

IN * TOUCH

BY AND FOR EMPLOYEES OF TEMPLE-INLAND FOREST PRODUCTS CORPORATION

Vol. 13, No. 1

Roy E. Larsen

SANDYLAND
SANCTUARY

An InTouch interview with Jack C. Sweeny

The company has inaugurated a forest management program called the Perpetual Forestry Principles. What is the essence of this program?

The essence is "balance." Our commitment, through the Perpetual Forestry Principles, is to balance our responsibilities as a corporate citizen (water quality, biodiversity, and wildlife habitat enhancement) with the necessity to provide fiber for our mills. Each of the 12 objectives of our Principles helps provide that balance for our land holdings. The program is designed to meet the expectations of the company's employees, board of directors, shareholders, and the public.

When the Perpetual Forestry Principles are fully implemented, how will a continuous supply of wood fiber to our converting facilities be assured?

Two elements will assure a continuous supply of wood fiber to our mills. First, growing the healthiest possible forest, and second, establishing excellent procurement capabilities.

At the most basic level, we must grow more fiber on each acre of our land. We will do this by applying both the art and science of silviculture to our management strategies. For example, this year we will fertilize 25,000 acres, and next year, 40,000 acres. However, our forestlands will not only consist of intensively managed pine plantations but natural

stands that enhance wildlife and water quality.

We will continue to buy wood from outside suppliers, and, as a result, stimulate growth in the outside market for wood. This approach will provide encouragement to private non-industrial landowners to invest in their forestlands. Because our fiber needs include both hardwood and pine, the private non-industrial landowner has management options of replanting acreage in single species (pine), or managing for multiple tree species (pine and hardwood). A market exists for both.

How will Temple-Inland approach management of other forest amenities, including wildlife and sites of distinctive characteristics?

To meet our commitments, we are making organizational changes. We will have people and processes in place to ensure that wildlife, distinctive

sites and biodiversity get equal attention with fiber production. Audit teams are assembled to give feedback on our progress. Our foresters will continue to be educated and trained to be sensitive to non-production issues on our forestlands.

To reiterate the essence of the Principles, we are committed to balance all these areas.

The organization of the Forests Division, and the management processes we use to accomplish our goals, are focused on being stewards of our land.

What sets Temple-Inland's program apart from others in the industry?

I think the commitment of our people will set us apart from others in the industry. We are aware that our actions speak louder than our words. We plan to manage our Forest business in such a way that the Principles, and all of the outcomes they imply, become an integral part of the forest management process, not just an event on the time line of our history.

Our history also sets us apart. We have always taken common sense approaches to our business practices. It is part of the history of this company to take the long-term view in all our dealings. By doing the right thing and by being a good neighbor in the past, we can say with confidence today, Temple-Inland will have "Forests Forever."



Jack C. Sweeny
Group Vice President
Forests



By Tony Bennett

Vice President, Public & Government Affairs

The 75th session of the Texas Legislature, now underway in Austin, could have far-reaching consequences for Temple-Inland and the rest of the forest products industry.

At least three major issues—property tax reform, electrical deregulation, and third-party liability—have the ability to dramatically alter the way Temple-Inland does business in the state.

▼ *Third-party liability currently subjects the Company to damages for injuries to workers employed by contractors doing work on our properties. Like many other businesses, Temple-Inland does not feel it should be responsible for construction accidents caused while in the employment of others.*

▼ *School property tax reform, an issue pushed by Governor George W. Bush, is needed in Texas. School taxes are not only excessive for homeowners, but for many capital-intensive businesses like Temple-Inland. Texas has some of the highest property taxes in the nation, and needs another source of funding for its schools.*

▼ *Electrical deregulation, if passed in the legislative session, would lower Temple-Inland's energy costs and enable us to compete more effectively with companies in other states. With its electrical utility industry controlled by a monopoly, Texas has some of the highest electrical rates in the U.S.*

*We hope the
Legislature will
consider an incentive
to encourage private,
non-industrial
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more trees in
East Texas.*

Several other issues will also be important to Temple-Inland.

We hope to see the sales tax removed from the purchase of forest fertilizers, such as herbicides. Agriculture users currently have an exemption, and forests are simply an extension of agriculture.

The Legislature should consider incentives to encourage private, non-industrial landowners to grow more trees in East Texas. One incentive would be to allow pastureland owners to retain their agricultural values (about \$80 an acre) for the first 10 to 15 years after they plant seedlings. Under current law, the value begins at an average of \$400 to \$600 per forest acre—a clear deterrent to new timber production.

As the session progresses, we will also watch the progress of new water laws contemplated for Texas. One proposal would change the “right of capture” doctrine, which allows landowners to pump water from the aquifers beneath their lands without excessive regulation. Because we use large amounts of groundwater, any change in the law could have an impact on our manufacturing operations.▲

INLAND UNVEILS NEW NAME

Inland Container Corporation, a wholly owned subsidiary of Temple-Inland Inc., announced it has changed its legal name to Inland Paperboard and Packaging, Inc.

“Inland’s change in corporate identity reflects our expansion into new products, new markets such as Latin

America, and the merger of Temple-



INLAND

A Temple-Inland Company

Inland bleached paper operations with Inland,” said William B. Howes, Inland’s chairman and CEO. “It also emphasizes our partnership with our customers who demand product solutions that are cost effective and provide greater marketing value.”

Inland’s businesses include Rand-Whitney Packaging, CB Displays, Pakway and Crockett Container. Last May, Temple-Inland consolidated the management of all its paper operations to include the Bleached Paperboard Group located in Evadale. This operation is now called Eastex Paperboard.

SCHOLARSHIP APPLICATIONS AVAILABLE

High school seniors who are interested in applying for Temple-Inland Foundation Scholarships are encouraged to request an application package by calling or visiting local Human Resources offices or Temple-Inland Forest Products Corporation or Financial Services or by writing the Temple-Inland Foundation, P.O. Drawer 338, Diboll, Texas, 75941.

Sons and daughters of active or retired employees of Temple-Inland Inc.’s Forest Products Corporation and Financial Services subsidiaries may apply for Temple-Inland Scholarships, provided the parent has completed three (3) years of continuous full-time service as of April 1, 1997.

