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NEWS, IDEAS AND GROWING KNOWLEDGE FROM TEMPLE-INLAND FOREST PRODUCTS CORPORATION



June/July 1997



To improve the operating efficiencies and overall performance of the mill, Fiber Products recently completed renovations to its paint line, #1 dryer and press line. The operations team leading the renovations are (clockwise from top) Jeff Adams, finishing manager; Larry Lucas, electrical superintendent; Lee Schiffhauer, electrical engineer; Gilbert Danker, maintenance manager; Pete Vinson, plant engineer; and Bill Tipton, production manager.

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InTouch is published six times a year by Temple-Inland Forest Products Corporation. Richard A. (Tony) Bennett, *Vice President of Public & Government Affairs*; Carolyn C. Elmore, *Director of Corporate Communications and InTouch Editor*; Jay Brittain, *Manager of Creative Services and InTouch Photographer*.

BESTING THE BEST OF US

ROME FOREST DIVISION REACHES MAJOR MILESTONE



Chairmen of regional safety committees are (left to right): Robert Hulsey, Travis Hudspeth, Wayne Angel and Kenneth Gibson. Kenneth Gibson is substituting for Pete Wickham during Pete's absence.

The Rome Forest Division recently surpassed 1,500,000 safe man-hours. This is the second time dating back to the Georgia Kraft days that this milestone has been achieved. Currently, the Rome Forest Division is ranked number one in safety among the 65 Inland facilities.

"Management has made safety an individual responsibility that everyone — from the top down — has bought into," said Travis Hudspeth, timber technician, Pell City, Alabama. Robert Hulsey, forest technician, Homer, Georgia, credits management with the support the employees receive.

"Management support on every level ensures that all employees are aware and practicing safety habits," Hulsey said. "Safety is also included as part of our continuous improvement program."

Monthly meetings, said Wayne Angel, district supervisor, Dallas, Georgia, also keep ideas fresh and programs interesting.

"Sometimes we invite outside speakers to provide diversity," he said. "We recently invited a logging contractor to our safety meeting and he explained face-to-face what he expected of visitors to his operation, including Inland employees."

Building Products Group creates new name brand emphasizing "business on a first-name basis"

Effective June 1, 1997, Temple-Inland Forest Products Corporation began marketing its building products under the brand name Temple.

"Temple is shorter, simpler and easier to say," said Harold Maxwell, Building Products Group vice president.

"It also symbolizes the first-name relationship we like to maintain with our customers, and the personal, one-on-one way we like to do business."

According to Maxwell, three additional marketing considerations were behind the move to create a simplified brand identity.

"First, it recognizes the abbreviated way in which

building products customers have always referred to us — Temple," said Maxwell.

"Second, it acknowledges an over-communicated marketplace and the resulting trend to abbreviate company names to a shorter version or to an acronym.

And, finally, even in the face of today's complex business world, this action emphasizes that for Temple-Inland,

relationship marketing is even more important than ever."

"By maintaining the distinctive T-Wheel and adding the tag line, 'A Temple-Inland Company,' as part of the new logo, we preserve the Temple-brand link to an established tradition of quality and reliability," Maxwell added.



TEMPLE-INLAND FOUNDATION ANNOUNCES 1997 EMPLOYEE SCHOLARSHIP PROGRAM RECIPIENTS

Doyle R. Simons, president of the Temple-Inland Foundation, recently announced the recipients of the Foundation's 1997 Employee Scholarship Program.

Twenty-two graduating seniors were selected by a scholastic committee consisting of collegiate faculty and administrative representatives. The recipients were among 88 applicants who are sons and daughters of active and retired employees of Temple-Inland Inc., Temple-Inland Forest Products Corporation, Inland Eastex, and Temple-Inland Financial Services Inc. Final selections were based on each applicant's scholastic achievement and leadership abilities.

The following students are receiving 1997 Employee Scholarships from the Temple-Inland Foundation:

AMY MICHELLE BRANCH – of Buna, Texas, daughter of Michael P. Branch, an employee of Inland Eastex.

JOHN DUSTIN BROWN – of Huntington, Texas, son of Dwaine A. Brown, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

JOHN LEE COFFMAN – of Huntington, Texas, son of Jerry G. Coffman, an employee of Temple-Inland Forest Products Corporation's Forests Division.

EREIKA B. COLLINS – of Thomson, Georgia, daughter of Earl Collins, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

AMY LIN CRYER – of Lufkin, Texas, daughter of John E. Cryer, an employee of Temple-Inland Forest Products Corporation's Corporate Group.

JESSICA LEIGH FISHER – of Thrall, Texas, daughter of Avis L. Lukas, an employee of Temple-Inland Mortgage Corporation.

CAROLYN ELIZABETH HALE – of Kirbyville, Texas, daughter of Carroll W. Hale, an employee of Inland Eastex.

AMANDA RUTH HICKS – of Silsbee, Texas, daughter of Ruth Dutch Swearingen, an employee of Inland Eastex.

STEPHANIE ELAINE HOLCOMB – of McKinney, Texas, daughter of Tracy L. Holcomb, an employee of Guaranty Federal Bank, F.S.B.

LARRY ROBERT HUGHES – of Newton, Texas, son of Burton R. Hughes, an employee of Inland Eastex.

MARTHA LOPEZ – of Lufkin, Texas, daughter of Roberto G. Lopez, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

AMANDA JOYCE MARCONI – of West Memphis, Arkansas, daughter of Susan M. Marconi, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

LESLIE ANNE MARCONI – of West Memphis, Arkansas, daughter of Susan M. Marconi, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

KEVIN DOUGLAS MARTZ – of Diboll, Texas, son of Gary D. Martz, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

MATTHEW PETER MATZA – of Austin, Texas, son of Richard E. Matza, an employee of Temple-Inland Inc.

JESSICA DANIELLE MCGALLION – of Warren, Texas, daughter of William T. McGallion, an employee of Inland Eastex.

LENZIE LEE OLIVER – of Boerne, Texas, daughter of Roy J. Oliver, an employee of Timberline Insurance Managers.

JOSEPH GRADY PRIDGEN II – of Monroeville, Alabama, son of Joseph A. Pridgen, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

ANGELA FRANCES RIOS – of Diboll, Texas, daughter of Hector C. Rios, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

KARI LEE SMITH – of Cyril, Oklahoma, daughter of Danny L. Smith, an employee of Temple-Inland Forest Products Corporation's Building Products Group.

MONTE BLAINE WHITE III – of Pleasanton, Texas, son of Kimberly D. White, an employee of Guaranty Federal Bank, F.S.B.

