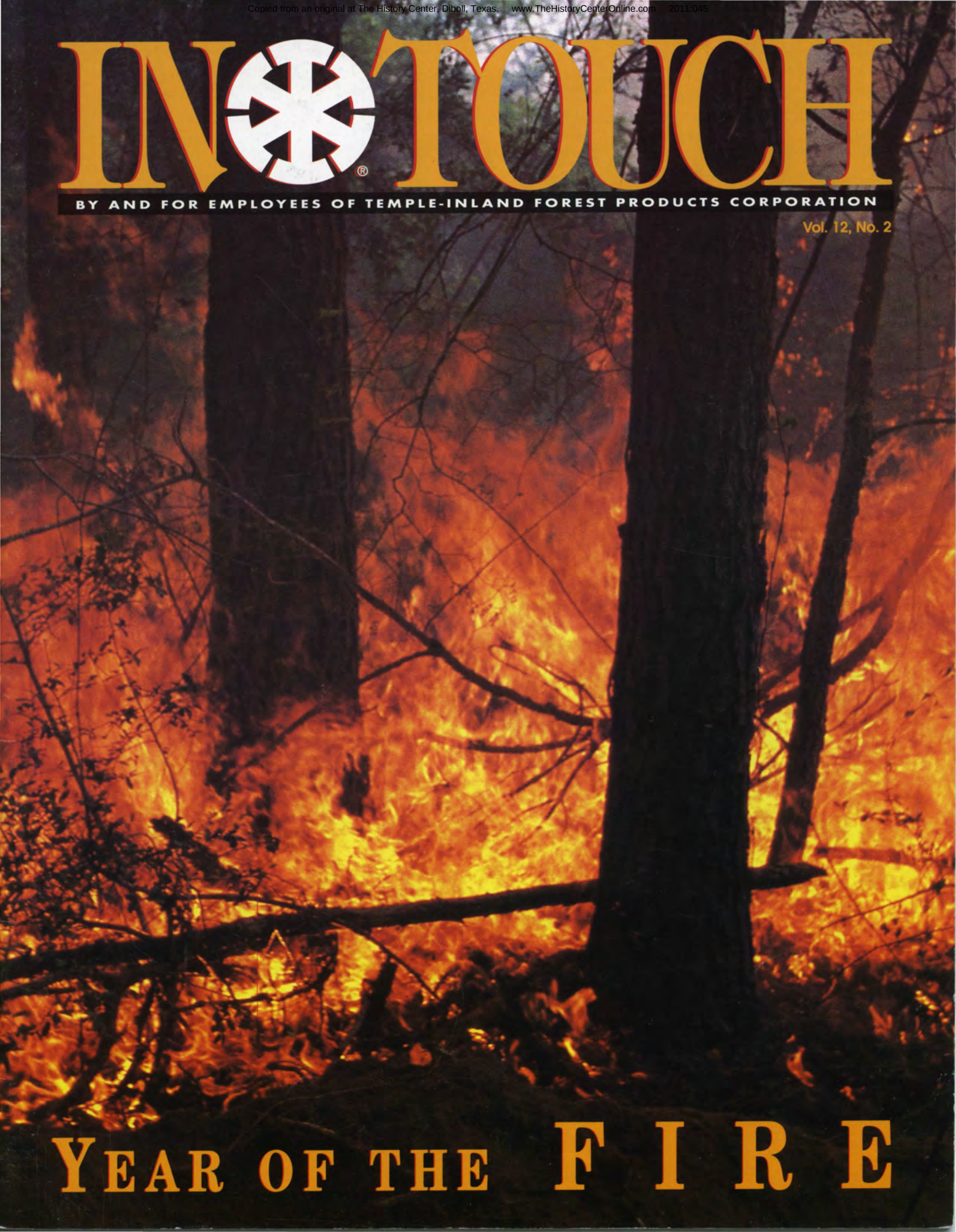


IN TOUCH

BY AND FOR EMPLOYEES OF TEMPLE-INLAND FOREST PRODUCTS CORPORATION

Vol. 12, No. 2



YEAR OF THE FIRE

An InTouch interview with Glenn Chancellor

Editor's note: Glenn Chancellor, Group Vice President, Forests Division, will retire in August after a career spanning 36 years in forestry. Widely recognized for his progressive forestry approaches, Chancellor offers an insight to future trends in this interview.

What do you see as the greatest forestry challenge facing our industry?

Fiber availability. The public lands in the U.S. West will never again provide more than 10 to 15 percent of the harvest levels of just a few years ago. Throughout the South, where everyone expects the shortfall to be overcome, there is an increasing realization that we're using more wood than we're growing. Environmental regulations and other activities that take land out of production will also reduce fiber availability. This means we'll have to look for wood in places never before considered, like Mexico (where Temple-Inland is involved in growing eucalyptus), Costa Rica, Venezuela, Argentina, Chile, New Zealand, and other countries. And we'll have to produce more fiber on the lands we already own, using techniques like genetics, fertilization, site specific silvicultural applications, and information management.

What kinds of technology will influence forestry in the years ahead?

We'll see technology assuming a much greater role. For example, instead of driving throughout a forest to look at what's growing there, a forester will be able to sit before a computer and look at a wide range of information influencing forest growth, such as fertilization, plantation thinnings, logging sites, tree sizes and quality, and much more. All of this will be stored in data banks to help foresters make more intelligent decisions.

What will tomorrow's fiber sources look like?

