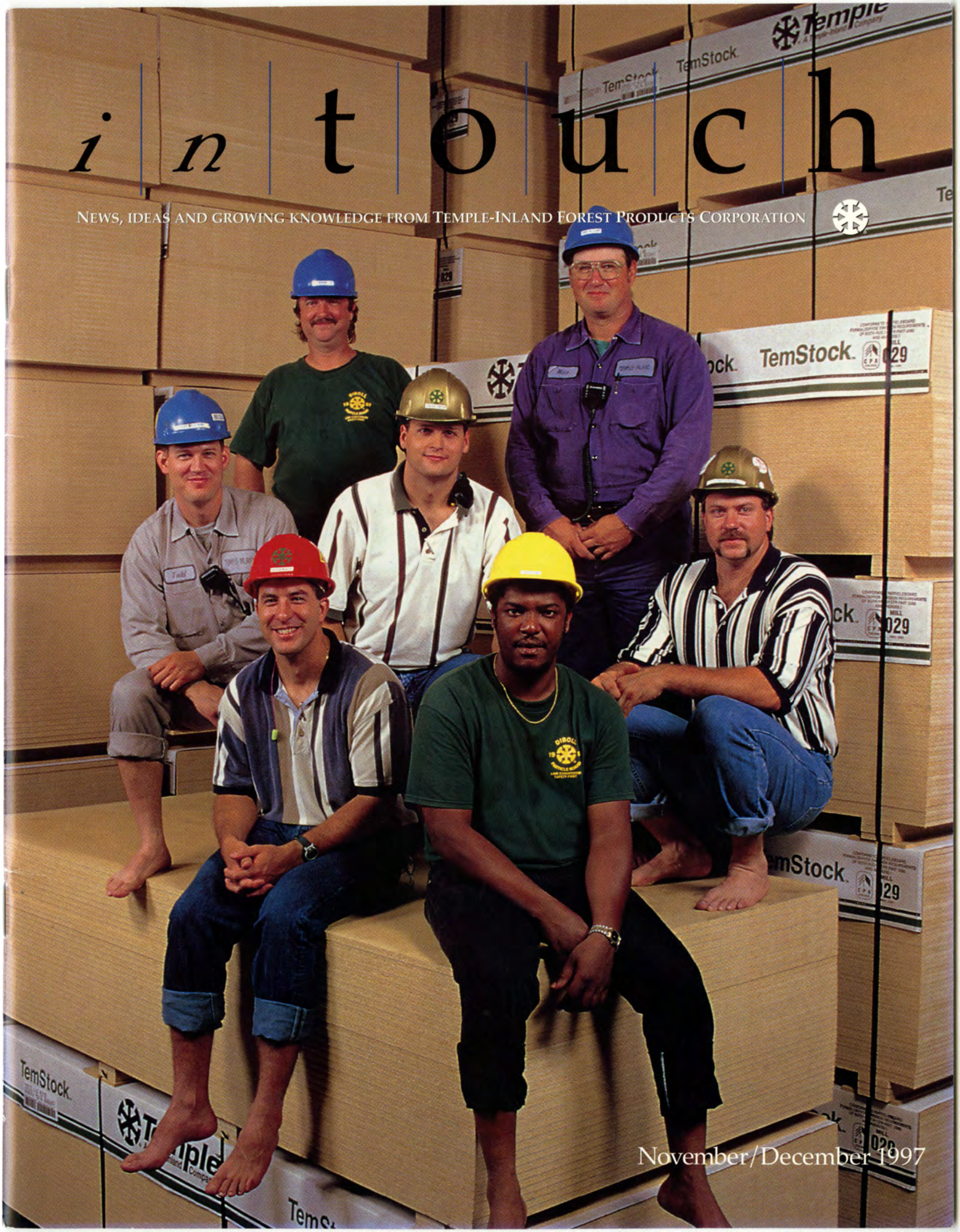

in touch

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

November/December 1997

ON THE COVER

Photography by Jay Brittain

BAREFOOT SMOOTH

Diboll Particleboard Operation employees are proud their customers are pleased with the lower-density board produced on the operation's newly installed forming line. Showing off the barefoot-smoothness of the board are (front) Jason Black, CPI technician, and Hansford Lee, production aide; (middle row) Todd Belschner, millwright; David Thelen, plant engineer; Stuart Samford, finishing supervisor; (back row) Joe Henderson, electrician, and Mike McGuire, lead electrician.

See related story on page 3.

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http://inside.templeinland.com

For the latest company information, including news releases, be sure to check out the company's Intranet. Departments and new features will be added over the next few months, so be sure to access it often. You'll find the information helpful to your job, as well as informative.

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

TEMPLE-INLAND RECEIVES 1997 ENVIRONMENTAL EXCELLENCE AWARD

Displaying the EPA Region 6 Environmental Excellence Award plaque and flag are (from left) Bill Goodrum, manager of forest environmental issues; Ron Gresham, director of forest management; Dr. Mike Harbordt, vice president of environmental affairs; and Brian Gowin, environmental biologist.

The Environmental Protection Agency (EPA) has awarded Temple-Inland the 1997 Region 6 Nonpoint Source Pollution Environmental Excellence Award for Watershed Protection.

Announcing the award, Jerry Clifford, EPA Region 6 acting administrator, recognized the company's leadership role in monitoring the effectiveness of Best Management Practices (BMPs) for forestry on the company's forestlands in the region.

BMPs, which are voluntary in most states, are designed to help people such as landowners, foresters and loggers protect water quality during forest management operations.

Temple-Inland led a Texas Forestry Association (TFA) task group in developing Texas Best Management Practices and producing the first BMP guide in Texas. Today, the Texas Forest Service (TFS) supervises the BMP program in Texas.

The company's BMP Effectiveness Monitoring Program, administered by environmental biologist Brian Gowin, was developed to evaluate the effectiveness of efforts to prevent sediment, nutrients, organics and herbicides from reaching streams.

The monitoring program, developed with assistance from the Environmental Protection Agency, the Texas Natural Resources Conservation Commission (TNRCC), Stephen F. Austin State University and Temple-Inland foresters, was designed with the following two goals in mind:

- To develop a scientific, data-supported measurement of BMP effectiveness vs. a more traditional visual estimation
- To develop a better understanding of the biology and chemistry of streams on Temple-Inland lands

"This award is the result of the support and encouragement of the company's Forest Management Team, including Glenn Chancellor and Jack Sweeny," said Dr. Mike Harbordt, vice president of environmental affairs at Temple-Inland. "Those who played key roles in the development of the research and monitoring effort are John Orynawka, Linda Syler, Bill Goodrum and Brian Gowin."

Bill Goodrum, Temple-Inland's manager of forest environmental issues, said Temple-Inland is one of the few organizations outside the Texas Forest Service that has implemented such a monitoring program, as typified by the award.

"Essentially, the monitoring will tell us whether or not we have been effective in protecting the stream," said Mr. Goodrum. "It also helps us identify areas where we need to make improvements."

In addition to recognition from Clifford, the company received congratulations for the award from Barry R. McBee, chairman of the TNRCC; John Howard, Governor George W. Bush's Environmental and Natural Resources policy director; and Congressman Jim Turner.