CARRIE LINN WILLETTE – of Vidor, Texas, daughter of Larry D. Willette, an employee of Inland Eastex.

IN TREES WE TRUST



More than 8,500 Bald Cypress seedlings have been donated by Temple-Inland to the National Tree Trust for plantings in Texas, Georgia, Louisiana, Mississippi, Florida and Alabama.

Some of the seedlings were planted during Arbor Day and Earth Day observances; others will be planted later this year.

In Texas, the seedlings went to community groups in Dallas, Waco, Fort Worth, College Station and Mesquite. The Louisiana seedlings went to groups in Baton Rouge, Slidell

and New Iberia; the Georgia seedlings went to Hinesville; Florida seedlings were planted in Lake Panasoffkee and Sebastian; and Alabama seedlings were given to Irondale and Spanish Fort.

The seedlings were planted by groups such as beautification committees, chambers of commerce, cities, parks, elementary and high schools, ecology clubs and Boy Scouts.

Bald Cypress illustration by Bruce Cunningham

BORROWING MONEY FROM YOUR 401(K) PLAN

If you must access some of your funds from your 401(k) plan while actively employed by the company, you should call Vanguard to see if a loan from the plan is available.

Such an option is normally a better choice than an in-service cash distribution. In fact, you may be subject to a premature distribution penalty in addition to federal income taxes on any distribution other than a loan from the plan.

Also, a loan from the plan is repaid by you so that your retirement savings is not depleted. Another consideration is that an in-service cash distribution can result in a mandatory suspension of your contributions for up to 12 months, while a loan is not subject to any suspension.

FIBER PRODUCTS: Energy-Efficient Facelift Complete



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2



3



4

One of the company's oldest manufacturing operations, Fiber Products, has just completed renovations to its paint line, #1 dryer and press line to improve the operating efficiencies and overall performance of the plant.

Project planning began in 1995 with audits indicating that seals needed replacement in the #1 dryer. As a result, the bulk of the \$1.3 million project went to upgrade the mill's #1 dryer. A new seal section, burners and floor were added. Altogether, these renovations improved evaporation from 1 pound of water per 2,000 BTUs to 1 pound of water per 1,600 BTUs.

According to Fiber Products plant manager Jim Menz, the improved evaporation efficiency would be like baking a cake in a 200-degree oven for an hour versus a 300-degree oven for an hour. You use less energy.

To complete the project, 1,500 rolls in the #1 dryer were removed, reconditioned and reinstalled. While the rolls were being reconditioned, some 60 welders, working in rotation 24 hours a day for 10 days, installed the new steel insulated floor.

The "show piece" of the renovation is a new control room and four computerized control stations that were designed and installed by the Fiber Products Electrical Group. Adjustments to board line speed, dryer temperature, position of the exhaust damper and product specifications can now be made in one location.

Paint line improvements include a new control system and the addition of new computerized operator stations. As a result, efficiencies in the paint line have improved tremendously, according to Menz.

Prior to the #1 dryer improvements, a \$3.4 million regenerative thermal oxidizer system was added to the press line, pre-heater and #2 dryer to reduce odor and other air emissions.

Fiber Products employees take particular pride in the plant-wide clean-up efforts that have included painting the interior walls and equipment. Abandoned equipment was also removed, helping to change the overall appearance of the complex.

"The high efficiency of our dryer and more control over our product at every aspect of its manufacture improve product quality, thus maintaining our competitive edge in the hardboard siding and fiberboard sheathing market," said Menz.

New RTO ready to go

A newly installed state-of-the-art thermal system reduces the harmless odor emitted from Fiber Products Operation.

The system, called Regenerative Thermal Oxidizer (RTO), is part of the environmental and production improvements completed at the mill this year.

"With the environmental requirements by the state changing, we felt this system was the perfect choice for fiberboard," said Jeff Adams, Fiber Products production manager.

Air emissions from the dryer and oven are taken out and incinerated to 95 percent efficiency.

"I think most people who work and live here have noticed a difference. You can't see anything coming out of the stack of the RTO, but they'll notice the change in the air," Adams said.

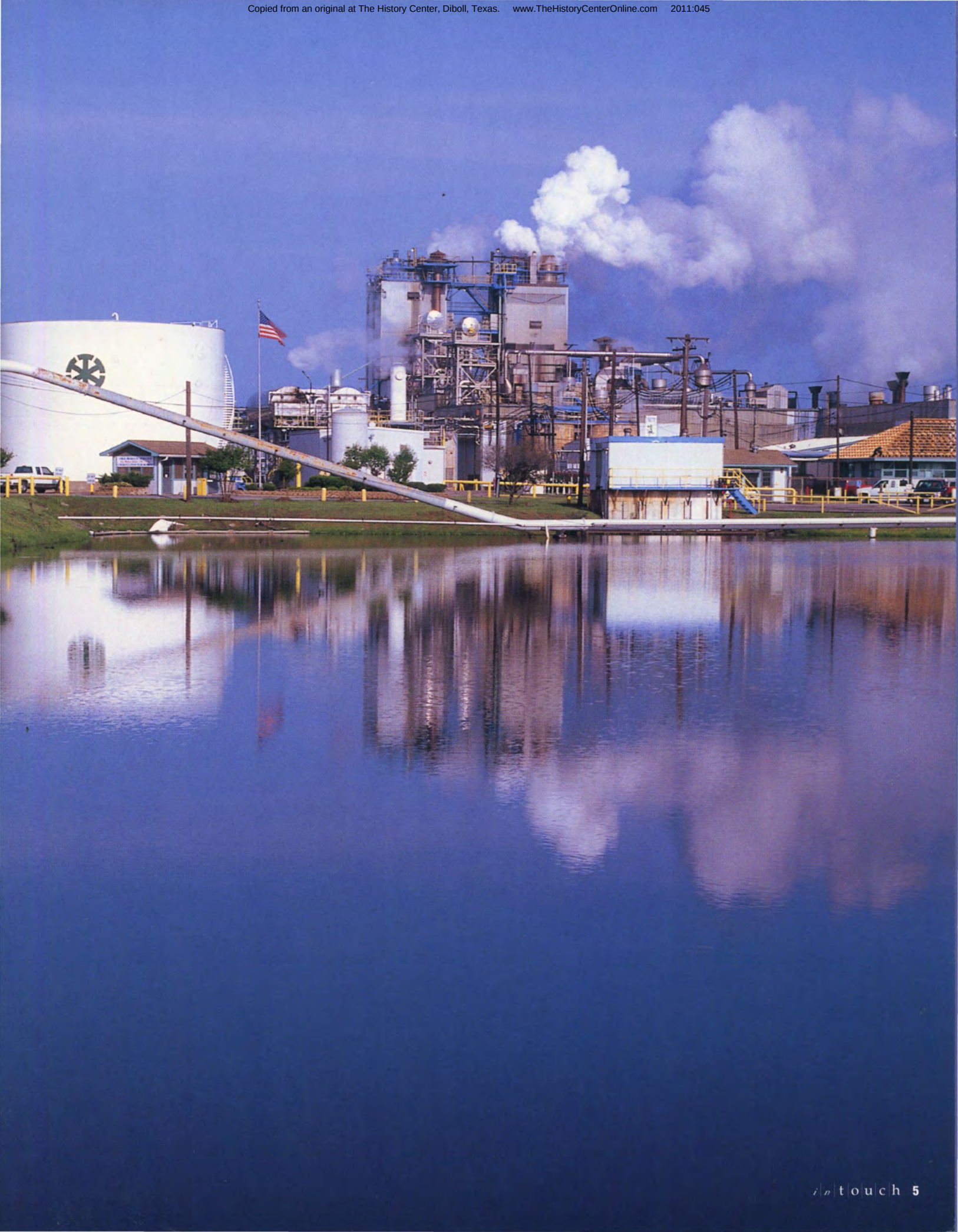
1. Scott Blackerby (left), environmental coordinator, and Pete Vinson, plant engineer, stand before the Regenerative Thermal Oxidizer (RTO), a \$3.4 million investment at Fiber Products that addresses the state's air-quality standards.