The differences between certain trees--sawlogs versus pulpwood, for example--will diminish as our industry produces more composite board products, such as particle-board, fiberboard, and MDF panels. Engineered wood products will become more commonplace although there will always be a place for large, clear logs for high grade specialty lumber products.

What are some of the coming challenges for forest management?

Foresters will have to do a better job of convincing the public that intensive forest management is good for everyone who enjoys wood and paper products, not just manufacturers of lumber and paper. We'll have to work harder on issues like wildlife, roadside and stream management, and forest aesthetics as much as economic benefits. Environmental regulations are here to stay and will become tougher in the years ahead.

What role will genetics play in forestry?

Over the long haul, genetics will pay big dividends, especially for Temple-Inland. We're already seeing some gains, based on previous work, and the trees of tomorrow will have the kind of characteristics that could produce as much as 20 to 25 percent more fiber. Genetic selections should bear real fruit for us.

What are some of our current strengths?

Our biggest asset is quality people. We've built an excellent forest management team that will serve the company well in the next century. We also have a good land base, an active and aggressive research program, and a good understanding of future technology and what it means to forestry.



Glenn Chancellor
Group Vice President
Forests Division



By Tony Bennett

Vice President, Public & Government Affairs

To assure the public that America's forests are being managed in a responsible way, many U.S. forest products companies are focusing on a new initiative known as Sustainable Forestry.

While Sustainable Forestry is laudable, it's something that Temple-Inland has been doing in its forests for over 100 years. In fact, when you look closely at the principles of Sustainable Forestry, Temple-Inland could have been the model for the initiative.



As early as the 1880s, T.L.L. Temple, the founder of Southern Pine Lumber Company, Temple-Inland Forest Products Corporation's forerunner, was advocating harvesting programs that would assure that our forests would always be a source of jobs, economic benefits, and wildlife in East Texas.

The mission of Sustainable Forestry is to demonstrate that the growing, nurturing, and harvesting of trees for useful products is compatible with conservation of soil, air and water quality, and wildlife and fish habitat.

As early as the 1880s, T.L.L. Temple, the founder of Southern Pine Lumber Company, Temple-Inland Forest Products Corporation's oldest forerunner, was advocating harvesting programs that would assure that our forests would always be a source of jobs, economic benefits, and wildlife in East Texas.

While many lumbermen came to East Texas to build sawmills and harvest timber, few of them had the foresight and vision to manage their forests with perpetuity in mind. Temple was clearly a rare individual and his philosophy has continued to guide the management of our 1.9 million acre forest today in Texas, Louisiana, Georgia and Alabama.

His philosophy has also been responsible for Temple-Inland Forest Products Corporation's strong focus on wildlife, forest aesthetics, and the conservation of unique and different areas for enjoyment and pleasure.

Many of the objectives and guidelines embodied in Sustainable

Forestry have been a part of our forest management for years.

They include the prompt reforestation of harvested tracts, the protection of water quality, the enhancement of wildlife habitat, smaller regeneration harvest sites, the creation of biodiversity, the prudent use of chemicals, logger training, reducing the risk of wildfires, and increasing forest growth.

Leaders of interested organizations, like Patrick Noonan of the Conservation Fund and James Giltmier of the Pinchot Institute for

Conservation, have praised the idea of Sustainable Forestry as real industry leadership in progressive forest management for the long term.

We applaud the national focus on Sustainable Forestry, and hope it works as well as our management practices have in the forests of Temple-Inland.



ROBERT G. LUTTRELL RETIRES

Robert G. (Bob) Luttrell, vice president - Administration for Temple-Inland Forest Products Corporation, retired March 31.

Luttrell joined the company in 1970 as a staff auditor. He was general manager of the company's mobile home division and production manager at the gypsum operations in Irving, Texas and West Memphis, Arkansas prior to being named accounting manager at the corporate headquarters in 1975. He served as the Building Products Group's controller from 1977 until 1981 when he was named corporate controller. He assumed the duties of vice president - Administration in December, 1981.

He was awarded a BBA in accounting from the University of Texas at El Paso and obtained an MBA in management and finance from Southern Methodist University in Dallas, Texas.

"We will certainly miss Bob who has done an outstanding job for us in the last 26 years," said Clifford J. Grum, Temple-Inland Inc. chairman and CEO.

YEAR OF THE FIRE



This Kirbyville crew, Walter Boyett - Donnie Shotner, and Ken Kilcrease - fight fires in the Kirbyville area.

TEMPLE-INLAND FORESTERS IN HEROIC BATTLE WITH WORST FIRE SEASON IN DECADES

As the telltale signs of spring warm the East Texas countryside, most people are taking advantage of the long afternoons and weekends to break ground in their flower or vegetable gardens. However, Temple-Inland forest district supervisors, forest supervisors, technicians and forestry aides must postpone this East Texas ritual because they are on call -- day and night -- fighting wildfires.

In the most devastating fire season in decades, Temple-Inland forestlands have seen over 110 separate fires affecting 5,500 acres in Texas and Louisiana since the year began.

A combination of freakish winter freezes, low humidity, drought-like conditions and high winds have contributed to making the potential for wildfire exceedingly high.

"It's bad," said Temple-Inland's Director of Forest Management, Ron Gresham. "Late frosts slowed

down the greening of the vegetation. We've had little or no rain on most of our forestlands, and intermittent frontal systems bring only high winds and low humidity. These factors have created wildfire conditions in East Texas that I have not seen since 1978 when I came here."