"We are honored and pleased that the EPA has recognized the leading-edge work undertaken by Temple-Inland to explore and apply scientific techniques to this relatively new field," said Dr. Harbordt.

"We appreciate the award, and it is a good beginning for a program that we believe will be even more significant for the company and its forestlands in the future."

DIBOLL PARTICLEBOARD STARTUP

Planning and Teamwork

Pay Off in Customer Satisfaction

Improvements to Diboll Particleboard included increasing the press from 14 to 16 openings. Shown with the press are (bottom) Joe Paul Henderson, "A" class electrician; (middle) J. C. Prince, lead electrician; (top right) Dan Butler, "C" shift electrician; (top left) Roy Johnson, chief electrician.

If customer satisfaction can be used as the standard, Diboll Particleboard has perhaps experienced one of the most successful startups ever following a plant conversion. The lower-density board produced on Diboll's new screen forming line has proven the importance of planning, coordination, scheduling and delivery of a product that meets the needs of the customer.

"Quality Cabinets of Texwood Industries is very pleased with the quality of the particleboard and the service that we have received from the Diboll plants," said Max Thore, corporate purchasing manager for Texwood Industries, Inc. "Mill superintendent Jimmy Greenlee and purchasing assistant Lynn Anderson appreciate the hard work and the 'can do' attitude of Temple's personnel, especially during the last few months. Shipments have been arriving on time, and we have experienced absolutely no problems with the board. Congratulations on a great job!"

Following a year of planning, including collaboration with its sister mill in Monroeville that underwent a similar plant overhaul last year, Diboll Particleboard shut down on April 19 and made its first improved board on June 19. According to Randy Burt, the plant's quality control manager, the plant's goal was "no customer complaints." As a result, the first board run went "beyond the protocol" for quality testing.

"The quality testing on that first run was not limited to the quality department. Every department wanted to satisfy its standards," said Burt. Because its customers wanted a lower-density board, all of Temple's particleboard plants – including Thomson, whose conversion is currently underway – have moved to the Schenck mechanical former. The line offers two improvements over the old caul-line system:

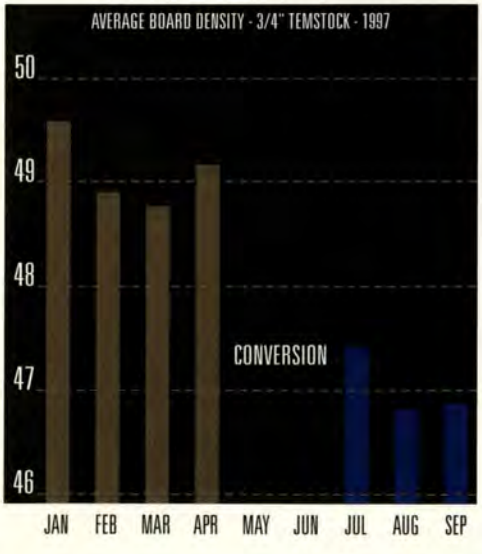
- Flexible screens are used to convey material through the former, allowing for reduced turnaround process time.
- Fiber materials are dropped mechanically through rollers onto the line rather than blown onto the mat, reducing variation in the mat by 58 percent.

Average board density for all products has decreased from 51 pounds to between 46 and 48 pounds. As a result, the mill's output has increased 15 percent with the same amount of wood fiber in the board.

Another benefit of the conversion is an increase in plant production. The plant is expected to produce 140 million square feet of board annually, an increase of 20 million square feet. In August, the plant produced over half a million square feet of board in one day, surpassing the old plant record by some 60,000 square feet.

Fiber materials are mechanically dropped into the metering bin and passed through rollers onto the line. This system has reduced variation in the mat by 58 percent, compared to the old system of blowing fiber onto the mat.

AVERAGE BOARD DENSITY



The chart shows how particleboard density has been reduced since the conversion at Diboll Particleboard Operation.

In addition to the new mechanical former, other improvements to the plant have been initiated. A regenerative thermal oxidizer for air emissions and odor reduction has been installed. The number of press openings has been increased from 14 to 16. New saws and new mills have been installed. The inside of the building has been painted and routine maintenance on all equipment in the plant has been performed.

Diboll Particleboard's conversion startup has been successful in other ways. With over half a million man-hours worked on the project, not a single accident was recorded.

In addition, plant employees worked throughout the shutdown.

"About one-fourth of the production crew worked with maintenance during the shutdown," said C.W. Loftin, production superintendent. "All employees came in and helped. Some, who were off the day of the startup, came in just to see the new line in operation and the new board produced. Mike McGuire, our maintenance supervisor, worked the entire shutdown without a day off. He also filled in as master mechanic during the shutdown."

All of the plant's operators were sent to Monroeville to be trained on the new equipment. Three Monroeville employees – Steve Williams, Carolyn Woods and Fred Blair – stayed in Diboll for two to three weeks to share their experiences. They helped the Diboll group scrutinize anticipated problems and suggested ways to offset them.

Diboll Particleboard employs 136 people, with Ron Tews as plant manager. In addition to Burt and Loftin, other managers in charge of the plant are Jim Cowan, maintenance superintendent; Robbie Fletcher, general foreman; Jim Hufstetler, safety coordinator; Dana Feaster, environmental coordinator; and Ray Paulsey, finishing and shipping superintendent. David Thelen and Randy Johnston were Temple engineers on the project.

Our BUSINESS

by Harold Maxwell
Group Vice President,
Building Products

Strategic planning is the cornerstone of our business. A good strategic plan with good execution makes us a stronger competitor in each of our operating areas.

After months of planning, we have completed the Strategic Plan for Solid Wood. The plan was presented to the Temple-Inland Board of Directors during the meeting in August. This review of our plan, as outlined by David Kellam, our Solid Wood vice president, is provided to reinforce this important strategy and to inform those in other segments of our business.

At the core of our strategy is the commitment to become even more flexible in responding to tremendous changes in the markets we serve. Therefore, consistent workforce training and continuous process improvements are imperative. Our strategy is dependent on aligning our forest resources with marketing efforts to meet the requirements of our customers. While the forest provides the boundaries for our product offerings, the key to success will be responsive manufacturing to meet the market's needs.

Our focus will remain on market opportunities where Southern pine has distinct advantages – appearance, strength and treatability. Our traditional markets for framing and treated lumber are expected to remain strong despite inroads made into these markets by competing species, non-wood substitutes and engineered products.

However, changes will occur. Our lumber grades will be significantly impacted by the dramatic rise in the warehouse home center concept. Products will require grading for aesthetic value – not just strength – to accommodate the do-it-yourself buyer who inspects each piece before purchasing. Consequently, we will provide wane-free lumber and unique services to meet the growing demand in this market.

Additionally, we will produce machine stress-rated lumber to serve growing truss and components markets; thereby, ensuring lumber strengths are maintained and grade compliance is met. We will also capitalize on treated opportunities by providing timbers and five-fourths decking as well as serving potential demand for non-traditional sizes such as 2x3s and 2x5s as engineered components.