Applications should be completed and returned to the Foundation no later than March 15, 1997.

THE ROY E. LARSEN SANDYLAND SANTCUARY

Thousands of years ago, following the last ice age, the great ice masses covering Texas melted and the seas rose, creating large, slow-moving rivers which filled the valleys with alluvial soils.

Then, as the climate cooled again, the rivers grew smaller and began to cut into the valleys, creating new flood plains, as well as older deposits above the flood plains.

In East Texas' Big Thicket, these ancient deposits formed extensive terraces of deep, coarse sand which eventually supported a drought-resistant forest called the arid sandylands.

In 1977, Temple-Inland and Time Inc. set aside 2,138 acres of forestland along Village Creek a few miles west of Silsbee, and named it for Roy E. Larsen, a former vice-chairman of Time and a lifelong conservationist.



Ike McWhorter, The Nature Conservancy.

Ike McWhorter of The Nature Conservancy of Texas, which manages the Larsen Sandyland Sanctuary, calls the area "one of the genuine ecological treasures" of East Texas because of the longleaf pine ecosystem present in the Sanctuary.

"By working with Temple-Inland, not only to protect the core area but to develop a cooperative management system in the buffer zones around the Sanctuary, we've been able to show how balanced conservation can enhance both the local economy and the ecosystem," he said.

The preserve--which was enlarged by Temple-Inland in 1994 with a 2,805 conservation easement agreement--serves as a model for ecologically compatible and sustainable longleaf pine forestry in the Pineywoods.

The sanctuary exhibits a unique intermingling of different forest and

wetland communities. Of special importance is a plant community which exists on the sandy ridges above the Village Creek bottoms. Here, desert plants such as prickly pear cactus and yucca are found with widely scattered longleaf pines and drought-resistant oaks.

The sandyland forest is well adapted to fire and was once maintained by periodic natural wild fires which often spread unhindered



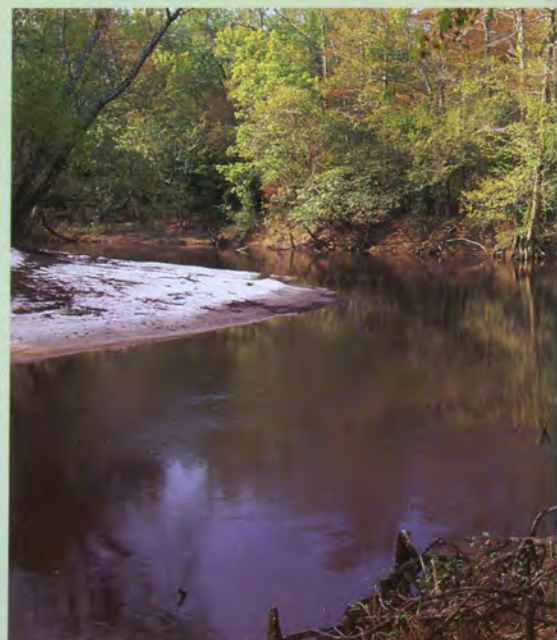
White Firewheel



Prickly Pear



Scarlet Catchfly



LIGHTNING STRIKE STARTS FIRE IN SANCTUARY

A fire started by a lightning strike in May burned 53 acres of longleaf pine in the Roy E. Larsen Sandyland Sanctuary.

The pine stand was one of the oldest in the sanctuary, which is located along Village Creek 2.5 miles west of Silsbee.

The fire also brought to the Sanctuary a research effort to determine the impact of lightning on the area.



Lightning struck this tree and ignited a 53 acre fire.

Dr. Richard Orville with the Department of Meteorology at Texas A&M University was contacted to verify the potential of fire from ground lightning flashes. With the assistance of graduate student Alan Silver, it was determined that based on topographic mapping of the burn and archival records of strikes recorded by the National Lightning Detection Network, lightning could have started the fire.

The Network provides specific information regarding lightning strikes throughout the United States. Magnetic detector finders are located in numerous locations throughout the country.

The information provides ground locations, polarity, peak magnetic radiation field, the number of strokes in a flash, and other information. From 1989 to 1991, more than 46 million cloud-to-ground flashes have been recorded by the network.

Dr. Orville said two positive lightning flashes were of special interest in investigating the Sandyland fire. He said both flashes had the potential to start fires.



A natural lake in the sanctuary.

across the landscape. These fires were also perpetuated by Indians and early settlers for hunting and grazing purposes, but forestry practices in the 1930s suppressed the fires and changed some of the vegetation.

Working with forest product companies like Temple-Inland, the Nature Conservancy is using two long-time forestry practices, pre-

scribed burning and selective logging, to help restore the area's natural plant communities and species diversity.

Although sparsely vegetated, the Sanctuary display a variety of wildflowers. Fire-adapted plants such as the rare Texas trailing phlox, white firewheel, and scarlet catchfly are found here.

In contrast, adjacent low areas along Village Creek form floodplain hardwoods, ponds and baygall communities rich in lush wetland vegetation. Rare orchids and carnivorous plants grow here among acid-loving ferns and sphagnum moss.

Village Creek, which flows through the Sanctuary, is popular with fishermen, canoeists, and nature enthusiasts. Along the creek are white sandbars and backwater cypress sloughs.

The Larsen Sandyland Sanctuary is open to the public on a daily basis. Interpretive information is available at the sanctuary's trail head and guided tours are available by calling The Nature Conservancy's Silsbee office at 409/385-0445.



▲ A cypress slough along Village Creek.

◀ Village Creek, which flows through the Sanctuary, is popular with fishermen, canoeists, and nature enthusiasts.



TemPly™ VC Industrial Plywood

You can't tell the front from the back of a piece of TemPly™ Veneer-Core Industrial Plywood, which is exactly what Temple-Inland Forest Products Corporation intended when TemPly™ was created.

"The two smooth sides are a benefit in cabinet and counter top manufacturing, a benefit that now comes with Temple-Inland quality," said Mike Rogers, Pineland Complex Manager.