Temple-Inland Forest Division employees on the fire line are on standby generally from mid-morning until well into the evening hours, seven days a week. On an active fire, employees stay with the fire until it is contained. At every regional and district office, a person



Terry Vaughn, forestry aid, and Joe Mullins, crew leader, fight fires in the Silsbee area.

is assigned to monitor the Texas Forest Service (TFS) radio network as well as the company's radios and telephones. Each district has a fire suppression crew and a D-4 bulldozer with fire plow. The size of the fire will dictate additional equipment and the number of company employees fighting the fire.

During peak fire conditions, the spread of wildfire can be dramatic and unpredictable, spreading the length of a football field in minutes.



A fire on Temple-Inland land on March 18 is an example.

"A crew at our Jasper office was dispatched to an area off FM 252 in Jasper County," said Gresham. "The crew was there in minutes because the fire was not far from

the standby office. But by the time they got there, the fire had jumped a 140 foot highway right-of-way and was burning on both sides of the road."

Though the TFS is responsible for detection and suppression of wildfires on public and private lands within the state, their efforts must be supported locally. In addition to TFS and company

fire-fighting crews, community volunteer fire departments are a tremendous help.

"It's been a total team effort," said Gresham. "Our Forests Division employees have gone 'above and beyond the call of duty'."

Gresham noted that company lands in Georgia and Louisiana have not seen the same fire conditions as the Texas lands, though Southwest Louisiana forest employees have helped fight Texas fires.





Jasper and Newton District crews are (from left) Robert Davis, Clyde Giles, and Charles Hilton.



Ashton Dupre, Saratoga district supervisor, surveys fire damage on Temple-Inland land.

The suppression and detection of wildfire in Texas is the responsibility of the Texas Forest Service. TFS uses aerial reconnaissance for fire detection. Fires not detected by the TFS should be reported to them first, since TFS is responsible for coordinating firefighting efforts among landowners and volunteer firefighters.

Year of the FIRE

Wildfires are started by sparks, cigarette embers, trash cinders, vehicle exhaust and lightening. Unfortunately, arson is suspected in many cases. Wildfire is dangerous to anything in its path, often spreading despite efforts to control it with basic methods. Wildfire may burn in one place, then suddenly travel or jump to another spot. Although fire may seem to burn in one direction, it can spread in the opposite direction quickly and without warning.



Scotty Ward inspects a scorched plantation in Jasper County.



Aircraft such as this chopper temporarily stationed at the Jasper airport have been instrumental in detecting and fighting wildfire.

Fast-burning or light fuel fires ignite quickly because they are surrounded by the oxygen in the air. The light-fuel category includes dry grass, dead leaves or needles, brush and small trees. In addition, when plants are dormant, some green fuels also burn quickly because of their high oil content. Among these are pine needles, scrub oak and other types of bushes.

Slow-burning or heavy fuel fires need more heat to ignite. However, once started, a heavy fuel fire will burn hotter and longer than a light-fuel fire. Logs, stumps, branches, decayed leaves and other organic matter make up the heavy fuel category.



Company land off Farm Road 252 in Jasper County.

Fiber Products Operation reaches one year safety milestone

On February 27, Temple-Inland Forest Products Corporation's Fiber Products Operation achieved one year - a total of 738,527 man-hours - without a lost time accident.

Jim Menz, plant manager, said that everyone has worked hard to make the one-year goal possible. "The mill deserves a lot of credit to be able to go one year without a lost time accident," he said. "And, it's really impressive from my standpoint to see how aware the employees are of safety on a daily basis."

Steve Smith, safety coordinator, spends about 50 percent of his time making sure conditions are as safe as possible.

"I think it makes a real difference to have someone out with the employees," Menz said.

As extra reinforcement to old-fashioned paying attention, the mill's Management Safety Team directs several safety task teams.

The Management Safety Team consists of the plant manager, superintendents and other key staff in the mill. The mill also established a Services Safety Committee consisting of maintenance and grounds employees. Departments hold weekly "tailgate" safety meetings in

addition to the required monthly safety meetings. Another committee presently in the works is the Lighting and Housekeeping Task Team that will have defined roles in making sure areas are clean and free of debris for safety and cosmetic reasons.

"Each supervisor also makes a daily safety contact with one of his or her employees," Smith said.

An indepth three-step orientation program for new employees is also at the root of the mill's improved safety record. The plant also holds a safety poster slogan contest each month. An employee's name is drawn and a prize awarded if he or she knows the slogan that month.

A Safety Inspection Task Team also tours a specific area of the plant once a month.

"DuPont's Safety Training and Observation Program ("STOP") was introduced at Fiber Products

Operation plant-wide in 1991," said Jeff Zwolinski, safety and health manager. "We continue to use this program which provides us a systematic method of identifying and eliminating unsafe acts and unsafe conditions."

Ultimately, it takes the employees working together to ensure a safe working environment.

"We expect a lot from the employees," said Menz. "We work under the

team philosophy, and it takes a lot of teamwork to make it beneficial."



Johnny Leslie's Services Team holds one of their weekly safety meetings.

Zwolinski said that not only is safety a priority, it is also a part of the production process.

"Putting safety on this level has really increased the awareness here," Zwolinski said.



Jeff Zwolinski is Fiber Products Safety and Health Manager.

For all the effort and hard work in making a full year without a lost-time accident, the mill recently held a barbecue lunch for employees and gave each employee a polo-style shirt with Temple-Inland's logo and "One Year No LTA" embroidered on the pocket.