This strategy depends on our solid wood converting facilities and our timberlands operating as an integrated system. The needs of our customers dictate which products we target within the resource foundation our forest provides. Therefore, each plant's processing capabilities align the resource with the marketplace. Our plan accounts for these multiple factors. Alignment between our forest resource and our customers was achieved through facility designs that efficiently convert the expected resource into targeted products.

We understand the links that exist between our forest and our converting operations. We understand our resource and its possibilities. We know our customers and understand their needs. We are continuing to focus on customers, products and processes that offer maximum results. Above all, we are creating an integrated system of sustainable fiber supplies and world-class converting facilities, allowing us to continue our tradition as leaders in the industry.

However, with all the research and planning, with all of our knowledge and understanding, and with all of our systems and processes in place, we still have nothing without our most important component, our people. Each of you is an integral part of our strategic success. With your help and expertise, the execution of our plan is complete. Communication is important in understanding our mission and goals as we move forward. I encourage each of you to ask questions and communicate your ideas as we continue to improve our business.

TEMPLE CONTRIBUTES TO HOME OF THE FUTURE

Temple contributes to "Home of The Future" project with labor-saving, money-saving Stretch 54® gypsum wallboard

The Home of The Future, soon to be completed in Coppell, Texas, is a display of the newest in home-building innovations. The 4,573-square-foot prototype home spotlights the latest in technology, construction techniques and design elements that experts predict will be showing up in construction five to seven years from now.

The Home of The Future will provide flexible living for families. As needs change, many rooms can be converted: from a home office to a suite for in-laws, for example. The home will incorporate the latest thinking in vapor barriers, insulation, air quality, moisture penetration and other technical systems.

It's Temple gypsum wallboard for smooth joints and sharp, clean edges.

Temple contributes Stretch 54®

As an innovative producer of quality building materials, Temple is contributing Stretch 54®, the company's 54-inch-wide gypsum wallboard, to the Home of The Future.

"Stretch 54® was developed as a labor saver and a time saver for its applicators," said Jim Rush, gypsum products business manager at Temple. This innovation benefits the applicator and the consumer in many ways.

A full six inches wider than standard wallboard, Stretch 54® reduces the number of joints on nine-foot walls. Horizontally installed, 48-inch gypsum wallboard always comes up short, leaving a gap on nine-foot walls. Stretch 54® eliminates this extra joint, eliminates waste, saves time and allows for straighter, stronger walls.

Temple gypsum performs well

Wally Younger, field operations manager for Centex Homes, is impressed with Temple's performance.

"Temple's drywall is one of the best products we've ever used. Having only one seam is great, and everything has held up really well."

Temple's Stretch 54® also provides a flatter seam with finely tapered edges. A smooth finish is critical with current demands for thinner wallpaper, gloss interior finishes and darker paints. Such a smooth surface was also critical to the Home of The Future, according to Ellen Frankel, project manager of the Home of The Future at *HOME* magazine.

Temple's gypsum wallboard provides a smooth finish for even the toughest applications.

Durability and workability make Temple gypsum products the perfect choice.

"There were many challenges in this home, including many unusual curved and angled walls. Also, the play of light from various windows was an important factor in determining a smooth finish."

A unique challenge

The home's unique design provided another challenge: Two large turrets are located within the home. These rooms have a 4 1/2-foot radius and studs 6 inches on center. "We ended up using Temple's 1/4-inch drywall," said Randy Luther, director of research and development for Centex Homes. "It worked just fine, and made that radius look smooth and nice."

Younger agreed. "Temple's 1/4-inch is more flexible than most manufacturers' and doesn't even need to be wet to make the tight radius. The finish on the turrets is one of the most impressive things in the home."

Temple's 5/8-inch gypsum was used for the ceiling. "It works great," said Younger, "and shows absolutely no sagging."

Temple in good company

Temple is excited to be a part of this project. "Dallas is a large gypsum market, and this is a great way for us to gain more exposure in this market," said Rush. "The house also draws a lot of builders and consumers."

The Home of The Future was developed by *BUILDER* and *HOME* magazines. Barry Berkus of B3 Architects and Planners, one of the top 100 residential architects in the world, is the designer of the project. The builder, Centex Homes, is headquartered in Dallas and is the largest single-family detached home builder in the United States.

Applied Research Center expands role and size

Bill Killam, the Applied Reseach Center's chemistry lab manager, demonstrates the ion chromatograph, a machine that determines the chemical components contained in solid and liquid matter.

As part of a continuing effort to meet customers' needs by consistently producing high-quality products, Temple has recently expanded its Applied Research Center (ARC) in Diboll, Texas. More than four times its former size, the newly renovated complex has been named Temple Building.

According to Chuck Ray, technical research director of the Applied Research Center, one of the main goals of the Center is to meet customers' needs by improving the consistency of the products produced at Temple facilities.

"We set very high standards for our products and are constantly working to improve them. We believe this product improvement can only be achieved through Continuous Process Improvement, or CPI as we call it. We believe better products are the result of better processes," Ray said. "Everything we do is focused toward improving the consistency and quality of Temple's products."

The ARC is involved in product development, continuous process improvement, operations research and environmental testing.

"Each facility has different site-specific environmental analysis needs and our new lab is designed to fulfill those needs," said Ray. "With the purchase of a $70,000 ion chromatograph, we have the capability to analyze a wide variety of process streams from all of our company locations, as well as the chemical constituents of our manufactured products."

"The success of the ARC is due to two things," continued Ray. "First, our focus on application, and second, the quality of the people in the group. Each member of the ARC must be able to contribute directly to improving some aspect of our company's operation."

STEERING TOWARD IMPROVEMENT

A team of representatives from Inland Paperboard and Packaging, Inc., Temple-Inland Forest Products Corporation, and Temple-Inland Financial Services has begun the first ever companywide administrative process improvement effort.

The team, led by consultants from Gunn Partners, Inc., is focusing on payroll operations as a pilot project.

The payroll effort will identify strengths and weaknesses within the payroll process of each Temple-Inland business unit. The goal is to develop a more effective payroll process for the company as a whole.

The Temple-Inland team working on the inter-company payroll pilot project are (from left) Pam Capps, payroll; Brenda Kee, information services; Donna Gardner, payroll; and Keith Ellington, accounting.

"A process improvement project should be continuous – not a one-time event – and this project is an extension of the many efforts previously undertaken by the various operating groups to eliminate waste and look for more effective ways to do business," said Temple-Inland Controller Lynn Pavlic.

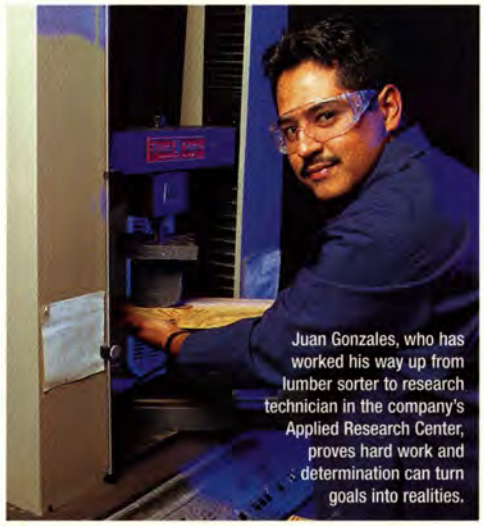
The payroll pilot project began in August and should result in recommendations from the team by year-end. "First, we'll map our current processes and compare them to the best practices. Then, we'll measure the benefit of moving to these practices in the company," said Pavlic.