TemPly™ fills a niche in the industrial plywood business between lower-grade boards that are smooth on just one side, and the higher-grade boards from the West Coast and imported plywood. TemPly™ provides a stable, smooth surface board for all types of cabinet applications.



The new specialty product TemPly™, is designed for industrial customers in the manufacturing business.

"This product can be used for counter tops, fixtures, shelves inside cabinets...it's very versatile because it is a stable product that has not one, but two, finished sides," Rogers said.

TemPly™ VC is produced solely at the Pineland Plywood Plant. The interior of the board is comprised of pine and soft hardwood veneers. The production process begins by peeling veneer from harvested trees on rotary veneer lathes and drying the sheets in a veneer dryer for about six minutes. The next step applies a water-resistant phenolic resin and the seven plies of the board are formed. Both pressure and heat are used in the presses to form the 4-by-8 foot panels.

But it's the final step that makes TemPly™ VC a superior product: Both sides are sanded with 150 grit sandpaper, creating a finish that allows for easy adherence of a cover material, or for painting.

"Any laminate, like the material used on counter tops, adheres nicely, and you don't see any roughness from the board telegraphing through," Rogers said. "You can also paint right onto either surface of the board — it's that smooth."

The product was developed as a joint-venture between Solid Wood Marketing Group and Pineland Plywood Plant.

"The idea was developed after Marketing identified a need. Several prototypes were tried, changing the wood used in the interior for example, before the right mix was found," Rogers said.

The product is designed for industrial customers in the manufacturing business.

"This is a specialty product, for a specific market," Rogers said. ■



PARTICLEBOARD U P G

Temple-Inland Particleboard Group is gearing for the 21st century with renovations at three facilities.

The conversion projects at the three facilities — Monroeville, Ala., Diboll, and Thomson, Ga. — are all designed to convert the particleboard plants from a caul-line to a screen-line process, and also involve the installation of new forming machines and press upgrades. The cost of each expansion is about \$10 million.

"Monroeville, which we purchased in 1974, was the first to undergo renovation and was completed in August," said John McClain, Panel Products vice president. "Preliminary work began in Diboll in mid-October with completion at Thomson expected in 1997. The Diboll facility was built in 1971, and Thomson in 1974.

Hope's state-of-the-art screen-line has set the standard for our company, adding flexibility and lower product density.

"This expansion is all about providing a better quality product."

— John McClain

R A D E S

The Hope, Ark. Particleboard Plant already uses the screen-line system, as will each of the other three plants when the expansion project is complete. The process uses a 25-foot screen to transport the particle mat to the press. It is more flexible than the caul-line process, which transports the materials on 25-foot aluminum sheets, much like a cookie sheet.

The conversions will also enable production of a lower-density product," McClain said.

"Our customers are concerned about shipping weights, so lower-density products help address their needs," McClain said. "This expansion is all about providing a better quality product. I think we're just trying to carry it to the next level to meet customers' expectations."

The new forming machines, supplied by Schenck, are manufactured in Germany.

Employees at each operation receive training to operate new machinery. The Monroeville employees, for example, spent two weeks in Hope, Ark., in preparation. ■



TemStock™ is backed by a dedicated customer service team. Developing solutions is at the heart of what we do. Combining the right technology with personal attention to achieve the highest level of customer satisfaction.

Temple-Inland Inc. to acquire California Financial Holding Company

DIBOLL, Texas, December 9, 1996 -- Temple-Inland Inc. (NYSE: TIN), the parent company of Guaranty Federal Bank, F.S.B., announced today that it has entered into a definitive merger agreement with California Financial Holding Company ("CFHC"), the parent company of Stockton Savings Bank, F.S.B. headquartered in Stockton, California, by which CFHC will be merged into Temple-Inland. The transaction, which is subject to approval by the CFHC stockholders and by regulatory authorities, is expected to close during the second quarter of 1997.

Terms of the agreement provide for CFHC stockholders to receive a combination of Temple-Inland common stock and cash valued at \$30 per share, for a total consideration of approximately \$150 million. Subject to certain limitations, each CFHC stockholder will be given the election to have the consideration for their shares paid in Temple-Inland common stock, cash or a combination of the two. Temple-Inland, however, will issue no more than 1,692,000 shares of common stock in the transaction.

Clifford J. Grum, Chairman and Chief Executive Officer of Temple Inland said, "This transaction meets our strategic objective of gaining access to lending and deposit gathering markets in California. Stockton Savings has an excellent branch network and provides the combined entities an effective vehicle for participating in the future growth of California."

BUILDING PRODUCTS



Among those receiving recognition for outstanding loading achievement in the Shipping Department at Fletcher Wallboard are (front row) Jim Weeks, shipping lead; Larry Stinson, Cheryl Smith, shipping clerk; Stacy Warner, CPI engineer; and A.C. Kuhlman, shipping coordinator. (Also back row), Ray Foster, Sam Watts, Bud Reynolds and Ron Loffelmacher.

FLETCHER, OK -- The Shipping Department set an outstanding loading record for 1995. Out of the 16,341 trucks loaded (approximately 426 million square feet) only three misloads occurred. The Department was rewarded for their hard work and achievement with new coveralls for the forklift operators and jackets for the remaining shipping personnel.



Curtis Price and Charlie Smith display the new sprinkler system at the Fletcher quarry.

In an effort to reduce the dust level, Fletcher Wallboard has introduced a sprinkler system in the quarry. Developed by Charlie Smith, the sprinklers moisten the gypsum as it transported on conveyors to the railcars. Because the rock is wet, dust normally created in the transporting process is significantly reduced.

Scott Trout, Tom Lindley, Kilbrent Stephenson, and Lamar Gray have successfully completed training to become certified Emergency Medical Technicians. To qualify, each completed 120 hours of classroom training and 50 hours of clinical training. The clinical hours were

INS TEMPLE

spent either in the emergency room or on ambulance calls.

Upon completion of training, each candidate passed a written exam as well as a practical "hands-on" exam. Each of these candidates also passed a third exam, qualifying them to perform EMT duties throughout the U.S.