Johnny Perry, millwright-A, and R.L. Wright, millwright-A and welding specialist, are among the employees that recorded 738,527 man-hours worked with no lost time accidents.

INS TEMPLE

FORESTS

ROME, GA. -- The following service awards are being presented in the second quarter 1996, to Rome Forest Division employees: 35 years: Shirley S. Taylor, senior accounting clerk, Rome Forest Headquarters;



The first rail car prepared for shipment in mid-January at the Hardcash Chipmill in the Homer District. The annual capacity utilizing one shift is 120,000 cords.

H. Tom Cantrell, timber buyer, Cave Spring District; Clarence A. Barnett, forest technician, Ellijay District. 30 years: H. Lowell Sanders, maintenance operator, Fruithurst Site Unit. 20 years: James E. Ray, timber buyer, Pell City District. 15 years: Zeb V. Berry, timber buyer, Coosa District; G. Ritchie Mullen, forest technician, Ellijay District.

Walton C. Davis Jr., a timber buyer in the Jasper Region of the Waleska District, retired on March 31. He was employed by the company in 1957 and had been with the company almost

39 years. We wish Walton the very best in his retirement.

Welcome aboard to the new employees of the Rome Forest Division. Jason E. McCannon was recently hired as a timber technician in the Gainesville Region of the Homer District. Daniel B. Stewart was also hired as a timber technician in the Cedartown Region of the Pell City District. Nathan H. Poorman was recently hired as a

computer support specialist in the Information Services Group of the Rome Forest Division Headquarters.

Sara Mundy, management secretary, Operations, resigned recently to pursue new interests. She was employed in 1966 and had been with the company almost 30 years. We wish her the very best in her new ventures.

As of the period ending Jan. 28, 1996, the Rome Forest Division worked 1,177,677 safe manhours, or 939 safe

work days, since the last disabling injury, which occurred on May 11, 1992. For the year 1996 to date,

the Division has had no lost time, sub-major or first aid injuries.

The Homer District recently opened the new Hardcash Chipmill. Ken Stansell, district supervisor of the Homer District, said the employees in the Homer District are excited to have the chipmill in the area. "It will increase our annual supply to company mills by approximately 11 percent," he said.

RUSK, TX. -- Temple-Inland Forest Products Corporation donated 152,000 loblolly seedlings to the City of Rusk to replant 200 acres which was recently harvested. The city, which had previously sold the timber to Temple-Inland, wanted to replant the site as an investment for the future. Temple-Inland foresters from the Rusk District who took part in the harvesting and replanting effort were (front row, from left) Scott Cockrum, timber technician; Hoby Dillion, forest supervisor; Steve Killion, district supervisor; and Terry Barrow, procurement



Temple donates seedlings to the City of Rusk, Texas.

supervisor. James Houser (back row, left) is a consulting forester who represented the City of Rusk. Also pictured are (back row, second from left) Mike Murray, city manager; Rusk Mayor Emmitt Whitehead; Frank Madden, city council member; and Gloria Jennings, city council member.

In addition, another 309,000 seedlings were donated to four landowners whose forestlands were harvested by Temple-Inland's Northern Region in 1995 in Angelina, Rusk and Trinity counties.

BLEACHED PAPERBOARD

EVADALE, TX. -- Determination and commitment have enabled mill employees to implement the OptiVision System, a high end, real-time production management system that supports information requirements for marketing and product forecasting, customer service, production operations, logistics and sales processes.

When the system went online a year ago, employees enthusiastically accepted responsibility to be involved and adapted to a new way of working for continuous improvement. Recently, eight backenders and operators conducted focus follow-up training for production work processes using procedure manuals developed by the group.

"Production management has sponsored a significant amount of training for the new computer system," said Martha



Barry Clark (left), timber buyer and Duane Truslow, timber technician, are both employed at the new Hardcash Chipmill.

IDE -INLAND



Teaching their peers the OptiVISION System at Evadale's Bleached Paperboard operation are Dale Odom, papermaker II; Travis Merka, papermaker I; Robert Johnson, papermaker II; Burt Moore, papermaker II; Ralph Fournier, papermaker II and Terry McMillian, papermaker III. Not pictured are Ted O'Dell and Keith Smith.

Paine, systems training coordinator.

There are 1200 mill employees at Evadale, supporting the mission of being the preferred supplier of Bleached Paperboard products and services to a global economy. During prime business hours, 100 concurrent employees will be logged into the system for their area of assigned responsibility.

The new OptiVision system was installed as part of the millwide modernization that recently took place, and training continues today as each training session takes about 2 1/2 months to complete. Refresher training is also incorporated throughout the use of the system as evident by the production training recently completed.

Thanks to everyone who contributed to the improvement in the safety record for 1995. You will recall the incident rate was 22.27 in 1992. A reduction was started in 1993 and continues today. The goal for 1995 was 10.0, and it was almost achieved with 10.86.

The goal for 1996 is not to exceed 104 injuries, with an incident rate of 8.0. As an indication of the progress being made, consider these positive results achieved over the past year.

- ◆ OSHA Recordables reduced by 13%
- ◆ Restricted duty cases reduced by 24%
- ◆ Lost time cases reduced by 31%
- ◆ Nine departments met their 1995 goals
- ◆ Two departments worked accident-free.
- ◆ Incident Rate reduced by 21%

NEWS FROM AROUND TEMPLE-INLAND



A ribbon-cutting was recently held for the new Temple-Inland Financial Services Building in Austin located at 1300 Mopac, dedicated by CEO Clifford Grum and Bruce Todd, mayor of the City of Austin.