DETERMINED IN DIBOLL

Juan Gonzalez, a research lab technician in Diboll's Applied Research Center, is proof that determination and hard work are still the key elements in turning goals into realities.

In the fall of 1988, Juan left his native Mexico to create a new life for himself in the United States. After living in Nebraska for a year, Juan came to Texas in 1989 to be closer to his family and went to work at Temple's Diboll Mill sorting specialty lumber for European export.

After several months in the planer mill, Juan was moved to the particleboard plant where he worked with the cleanup crew and was then promoted to the finishing department.



Juan Gonzales, who has worked his way up from lumber sorter to research technician in the company's Applied Research Center, proves hard work and determination can turn goals into realities.

During his tenure in the finishing department, Juan quickly mastered many aspects of the job. In the fall of 1996 he was offered the opportunity to go to the company's new particleboard plant in Hope, Arkansas, to help implement a training program for the warehousing system.

In February of 1997, Juan was promoted to the job he currently holds, research technician in the Applied Research Center. Having worked as a medical lab technician in Mexico, Juan is no stranger to lab work and said he really enjoys his new position.

"This is marvelous – the new experiences, the new work atmosphere – I really love the job," exclaimed Gonzalez. "This is a great work group made up of wonderful people."

In addition to working full-time, Juan is also pursuing his second associate's degree in computer information systems at Angelina College, and has plans for attaining his bachelor's degree at Stephen F. Austin State University.

Forest Group Introd

The Temple-Inland Forest Group has recently introduced a new logo.

In making the announcement, Jack C. Sweeny, Forest Group vice president, said, "We are committed to a new organization design that will focus on bringing all components of our Forest Operating Group into a *single* management system that will maximize the contributions of each forest employee.

"Through improved communications, better use of technology, and more emphasis on creating value, the combined Forest Group will be a great part of Temple-Inland's success in the 21st century."

Sweeny concluded, "This new logo is a statement of our commitment to that goal."

A silhouetted T-Wheel creates six tree shapes, commemorating the six historic forests that make up Temple-Inland Forest.

Temple-Inland FOREST®

While maintaining strong visual links to internal customers "Temple" and "Inland," the slanted(italic) type represents forward thinking and aggressive movement.

PRESENTATION FEATURES NEW LOGO

To explain the development of the new logo, a computer-based presentation titled "Seeing the Forest ... In Our Future" has been developed and presented to employee audiences in Georgia and Texas. Additional presentations are being scheduled.

Built around photos of Forest Group employees and timberlands, the 12-minute presentation introduces a logo that highlights the familiar Temple-Inland T-wheel. But in a unique twist, it is shown in white on a green background. This green background represents a strong commitment to the environment and our Forest Principles.

In addition, the green background calls special attention to six tree shapes that symbolize the six forests that have now been combined into one Forest Group: Original Temple, Georgia-Kraft, Southwestern, Owens-Illinois, Bowater and Cavenham.

The type also carries a symbolic message. "Forest," no longer in its plural form, reemphasizes the singular focus of the Forest Group's mission; "Temple" and "Inland" are visual links to the internal customers; and the use of a wider, slanted (italic) type represents forward thinking and aggressive movement into the next century.

uces New Logo

NEW LOGO IDENTIFIED WITH RECOGNIZED STRENGTHS

After exploring the visual elements of the logo, the Forest Group presentation continues, placing special emphasis on the organization's strengths:

its forest and employees.

The viewer is reminded that the forest covers 73 counties and 2.2 million acres, an area larger than the state of Delaware. In fact, Temple-Inland forest holdings rank fifth among private landowners in the South and ninth nationally.

We then meet a few of the 84 staff foresters, 113 managing foresters, 9 research foresters, 263 forest technicians, and the hourly employees of Temple-Inland Forest. The true stewards of the forest, they daily demonstrate their dedication and hard work.

One strength of Temple-Inland Forest is the knowledge, skills and hard work of its employees.

The Forest Group's efforts pay off when its internal customers satisfy the demand of the marketplace.

CHARACTER AND RESPONSIBILITY RELATED TO BALANCE

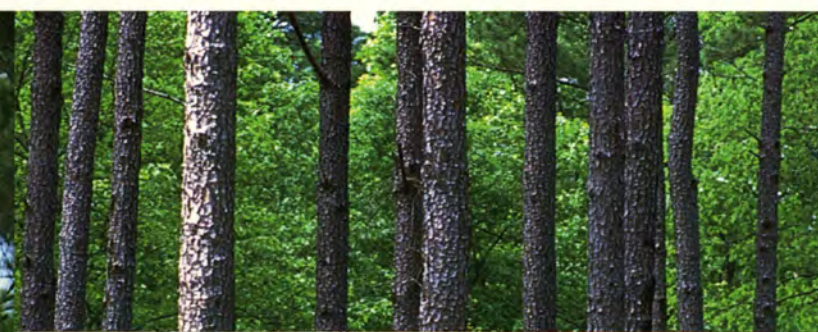
The presentation closes with a look at the corporate commitment to the careful balance between conservation and productivity.

The Forest Group's habitat protection efforts, its involvement in 11 research projects studying various forest ecosystems and its maintenance of public access areas represent one side of this balance.

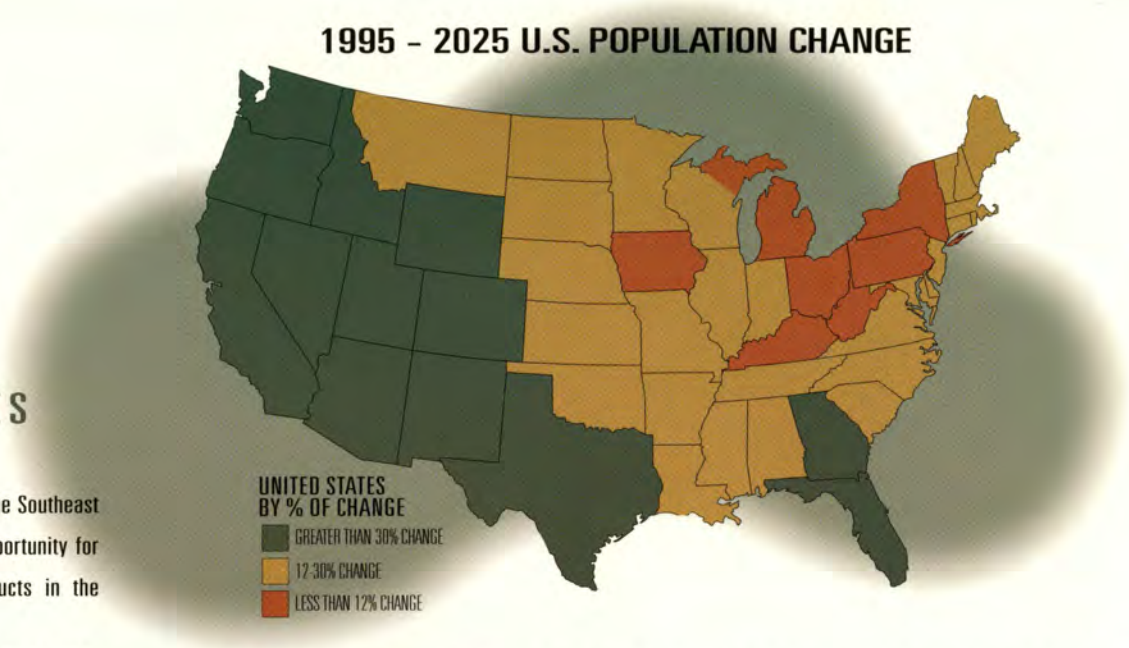
On the other side of the equation is saw timber production, pulp wood production, the fiber demands of 20 plants and mills and the ultimate success of the Forest Group's internal customers in the marketplace.