On hand to help recognize Cyril Ambulance Service are Jay Davis, maintenance superintendent; Kilbrent Stephenson, maintenance technician; Dexter Stockstill, plant manager; Bobby Palmer, safety director; John Lyles, Cyril EMT/Ambulance Service; and Frank Sines, Cyril paramedic.

Fletcher Wallboard Operation, serving in its role as a good corporate citizen, presented John Lyles with the EMT basic emergency kit and jump bag. Lyles is a full-time EMT/fire and rescue worker for Cyril Ambulance Service as well as assistant fire chief. The presentation was made at the Fletcher facility by Dexter Stockstill, plant manager; Bobby Palmer, Safety Director; Jay Davis, maintenance superintendent; and Kilbrent Stephenson, maintenance technician.

Cyril's ambulance and fire services have responded quickly and professionally to the plant's emergency needs. The plant makes contributions to the services for equipment improvements and maintenance.

THOMSON, GA -- One of Temple-Inland's outstanding volunteers is Patti Ayer, maintenance planner at Georgia Particleboard. Patti volun-

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Maintenance Superintendent Alex Florence (facing camera) explains Georgia Particleboard's milling and drying process to a group of Thomson Fire Department members during a recent tour.

teers her time as a hospice care giver, offering companionship, running errands and providing respite for the loved ones of the terminally ill. In addition, Patti assists the medical and social services staff in their many office duties.

Prior to participation in the Hospice program, Patti received training in ways to relate to the terminally ill and their families and ways to address their special needs and concerns.

The program is sponsored by St. Joseph Hospital in Augusta as a non-profit community service.

Georgia Particleboard recently invited members of the Thomson-McDuffie County Fire Department to the plant for a plant tour and training session. One of the objectives of the tour was to review the recent expansion of the plant's raw materials storage area. The meeting also served as a time to discuss new fire-fighting equipment and techniques.

Steve Smith, production superintendent, said, "Most of these fire-fighters are volunteers who put their life on the line each time they are called out. They certainly don't do this for recognition, they do it to help their neighbors."



Accepting the U.S. Senate Productivity Award for the State of Louisiana on behalf of Southwest Louisiana Lumber Operation are (from left) David Kellam, vice president, Solid Wood; Jerry Penn, technical director SwLA Lumber Operation; U.S. Senator John Breaux, who made the presentation; and Gary Frost, SwLA area plant manager.

DEQUINCY, LA -- U.S. Senator John Breaux (D-Louisiana) visited the Southwest Louisiana Lumber Operation to personally present the U.S. Senate Productivity Award for the State of Louisiana to the employees of the mill. Senator Breaux made the presentation at a ceremony at the mill on August 19.

The United States Senate established the Productivity Award to recognize private companies which have introduced specific measures to upgrade productivity and enhance the quality of their goods and services. Southwest Louisiana Lumber Operation was commended for its work in establishing the five part improvement program.

Cited by the Selection Committee as most significant were the following components of the improvement program: 1) the structured hiring interview which has helped achieve a substantially more stable and team-oriented workforce; 2) the team incentive plan which links pay and performance; 3) the quality improvement program which organizes three types of teams -area, task, and lead - to energize quality improvement; and 4) the operations improvement program which empowers individual employees to institute changes in the work process to improve safety, quality and productivity.

Southwest Louisiana Lumber Operation began production in May, 1990, employs 158 workers, and produces 140 million board feet of dimension lumber annually.



SwLA Lumber Operation area Plant Manager Gary Frost (at podium) welcomes the large crowd in attendance for the presentation of the U.S. Senate Productivity Award for the State of Louisiana by Senator John Breaux.



Breaking ground for the new \$90 million Del-Tin Fiber, L.L.C. medium density fiberboard plant, a joint venture of Temple-Inland Forest Products Corporation and Deltic Farm & Timber Co., Inc. are (from left) Glenn Gray, general manager, Del-Tin; John McClain, Temple-Inland vice president, Panel Products; Harold Maxwell, Temple-Inland group vice president; Ron Pearce, Deltic Farm & Timber president; Arkansas Governor Mike Huckabee; John Lipton, chair of the Arkansas Highway and Transportation Department; Arkansas Senator Jodie Mahoney; Robert C. Nolan, chairman of Deltic Farm & Timber; Ron Robinson, President of El Dorado Industrial Development Corporation; Madison Murphy, chairman of Murphy Oil Company.

EL DORADO, AR --

Officials from Temple-Inland Forest Products Corporation and Deltic Farm & Timber Co., Inc. broke ground for a new \$90 million medium density fiberboard (MDF) plant in El Dorado, Arkansas. Production capacity will be 150 million square feet.

The joint venture MDF plant is scheduled to begin operations in the first quarter of 1998 and will employ 100 skilled technicians.

The plant will feature a nine-foot wide continuous press capable of producing lengths of 6 to 17 feet and thicknesses from 1/4 inch to 1-1/4 inches.

Harold Maxwell, Temple-Inland group vice president, Building Products and Del-Tin chairman, said, "The plant will be located on a 395-acre site, allowing room for expansion and development of

INS TEMPLE

MONROEVILLE, AL -- On July 22, Alabama Particleboard reached another safety milestone - three years without a lost-time accident. As of October 1, the mill had worked 1,166 days or 821,000 hours with no lost-time accidents.

Safety Coordinator Cliff Farish attributes the mill's success to the "safe work mind-set of our people. Employees actively identify safety concerns, watch and correct other employees, contractors and visitors."

The Safety Committee remains very active in promoting safety and employee awareness. The 1996 Safety Committee is chaired by Steve Williams and Chad Chandler. Peggy Sigler is the secretary.

The plant worked safely through the entire Schenck Line Conversion Project. No accidents were reported during the entire nine and a half-week shutdown. Four members of the Safety Committee - Regina King, Eddie Martin, David Denson and Dan Mohn - worked around the clock as Safety Auditors during the shutdown to observe and correct any potential problems.

A safety banquet, attended by the entire plant, was held in November.