2. Production manager Bill Tipton (left) and Process Improvement manager Kenneth Capps look over the new control station at the kiln.

3. Efficiencies at the paint line at Fiber Products Operation have improved tremendously with the addition of a new control system, seen here with Lee Schiffhauer (left), electrical engineer, and Larry Lucas, electrical superintendent.

4. Richard Collmorgen (top), wet-end superintendent, and Randy Havard, kiln operator, demonstrate the operation of the kiln's main control station.

(Opposite page) One of the company's oldest manufacturing operations, Fiber Products' market worthiness stands the test of time.



CPI Chronicle

Diboll, Texas

Diboll Particleboard has formed two Continuous Improvement Teams to address the amount of downtime and downgrade over the past several months.

The Downtime Resource Group is made up of members of several departments, including quality assurance, maintenance and production. To show the specific causes of downtime, the group developed a distribution diagram that illustrates where in the production process improvement is needed. The first downtime issues addressed were those that could be solved while still producing, and then they used the scheduled down days to make mechanical improvements. The efforts of preventive maintenance have also been stepped up.

In order to prevent these same problems in the future, Charlie Johnson, A-class maintenance, updated the group on the maintenance department's use of vibration analysis, infrared thermography, precision balancing, laser alignment and oil analysis. Utilization of these latest technologies will not only further improve preventive maintenance, but also the predictive and reliability maintenance efforts.

The Downgrade Resource Group took the same approach, and it has been just as effective in its CPI efforts. Robbie Fletcher, general foreman, Particleboard, is the facilitator of this group, made up of various experts from production, including maintenance, finishing and shipping. Again, utilizing distribution diagrams, they attacked the leading causes of inadequate products, or waste. In March, 97 percent of all boards produced was A-grade product.

Ron Tews, plant manager, believes that the results from each group accurately reflect the accomplishments that can be made from utilizing CPI tools. "This type of approach toward improvement is not only very effective, it is applicable to anything and everything we do," he said.

"The value to the organization of getting together a group of people from various areas to blend their experiences toward a common goal is immeasurable, and will inevitably be a success."

Stockton Savings Acquired

Stockton, California

Temple-Inland Inc. announced the closing of the acquisition of California Financial Holding Company (CFHC) and its wholly owned subsidiary, Stockton Savings Bank, F.S.B., of Stockton, California.

Under the terms of the agreement, California Financial Holding Company (CFHC) stockholders received a combination of stock and cash valued at \$30 per share for a total outlay of approximately \$150 million.

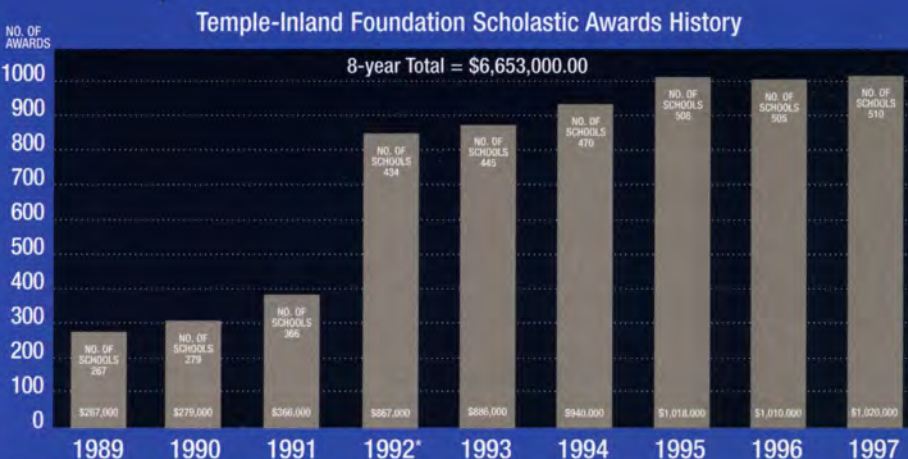
Stockton Savings Bank has merged with Guaranty Federal Bank, F.S.B., effective with the closing on June 27, 1997.

TEMPLE-INLAND FOUNDATION TO GIVE 1,020 SCHOLASTIC AWARDS IN 1997

The Temple-Inland Foundation has announced its 1997 Scholastic Awards Program will benefit 1,020 graduating seniors, bringing the program's eight-year total to \$6.6 million.

The Scholastic Awards Program provides \$1,000 cash awards to the top two graduating seniors in certain schools located throughout the operating regions of Temple-Inland Inc. and its subsidiaries: Temple-Inland Forest Products Corporation, Inland Paperboard and Packaging Inc., and Temple-Inland Financial Services.

The Scholastic Awards Program was initiated in 1989 with 267 cash awards given to the top graduating seniors only. The program was expanded in 1992 to include the top two graduating seniors from each school.



