are surrounded with compatible people. We do our jobs in an attractive environment. Engineering Research is continuously directed to increasing our efficiency, and of utmost importance, Thomson is dedicated to sharing the rewards with all our people. Every employee gets paid recesses, holidays and vacations. Every employee is provided with group life insurance, hospitalization and surgical insurance, entirely at company expense. Our Retirement Plan picks up where Federal Old Age Insurance leaves off. We pay the maximum average wages that the competitive price structure of our industry permits. We are as happy as our operators when we compare present average wages to the 22-1/2¢ hourly rate in 1936, - just imagine, 22-1/2¢ an hour!

We place great emphasis on individual incentive bonuses wherever possible, so that the individual can directly benefit from his efficiency. All those key people that I introduced to you, and a number of others, directly participate in the profits of the company. Our efforts have been well rewarded. We have given 440 employees gold watches upon the completion of 10 years' service. After 15 years' service our employees are entitled to a third week's paid vacation and 185 will enjoy that third week this year; 87 of our employees have received a sterling silver flatware service upon the completion of 20 years' service.

The second important factor is that as a company we must behave as a good citizen in the broadest sense. Tonight it is appropriate to look at one important facet of good citizenship, - our behavior in each of the communities in which we operate.

No relationship can be closer than that of a community and its industries. We look to the community for its help and cooperation. We have the obligation, in turn, to constantly support our communities.

Since 1936 we have paid out more than \$40,000,000 in salaries and wages in the three communities in which we operate. Our payrolls in the Central Savannah River area will run at an annual rate of \$4,000,000. But we must do more than that to merit the confidence and support of our communities. We must support community activities in every respect available to us. We must do everything we can to make each community a more pleasant place in which to work and live. This we intend to do in Martinez we are now doing in Thomson, Millen and Harlem. If any shortcomings on our part become apparent we hope we will be promptly told.

Now I will short-cut our chairman, selfishly because of the pleasure the assignment gives to me. I want you to meet one of the finest friends I have ever had, in my judgment the ablest all-round executive in the apparel industry and the man who is running Salant and Salant, - Joe Lipshie. I hope he will give us a few words.

Thank you.