Production Line Supervisor Chris Cumbie was recently promoted to Production General Foreman. Chris has worked at

Alabama Particleboard for nearly 20 years. He started on the labor crew, was promoted to Press Operator and then to Line Supervisor.

DIBOLL, TX -- Wayne Clark has accepted the position of Utilities Superintendent for Diboll Fiber Products Operation.

Wayne joined Temple-Inland in 1975. His new duties will include management of the boiler/evaporator area.

FORESTS

DIBOLL, TX -- With the recent acquisition of over 200,000 acres of forestland in southwest Louisiana, Temple-Inland Forest Products Corporation has created a fourth Forest Region within the Texas and Louisiana operating area.

The Eastern Region will encompass all forest land management on approximately 350,000 acres and wood procurement activities in southwest Louisiana.

"The establishment of the Eastern Region emphasizes our commitment in southwest Louisiana and enhances our timber supply for our Southwest Louisiana Lumber Operation in DeQuincy and other mills in Buna, Pineland and Orange, Texas," said John R. Monk, Jr., General Manager, Forests.

The Eastern Region joins Temple-Inland's existing Texas regional forest operations in Diboll (Northern Region), Jasper (Central Region) and Silsbee (Southern Region). In addition, Temple-Inland has forest operations in Georgia and Alabama.

Jim Karr has been named Regional Manager for the Eastern Region. Karr, formerly Southern Region Fiber Administrator, is headquartered in DeQuincy, Louisiana.

Mike Hudson, formerly Forest Manager, West Louisiana, for Cavenham Forest Industries, has been named Forest Operations Manager for the Eastern Region.

Nathan Spencer is the Eastern Region Fiber Administrator. He was formerly DeQuincy District Supervisor.

Three Forest Districts within the Eastern Region have been established. The districts and their supervisors include the following: DeQuincy District, Ted Chapman; Dry Creek District, Claude Moses; and Leesville District, Rick Leeper.

Also, Cathy Dickerson will supervise Inventory Data and Jimmy McDonald has been named Roads Supervisor. Both were formerly with Cavenham Forest Industries.

Named Forest Supervisors are Christopher Driskill for the DeQuincy District; Will Thomas for the Dry Creek District; and Kenneth Morgan for the Leesville District.



Will Thomas, Dry Creek district forest management supervisor, runs a group of students through the tree identification course.

DEQUINCY, LA -- The Eastern Region of Temple-Inland Forests, in conjunction with the Calcasieu Parish FFA Federation held an invitational forestry contest for area Louisiana FFA students.

The four areas in which teams competed were: tree identification; timber stand improvement; measurement of standing trees (sawtimber and pulpwood); and compass and pacing practicum.

Forty-five four-student teams from 17 schools competed. Participating schools included Jennings, Vidrine, Singer, Zwolle, Hyatt, Fairview, Merryville, Beau Chene,



Houie Boyer from DeQuincy High School is sitting to the next point on the compass and pacing practicum competition sponsored by Temple-Inland's Eastern Region.

IDE -INLAND

DeQuincy, DeRidder, Natchitoches Central, Starks, Converse, Oberlin, Elizabeth, Oakdale and East Beauregard High Schools.

Forest Supervisor Chris Driskill said, "This contest was held to make students aware of forests in Louisiana and the importance of managing our forests to conserve valuable resources for the future."



Harvesting contractors for Temple-Inland's Rome Forests Division who attended the Master Timber Harvester Workshop included Tommy Dunaga, J.C. Cordle and Buddy Sisson, among others. The interactive workshop, sponsored by the Georgia Forestry Association, used fiber optic technology.

ROME, GA -- The Rome Forests Division's harvesting contractors attended a three-day master timber harvester workshop sponsored by the Georgia Forestry Association. The purpose of the workshop is to educate Temple-Inland's harvesting contractors on the environmental, safety and business principles as outlined in the Temple-Inland Perpetual Forestry Principles.

Buddy D. Corn retired from the Rome Forests Division on October 1 after 34 years of service. Corn was a forest technician on the Cave Spring District.

Gary J. McIntyre has joined the Rome Forest and Lumber Divisions as Human Resources manager. Robert H. (Bob) Griffin has assumed the position of Safety Director for the two divisions.

Paul E. Thompson was hired as forest worker in the Dallas District.

As of the period ending September 29, Rome Forest Division personnel had worked 1,392,659 safe hours, or 1,114 safe work days since the division's last lost-time injury on May 11, 1992. For the year 1996 to date, the division has had no lost-time injuries and one sub-major injury.



Carolyn Willis, management secretary, was presented an award for completing 20 years of service. Carolyn works in the Accounting Department in the Rome Forest Division headquarters. Presenting the award is Syd Kinne, general manager, Rome Forest Division.

DIBOLL, TX -- Joe Hamrick has been named Manager, Forest Practices and Principles, according to Jack C. Sweeny, Group Vice President, Forests.

The responsibilities of this newly created position cover a wide range of duties specifically involving the company's Perpetual Forestry Principles. He will report to the Group Vice President, Forests.

"Joe will work closely with the Forest Operations management group in areas of strategic planning for the design and lay out of forest plans to address aesthetic forestry and biodiversity issues, and the coordination of natural stand management," said Mr. Sweeny.

The area of responsibility for the position encompasses the company's 2.1 million acres of forestland in Texas, Georgia, Louisiana and Alabama.

"Joe brings a unique blend of talents to his new job," said Mr. Sweeny. "From his early experi-

ence as wildlife manager to his most recent post as area biologist, he has been actively involved in building many of our current wildlife programs and in ensuring our forests' biodiversity."

He is a 1979 graduate of Texas A&M University.

Norman Davis, formerly Hardwood Management Forester, has been named General Manager, Hardwood Resource.

His new responsibilities include the tactical and strategic management of the company's domestic and international hardwood fiber. Norman will report to the Group Vice President, Forests.



Norman Davis, General Manager, Hardwood Resource

"Norman joined Temple-Inland in 1990 to oversee the implementation of the company's hardwood management program," said Jack C. Sweeny, Group Vice President, Forests. "He has played a key role in the startup of our eucalyptus operation in Mexico and in our wetlands research project on Temple-Inland lands in Southeast Texas."