Truly, the new Temple-Inland Forest logo is the strong visual reminder that . . .

The forest is our heritage and our future.



Population holds promise for future Temple products



Strong population growth in key states of the Southeast and Southwest United States means an opportunity for increased sales of Temple building products in the coming years.

George Rose, senior marketing analyst for Temple, believes the projected population changes in key states of the two regions mean more housing construction. That, in turn, translates to increased opportunities for the sale of lumber, gypsum wallboard, particleboard and other building products manufactured by Temple plants.

Between 1995 and 2025, the U.S. Bureau of the Census expects a 40 percent increase in the population of the extreme Southeast. Significant population growth is also expected in the South-central and Southwest regions, where increases could range from 40 to 55 percent.

Brenda Elliott, sales manager of residential and commercial products, noted, "These areas of growth fit in well with the 18 territories managed by our full-line account managers."

The population in the southern United States is not the only thing that is growing. Temple is also expanding with new facilities to prepare the company to meet the building product demands of this increasing population. "The addition of a fiber cement plant in Texas, and another gypsum operation in Tennessee — both of which are joint ventures — will give us opportunities to grow along with our markets," Elliott said.

OPERATION: SAFETY

Thomson Particleboard Operation entered into the ninth month of the year with only one Occupational Safety and Health Administration (OSHA) recordable case. Over the past two years, the plant has completed seven months, or 600,000 man-hours, without a lost-time accident. In that same time period, the plant has had only seven OSHA recordable cases. Thomspon currently holds the lowest incident rate of all Building Products at 1.28.

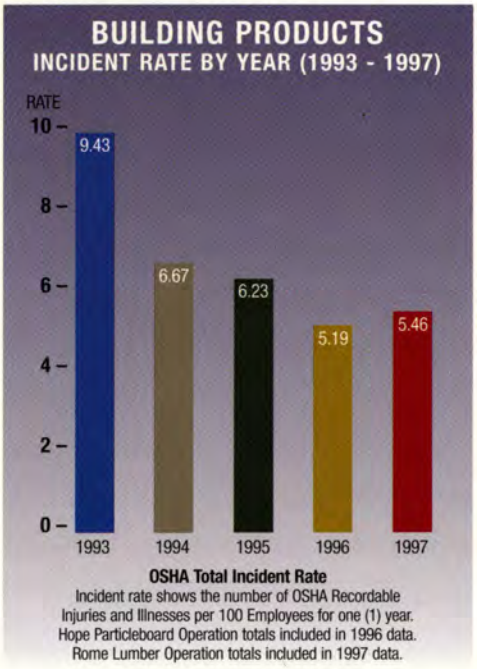
West Memphis Gypsum Wallboard Operation entered into the ninth month celebrating five years without a lost-time accident. The operation has logged over 1,290,000 man-hours from the last lost-time accident.

Diboll Lumber Operation entered into the ninth month with a celebration as well. The operation has logged over 883,000 man-hours over two years without a lost-time accident. As the oldest Temple operation, it had never achieved such a milestone.

Southwest Louisiana Lumber Operation is proud to report its record of only three OSHA recordable cases, year-to-date, and an impressive incident rate of 2.49. The national average rate for the sawmill and planing mill industry is 7.27. The operation also has over 450,000 man-hours without a lost-time accident.

Diboll Finger Jointing Operation has only one OSHA recordable case for the year. This August, the operation recently celebrated three years with no lost-time accidents.

Hope Particleboard Operation has completed one full year of no lost-time accidents. As a new operation, with many inherent dangers, this is a considerable accomplishment.



OSHA Total Incident Rate
Incident rate shows the number of OSHA Recordable Injuries and Illnesses per 100 Employees for one (1) year. Hope Particleboard Operation totals included in 1996 data. Rome Lumber Operation totals included in 1997 data.

MEET KIM SPENCER

Safety Coordinator, West Memphis Gypsum Wallboard Operation

"My career with Temple began at the West Memphis Gypsum plant in April 1993. Since then, I have been contributing to the safety program by conducting safety training, establishing safety programs and developing ergonomic and safety committees. In addition, I maintain our safety incentive program, performing safety audits and working in the environmental program area.

"The West Memphis Gypsum plant has made great strides in the safety program. The operation attained a milestone on August 19 when it reached five years with no lost-time accidents.

"A good safety program requires continuous effort from all the employees, all the time. Because it is very easy to become complacent about safety, my main goal is to impress upon each employee the importance of his or her ongoing awareness. Safety must be second-nature in order for the West Memphis plant employees to work as a team and reap the benefits of good health and a safe workplace."

SERVICE ANNIVERSARIES

JULY/AUGUST

BUILDING PRODUCTS

Big Tin Barn, Inc.

15 years
Kerry Stone

10 years
Otis Sparks

5 years
Bobby McIntyre

Buna

20 years
Charles Meads

10 years
Eugene Babinat
Thomas Best
William Burns
Jimmie West

5 years
Bruce Norton
Dexter Renfro
Archie Watts

Diboll

45 years
Roger Goff

40 years
James E. Stewart

35 years
Wanda Clark

25 years
Donald Capps
Robert Craig
Cecil Hance
Joe Nettles
Jesus Rodriguez
Venyta Smith
George W. Stewart
Paul Suarez
Juan Valdez

20 years
Jose Jimenez-Tejeda

15 years
Keith Capps
Vicente Cavazos
Ramiro DeJesus
Henry McGuire
David Perry

10 years
Tony Allen
Joseph Buchanan
Jim Cumbie, Jr.
Johnny Grounds
Jason Kartye
Horace Stubblefield III

5 years
Raul Alvarez, Jr.
Gregory Capps
Donald Green
Mary Gulley
Robert Harris
James Valdez
Thomas Williams

Fletcher

25 years
David Cain

15 years
Jerry Cooper

5 years
Michael Dearinger

INSIDERS

Building Products
Diboll, Texas

In a joint venture between Temple and Caraustar Industries, Inc., of Austell, Georgia, a 124-acre parcel of land has been purchased from the Tennessee Valley Authority (TVA) as the future site of a gypsum wallboard plant.