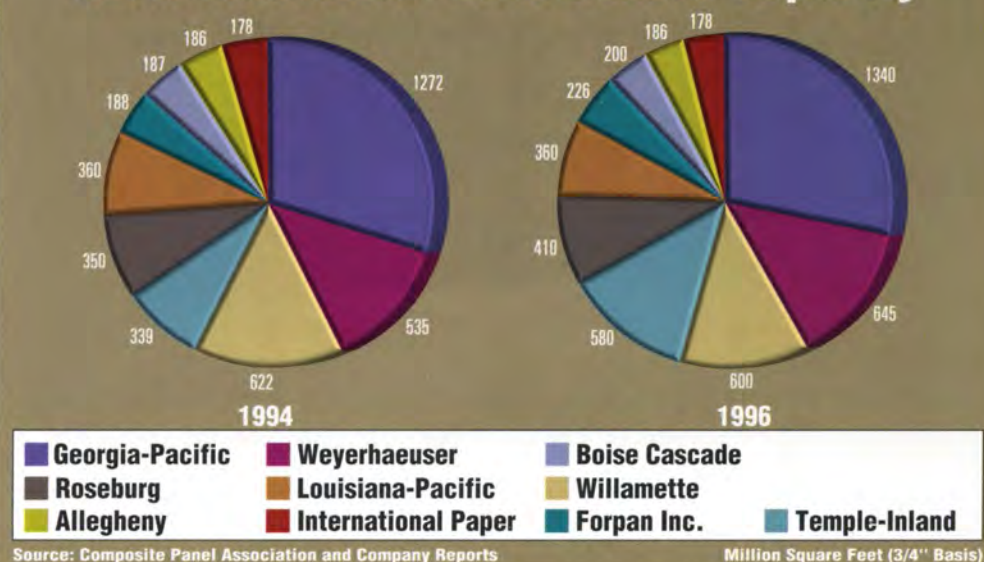
* Temple-Inland Foundation expands Scholastic Awards program to include top two graduating seniors.



F. Y. I.

Growing trees offer us a natural way to reduce the amount of carbon dioxide in the atmosphere. Through photosynthesis, each year an average young tree can remove approximately 25 pounds of carbon dioxide from the atmosphere.

North American Particleboard Capacity



Standard Gypsum Gets A Facelift



The management team at Standard Gypsum LLC includes (from left) Oscar Dunlap, shift foreman; Ted Williams, training foreman; Gordon Labus, plant engineer; Bobby Palmer, safety and environmental coordinator; Lara Whyte, human resources coordinator; and Brian Minton, quality control staff.

Since the formation of Standard Gypsum LLC, a joint venture between Temple-Inland Forest Products Corporation and Carastar Industries, the Standard Gypsum wallboard plant in McQueeney, Texas has undergone many changes.

A major modernization project was begun shortly after the joint venture was formed in April 1996. New equipment, such as water chillers, automated control systems, sleuter machine and hydropulper, was installed. Most of the plant's existing equipment required refurbishing.

New additions to the plant's management team have occurred as well. In addition to General Manager Joe Brown, other plant management personnel include Dix Brown, production manager; Ted Williams, training foreman; Oscar Dunlap, shift foreman; Brian Minton,

quality control staff; Bobby Palmer, safety and environmental coordinator; Lara Whyte, human resources coordinator; and Gordon Labus, plant engineer.

Brown said building the team is just as important as renovating the plant. "We have added new people with the addition of a fourth shift. Setting realistic goals, learning to communicate effectively, and building a cohesive climate is part of the job that must be done and constantly reinforced."

To help create this climate, a comprehensive management development and team-building program is currently being conducted for all supervisory and lead personnel. Teams have been formed to enlist employee input in areas such as shift schedules, filling of vacancies, cross-training and quality improvements.

Strength of combined benefits programs offers greater flexibility

By combining forces, Temple-Inland's Financial Services, Forests, Building Products and Corporate groups, and Inland Paperboard and Packaging are hoping to offer a seamless, flexible benefit program scheduled for implementation on January 1, 1998.

Working teams consisting of representative members from all subsidiary companies are developing a credit-based flexible benefit plan for salaried and non-union hourly employees at all Temple-Inland and Inland locations. According to Terry Rodgers, internal project manager, the team members are working to meet the primary objectives of the project, which include supporting the company's mission and vision, and creating a seamless benefit plan design while preserving the business unit cost-sharing policies and gaining an economic benefit.

With the design of the plan nearing completion, focus has shifted to the administration and communications aspects of the project.

CAPITOL V I E W

BY TONY BENNETT, VICE PRESIDENT,
PUBLIC & GOVERNMENT AFFAIRS

Tree farmers unite

A farmer in West Texas purchases a truckload of fertilizer and herbicide for use on his cotton fields.

A tree farmer in East Texas buys a similar load of fertilizer and herbicide for use on his tree farm, but pays 6.25 to 8.50 percent more in taxes for the same product.

The reason lies in an archaic set of laws dating back to the early part of the century. Texas allows farmers, ranchers and other agricultural producers to receive an exemption from sales taxes when they purchase fertilizers and other ag chemicals, farm and ranch equipment, and tools used in agriculture. However, the current definition of agriculture does not include forestry operations.

No one is challenging the agricultural exemption; it is a legitimate way to encourage farmers and ranchers to produce more goods at the lowest price possible. But tree farmers feel it is time for the agricultural exemption — as well as other agricultural incentives — to be shared with tree farmers.

The effort to put forestry on a tax parity with other agricultural interests has become a priority for the Council of Texas Forest Products Manufacturers. The issue was placed before the Texas Legislature's East Texas delegation in the closing days of the 75th Legislature and, with their help, the issue will be pursued during the 1999 legislative session.

There are good reasons why forestry should be on an equal footing with agriculture.

One, forest products is now the state's third largest agriculture product, behind beef and cotton.

Two, tree farmers are managing their lands in much the same fashion as farmers. They site prepare the land, plant seedlings, sometimes use fertilizers and herbicides, and eventually harvest a crop. The only difference is that it takes 15 to 20 years to harvest a stand of pulpwood-size trees, which is reason enough to lessen the burden on tree farmers.

A recent study released by Texas A&M University shows the forest industry contributing \$21 billion to the Texas economy. The difference between tree farmers and other agricultural producers is narrowing every year, and 1999 may finally be the year in which forestry is legislatively recognized as an important agricultural contributor to the Texas economy.