Prior to joining Temple-Inland, he served as hardwood management forester for a six-state area where he managed hardwoods in the Mississippi river delta. He is a 1977 graduate of the University of Tennessee.

"We are extremely pleased to have someone of Norman's qualifications in this important position," said Mr. Sweeny. "Norman is one of the country's top hardwood managers, and his previous track record with Temple-Inland verifies this. He has helped establish Temple-Inland as one of the premier hardwood stewards in the South. We look forward to Temple-Inland's ability to continue to produce healthy and productive hardwood forests with Norman's guidance."



Joe Hamrick, Manager, Forests Practices & Principles

COPORATE

Gregory E. Sieg has been named Director, Information Services for Temple-Inland Forest Products Corporation, reporting to Group Vice President Harold C. Maxwell.



Gregory E. Sieg,
Director, Information
Services

Sieg will direct Information Services' application development and deployment for the Building Products Group and the Forests Division. His responsibilities include setting information services priorities and maximizing information technology utilization.

"Having an Information Services executive focused on meeting the needs of both the Building Products Group and the Forests Division will add significant value to our business," said Mr. Maxwell.

Sieg joined Temple-Inland in 1988 as an Operations Research Analyst in the Forests Division, and, in 1990, he was named Technical Services Manager. In 1992, Sieg was promoted to Director, Information Services for the Forests Division. His most recent position was Director, Information Services for Distributed Technology.

He received a bachelor of science degree from the University of Missouri in 1986 and master's degree in Forest Biometrics from Virginia Tech in 1988. He is currently completing the Executive MBA Program at Southern Methodist University.

Temple-Inland Inc. Standardizes on Computer Associates' Financial Services Business Unit Solution

In its most extensive agreement to date with a software vendor, Temple-Inland Inc. has signed a 10-year enterprise-wide license agreement to use CA-Masterpiece and CA-Masterpiece Consol to integrate its core financial management systems into a single solution. The CA-Modules that have been purchased to date include General Ledger, Accounts Payable, Accounts Receivable, Fixed Assets, Job Cost and Purchasing. In addition, Temple-Inland's use of CA's enterprise and information management solutions, such as CA-Unicenter and CA-Datcom, will enable technology to serve the business by integrating financial management with systems and database management services. This gives Temple-Inland's three principal subsidiaries, Inland Paperboard and Packaging, Temple-Inland Financial Services Inc., and Temple-Inland Forest Products Corporation the flexibility to implement CA financial management software on mainframe or client server platforms.



John Dichard, Susan Kosiba, Ernie Autin, Craig Seavers

Since 1989, both TIFPC and Inland have relied on CA-Masterpiece's General Ledger in the management of financial information. Last year, CA began working with Temple-Inland and its subsidiaries to evaluate standardizing on one financial management solution. Several key criteria were factors in Temple-Inland's evaluation of software vendors: integration, time to implement, migration options, cost, reliability and risk. CA-Masterpiece was selected as the solution which best met these criteria.

Ernie Autin, Director of Internal Project Consulting (TIN), has been

named manager for the project, with John Dichard, Assistant Controller (TIFPC), Susan Kosiba, Director of Planning and Reporting (TIFS), and Craig Seavers,

Manager Financial Systems (ICC), leading the efforts for each of their respective organizations. In addition, Computer Associates and Myers-Holum, Inc., a CA strategic partner, will be providing assistance and resources for the technical implementation. Analysis of current business processes is underway at TIFPC and ICC, along with overall project planning, administration, and scoping. Focus Groups are being formed in all three organizations to assist with the implementation efforts and to represent the requirements of the user community.

Monroeville, Alabama

The particleboard process is highly automated. Only seven operators are needed on a production shift to manufacture the raw board. This level of automation requires the operators to rely heavily on instruments to measure the many process variables.



Instrument Technician Jeff Brooks and M&D Operator Alvin Royster adjust the microquad moisture meter.

Weight, thickness, moisture content, bin levels and material flow must all be measured. Jeff Brooks, the plant instrument technician, works to install, calibrate and maintain these instruments. Electronics are the heart of these instruments with measurements being performed by laser, ultrasound, infrared and load cells. Additional emphasis is being placed on the accuracy and reliability of this equipment.

Jeff is working closely with the operators to establish testing and calibration procedures, improved performance record keeping and control charting to maintain the instruments. Improving the reliability and accuracy will give the operators improved tools to make better decisions. The end result will be more efficient operation and more consistent products.

With Love in Every Stitch

When Alton McClelland retired from Temple-Inland after 44 years, his wife Jean wrapped him in warmth and love with a special gift: A T-wheel quilt.

Though it was not necessarily a retirement gift, said Mrs. McClelland, it was the only thing she could think of that would emulate the dedication her husband had to the career that has lasted most of their married life.

She began the quilt in October 1994, and it took her until April 1995 to finish. Without a pattern, the quilt would have been a difficult project for any inexperienced quilter. But for Mrs. McClelland, the art of quilting is in her family.

"My mother quilted for the public and I have quilted some off and on all during our marriage," she said. All done by hand, Mrs. McClelland started by making the pattern of a T-wheel from 28 separate pieces of material, which in turn make up each square of the quilt. After months of work, the result is a beautiful green and white quilt large enough to drape entirely over a full-sized bed.

McClelland worked in the furniture plant in Brookland for 28 years before moving on to the scale

house, where he spent the rest of his career. Even though he is retired, he forever will be a loyal fan of Temple-Inland Forest Products Corporation.

"At Temple-Inland, I felt the job security. I saw people come and go, trying for better opportunities but who just lost their shirts," he said. "At the retirement party given for me, I tried to explain to the young employees of Temple-Inland how secure their lives will be if they stay with the company." In 44 years of employment, McClelland never

missed a pay-day.

But such loyal dedication as McClelland's still may not get you a T-wheel quilt. Mrs. McClelland said it's one-of-a-kind, and she doesn't plan on making any more. "I've had many requests for them, but with so much time and work involved, I just have to turn them down." It

was a labor of love, no doubt, and it says so right on the back: "To Alton, With Love in Every Stitch."