Pre-construction state and federal environmental permitting is underway and construction of the $60 million facility is scheduled to begin in early 1998. The plant will produce in excess of 700 million square feet of gypsum wallboard annually and will utilize 100 percent flue gas desulfurization (synthetic) gypsum. Production is expected to begin in 1999 with a total plant employment of approximately 125 people.

The land is adjacent to the Cumberland Fossil Plant, TVA's largest coal-fired steam electric plant, which will supply 100 percent synthetic gypsum for use in the production of Standard Gypsum's wallboard. The synthetic gypsum, produced as a by-product of the plant's air-cleaning system, will be processed for Temple through a separate arrangement with Synthetic Materials that will operate a facility to dewater the gypsum material and convey it directly to the Standard Gypsum plant.

The use of synthetic gypsum is not a new practice for Temple. For the past 12 years, synthetic gypsum has been added to Temple's gypsum wallboard produced at its West Memphis, Arkansas, facility. Wallboard currently produced at that site is approximately 80 percent synthetic gypsum, but the plant has plans to move to 100 percent synthetic gypsum in content. In addition, synthetic gypsum composes almost 10 percent of content of Standard Gypsum's product manufactured at its facility in McQueeny, Texas.

Fletcher, Oklahoma

Fletcher Wallboard accepted 117 applications during a recent Job Fair. This was the first Job Fair ever held at the wallboard plant. The applicants were shown films that gave an overview of both the plant and the Temple-Inland Corporation. **Cecil Cameron**, relief foreman, explained the rotating shift schedule and job duties for entry-level positions. The final step was a brief interview conducted by **Janet Carroll**, human resources manager, and **Scott Trout**, production foreman. Stationed throughout the process to assist and answer any questions were **Lana Whitmore**, a spouse of an employee; **Jennifer Moore**, human resources clerk; and **Debbie Wilson**, human resources assistant.

Pictured, from left, back row: Cecil Cameron, Debbie Wilson and Scott Trout; front row: Janet Carroll, Jennifer Moore and Lana Whitmore.

The Fletcher Gypsum Quarry recently contracted with Harrison Gypsum to ship Retarder Rock (rock measuring between 1/2 inch and 2 1/2 inches in diameter). The quarry ships the remaining rock to the West Memphis Wallboard plant. A three-deck screen with two conveyors and a complex series of discharge hoppers had to be installed to separate the different materials for shipping. This construction was completed, and the first Retarder Rock was loaded on rail cars and shipped on August 4.

Pictured, from left: Ollie Price, Victor McKee, Bret Derryberry, Leslie Austin, Jerry Cooper and Curtis Price. Not pictured: Charlie Smith, maintenance, and David Cain, quarry superintendent.

All the personnel at Fletcher Wallboard were given Fire Extinguisher Training during the month of August. The instructor was **Bob Holden**, mechanic lead person. Bob explained the different types of extinguishers and the appropriate situations for which each type is designed to be used. After Bob demonstrated the proper use of a fire extinguisher, each employee was required to exhibit the correct procedure for extinguishing a fire. Fire Hose Training was given to designated personnel during the month of September.

The Training Center at Fletcher Wallboard was the site for the 1997 Miner Training Refresher. Oklahoma State Mining Law and MSHA require the training for all persons working at the quarry. The instructor was **Ron Cunningham** from the Oklahoma Mining Institute. The classes were held on September 3 and 4, with 32 people in attendance.

Hope, Arkansas

The Hope Particleboard plant has made major improvements in productivity, board quality and plant profitability. The continuous improvements are gaining momentum, and all employees are involved in the success. The Team Incentive Plan (TIP) rewards specific improvements and desired trends.

Pictured, from left, are: Kenneth Williamson, Raw Material; Dewayne May, Forming/Pressing; Dewayne Turner, Forming/Pressing; Derek Muldrew, Forming/Pressing; Kevin Grimes, Drying/Environmental; Debbie Wilsey, Forming/Pressing; Mark Powell, Forming/Pressing; and Larry Longino, Drying/Environmental.

Core Skills is a 32-hour training class that prepares new employees for success in our facility. The class covers plant safety, a review of the production process, rolling stock certification and preparation for our culture. We introduce and discuss our mission statement, our philosophies, expectations, our team concept, and the opportunities provided in our pay-for-skill structure. While it is difficult to postpone the filling of personnel needs for a week, the investment returns

Monroeville

5 years
Donald Cox, Jr.

Pineland

35 years
Edward Williams

25 years
Bobby Crow

15 years
John Duck
James McCallie
Kenneth Scott
George O. Washington
Christopher Young

10 years
Michael Barlow
Royce Collier
Ronald Dailey
Jefferey Faganello
Ricky Gipson
Willie Jackson
Jeffrey McBride

5 years
Ronnie Armstrong, Jr.
David Hoyle
Kevin Impson
Elester Whitmore
Robert Williams

Thomson

15 years
Robert Dunaway
Clarence Stribling

10 years
Patti Ayer

5 years
Everett Ramsey

West Memphis

25 years
William A. Calaway

20 years
Garey Ballard
Terry Bullocks
John Davis, Jr.
Sherry Moore

15 years
A.C. Funderburg

5 years
Gaylon Shrader

CORPORATE

Diboll

20 years
Kenneth Christopher

15 years
Mary L. Clark

10 years
Jeannetta Wheat

5 years
Shelba Harrison

Investment Division

15 years
Ronald Sullivan

5 years
Doyle Simons

Forest
35 years
Darrel Waldrep
30 years
Levi Twiner III
25 years
Ronnie Morgan
Doyle Rhame
20 years
Claude Moses
Jack Norman
Keith Stephens
15 years
Thomas Mathis
10 years
John Byerly
John Derkits, Jr.
Betty Kyle
Lyndel Powell
5 years
Albert Carter III
Ronnie Pavlic
Harry Taylor

Sabine Investment
5 years
Luz Rosales

INLAND EASTEX

Evadale
40 years
Bobby Cryer
Dwight Short
Bobby Williams
35 years
Johnnie Cole
Kenneth Steppe
30 years
Florian Bielecki, Jr.
William Gilstrap
John Hamshire
Charles Jones
R.L. Kelley
James McNeely, Jr.
Charles Perry
Albert Plaunty, Jr.
25 years
Donald Spears
Jerry Spears
20 years
Dale McInnis
Robert Seastrunk, Jr.
Johnny Scott
5 years
William Brown
Donald King, Jr.
Robbie Marshall
Todd Mayo
Jacqueline Newton
Ted O'Dell
Matthew Taylor

FOOD SERVICE CORPORATION
10 years
Rosalina Maines
5 years
Taliauli Afu
Donald Coppock
Charlotte Moore
Leoncia Palumbo
Carole Schlomann
Seng Vange

a more valuable employee. Core Skills gives new employees a focus on the mission of this facility.

"My confidence level is up. I feel like I can be an asset," said Dartelli Kight, who attended the class. Kight also believed it helped him overcome the intimidation of the plant's size and technology.