BUILDING PRODUCTS



A group of employees at Buna are presented with jackets by Solid Wood Operations Manager David Kellam for an excellent safe work record.

BUNA, TX -- Employees at Temple-Inland's Buna Lumber Operation completed 250,863 man hours worked without incurring a recordable accident by Dec. 2, 1995. Man hours worked equals seven months and one week, which is an excellent record for any solid wood operation.



Employees were served a steak dinner for their hard work in keeping conditions safe at the Buna Lumber Operation.

In recognition of this accomplishment, all employees were presented with a safety award jacket, and plant management cooked and served everyone a steak dinner.



PINELAND, TX --

Pineland Operation's Green End and Maintenance Departments celebrated a record of four years without a lost time accident at Scrappin' Valley Lodge in March. The safety milestone was reached in January.

To acknowledge and recognize those who contributed to an outstanding safety program, the 74 employees were presented \$100 gift certificates and denim jackets. In addition, employees were treated to wildlife tours, trap shooting, fishing and

a steak dinner.

DIBOLL, TX -- The Diboll Particleboard millroom is striving for a totally efficient, customer-oriented process. Utilizing Conway methods and ideas, attainment (production goal) at the millroom was up more than 5% in 1995 from 1994. By tracking items such as regulators and saw blades, down time problems became identifiable.

More team building has created an overall, smoother-running operation. When put together, all of the items resulted in an increase in the attainment level over the past year.

Tracking problem areas and consistent documentation con-



Diboll Particleboard's interview team helps integrate new employees in the area of general labor. Front row, from left: Daniel Oliver, Jason Watts, Billy Brister. Back row: Brian Thompson, Sharon Rodgers, Kevin Taylor, Jim Cumbie, Stuart Samford.

tribute to the process improvement of the millroom. By tracking downtime, problems with regulators and plugged filters showed up as the major cause of downtime. By tracking the problems with the regulators and filters, millroom personnel met with fab edge suppliers who then made modifications to the product. Fab edge is the cosmetic product on the face of shelving to give the edge a smooth finish. There are now fewer problems with regulators and plugging filters. The Pareto mentality of Conway tools allowed the problem to be easily identified and solved. Collaboration with suppliers resulted in a better fab edge system. Safety and environmental concerns dictated working with the fab edge suppliers to utilize a water based fab edge material rather than the acetone based product. From the problems detected by tracking down time, regulators and filters, information was passed on to fab edge suppliers who changed the filtering process of the fab edge. Currently, the tracking system will ease decisions on the most cost effective fab edge as well as evaluating the performance.

Last autumn, reporting became electronic. All information on production, downgrade, down time, saw blades, and fab edge use is now stored in a database system. As information is reported on a daily

basis, it is stored so that any type of tracking for millroom equipment can be related to actual production information. Tracking information creates a map to find problems and provides the right people with facts to solve the problems.

Most of all, teamwork among the millroom employees created the increase in attainment. Without the cooperation of all people associated with the millroom, correct tracking could not happen, problems would not be identified, and positive changes could not be made. This has happened through more cross training, communication, and employee involvement.

For example, the operators who input the production and tracking data worked with the process analyst to design the software to be efficient, simple and easy to use. This spirit of teamwork also aided equipment upgrades and modifications since millroom people could help the maintenance department make the changes effectively and quickly. These things have all contributed to the positive attitude that drives continuous process improvement within the millroom area.

Improvement is a never-ending quest. The situation in the millroom improved dramatically from 1994 through 1995. The people of the millroom of Diboll Particleboard are striving for, and expecting to accomplish, even more in 1996.

Also, a new team interviewing process at Diboll Particleboard Operation is helping the operation hire new employees. The team interview process is being used for general labor hires, using hourly and salaried employees on the teams.



Competing in the Southern Pine Inspection Bureau's annual grading contest from Diboll Lumber were (from left) Robert Havard, 5th boards and 6th dimension; Anticeto Hernandez, 10th dimension; Jose Chavez, 2nd, boards; Doug Robertson, Process Control supervisor; Manuel Concha, 1st boards and 8th dimension; Jorge Moreno, 6th boards; Ray Davis, 9th dimension; Jose Serratos and Jerry Bamberg, Quality Control.

Diboll Lumber employees earn high marks in SPIB Grading Contest

Manual Concha and Jose Chavez placed 1st and 2nd respectively in the Boards division of the Southern Pine Inspection Bureau's annual grading contest held in New Boston in March.

Seventy-five graders competed in the contest which consisted of grading 50 boards in each category chosen within a 5-minute time limit.

Texas mills represented in the contest in addition to Temple-Inland's Diboll Lumber were the following: International Paper Company, New Boston and Henderson; Snyder Lumber Company, Marshall; Ross Lumber Company, Timpson; Arkansas Forest Products, Tenaha; Cal Tex Lumber Company, Nacogdoches; Champion International, Camden.



Diboll Lumber Operation's Graders of the Quarter are Jose Chavez, (right), and Alejos Salais, (left). Chavez was named outstanding grader for the fourth quarter, 1995 and Salais for the first quarter, 1996. Both have been graders at Diboll Lumber for 8 years.



A Hope-ful startup in Arkansas

Imagine, if you will, an industrial plant with the ability to almost operate itself.

That's what automation has done for Temple-Inland's new \$62 million particleboard plant at Hope, Arkansas, which started producing panels last December.