SERVICE ANNIVERSARIES

MARCH/APRIL 1997

BUILDING PRODUCTS

Diboll

30 years

James R. Hanes

Jerry Wagnone

25 years

Faustino Lopez

James Lovell

Ruth Loftin

Eugene Rayborn

Faustino Salaiz

20 years

Esteban Mireles

Cary Parr

15 years

Jorge Jasso

Reagan Kimble

10 years

Demetrius Harrell

George Landrum

Jody Smith

George Taylor

5 years

Jeffery Adams

James Allen

Charles Carroll

David Moreland

Bobby Oliver

Oliver Phillips

Douglas Reeves

Sally Selman

Joe Smith Jr.

Fletcher

10 years

Bret Derryberry

Ronnie Jones

5 years

Jarvin Freeland

Volme Hodge

Insiders

Temple-Inland

Lufkin, Texas logging contractor **Jerry Burgess** and his crew were recently recognized by Temple-Inland for their excellent Best Management Practices (BMP) inspection rating by the Texas Forest Services BMP Monitoring Program. Burgess' crew received the excellent rating on two Temple-Inland tracts located in the Rusk District. Receiving the highest state BMP rating on two tracts is especially outstanding since less than 10 percent of the Texas Forest Services' inspections statewide receive an excellent rating.



Pictured are (kneeling from left) Hogan Whitaker, Ronnie McCreary, Johnny Skinner, Terry Fountain and Billy Ray Smith. Also, (back row) Bernhard Buckner, Temple-Inland BMP forester; Frank Shockley, Temple-Inland Division forester; Ryan Hendrix, Texas Forest Service BMP forester; Ronald Bennefield, Scott Williams, Jerry Burgess and Brian Burgess. Not pictured are Jerry Tarver, Jimmy Tarver and Robert Renfro. Steve Killian is Temple-Inland's Rusk District supervisor. Other Temple-Inland tracts receiving excellent ratings were the Woodville and Saratoga Districts in the Southern Forest Region of Texas. A&W Logging was the contractor.

Building Products

Diboll, Texas

Employees of Diboll's Fiber Products Operation said "good-bye and good luck" to four long-time employees whose total years of service equaled 125 years. **L.G. (Bill) Thompson** began working for the Company in 1951 at the handle factory and was later transferred to Fiber Products, where he worked in the Finishing department. In all, Bill worked 45 years for Temple-Inland. He and his wife have lived in Diboll all of their lives.

Faye Derryberry Elliott and **Lora Oliver** began working for the Company at the Temple Plywood Plant. Faye began 29 years ago, and Lora started three years later. They both transferred to Fiber Products, where they worked in the Finishing department.

Juan Villagrana worked 25 years for Temple-Inland. The past few years, he has worked in the ground maintenance group at Fiber Products.



Retiring from Fiber Products Operation recently with 125 years total service are: (from left) L.G. (Bill) Thompson, 45 years; Faye Derryberry Elliott, 29 years; Lora Oliver, 26 years; and Juan Villagrana, 25 years.

Diboll's Solid Wood Operations recently made several position changes. **Treasia Leatherbury** has been promoted to group environmental coordinator for Solid Wood Operations. Treasia joined Temple-Inland in 1986 and has held several positions, including quality control supervisor at Fletcher Wallboard Operation, environmental chemist for Environmental Affairs and, most recently, site environmental coordinator for Pineland Operation.



Calvin Allen, of Fiber Products Operation, participated in the awards luncheon held at the plant site to celebrate the operation's two-year no lost time accident record.

Sherrye Johnson has been promoted to the position of administrative manager, Pineland Complex. She joined Temple-Inland in 1990 and has held several positions in the Corporate Accounting Group.

Bill Fulmer has been named manager, Engineered Products, Solid Wood. Bill will be responsible for Finger Joint Operations, with his focus on business analyses and marketing. Additionally, he will work closely with the Forests Division and Marketing Department on special projects that will impact our future strategic plans. **Bill Eckmann** will continue his focus on Diboll Finger Joint Operation's manufacturing process and research and development associated with the TemBond™ project.

The Diboll Lumber Operation congratulated six of its employees at their retirement party held recently. Together, the six employees served Temple-Inland a total of 163 years. Best wishes go out to them: **Rudy Tamez Sr.**, 26 years; **Joe Sosa**, 30 years; **Hector Trevino**, 26 years; **Felipe Sanchez**, 24 years; **Algie Kilgore**, 32 years; and **Jimmie Menifee**, 25 years.



Jack Beaty (right), a 32-year employee of Fiber Products Operation, recently retired. Jack began his career with Temple-Inland as a resaw operator. Harold Maxwell, group vice president, Building Products Group, was on hand to offer his best wishes.

Another Diboll employee, **Pedro Moreno**, retired after 28 years of service in the Fiber Products Operation. He began at Temple-Inland in 1969 as a board handler in the dry-end department. He retired from his job as mat stacker operator in production after 18 years. All of these employees will be greatly missed.

Fiber Products supervisor **Ramiro Ordaz** recently presented mat stack operator **Pedro Moreno** with a plaque of appreciation at his recent retirement.



Diboll Particleboard will soon be getting a new production line that will bring state-of-the-art manufacturing to the plant, while increasing annual capacity by 15 percent. The new line will also produce a higher quality product at a lower cost.



The maintenance crew at Diboll Particleboard inspected the new equipment that recently arrived for plant conversion. From left to right, **Leymoin Wiggins**, **Charles Johnson**, **Mike McGuire** and **Todd Belshner**.

Diboll Particleboard also recently obtained a new sander with an in-feed design that will improve the performance of the sander through less damage to the board, as well

Ruby Laurenzana

Ishmael Munir

Monroeville

10 years

David Bell

Jacqueline Crook

Willie Royster

Pineland

35 years

Hubert Young

30 years

Jesse Barnes

Harry Setters

Arthur Sylvester

25 years

Ronald McKinney

20 years

Martha Watts

15 years

Doris Edwards

Julie Glover

Bobby Kagler

Bobby Williams

10 years

Chad Jordan

5 years

Carlton Bluford

John Cutrer

David Holloway

Mike McCauley

Southwest Louisiana

5 years

Bary Brown

Thomson

20 years

Willie Haynes

15 years

Randy Morgan

10 years

Willie Hampton

5 years

Anthony Dawson

West Memphis

20 years

Kenneth Bradford

10 years

Ronald Rosenow

5 years

Robert Hantz

CORPORATE

Diboll

25 years

Ruby Gordon

20 years

Diane Smith

5 years

John Darby

David Grimm

Investment Division

5 years

Fred Schneider

Forests Division

30 years

Jim Tullios

25 years

Donny Impson

Walter Kelley

Paul Lakey

10 years

Ashton Dupre

5 years

Charles Dickerson

Kenny Shirley

INLAND EASTEX

Evadale

35 years

Billy Poland

30 years

Thomas Bean

Steve Broeder

Russell Caillier

Robert Jones

Herman Kelly

Kenneth Tousha

Arthur West

as increase sanding capacity, which will be necessary to keep up with the increase in board production following the plant conversion.