During his spare time, McClelland enjoys hunting, fishing and gardening. Celebrating with them this year on their 50th wedding anniversary their two children, six grandchildren and seven great grandchildren. ■



Alton and Jean McClelland display their one-of-a-kind T-Wheel quilt.

Growing the hard- woods of tomorrow

It's an out-of-the-way place to look into the future, but the fore-runner of tomorrow's hardwood fiber may be growing on a six-acre plot of land in Tyler County, Texas.

Cottonwood, sweetgum and sycamore saplings are growing under carefully controlled conditions created by Temple-Inland researchers to determine if the sapling growth rates can be accelerated enough to become a more dependable source of fiber for quality paper and wood products.

Planted as cuttings in Temple-Inland's Forest Lake Seed Orchard in May of 1996, many of the cottonwood and sycamore trees have already reached heights of five and six feet. The sweetgums weren't planted until June, but have already grown an average of 18 inches.

"Our goal with the experiment is to develop fast-growing

hardwoods that provide fiber in a much shorter time than the natural-growth hardwoods in East Texas," said Larry Miller, Temple-Inland's tree improvement and research manager. "To be feasible, we'd like to be able to produce a pulp-wood size hardwood tree in seven or eight years."

To spur growth of the hardwoods, Miller and his crew are irrigating the young trees twice a week, applying fertilizer once a week, and using weed-control methods to reduce competition. "We're also prepared with a deer repellent if they start eating the new growth, although that hasn't been a

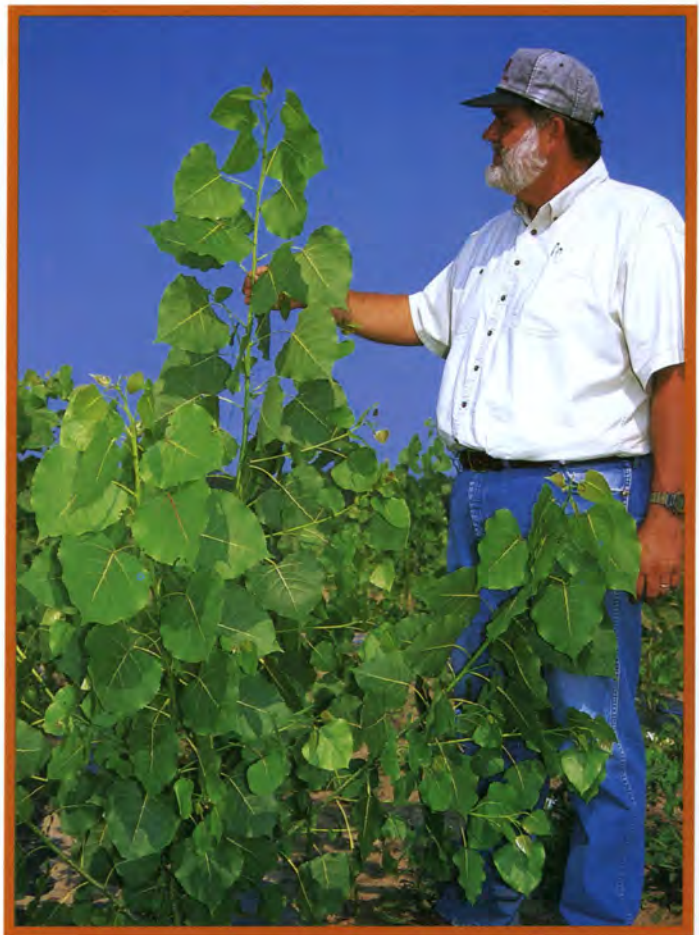
serious problem, and we're watching closely for insects and

diseases which might affect the young seedlings."

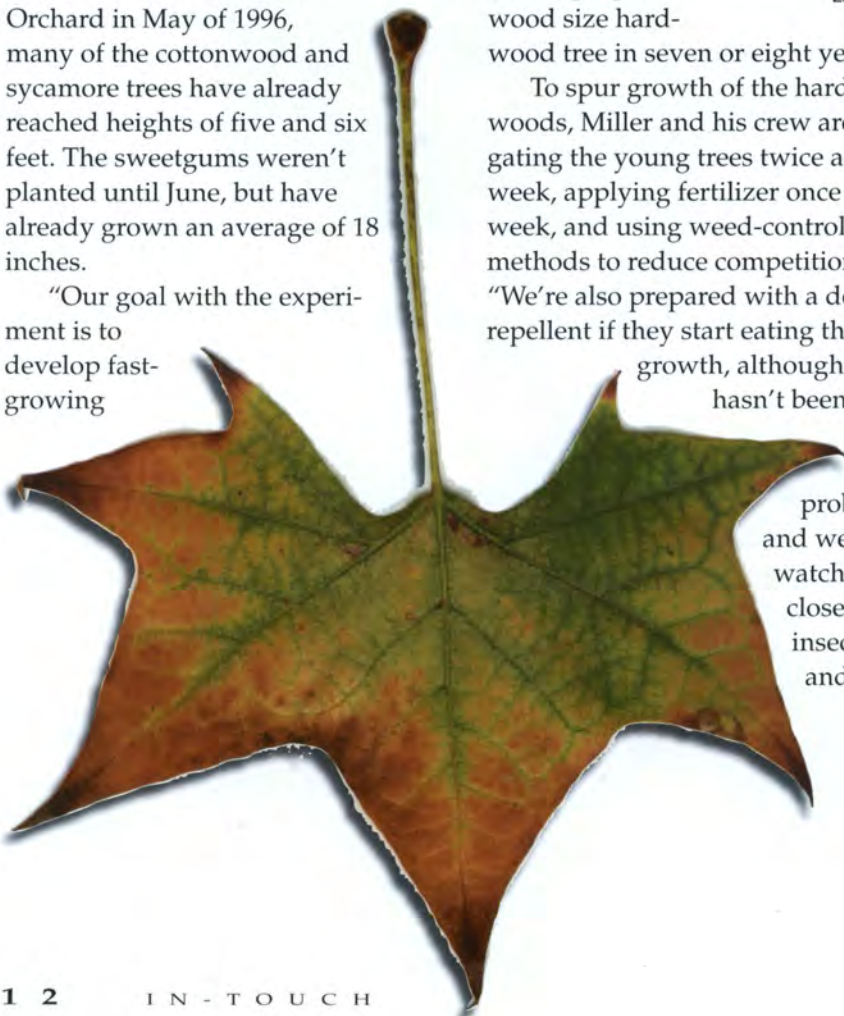
A principal objective of the experiment is to develop cottonwood, sweetgum and sycamore plantings which will do well on upland sandy sites. The experimental plants are now growing on a bottomland sandy site. "If this works out, we'll move onto some upland sites with similar growth experiments," said Miller.