Kevin Grimes, left, and Billy Arnett, process technicians, check the operations of Hope's particleboard press.

One of the most automated plants of its kind in the country, the Hope plant is operated by 100 employees whose jobs are made much easier by computerized controls that guide virtually every function within the facility.

The heart of the plant is a central control room where process technicians monitor every operating activity from a console bank of television screens, process monitors, and electronic links.

Buddy Wesson, the plant's project manager, is fond of telling visitors that the plant is so automated

that, if the mill's four wood fiber silos were full, the plant could operate a full hour without the presence of a single employee. "I don't think we'll try that, but it's a good example of how advanced the plant is," he said.

The Hope plant has the capacity to produce 170 million square feet of particleboard panels a year in thicknesses ranging from a quarter-inch to an inch and a half. The panels are used largely by furniture manufacturers.

The plant receives about 450,000 tons of wood residues a year from sawmills, plywood plants and other wood producers in the Hope area. Most of the residues are trucked to Hope from distances as far as 200 miles.

The plant also operates one of Arkansas' most advanced environmental systems to control air emissions. About \$3.2 million of the plant's overall costs went into the system.

Bill Jones, who recently transferred from Pineland to Hope to become the plant manager, said the facility has operated effectively after its initial startup. "It's a very technically advanced plant, and everyone working here has been grateful for the opportunity to be associated with it," said Jones.

FUNDER AMERICA: *The customer across the street*

The next time you admire the surface finish of a home entertainment center or piece of furniture, it's likely that you're looking at a product made by Funder America, Inc., one of Temple-Inland's largest particleboard customers.

Founded in Austria in 1890 as a timber source, the company today operates two American laminating facilities that produce quality melamine panels for furniture manufacturers. One is in Mocksville, North Carolina, the company's home, and a second facility recently began operations in Hope, Arkansas, across the highway from Temple-Inland's new particleboard plant.

Laura Hoover, manager of the Arkansas facility, said Funder America was attracted to Arkansas because of the availability of particleboard. "We've been a longtime customer of Temple-Inland in North Carolina, and when it announced plans to build the Hope plant, we saw it as an excellent opportunity to expand our manufacturing operations in the South," said Hoover.

Temple-Inland transports 4x8 and 5x8-foot particleboard panels to Funder America, where they're laminated with paper impregnated with

melamine resin and thermally fused to produce a quality finish. The finishes come in an array of solid colors, wood grains, and abstract finishes.

Funder panels are then sold to manufacturers who use them in the creation of door fronts, home furniture components, and office fixtures.



Laura Hoover, manager of Funder America's Hope, Arkansas, plant, checks shipments enroute to furniture manufacturers. The company is a major customer of Temple-Inland.

With only 15 employees, the Hope plant has the capacity to produce a million square feet of panels a month and plans to double that production sometime this year after the delivery of a second laminating press.

"We've been very pleased with the quality of particleboard we've received from Temple-Inland," said Hoover, "and we're looking to a long-term relationship with the company's facility in Hope."

Funder America began laminating melamine panels in America in 1973, and by drawing on its European technical resources and expertise, has built a strong reputation for quality, reliability and technical assistance in the U.S. furniture industry.

Service Anniversaries

March / April 1996

Big Tin Barn

15 years

Jay Wyatt

Bleached Paperboard

40 years

Eddie Hall

30 years

Jimmy Jeffcoat

Charles Powell

Joseph McKinney

Willie Monson

Winton Morgan Jr.

Carolyn Myers

Don Tantzen

25 years

Tommy McAdams

Wayne Miller

20 years

Wilmer Adams

Dennis Blueitt

Thomas Brown

Henry Burns

David Olds

Carl Spurlock

15 years

Haywood Davenport

Larry Lackey

5 years

Bradley Cofty

Sean Harkins

Building Products

Diboll

35 years

Marvin Wright

30 years

John McClain

25 years

Raymundo DeJesus Jr.

James Furgurson

Roy Johnson

Clifford Preddy

20 years

Leroy Criswell

Marshall Rogers

Felix Tamez

15 years

Johnny Lesley

Kenneth Poole

Walter Sawyer

10 years

Carol Chalfant

William Cheney

Gordon Dean

Larry Hill

Ron Massa

Melissa McCall

Glenn Miller

5 years

Sharlon Canada

William Cochran

Benny Dickens

Alberto Morando

Roger Poore Jr.

Joe Smith

Buna

5 years

Jim Benton

Leo Brown

Quang Hua

Fletcher

10 years

Joseph Brown Jr.

Monroeville

20 years

James Rester

Willie Stallworth Jr.

5 years

Paul Davis

Malcolm Jay

Regina King

John Mohn

Charles Sanders

Christopher Scott

Garrett Stallworth

Joshua Stallworth

Mark Watson

Rufus Williams Jr.

Pineland

30 years

Timothy Cooper Jr.

25 years

Ruby Dickerson

Curtis White

L.Q. Wright

10 years

Darryle Henson

Robert Mitchell

Melvin Parrish

Lemuel Stanley

5 years

Benjamin Holmes

Johnny Lewis

Damon McQueen

Gene Polk

William Woody

Southwest Louisiana

5 years

Richard Cantrell

Keith Farris

Damon Singleton

Thomson

20 years

Freddie Haynes

10 years

Rickey McNair

Mark Shelton Jr.

