

InTouch

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

DECEMBER 1998/JANUARY 1999

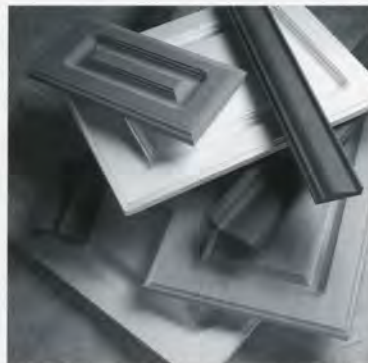
MDF PLANTS IN CLARION, PEMBROKE JOIN TEMPLE PANEL PRODUCTS FAMILY

With the purchase this fall of two medium density fiberboard plants, Temple takes another step in its strategy to become a leader in the MDF industry and grow its business.

The two plants, in Clarion, Pa., and Pembroke, Ontario, were purchased from MacMillan Bloedel Limited for approximately \$160 million Canadian. Each plant can produce approximately 130 million square feet of MDF annually. The product is increasingly found in moulding and millwork.

Temple now has the capacity to produce approximately 410 million square feet of MDF per year, making the company the fifth largest MDF producer in the world.

"We believe MDF will complement our Panel



Products group and these additions make Temple a major player in this industry," said John McClain, Panel Products vice president. Temple also markets the production of an MDF plant in El Dorado, Arkansas, which is owned in a joint venture with Del-Tin Fiber, L.L.C.

"MDF is a product whose markets are growing, especially in moulding and thin board (1/8" - 3/8") applications. Both Clarion and Pembroke plants are designed to produce thin products, an advantage over older North American MDF plants," added McClain.

"We know that both Clarion and Pembroke have excellent assets, in both equipment and people, which will enhance our Panel Products group. The purchase gives Temple additional capacity and geographic reach to provide high quality MDF to these

fast-growing markets."

As part of the purchase agreement, Temple will invest approximately \$12 million in pollution control equipment to comply with agreements MacMillan Bloedel made with residents and government agencies in the two communities.

John Orynowka, Temple-Inland's director of air programs, said at Pembroke, a wet scrubber will be installed at a cost of approximately \$3 million to retrieve fiber loss through emissions. The installation is expected by the end of February 1999.

The company will invest approximately \$9 million at Clarion to install a regenerative thermal oxidizer to remove organic emissions and odor from the exhaust of the plant's primary dryers. Completion date for this project is fourth quarter 1999.

Chips used at Clarion and Pembroke, purchased from local wood producers, are super-refined.

Common uses for the product are well-defined moulding profiles and products such as television cabinets. The manufacturers of these types of products demand excellent machinability and paintability, which can be met by the product manufactured in both Clarion and Pembroke.

THOMSON CROWN WOOD MOCKSVILLE, NC



With the recent purchase of the medium density fiberboard plant in Clarion, Pa., a Temple product has an even greater probability of finding its way into your home - via your television cabinet.

One of the largest users of MDF produced in Clarion is Thomson Crown Wood Products, a cabinet manufacturer in Mocksville, NC. Employees at that facility produce approximately 2,000 cabinets a day at two facilities. The cabinets are assembled to the "rough cut" stage, and are then sent to the main assembly plant in Juarez, Mexico, for final assembly.

"Using the MDF product raises the overall quality of the cabinets we're able to produce for RCA, GE and Proscan," said Dean Carter, Thomson Crown Wood Products buying and scheduling agent. "This product gives our cabinets a shiny surface compared to other MDFs. Since we print the woodgrain onto the board, the denser the surface the better quality the printing."

The plant, which employs 500 people, produces 50 different cabinets for

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 **Temple**
A Temple-Inland Company

**Temple-Inland Inc. now has a presence on the worldwide web
at www.temple-inland.com**

 **Temple-Inland
FOREST**



OUR BUSINESS

by **Harold Maxwell**,
President and Chief
Executive Officer,
Temple-Inland Forest
Products Corporation

Temple-Inland Forest Products Corporation has re-invested much of its capital assets in improvements and modernization of equipment to make our manufacturing operations some of the most efficient in the industry. These expenditures have brought the latest technologies to our particleboard and sawmill operations and have added new production facilities and product lines.