"I've gotten more information from this place in four days than from previous employers in four months," said Larry Longino. He also said he was beginning to understand the relationships among the various jobs in the plant.

Class of August, 1997 (back row, from left) Dartelli Kight, utility technician; Scott Loe, process technician; Larry Longino, process technician; Robert Norvell, process technician; (front row, from left) Melissa Kinnu, process technician; and Donald Page, process technician.

Monroeville, Alabama

Five employees from Temple completed the 75-quarter hours required for a certificate in industrial maintenance. Two of those employees also completed the technical requirements for an electronics and instrumentation certificate from Alabama Southern Community College (ASCC).

Monroeville employees who received both the industrial maintenance certificate and the electronics and instrumentation certificate were **Dwight Chandler**, boardline supervisor, and **Steve Baggett**, electrician. Receiving the industrial maintenance certificate were **John Beckham**, maintenance planner; **Jr. Fails**, millwright; and **James Gallery**, maintenance oiler.

Since 1992, by special request from Temple, the technical courses for these programs have been offered on site in Monroeville through the Business and Technical Division of ASCC.

Monroeville Particleboard Operation employees receiving certification from Alabama Southern Community College are (from right) Steve Baggett, industrial maintenance certificate and electronics and instrumentation certificate; James Gallery, industrial maintenance certificate; Dwight Chandler, industrial maintenance certificate and electronics and instrumentation certificate; John Beckham, industrial maintenance certificate; Christie Proot, field engineer, Alabama Southern Community College. Not shown is Jr. Fails, industrial maintenance certificate.

Forest Division
Pineland, Texas

John Derkits of the San Augustine Forest District created a five-member forestry appraisal and inventory team that has increased volumes of production and improved standards of quality in its work. **Stephen McInnis** is the group's leader.

Jasper, Texas

With Temple-Inland's use of fertilization in the site-specific silvicultural treatments of pine plantation sites, a request came for a method of application to benefit seedling growth.

The Regeneration Department wanted a "three-in-one" plow, currently being utilized for prescribed site preparation treatment, to have the ability to distribute fertilizer concurrently.

Heavy Equipment Maintenance employees **Walter Kelly, James Ryan** and **Robert Morgan** answered the challenge. They designed and fabricated a distributor that is incorporated in the plow. The fertilizer is fed by auger at the desired rates to the required location. The components of the modification can be purchased "off the shelf" and require a minimum of changes.

We are proud to note that this "three-in-one" plow incorporating a fertilizer distributor is a product of the fabrication and design abilities found at the Forest Division's Heavy Equipment Facility located in Jasper, Texas.

Standing with the newly developed three-in-one plow are its creators (from left) Walter Kelly, James Ryan and Robert Morgan.

One responsibility of the Forest Division's Heavy Equipment Maintenance Facility is the relocation of materials and equipment. The equipment being transported is usually above the maximum weight limits set forth by the states of Texas and Louisiana. The company is required to purchase load- and route-specific oversize permits. The time to obtain the permits ranges from one to four hours. The drivers are required to have these permits in their possession when moving the equipment.

To avoid costly delays, a cellular phone and facsimile machine were purchased. The equipment is moved from truck to truck as needed. When a request to move equipment comes in from the field, the trucks are dispatched immediately. They are traveling and loading the equipment while the state permits are being obtained. Radio or phone contact is used to confirm when each party is ready, and a facsimile of the permit is then transmitted.

The investment has paid for itself in one month. Plans have been made to purchase a second machine.

Continuous Process Improvement is a vital part of Temple-Inland's work environment and the Forest Division is no exception. The Forest Division is making a wide range of improvements, some large and some small.

Temple-Inland's harvesting contractors are also raising standards. Contractors have been trained to measure residual stem densities to better ensure that silvicultural prescriptions are carried out. By leaving the optimal biological densities, when thinning a stand of timber, the forest will be more productive and healthier.

Pictured from left are: Jon Mastin, Forest supervisor; Richard Dougharty, Logging contractor (back), and Lance Childress, Harvesting supervisor.

Rome, Georgia

As of the period ending June 28, Rome Forest Division personnel had worked 1,626,003 safe man-hours, or 1,305 safe workdays, since the last lost-time injury that occurred nearly five years ago.

It was announced in **Ted Owens'** report on Containerboard Safety Ratings for the year 1996 that the Rome Forest Division was the gold medal winner of the Seventh Annual Containerboard Safety Contest. All Forest Division personnel are to be complimented on this outstanding accomplishment.

SEPTEMBER/OCTOBER
BUILDING PRODUCTS

Buna
10 years
Lee Cannon
Ernest Cherry
Blake Childress
Aubrey Cole, Jr.
Tony Cooper
Bill Cravey II
George Drake
Carl Evans
Steve Franklin
Eddie Graham
John Harding
Delton Harper
Darel Harris
Herman Herrington, Jr.
Roger Holland
Earlie Jones
James Keith
James Marks
Sammy Miller
Terry O'Dell
Kevin Owens
Michael Reeves
James Roberts
Nathaniel Scott III
Foster Shoulders
Jana Simmons
Allan Sims
James Sluss
Donald Vannoy
Joel Watson
Crockett Whitmire
5 years
John W. Martin
Johnny Scott
Bryan Terracina

Diboll
30 years
Esteban Guerrero
Billy C. Hardin
25 years
Raymond Bounds
Harold Cassidy
Larry Moulder
20 years
Robert Davis
Juan Morales
15 years
Terry Bell
William Cole, Jr.
Roger Officer
Rogelio Perez
10 years
William Deason, Jr.
5 years
Michael Day
Charles Mettlen
Bernice Steins
Ronald Still

Fletcher
5 years
Cecil Cameron
Jay Davis
Angela Thornhill

Monroeville
20 years
Charles Gulley
Billy Kimbro
Herman Wright
10 years
Issac Lee
5 years
Charles Black

Pineland
35 years
Richard Polk
25 years
Eddie Smith
20 years
John Berry
15 years
Daniel Chance
Ricky Mott
5 years
Michael Warner

Southwest Louisiana
10 years
Donald Foshee
Barry Hebb
5 years
James Busby
Jake Cloar
Jason Thomas
Shawn Van Horn

Thomson
20 years
Roy Dye
Anita Reese
5 years
Anthony Dukes

West Memphis
25 years
Robert Coleman
5 years
Henry Berry
Sherry Smith
Alan Wilkerson
John Yeoman

Forest
35 years
R.D. Shows
30 years
George Dover
20 years
Steven Killion
15 years
Albert Benton
Barbara West
10 years
James Ryan
Mark Trabing
5 years
John Campbell
Greggory Foster
Simon Purvis III

CORPORATE

Diboll
25 years
Sarah Covington
Leo Lepold
20 years
Don Cox

Stanley Terrell, Resource Analyst of the Rome Forest Division, organized a golf tournament at Stonebridge Golf Course in Rome and raised $17,069 for the Scottish Rite and Egleston Children's Hospitals.

We are fortunate to have two quality hospitals close to Rome. Two Inland employees, **Syd Kinne** and **Keith Clark**, recently used Egleston Children's Hospital for the successful treatment of their grandchildren.