5 years

Kenneth Lane

West Memphis

5 years

Rickey Hart

Corporate

25 years

Charles Poindexter

15 years

Ronnie Cone

5 years

Levy Ellison

John Lindsey

Food Service Corporation

15 years

Thomas Anderson

Donald Freyberger

10 years

Kevin Rathweg

5 years

Jesse Ceballos

Jeffrey Emslie

Veronica Giangan

Brian Hunt

Alfred Williams

Forests

5 years

David Thompson

Investment Division

15 years

Carolyn Whitten

5 years

Darrell Bryan

(These 5-year service anniversaries for January and February, 1996 were inadvertently omitted from the last issue of InTouch.)

(all 5 years' service)

Big Tin Barn

Earl Manning

Building Products

Diboll

Janice Dover

Eva Willis

Pineland

Carlton Boatner

Gerald Cauley

Terry Craig

Willie McBride

Edmond Moore

Cecil White

Southwest Louisiana

5 years

James Harper

Todd Littleton

Jason Pearce

Thomson

John Lott

Food Service Corporation

Daya Brij

Dominador Domalanta

Nick Domalanta

Pete Palacios

John Petersen

Kathleen Szemett

Forests

Stephen McInnis

Robert Lindsey

Investment Division

Diane Dickens

Teresa Hassell

Sabine Investment

Gary Lemaster



Temple-Inland's Brian Bell watches as Texas Parks & Wildlife representatives release one of several Eastern Wild Turkeys designated for Temple-Inland's Scrappin' Valley wildlife area.

Temple-Inland receives national award for Eastern Wild Turkey Restoration efforts

At the turn of the century, the Eastern Wild Turkey became extinct in East Texas. But it's making a comeback these days, with the help of Temple-Inland Forest Products Corporation.

For its efforts toward re-habitat-ing the Eastern Wild Turkey, Temple-Inland has been awarded the 1995 Land Stewardship Award, the highest award given by the National Wild Turkey Federation (NWTf). The award was announced in March at the NWTf convention in Atlanta, Ga.

"This award represents more than just dollars we put into a restocking program," said Dr. Darwin Foster, Land Resources manager. "It represents the long-standing philosophy of this company that we manage our forests in a manner that benefits as many

resources as possible. Wildlife is an important resource to us."

In the past five years, Temple-Inland has returned more than \$250,000 of its share of public hunting dollars to the East Texas Wild Turkey Restoration Project. This project, a cooperative effort among Texas Parks & Wildlife, NWTf and private industrial and nonindustrial landowners, is restoring Eastern Wild Turkeys to 23 million acres of suitable habitat in East Texas.

The largest population of Eastern Wild Turkeys on Temple-Inland land can be found in Jasper and Newton counties, said Darryl Stanley, Temple-Inland's Wildlife Department manager.

"At the turn of the century, Eastern Wild Turkeys, which were native to this area, had disappeared, largely due to hunting. In the last two decades, several unsuccessful campaigns to reintroduce the turkey to this area, were launched. This latest cooperative venture, which began in 1992, has been successful," Stanley said.

"The population is booming, and a

hunting season is being considered for the Spring of 1997."

This project has been successful because of its cooperative nature, Foster said.



Temple-Inland Forest Products Corporation received the 1995 Land Stewardship Award from the National Wild Turkey Federation. Accepting the award on behalf of Temple-Inland were (from left) Joe Hamrick, area biologist; Dr. Darwin Foster, Land Services manager; Darryl Stanley, Wildlife manager; and Don Dietz, area biologist. All four are members of Temple-Inland's Wildlife Department.

"This is a perfect example of how Temple-Inland, other companies and state agencies can work together, sharing knowledge about wildlife and their habitats," he said.

Dorothy Birdwell marks half century of service with Temple-Inland

On May 24, 1946, Dorothy Birdwell began work as secretary for the Land and Timber Department in Pineland. On May 24, 1996, she will celebrate her 50th service anniversary with Temple-Inland.



In 50 years of service at Temple-Inland, Dorothy Birdwell has seen many changes in the way business is conducted.

Birdwell began her job with Temple Lumber Co. in Hemphill at the age of 16, the day after she graduated from high school. Her starting salary - \$125 a month. "There weren't even personnel records back then, and we got our pay in a small brown envelope with our name and the amount of money inside written on it," she said.

In 50 years of service at Temple-Inland, Birdwell said she has seen a lot of things she used to do by hand change to computerization and automation. She has collected rent on Temple-Inland properties, kept records of all timber and land transactions, carpentry jobs, company houses in Hemphill, and has even kept records on everything from lawsuits to pay orders. She was also responsible for ownership mapping and the writing of deeds, leases and easements in the 1940s and 1950s.

"But it's all computerized now," she said. "I had more responsibility then. It's just different now. Naturally, I'm not in love with the computers but they're a necessity."

Birdwell said it used to take her days to do payroll and pay orders to contractors. Today, these functions are done automatically. "The computers have taken an awful lot of the work I enjoyed away, but I still thoroughly enjoy my job."

Part of what has kept Birdwell with Temple-Inland is her love for the outdoors, even though now most of her days are spent inside.

"You may wonder why I've sat inside for 50 years. It's because my work inside has to do with what's outside. If I was in insurance, I'd be bored to death," she said. But being inside for 50 years has added memories and enlightenment to her career, because she said meeting and working with the people has been a highlight of working at Temple-Inland.

Building Products Sales & Marketing Reorganizes by business units

The Sales and Marketing Department of Temple-Inland's Building Products Group has reorganized its management team and certain functions by business units, according to Joe Sample, vice president, Sales and Marketing.