However, as we do business in a changing economic environment, it is necessary to address new, emerging issues. Three major forces that bring value to the customer are transforming the world economy. These forces - speed, connectivity and intangibles - are changing the business environment, and Temple is taking steps to embrace these forces.

Speed is defined as the real time, "I want it now" nature of product and service delivery. Connectivity means the customer's desire for product and service delivery at any place.

Intangibles refer to knowledge of customer needs and bundling of service components with the product.

Successful business endeavors today appreciate "knowledge assets" as well as equipment / facility assets. "Knowledge assets" include what we know about the internal business processes, about the product that we produce, about our customers' needs and values, about our competitors, and other information. "Knowledge assets" are intangible items, as opposed to the more physical assets that the company owns in manufacturing facilities, forestlands, etc. Successful businesses have used their "knowledge assets" to add value to their products and services.

Cellular phones are a good example of how these forces are transforming an industry. The tremendous growth of the cellular phone industry is due in part to product and service delivery at any time and any place (speed and connectivity). Cellular service providers are now packaging additional services such as caller I.D. and messaging, features that add value to the product. The industry determined the knowledge assets of what the customer wants and the added knowledge that the customer is willing to pay more for this service. This example illustrates that the product / service aspect of business is becoming blurred. It is

becoming harder to determine what is a product and what is a service.

We have taken steps to position ourselves in this environment. Beginning with the Sales & Marketing Department, we now address speed and connectivity by allowing customers to access their product information through the Temple worldwide web site. This activity builds on our other successful customer interface programs such as product mix / product demand matching, and on-time shipment scheduling and delivery.

Now, we are looking at the building materials business as a whole. We must look at speed, connectivity and intangibles as they relate to our manufacturing processes and how we create value from our forests. Our ability to bundle all of these together will determine our success.

An example of our progress is the utilization of global positioning systems within our Forest procurement group. This tool allows us to calculate the acreage of a tract of timber immediately from the use of satellite technology. This information enables our foresters to submit a more accurate bid to purchase a landowner's timber. This value is realized or looped back into the raw material cost of manufacturing our products.

On page 3, Greg Sieg describes specifically the interrelationships of all of these forces within our company.

CHILDREN'S FOREST EXHIBIT TO OPEN IN AUSTIN

The Temple-Inland Foundation has helped fund "Lives of a Tree, A Forest Eco-System," a traveling exhibit at the Austin Children's Museum which will make its debut Jan. 23, 1999.

The exhibit focuses on the forest community, interaction among soil, plants and animals, and forest products in our lives. Included in the exhibit are impressionistic forest walks, observations of soil and animal habits.

The traveling exhibit will remain in Austin through July 1999, and will then go on tour for three years across the United States.



TEMPLE-INLAND
FOREST PRODUCTS CORPORATION

INTRANET

YOUR OFFICIAL SOURCE FOR:

- All Temple-Inland Forest and Temple-Inland Inc. press releases, see Headlines on the homepage
- Scheduling for North Boggy Slough and Scrappin' Valley, see Temple-Inland Forest
- Temple overview, libraries for archived press releases and *InTouch* articles, see Departments & Services: Communications
- Forest links to GreenSpirit (Dr. Patrick Moore) and the 1997 Forestry Principles Summary, see Temple-Inland Forest

<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.

**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.

SOLID WOOD:

Closing the Gap

by **Greg Sieg,**

*Director, Information Services & Technology, and
Project Leader for the Solid Wood Value Chain Initiative*

As global economic forces drive competition to encroach on our markets and the character of our forest changes towards a higher mix of plantation timber, we are being challenged to improve our performance.

We have launched a new initiative to help us achieve an improved match of customer and market needs with our potential manufacturing capabilities and forest resources. Temple's vertical integration (we own raw materials, convert to products, and service the customer) creates the need to review the linkages of relevant and timely information within the business unit to ensure that we understand and control how value is created.