Diboll Particleboard's sander operators (from left to right) Todd Belshner, maintenance leadman; Mike McGuire, maintenance supervisor; Barry Malone, shift electrician; and John Temple, sander operator.

Lumber Operation has achieved more than 600,000 man-hours without a lost time accident. This accomplishment is a first in the grand 102-year history of the plant. This milestone of safety is a 19-month product of dedicated team members demonstrating safe attitudes and work practices for the benefit of themselves and their families.

Jeff Zwolinski, Safety/House manager at Diboll Fiber Products Operation, was a finalist for the Safety Manager of the Year award at the Occupational Safety & Health Section annual awards luncheon held recently.



Buna, Texas

Dick McGillivray has been promoted to the position of plant manager at Buna Lumber Operation. Dick joined Temple-Inland in May 1993 as production manager at Buna. Dick has a B.S. degree in Wood Technology from the University of Washington, along with 27 years lumber production experience in the South and on the West Coast.



Family Day at the Buna Lumber Operation for employees and their families was held on March 22. The Easter egg hunt was a hit with children and parents alike. Tours through the mill, a hearty lunch, pie-eating contest (won by plant manager Dick McGillivray), bingo and door prizes, plus a beautiful East Texas spring day were enjoyed by all.

DeQuincy, Louisiana

Brian Swan has recently joined the Southwest

Louisiana Lumber Operation as production manager. In this position, Swan will be responsible for all green end, dry end and maintenance functions at the mill. He has approximately 10 years experience in the lumber industry, and areas of responsibility have included quality control, green end supervision and dry end supervision.

Thomson, Georgia

Temple-Inland employees played a major role in the recent McDuffie County American Heart Association Heartwalk. General laborer **Judy Hampton**, bunk saw operator **David Bradshaw**, and shift mechanic **Ray Cummings** all served as team captains for the fund-raising event. Their responsibility was to recruit 10 volunteers each to assist them in soliciting donations and walking on the day of the event. When it came to asking for volunteers for the worthwhile program, more than a dozen Temple-Inland employees chose to participate.

Doug Lawson, sales coordinator at Georgia Particleboard, sat on the Heartwalk Committee to help organize the communitywide effort. The event proved to be an unmitigated success, as more than \$8,500 was raised for research and education.

"The response of Temple-Inland employees certainly played a major role in helping this year's Heartwalk be so successful," said Lawson.

Georgia Particleboard employees participated in the American Heart Association Heartwalk in McDuffie County recently. Team captains were, from top, Doug Lawson, Ray Cummings, David Bradshaw and Judy Hampton.



The job of a rolling stock mechanic is one of the most important jobs at any plant where employees count on mobile equipment to keep the operation going. Each mechanic brings his own special talents to the job and **Roy Dye**, the rolling stock mechanic for the past 18 years, is certainly no exception. One of Roy's special talents lies in his ability to refurbish rolling stock, such as forklifts, that have been used in the plant for 10 years or more.

"The secret to keeping mobile equipment in operation is feedback," he said. "Our employees do a good job of letting me know early when problems arise, so they can be corrected before the condition worsens."

Roy takes time and special effort in sanding the machines down, priming and painting them before replacing original equipment numbering and labeling. He also rebuilds engines, replaces worn hoses and replaces seals in the transmissions, therefore maintenance time is decreased.

Don Hendrick, corporate purchasing agent, said that the normal lease life for a lift is three to five years.

"But the fact that we still have our 10-year-old lifts in service is amazing," he said. "Good maintenance has kept repair costs low and has also lowered lease rates to where we're getting the best of both worlds."

Roy Dye and an 11-year-old forklift he has refurbished.



A new face has appeared on the scene at Georgia Particleboard, ready to handle any and all environmental questions or problems. **June**

Klement was recently hired into the newly created position of environmental coordinator. June has a bachelor's degree in chemical engineering from North Carolina State University and previously worked in the industry for eight years before coming to work for Temple-Inland.

The company saw the need for the new position, as regulatory compliance has grown increasingly more important in the industrial setting. Her emphasis at the facility will be to ensure that all guidelines are followed, as well as providing valuable input into process improvements.

Steve Smith, production superintendent, recently completed the Leadership McDuffie program in Thomson. The nine-month course is designed to improve the participant's knowledge of his or her community. Steve joins previous Temple-Inland Leadership McDuffie graduates **Ray Cummings** and **Steve Dwyer**.

Georgia Particleboard recently had a group of 25 members of the Georgia Americorp visit the facility as part of an area industrial relations project. Americorp members work full-time for one year doing various community service projects. They are paid a normal wage for their work, and also earn \$5,000 in credits that can be applied toward college expenses after completing their one year of service. Some of their local

25 years

Aubrey Pigott

20 years

William Fussell

Joy Martindale

Mark Muckleroy

15 years

Arnold Smith

5 years

Brian Bright

Daniel Brinson

Kimberly Brumfield

Todd Danielson

Rodney Jordan

Rayford Keys

Paul Lewis

Roy Moore Jr.

Waymon Pullen

FOOD SERVICE CORPORATION

10 years

Deborah Gribble

Carl Williams

5 years

Richard Espinoza

Donna Perreira

Sou Sealee

Rebecca Young

MAY / JUNE 1997

BUILDING PRODUCTS

Buna

10 years

Dorothy Saari

Diboll

35 years

Frank Miranda

Aaron Windham

30 years

Charles Moses

25 years

Kenneth Johnson

Fidencio Ramos

Roy Smith

Insiders continued from page 9

20 years

Alejandro Lopez
Mario Olivares
Jerald Porter

15 years

Jesus Aguilar
Roberto Castillo
Karl Davis
Baldemar Gaitan
Johnny Huizar
Terry Markle

Kenneth Matcek
Manuel Roman

10 years

Michael Dorman

5 years

Michael Carroll
Martin Dykes
Regina Ellis
Michael Ferrigno
Randy Havard

John Houston
Miguel Mireles
Brannon Ward
Shirley Watts

Fletcher

10 years

Nicky Moore
Jay Smith
Dexter Stockstill

5 years

Ronald Atwell
James Jones
Karen Kerr

Hope

20 years

Larry Clark

10 years

Steve Paulson

Monroeville

20 years

Christopher Cumble
Ronald Flowers

projects include community beautification and cleanup, construction of access ramps at area schools for physically challenged children, working with the elderly at nursing homes and working with at-risk children in the local school system. Americorp's visit to Georgia Particleboard served to enhance the participants' knowledge of local industry.