In the new structure, business managers will head the three primary business units - Fiber Products / Gypsum Wallboard, Particleboard / Medium Density Fiberboard (MDF), and Solid Wood which includes lumber, studs and plywood.

The Business Manager for Fiber Products / Gypsum Wallboard is Jim Rush. Rush was previously Gypsum Product Manager. Promoted to Product Managers

within this business unit are Pat Aldred for Gypsum and Stephen Raley for Fiber Products. Aldred moves from his previous position of Account Representative Manager while Raley comes to Diboll from Dallas where he was Particleboard Sales Specialist. Additionally, Gary Martz, formerly Product Manager for Fiber Products, will move into the new position of Market Development Manager for Fiber Products.

Jack Beene, formerly Particleboard Product Manager, has assumed the duties of Business Manager for Particleboard / Medium Density Fiberboard. Bryan Wilson has been named Product Manager for Particleboard. Dale Arnold has been named Industrial Panels Sales Manager, assuming responsibilities for sales of all industrial-grade panel products.

Joining the company as Product Manager for Medium Density Fiberboard is Mike Hopkins. Hopkins brings 15 years of experience in particleboard and MDF to Temple-Inland. He was previously International Business Development Manager, Decorative Panels Division, of International Paper Company. He and his family have moved to Diboll from Crofton, Maryland.

MDF is a new product entry for Temple-Inland as a result of the joint venture with Deltic Farm & Timber Co., Inc. of Arkansas. The project, operating under the name Del-Tin Fiber, L.L.C., includes the construction of an MDF plant near El Dorado, Arkansas. The new facility will be designed to produce 150 million feet of MDF annually, ranking it larger than any current MDF plant operating in the United States. Production is scheduled to begin in the first quarter, 1997.

Pat Patranella assumes the role of Business Manager for Solid Wood. Patranella will concentrate his considerable experience in developing new value-added specialty lumber and plywood products. In addition, Patranella will lead the Export Group.

Robert Booker continues to serve as Product Manager for the Solid Wood group.

"This reorganization is a response to our changing customer base," said Sample. "In the past, our customer base was composed almost entirely of retail lumber dealers and distributors. Today, our customer mix includes industrial buyers, dealer co-op buyers, export accounts and mass merchandisers. We have now customized our sales and service to meet the individual requirements of each of these groups."

Temple-Inland, Deltic plan Arkansas MDF plant

By 1998, one of the world's largest medium-density fiberboard (MDF) plants will rise from the pine forests eight miles south of El Dorado—the culmination of a joint project by Temple-Inland and Deltic Farm and Timber Company.

The plant, which will operate as Del-Tin, Inc., will annually produce about 150 million feet of MDF for use in furniture manufacturing, moulding and flooring applications. The plant, once completed, will be one of the largest MDF producers in the world.

"It's an exciting venture for Arkansas, as well as Temple-Inland and Deltic," said Glenn Gray of El Dorado, who will be the general manager of the facility. "We'll have the opportunity to put in the latest manufacturing and technical equipment, and to build what we believe will be the finest MDF plant in the world."

Gray, a veteran of more than 25 years in the particleboard and MDF industry, has been working on the El Dorado project for a year. He heads a team that will be responsible for building and oper-

ating the \$94 million project on Arkansas Highway 15, where construction is expected to begin in July or August of this year with completion in the first quarter of 1998.

The Del-Tin partnership came about when Deltic Farm & Timber Co. Inc., a wholly owned subsidiary of Murphy Oil Corporation, approached Temple-Inland about a facility that would help utilize wood chips and sawdust from Deltic's two sawmills in Arkansas.

"Temple-Inland had a great deal of knowledge about particleboard and fiberboard manufacturing, and Deltic had a lot of wood resources available," said Gray. "It made an excellent partnership."

Deltic will supply about 200,000 tons of the estimated 450,000 tons of chips and sawdust needed to supply the MDF operations. The remainder will come from other sources in Arkansas.

When completed, the Del-Tin plant will produce panels measuring a quarter inch to one and a quarter inches in thickness and nine to 10 feet in width. The panels will be produced in a continuous stream, much like paper comes off a paper machine, and will be cut in specified lengths.

Because MDF panels are machinable and can be sanded to a 150-grit finish, they are ideal for furniture products and items like crown moulding and chair railings in home construction. The panels are also suitable for applying veneers and finishes. "Essentially, it's an excellent lumber substitute that has many of the characteristics of lumber," said Gray.

Although the plant is a joint venture, the MDF will be marketed by Temple-Inland's sales force throughout the country, but primarily in the South, Southwest and Midwest. "We feel like the plant's location in Arkansas will give us a strong market advantage," said Gray.

CPI CHRONICLE

CONTINUOUS PROCESS IMPROVEMENT

At Diboll Particleboard Operation, the first step has been completed in making the sander strapper station a more efficient and ergonomically friendly work area.



Deborah Benton utilizes the newly installed panelview touchscreen controller at the strapper at Diboll Particleboard Operation.

A panelview screen was recently installed that will provide greater control of the process for the employees working in the area. It will also provide a window to the computer network that will facilitate our goal to achieve a completely paperless, electronic reporting system. This will free up employees' time spent on paperwork while simultaneously providing them with more information to monitor the process and identify and eliminate waste. In the near future, the work area will be redesigned by the employees and new equipment installed in order to speed up the process while eliminating potential sources of injury.



Can you find a four-leaf clover in this picture? Dutch clover grows on an old wooden bridge on a forest road in Trinity County, Texas.

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