The initial analysis has already lead to steps being taken within the operations areas through planned mill reconfiguration and modernization. This positions Temple to optimally convert this "new" raw material supply. With these changes underway, we must now shift our focus toward the decision-making processes that drive how these converting facilities will operate.

At the heart of this analysis is the improvement of our ability to measure performance. The need to expand our knowledge of how "margin" is created across an enterprise is demanding examination of how to capture the best opportunities to create profit.

To assist in this initiative, Temple has enlisted the support of The Ernst & Young Center for Business Innovation, through Bob Dragoo. Dragoo is currently heading up research focused on using "feedback loops" in conjunction with other measurement systems to assist businesses in examining how to capture the best opportunities to create profit. Dragoo feels the development of real "feedback loops" across the value chain are necessary to make our

strategic decisions adaptive and representative of how business is performing at the moment both tactical and strategic decisions must be made.

The work with Ernst & Young represents only the initial four months of this effort. The group working on this initiative consists of Greg Sieg, Melissa Chumley, Bob Dragoo (E&Y), Anita Srivastava (E&Y), and Jim Park (E&Y). This group will be conducting meetings with various personnel from Sales and Marketing, Solid Wood Operations and Forest. During these meetings, the group

will be capturing information concerning current decision making processes and the identification of opportunities for improvement. Included in this part of the initiative are the following key areas:

- Definition and documentation of the current information flow
- Definition and documentation of the current value chain
- Development of a knowledge repository for the current key decisions
- Identification of "feedback loop" and process improvement opportunities
- Development of an implementation plan for



With Greg Sieg (left) are members of the Solid Wood Value Chain Initiative team including Anita Srivastava, Ernst & Young; Bob Dragoo, Ernst & Young; Melissa Chumley, Temple; and Jim Park, Ernst & Young.

identified opportunities

At this point the group has completed the first two key areas and is in process of developing the knowledge repository. We will conclude this initial effort by the end of January 1999. At that time the real effort will ensue as we begin to implement these changes throughout the organization.

The group would like to thank those individuals who have participated in the interview process. As this initiative progresses, we will be providing additional updates through the Temple-Inland Intranet, departmental presentations and future copies of *InTouch*. If anyone has any questions or would like additional information, please contact Greg Sieg (409.829.1566).



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OUR FUTURE

To communicate customer expectations to Temple employees, Temple Sales & Marketing has implemented an innovative program involving personal customer involvement.

The approach of Temple's Order To Cash team brings key customers to Temple's manufacturing facilities in a "town meeting" forum. Customers speak informally to employees about service issues - consistency, predictability and reliability, essential elements of the Order To Cash value chain.

According to Marc Lishewski, commodity sales manager and OTC project leader, customers have visited a total of 13 plants. These include all solid wood plants and seven panel products facilities. The remaining plants will be visited during the first quarter of next year.

In these meetings, customers have expressed compliments to Temple employees. Peter Kern, owner of Building Materials Wholesale, told employees at West Memphis Gypsum, "I average 20 turns a month, and your reliability and consistency make that possible. We've grown with Temple, and you've helped me grow with my clients."

Jimmy Greenlee, operations manager for Quality Cabinets, told employees at Diboll Particleboard, "We buy 130 trucks a month from Temple. You are our sole supplier. We make 7,500 cabinets a day for Dallas builders. Your reliable service is directly related to satisfying those homeowners. Your product gets here the right time, every time." Max Thore, Quality Cabinets purchasing manager, also



PUTTING CU

**I know what it takes,
and I appreciate what you do for me and
my customers.**

**you keep me in mind
every day, you'll make me
successful with my customers.**

**My customers want good wood,
and they get a lot of your wood.**

Bert Jones — President, Mid-States Wood Preservers

attended the presentation.

And Brian Gilliam, president of Drywall Supply Inc. told employees at McQueeney Gypsum, "When Temple grew, I grew with you. It's not hard to make promises to my customers because you guys keep your promises to me. You make it easy to do business with Temple."

