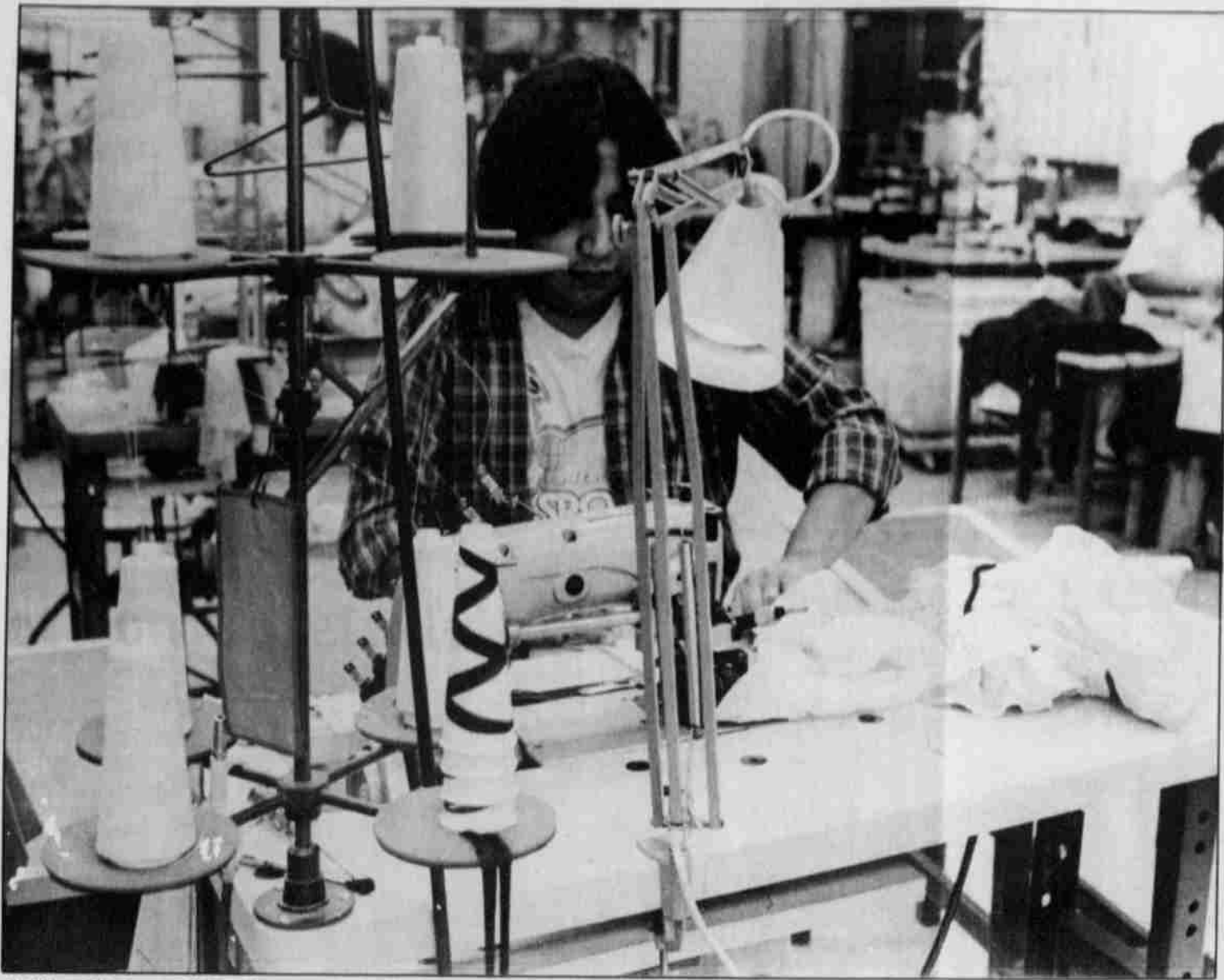


WSAI to celebrate second anniversary October 27



Wilfred "Manny" Jim has worked at WSAI for about two months. He appears to enjoy his job.



Piped tights are stacked in portable bins before they are hemmed.