Glenn Stephens, finishing superintendent, answers questions from Americorp participants about the Raw Materials Storage operation.

Georgia Particleboard also was able to play a role in a very interesting and worthwhile project at Thomson High School.

Temple-Inland was a major contributor to the annual lunar simulation, sponsored by the Technology Students Association, a program in which seven students coordinate with Mission Control personnel to conduct a live portrayal of an actual shuttle launch into space. During this time period, the students proceed as if they are in space. They conduct a nighttime spacewalk, set up a weather probe and monitoring device, and conduct science experiments provided by the Thomson High School Science Department.

"This project would not have been possible without the tremendous support from community sponsors such as Temple-Inland," said **Greg Shouse**, project coordinator for Thomson High School. "Our kids are really proud of the contributions made to make this project the success that it is."

J.D. Johnson retired March 1 after a 40-year career with Temple-Inland. J.D. was the safety coordinator for the Building Products Group. His wife Sue is operations supervisor for Information Services.



West Memphis, Arkansas

A sleuter is a gypsum term referring to a spacer or riser that is placed between the stacks or units of wallboard. To West Memphis Gypsum, a sleuter means money. Hence, a sleuter team was formed at the West Memphis plant in March 1994, and includes **Dan Bowden, Edwin Bone, Stanley Clark, Jim McNeer, Randy Morris, Steve Rehrig, Jeff Ricketts, Mark Smithson, Lavoy Walton, Randall Wilbanks** and **Craig Williams**. Their objectives: Find the waste in the production of sleuters, get rid of it, and prevent its return.

Through the combined efforts of this team, the first return sleuter program was born. Due to the complexity of this project, a support team was formed consisting of sales members **Jim Rush, Pat Aldred, Bob Craig** and **James Wise**. Since its inception in the fourth quarter of 1994, West Memphis Gypsum has saved more than \$750,000.

With the completion of a new 54" saw sleuter in March 1997, not only has production increased over 8 percent per shift, but now, one operator can do work that once took three. Based on a two-shift operation, a yearly savings of more than \$100,000 was realized. In addition, a higher quality sleuter is produced that raises the appearance of shipments, while providing a more durable sleuter for the return program.

"This is a prime example of how CPI is helping to maintain the profitability of the gypsum operation," said plant manager **Jim McNeer**.



Several West Memphis employees were involved in the design, construction and operation of the new sleuter machine. (From left to right) Terry Randall, Roger Burns, David Sherrill, James Brown, Burt Reeves, Dan Bowden, Steve Rehrig, Harold Parks, William Duckworth, Larry Whitton and Edwin Bone. Not pictured is Randall Wilbanks.

Fletcher, Oklahoma

Fletcher Gypsum Wallboard Operation was honored by the Oklahoma Blood Institute as the business (in the 100-500 employee category) attaining the highest percent of donations, with 21.5 percent donating. Also, the "Most Donations Award in 1996" went to the Fletcher plant with total donations of 275 units.

Plant personnel would like to say farewell to **Linda Lowe** who, after a long tenure at Fletcher, has transferred to Diboll where she will serve as panel products safety and health facilitator. Linda was human resources and safety coordinator at Fletcher, where she assisted in the development of many programs including Safety Bingo, Absent and Tardy Point System, and the Gyp Joint. The employees and many friends at Fletcher wish her the best in her endeavors.



Dexter Stockstill, Fletcher Wallboard Operation plant manager, presents Raymond Summit with an award for his 10 years of perfect attendance at the mill. Raymond also received a 10-year service award at a banquet honoring the plant's employees with

5-10 years of service and perfect attendance. Twenty-two service awards and 43 perfect attendance awards were presented at the banquet.

Stacy Cooke, a 31-year employee of the Building Products Group, retired as planning analyst manager on April 1. Stacy joined Temple-Inland and was known as the Group's "numbers man." A large group of well-wishers attended Stacy's retirement party, where, in addition to gracefully accepting the accolades of the speakers, he shared one of his favorite pastimes — banjo playing.



Fletcher employee **George Pinkley** retired on April 30. George joined Temple-Inland's Maintenance

Department in 1985. He will be best remembered for his carpentry work in transforming an old building into a modern training facility for the operation.

Forests

Diboll, Texas

Joe Beard has been promoted to the position of manager, resource utilization, with responsibility for the logistics of the four lumber operations and resource information interface with the Forests Division. Joe joined the company in June 1993 as a resource analyst in the Solid Wood Operations Group. Joe has an M.S. degree in Forest Products from Mississippi State University and has held supervisory and engineering positions in a Southern Pine lumber producing facility.

Norman Lee

Joseph Matheny
Eddie Martin
Donna Watson
Charles White

15 years

Dale Sims

10 years

Antony Cunningham
James McDonald
Wilson Watson
Stephen Williams
Cohn B. Wilson

Pineland

25 years

Billy Crow

20 years

Larry Batson
John Booker III
Carolyn Marshall
Robert Rodgers
Ronald Stewart
Michael Todd
Jimmy Wimberley

15 years

Samuel Dubose
Edward Henson
Brenda Hutchings
Jerri Jackson

10 years

Alton Horn
Martin McClelland
James Nelson III
Kenneth Pickens
Joseph Reynolds

J. Simmons

5 years

John Cleveland
Todd Robinson

Southwest Louisiana

5 years

Louis Morvant

West Memphis

25 years

Craig Williams

20 years

Johnny Hamilton

Josephine Jones

10 years

Eddie Allen

Luther Delaney

5 years

Malcolm Foy

Maurice Gunn

CORPORATE

Diboll

15 years

Melissa McGuire

10 years

Gloria Meza

Forests Division

40 years

Lormayne Munschel

30 years

James Havard

James Stringer

25 years

James Folsom

Robert A. Morgan

20 years

Pete McAninch

15 years

Rich Standeven

5 years

Bob Samford

INLAND EASTEX

Evadale

35 years

Cecil Rogers

Mike Totten

30 years

Earl Allen

Cary Bresie

Donald Cobb

Curtiss Cormier

Rome, Georgia

John J. (Jay) King Jr. was recently hired as district supervisor in the Cave Spring District, Cedartown Region. Jay is a graduate of the University of Tennessee and comes to Rome with a wealth of experience in forestry management and procurement.