Temple employees are flattered that customers have taken the time to visit.

Lishewski says communicating the Order To Cash vision has been an evolving process.

"When we first began this effort, I went to Diboll Particleboard and asked a lift driver, 'What does Order To Cash mean to you?'" recalls Lishewski. "The employee said, 'Nothing.' So then I asked what customer service meant to him, and he replied that he had worked the entire prior weekend making sure a customer's special order was done correctly. That was the link we were looking for."

The campaign was initiated with key customers touring Temple plants with the walk-through

focusing on employees, not machine centers.

"The success of these plant tours has gone beyond our expectations," says Lishewski. "We ask our customers to tell employees why they choose Temple products over others. Our customers have delivered the message our employees needed to hear — that they choose us because we differentiate ourselves through simplicity, predictability and reliability. Our customers have realized what a great opportunity it is for them to speak directly to the people that deliver their orders on time and in the same condition as when the product left the loading area. Our employees are given the opportunity to speak one-on-one with the people who ultimately benefit from their efforts."

To reinforce customer messages, a series of posters and a video program are being developed. Both the posters and the video capture the actual customer presentations to Temple employees.



CUSTOMERS FIRST MAKES TEMPLE SECOND TO NONE.

SERVICE ANNIVERSARIES

SEPTEMBER/OCTOBER 1998

TEMPLE-INLAND INVESTMENT

30 years
Clifford J. Grum
25 years
Steve Slaton

BUILDING PRODUCTS

Buna
10 years
Clifford Moore
5 years
Jerry Brawley

Diboll
30 years
Benjamin Goins
John Wilson
25 years
Carl Price
Gilbert Allen
20 years
Lupe Dominguez
Juan Rojas
15 years
Ramiro Jasso
Jimmy Runnels
10 years
Joe Henderson
Micheal Murry
5 years
Ken Reaves
Javier Garza
Jianping Zhang
Jose Alvarez

Fletcher
15 years
Curtis Price

Hope
5 years
Dennis Rhodes III

Monroeville
20 years
Willie Banks
Robert Wilson
5 years
Isaac Hurst
David Denson

Pineland
25 years
Shirley Hunt
20 years
Davison Williams
Everest Wood
10 years
Murphy Ross
Claudette Ward
David Williams
5 years
J.D. Brown
Tommy Carter
Shannon Dupree

Rome
10 years
Scottie Smith
William Jones
5 years
Bradley Kohl
Thomas K. Pruitt
Tommy L. Pruitt



NEWS BRIEFS

Georgia, Alabama Temple employees complete 2 million safe work hours

Temple-Inland Forest's Georgia/Alabama operations recently completed 2 million safe work hours.

"It is quite an achievement to work more than six years without a lost time accident," said S.B. Kinne III, general manager of Temple-Inland Forest's Georgia and Alabama divisions. "This milestone shows the dedication by employees, throughout our organization, to making safety a top priority."

The current and past employees worked six years, four months and 17 days to reach 2 million safe hours, a total of 2,331 safe days. Management activities involve the operation of heavy equipment in the woods and extensive travel on highways and woods roads.



Pictured above from left are: **Syd Kinne**, general manager; **Darrel Roberts**, director of wood procurement; **Wayne Angel**, safety chair; **Joyce Roland**, safety chair; **Robert Hulsey**, safety chair; **Troy Farmer**; **Robert Clarke**, safety chair; **Eugene Jones**, human resources manager; **Bob Griffen**, director of safety; and **Jim West**, safety chair.



Two groups of about 70 **Waxahachie FORTRA Fiber-Cement** employees toured Diboll Fiber Products in September. The first group, which is pictured here, consisted of technical and maintenance personnel and operators. The groups saw first hand how a similar operation works and developed a rapport with their managing partner, Temple.