Judy Johnson is the bookkeeper for WSAI.

In the two years since Warm Springs Apparel Industries turned on their machines, business has picked up. The increase in business has meant that the garment factory has had to turn prospective contracts down due to lack of manpower.

Even though there is a shortage of employees, the factory continues to buzz with the sound of high-speed sergers and sewing machines. The workers are currently turning out tights and shorts for Duffle In Sport (JMA Associates), a wholesale merchandizing company based in Beaverton.

"We've had an ongoing contract with JMA Associates almost since the time we opened," said Russ Winslow, WSAI Manager. WSAI has also had contracts with NIKE, Pyke, Helly Hensen, Performance Bikes, Kerrits and Unica producing fleece shirts and shorts, basic knit shirts and various other clothing items.

The apparel factory starting wage is \$3.35 an hour. However, if the employee produces high quality work at a high rate of speed, they can earn more than the minimum wage. WSAI is the only enterprise in the tribal structure in which employees can give themselves a raise through conscientious, timely work.

WSAI also has other benefits including weekly pay-days, good hours (7 a.m. to 3:30 p.m.), five-day work weeks with weekends off, year 'round employment and a comfortable, pollution-free work environment.

Quarterly bonus payments are made to individual workers when they exceed their basic rate. Also, when an employee recruits a new worker and the new worker remains at the plant six months, the recruiter receives a \$100 savings bond.

Turnover rate has been relatively high, says Winslow. Many employees cite the lack of child day care the reason for leaving.

Not only is WSAI good for employees, the factory is good for the community as well. The benefits for employees and the community are synonymous. In addition to improving self-esteem among employees, skills and attitudes gained at the plant can be beneficial to the individual and/or any other departments.

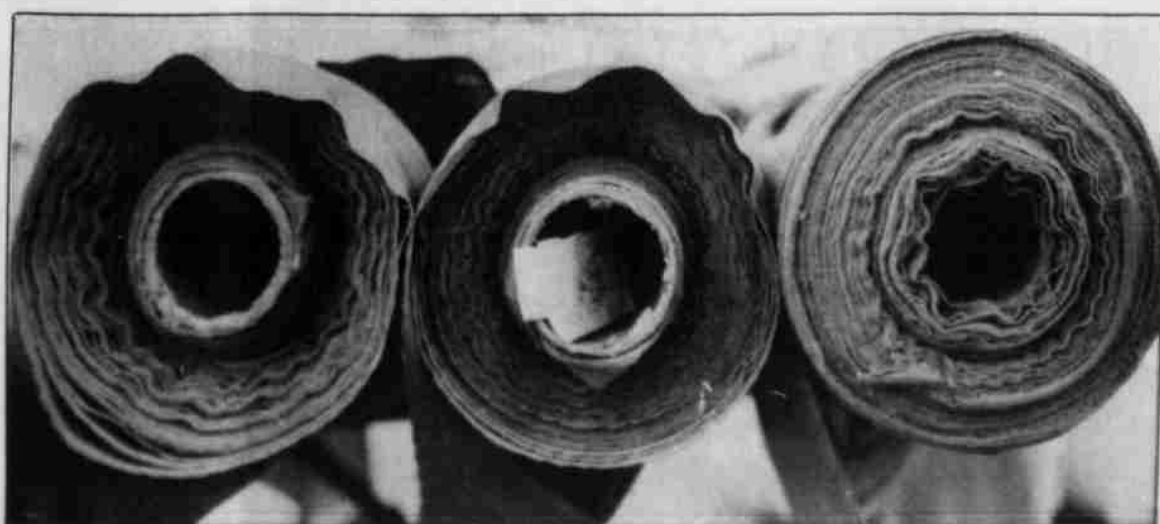
To celebrate their second anniversary, WSAI will have a sale Thursday, October 27 from 11:30 a.m. to 1:30 p.m. at the plant. For sale will be sweatshirts, shorts and many other items, including fabric. A special blessing ceremony and open house is planned for Friday, November 18.



Patterns are mass cut before they are stitched together.



Theda Whalawitsa has worked at the plant for about a year.



Spools of fabric await to be cut.