Billy G. Middleton, district supervisor, **Ellijay Working Circle**, was recently presented with an award for 40 years of service. For five years of service, awards went to **Kenneth D. Owen**, R-1 equipment operator, Riverside Woodyard, Pell City District; and **Steven M. Raper**, chief forester, Rome Forest Headquarters.

December is not just for celebrating Christmas. For two Forests employees, it's a month for celebrating a long-awaited achievement. Last December – after 10 years of perseverance and hard work –



Marian Ware and **Shirley Howard** both received bachelor of science degrees in business administration from Shorter College.

Two employees of Rome Forest Division recently graduated from college. From left, Marian Ware, senior forest inventory technician, and Shirley Howard, management secretary.

Despite their full lives with jobs, families and other interests, the industrious Forests employees decided they wanted college degrees. "Sometimes it was a struggle," Marian said, "but the people I worked with were always there to support and encourage me."



Jerry Richardson, division administrator, recently presented Mary Dean Caldwell, senior accounting clerk, with a certificate for completing 30 years with the Company in January.

Another employee of Rome Forest Division, **Paul Thompson III**, also graduated with a bachelor of science degree from Berry College in Rome. Paul is a Dallas District forest worker, and was on the Dean's List at Berry.



Al Turner, Forest Inventory Systems manager (left), making arrangements for networking the division. Nathan Poorman (above) unloads a shipment of new PCs at Rome.

Al Turner and **Nathan Poorman** are busy improving the information highway leading in and out of the Rome Forest Division with new computers and an up-and-coming network system.

"Personnel within the division will be able to send e-mail to each other, to others within the Temple-Inland network and, eventually, to the rest of the world when Internet accessibility becomes available," said Poorman, computer support specialist. "We will be able to centralize and share data that previously had been isolated to districts and regions. Overall, the new computers and network should help raise the level of communication and productivity within the division."

Pineland, Texas

Two San Augustine Forest District employees made an out-of-the-ordinary find while inspecting a fence repair job. **Rodney Fox**, procurement technician, and **Steve Welch**, Pineland scaler, discovered two deer skulls whose antlers were "locked in combat."



"The fence we inspected had been torn down and repaired by the logger once before, but the fighting deer tore it down again," said Fox.

Both deer were trophies any hunter would have been proud of: One buck, a 13-point, would have scored 145 Boone and Crockett, while the other, a 9-point, would have scored 132.

Steve Welch and Rodney Fox (left) at the San Augustine Forest District display their unusual find of two deer skulls locked together.



This group of Central Region employees completed all-terrain vehicle certification required of all employees who use ATVs on the job. Certified were Troy Toole, wildlife general services; Damon Mayfield, facilities general services; David Grant, forest supervisor; Todd Stewart, wildlife management supervisor; Keith Williams, forest technician; Stephen McInnis, procurement district supervisor; and Ray Meleton, district supervisor.

Inland Eastex

Evadale, Texas

When starting a new program, it often takes an extended amount of time to reap the benefits. Inland Eastex's H.E.R.O. safety process is not in that category. Last May, the process was launched at Evadale as "Hazards Eliminated through Routine Observations." The process was initiated to raise the employees' awareness of the importance of working in a safe manner. The awareness is reinforced through routine observations performed by trained employees.

In March, less than one year later, Inland Eastex recorded the lowest monthly safety incident rate, 2.15, in the mill's history. The previous low of 2.95 was established in August 1996. The H.E.R.O. Steering Committee also boasts of a record month of observations at 519. This marks a 153 percent increase over February observations. In addition, the mill now has 165 observers participating in the safety process.

May 15 is the day reserved for special recognition of the one-year anniversary of the H.E.R.O. process.

Lonnie Fea

Arthur Fedrick

Clyde Foxworth

Marshall Lavender

Lawrence Meeks

Kerry Morrison

Iley Oxley

George Pemble

Edward Perkins

Myron Rawls

Elma Rivers

25 years

Willis Parr

20 years

Owen Belk

Harold Fardenhire

Larry Richardson

Madge Victoria

15 years

Kathy Cox

Claudia Sherman

5 years

James Trahan

David Welsh

Kevin Yelle

FOOD SERVICE CORPORATION

Angelita Baclean

Mike Breard

Kayle Chauncy

Mia Cosgrove

Thong Moua

Jeffrey Stewart

Slone Taufa



Look, up in the sky...it's a bird!

The Pinewoods Chapter of the Audubon Society celebrated International Migratory Bird Day on May 10 with a field trip to North Boggy Slough. Hosted by Temple-Inland, the East Texas bird enthusiasts identified 47 different species, many of which were neotropical migrants.

Birds of a feather

The cattle egret (*Bubulcus ibis*) was self-introduced into the Western Hemisphere, literally flying across the ocean from Africa to South America in the late 1880s. The first known sighting was in North America in 1941. Today, the birds are common throughout the southeastern U.S. Cattle egrets are colonial and social in nature, gathering in one location (rookery) to spend the night. The birds feed on insects, such as grasshoppers and crickets. Corporate Creative Services manager Jay Brittain captured the birds taking flight at South Boggy Slough in Trinity County, Texas.

IN TOUCH CORRESPONDENTS

Dianne Standley
Northern Chip Mill
Lufkin, TX

Allen Wells
Thomson Particleboard
Thomson, GA

Steve Paulson
Hope Particleboard
Hope, AR

Tom Ritch
Georgia Forests Operations
Coosa, GA

Bonnie Holden
Georgia Forests Office
Coosa, GA

Leah Fontenot
Southwest Louisiana-Lumber
DeQuincy, LA

Dot Saari
Buna Lumber Operations
Buna, TX

Melissa Chumley
Corporate Headquarters
Diboll, TX

Robert Wilson
Jasper Forests Office
Steve Haverin
Silsbee Forests Office

Sharron Ivie
Diboll Forests Office

Ray Meleton
Pineland Forests Office

Deb Carroll
Monroeville Particleboard
Monroeville, AL

Gary Ulman
Pineland Operation
Pineland, TX

Tina Avera
Human Resources
Diboll, TX

Janet Carroll
Fletcher, OK

Shaun Davis
Inland Eastex

Cathy Dickerson
DeQuincy Forests Office

Randy Burt
Diboll Particleboard
Diboll, TX

Eliu Pinedo
Diboll Lumber
Diboll, TX

Kim Spencer
West Memphis Gypsum
West Memphis, AR

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