Interspersed with the Texas hardwoods is a newcomer, a species called Paulowia, a native of China imported to the U.S. a century ago. The species—which is well-suited for plywood—already grows well in the mountains of Tennessee and North Carolina.

"We think it has potential and, depending on how well it performs in Texas, it might provide a much-needed addition to our hardwood fiber base," said Miller. 🐦



Larry Miller, Tree Improvement and Research Manager



Service Anniversaries

July / August

Building Products Group

Big Tin Barn

5 years

Jimmy Miller

Buna

5 years

Billy Turner

Diboll

25 years

Donjuan Bertholdo

David Howell

Georgann Loftin

Brijido Pena

Conrado Salaiz

Aubry Ward

20 years

Jose Barrera

Randy Burt

Reubin Hall Jr.

Gary Martz

Kenneth Posey

Arturo Tamez

15 years

Ricky Brasher

Carlos Delafuente

Charles Johnson

Pedro Palomino

Joe Powell

Donna Rivers

10 years

Samuel Coleman Jr.

Jimmy Havard

Donald Owens

Donald Patrick

Edward Thompson Jr.

Joseph Weeks

5 years

John Alvarez

Dwayne Brown

Robert Havard

Jason Holt

Jeanna Mahan

Fletcher

10 years

Robert Hackworth

Adrian Kuhlman

Danny Smith

James Weeks

Hope

5 years

Daniel Cosby

Monroeville

20 years

Paul Baggett

Robert Wright Jr.

Oliva Wright

15 years

Terry Hornady

Ronald Turberville

Terry Wiggins

10 years

Samuel Scott

5 years

Paul Barlow

Michael Booker

Robert Casey

James Upton

Pineland

30 years

Bill Whittington

20 years

Joe Dupree

10 years

Scott Morrison

Katherine Thomas

Jerry Webb

5 years

Tony Adams

Roger Boulware

Michael Larkin

Stephen Lilly

James McBride

Martin Navarrete

Mark Sturrock

Van Wilson

Southwest Louisiana

20 years

Glen Weeks

5 years

Byron Cooley

Brian Davis

Thomson

20 years

Marvin Poole

15 years

Roger Howell

10 years

Jeffery Lane

5 years

Keith Cooper

West Memphis

20 years

Lucille Steele

5 years

Wade Hardy

Corporate

30 years

Sue Stanford

25 years

Mike Harbordt

20 years

Ann Dover

10 years

Kenneth Koford

5 years

Toni Palmore

Forests Division

20 years

Earl Crawford

Clara Mitchell

Donald Taliaferro

10 years

Tom Bell

Charles Cagle Jr.

Ted Chapman

Ron Gresham

Stephen Haverin

Frank Hyatt

James Karr

Clifford McCordle

Robert Miller

John Monk

Isaac Nerren

Jay Sargent

Frank Shockley

Nathan Spencer

John Vige Jr.

5 years

Susan Buckner

T-I Investment Division

20 years

John Cryer

15 years

Sarah Reynolds

5 years

Grant Adamson

Texas South-Eastern Railroad

30 years

Cleveland Payne

25 years

Everett Hicks

September / October

Building Products Group

Big Tin Barn

35 years

Albert Delco

20 years

Fay Henson

Buna

5 years

Rodney Holoman

Andrew McArthur

Diboll

45 years

Louy Thompson

40 years

J.D. Johnson

35 years

Clyde Maxey

30 years

Fred Arceneaux

25 years

Evelyn Adams

Jimmie Meniffee

Juan Villagrana

20 years

Ricardo Cortes

15 years

Charline Ryan

10 years

Michael Homan

Ronnie Montes

Stuart Samford

Steven Smith

Martin Tamez Jr.

5 years

Lewis Duke Jr.

Robert Gossett Jr.

Penny Price

Sheron Rodgers

Mary Samford

Bennye Thornton

Roy Wilcox

Fletcher

10 years

Gerald Barron

Leonard Foster Jr.

Mark Ingle

Billy Isom

Ronald Loffelmacher

Michael Monroe

Martin Reynolds

Raymond Summit

Monroeville

20 years

Curtis Fountain

10 years

Robert Boyer

Pineland

35 years

Charles Jones

25 years

Woodrow Bosley Jr.

10 years

Barbara Jones

Richard Parks

Michael Weatherspoon

5 years

John Bryant

Lonnie Lewis

Southwest Louisiana

5 years

Phillip Borel

Matthew Curry

Michael Eaves

Earl Gillette Jr.

Derwin Harper

Thomson

10 years

Stephen Dwyer

Anthony McTier

Corporate

30 years

G. Wayne Hardy

25 years

Aniseto Hernandez

Jerry Manning

15 years

Bill Goodrum

Carmen Perez

10 years

Jay Brittain

Marla Cryer

Kenneth Jones

David Pustka

5 years

Charlotte Barrett

Leann Jones

Forests Division

30 years

Tom Burger

25 years

Jimmy Harman

John Mathis

20 years

Rela Havard

Charles Morton

Orvis Pate

15 years

Don Dietz

10 years

Gayle Brooks

Willie Newman

5 years

Matthew Quick

Troy Toole



A rare site in East Texas, weary White Pelicans traveling South stop in for a rest on a Temple-Inland marsh in Trinity County. Many of the company's 2.1 million acres is comprised of various water bodies that are protected and managed for waterfowl and various shorebird species.

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