Company employees who helped with the golf tournament are, standing, from left: Shirley Howard, Stanley Terrell and Brenda Trapp; sitting, from left: Allison Cape and Bonnie Holden.

Robert Clarke, forest technician of the Cave Spring District, visited Cave Spring Daycare in Cave Spring, Georgia, this past winter to talk to four-year-olds about the importance of forestry and forest products. He took a bag of seedlings and let the children help him plant four or five in the yard of the daycare center. He also took the books, *From Tree to Paper* and *My Little Corner of the World*, for their teacher to read to them.

In May, fifth-graders from the elementary schools in Polk County, Georgia, came to the county fairgrounds to learn about various aspects of agriculture. Stations were set up for the students to see farm animals, agricultural machinery, products and practices. Clarke set up a display that showed the cycle of industrial forests and described how Inland's Rome Forest Division operated. He also explained the significance of forestry and answered questions from the students.

Robert Clarke, forest technician of the Cave Spring District, shows children at the Cave Spring Day Care Center the cycle of the industrial forest.

The Rome Forest Division is proud to announce new hires, service awards, promotions, and, with regret, a retirement.

Richard M. Chubb, Jr. was hired June 2 as GIS administrator in the Information Systems Department. **Danny J. Brooks** was hired June 30 as chip quality analyst in the Operations Department.

The following service awards are being presented in the third quarter of 1997: **Patricia T. Conner**, secretary in the Gainesville Region, has served for 30 years. **Olin F. Cagle**, D-4 equipment operator in the Waleska District, and **Donald W. Corn**, timber technician in the Cave Spring District, both have a 25-year tenure. **Jimmy C. Chester**, crew leader in the Ellijay District, has celebrated his 20th anniversary, while **Wade C. Chapman**, district supervisor in the Whitesburg District, has served for 10 years. The Rome Forest Division congratulates all of you.

Mac D. Glover was promoted to R-1 equipment operator at the Newnan Woodyard, Whitesburg District, on June 30. **Gregory A. Rainey** was promoted to D-4 equipment operator in the Cave Spring District, Cedartown Region, on June 30.

Billy G. Middleton retired May 31 after 40 years with the company. At the time of his retirement he was district supervisor in the Ellijay District. We wish Billy the very best in his retirement.

Finally, we would like to give everyone a technology update. It is not necessary to be on the Internet to E-mail people outside the company. All you need to do is type the following: [TFS:Person'saddressname@location.com]. For example, Steve Worthington works in Jesup, Georgia, for Rayonier. Therefore, his address is: **SteveWorthington@Rayonier.com** In order to E-mail Steve, you would type the following: [TFS:SteveWorthington@Rayonier.com]. Remember to not skip spaces in the brackets.

Inland Eastex
Evadale, Texas

The word "vital" means essential to existence or critically important. In January, our "Vital Few Project" was introduced and four areas were identified as vital to Inland Eastex's prosperity. Those four areas were defined as No. 5 paper machine throughput, maintenance effectiveness, pulping uniformity and purchasing effectiveness.

Results from the first six months of the Vital Few Project have been encouraging and, with continued commitment, we should meet our goals.

Wayne McFee, longtime employee at Inland Eastex, will be traveling west to assume the position of mill manager for the paperboard mill in Ontario, California. Wayne has been at Inland Eastex for 21 years, the last seven as production manager. We wish Wayne good luck!

Mike Dimick, former mill manager at the Ontario paper mill, will fill the newly created position of mill operations manager at Inland Eastex. Mike has been a member of the Inland organization for many years. Before his 5 1/2-year stint as mill manager in Ontario, he spent nine years at the mill in Orange as environmental technical superintendent, paper machine superintendent and paper mill superintendent. Welcome back to Texas, Mike.

Correction

Our apologies to Lormayne "Billy" Wunschel, 40-year employee of Temple-Inland Forest at the Clyde Thompson Nursery in Jasper County. We misspelled his name in the service anniversary listing in the last issue of InTouch.

10 years
James Kennedy
5 years
Sarah Jones
Janet Pavlic
Ronald Sharp
Deborah Tipton

INLAND EASTEX

Evadale
40 years
Paul Williams
35 years
Andrew Graham
Donald Saenz
Bobby Smith
Richard Smith
James Walker, Jr.
30 years
Martin Curtis, Jr.
Joe Hickman
Richard Nelson
Billy Robbins
Lawrence Smith
Arthur Spears
Henry Stephenson
Harvey Thompson
25 years
Kerry Bankston
Jimmy Gallier
Frank Griffis
Adlai Lack
Joyce Willis
20 years
Billy Davis
Winifred Fowler
Roy Gatlin
William Griffith
Terrell Hadnot
Earnest Hight
David McKinnon
Randall Reeves
Garnett Sheffield
10 years
Edward Jones
John Lewis
5 years
Kendall Ayres
Cheryl Bertrand
Lonnie Carr, Jr.
Charles Cumbaa
Rick Davis
Kenneth Eckerle, Jr.
Arthur Garza
Larry Jenkins
Scott Lauderdale
Donald Sweat, Jr.

FOOD SERVICE CORPORATION

15 years
Richard Rice
10 years
Gary Stoner
5 years
Paul Lett
Lawrence Stevens
Michael Stratton

Safe and Sound

This streamside management zone (SMZ) on Temple-Inland land in Georgia demonstrates objectives of the company's Perpetual Forest Principles. These include a smaller clear-cut size and wider streamside buffers for protection of the stream source. Because the harvest area has stabilized with new growth, erosion is not a concern in this area. According to Ron Gresham, Temple-Inland Forest's director of forest management, not only the intermittent stream flowing down the hill but also the stream at the base of the hill is protected by the SMZs.

INTOUCH CORRESPONDENTS

Dianne Standley
Northern Chip Mill
Lufkin, TX

Steve Paulson
Hope Particleboard
Hope, AR

Tom Ritch
Temple-Inland Forest
Coosa, GA

Bonnie Holden
Temple-Inland Forest
Coosa, GA

Leah Fontenot
Southwest Louisiana-Lumber
DeQuincy, LA

Melissa Chumley
Corporate Headquarters
Diboll, TX

Robert Wilson
Temple-Inland Forest
Jasper, Tx

Steve Haverin
Temple-Inland Forest
Silsbee, TX

Sharron Ivie
Temple-Inland Forest
Diboll, TX

Ray Meleton
Temple-Inland Forest
Pineland, TX

Deb Carroll
Monroeville Particleboard
Monroeville, AL

Gary Ulman
Pineland Complex
Pineland, TX

Tina Avera
Human Resources
Diboll, TX

Janet Carroll
Fletcher Wallboard
Fletcher, OK

Shaun Davis
Southeast Texas Operations
Evadale, TX

Cathy Dickerson
Temple-Inland Forest
DeQuincy, TX

Randy Burt
Diboll Particleboard
Diboll, TX

Eliu Pinedo
Diboll Lumber
Diboll, TX

Kim Spencer
West Memphis Gypsum
West Memphis, AR

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