SW Louisiana
5 years
Darryl Henderson

Thomson
5 years
Jeffrey Hanna

West Memphis
25 years
Charles Campbell
Lee Tipton
10 years
Edgar Brooks
5 years
Tommy Prestage

CORPORATE
25 years
Judy Hales
5 years
James Lepold
Larry Wiggins

FOREST
35 years
James Agan
Billie Bergman
30 years
John Lankford
25 years
Ray Laney
Lawrence Lipford
Tim Stewart
20 years
Royce Grissom
Mikeal Justice
10 years
Baerbel Groom
Stan Cook
5 years
Joey Garza
Jason Dew

INLAND EASTEX
35 years
George Allen
Robert Carter
Larry Ford
Jerry Goins
Joe Hinson
Charles Jacobbs
Billy Kellum
Roy Langston
Joe Pattarozzi
Benjamin White
Chester Williams
Lamonte Young
30 years
Trentice Armstrong
John Barrow
James Bearden
Harry Brown
Kenneth Byrum
Thomas Clakley
Bonnie Cone
Aubrey Crane Jr.
Bruce Cravey
Earl Dabney
Eddie Holmes
Jimmie Kay
James Kelley
Emmett Lack
Ronald Miears
James Neel
James Phillips
Denzil Stuart
Ira Sykes



NEWS BRIEFS

Scholarship applications available

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

Children of active and retired employees may apply provided the parent has completed three years of continuous full-time service as of April 1, 1999. Applications should be completed and returned to the foundation no later than March 15, 1999.

THOMSON CROWN WOOD MOCKSVILLE, NC *(continued from page 1)*

televisions ranging in size from 25" to 61". The televisions are sold in retail stores throughout the world.

The television cabinets are produced with half Temple MDF and half particleboard, a portion of which Thomson Crown also purchase from Temple. Thomson used an estimated 8 million square feet in 1998 of MDF ranging in size from 3/8" to 1 1/8". Particleboard sizes range from 1/2" to 1 1/8", of which Thomson Crown purchased about 6 million square feet in 1998, Carter said.

According to Carter, the MDF comes in on trucks, about 25 a week, already cut to size by MTP Inc., another vendor of Thomson. The printing is done and the cabinets are rough assembled, with any speciality and machining done. It takes about five days for the product to go through the manufacturing process from start to finish.

Thomson teamed up with the Clarion mills long before the mill even opened. "We tested some of the first MDF produced there and found it to be of the quality we needed, and we continue to be pleased with the product," Carter said.



(cont. from page 6)

25 years

Edwin Denmon
Roy Eddins
William Graham
Marshall Merrill Jr.

20 years

Ricky Adams
Burk Cooper
LeAnn Flanakin
Danny Flowers
Andrew Graham Jr.
Nickolas Keeler
Carl Samual
Edward Smith
Thomas Vanwinkle Jr.
James Williams
Roy Wilson
Douglas Unger

10 years

Sherry Gipson
Patricia Stanley
Kathy Woods

5 years

Eva DeRoche

Texas South-Eastern

30 years

Jerry Goins

NOVEMBER/DECEMBER 1998

TEMPLE-INLAND INVESTMENT

5 years

Roger McCartney

BUILDING PRODUCTS

Buna

10 years

Michael Bolton
Lloyd Harris

5 years

Kevin Martin

Diboll

25 years

Robert Sanchez

20 years

Gary Flency
Roberto Lopez
Dewey Matchett

15 years

Lisa Dotson
Ruth Oates

10 years

Robert Cook
Jeff Zwolinski

5 years

Joe Gipson
Bobby Lee
Edward Terry
Billy Wallace

Pineland

40 years

Willie Moore

25 years

Arthur Pickens

20 years

Gary Cox

10 years

Don Berryman
William Brooks
Steven Coody
Woodie Dorsey

Rome

10 years

Spencer Price

SW Louisiana

25 years

Gary Frost

5 years

Andrew Attales
Richard Dowden
Jeffery Lanclos

Thomson

5 years

Bobby Burleson

West Memphis

15 years

Susan Marconi

5 years

Arthur Gregory
Michael Mattingly

CORPORATE

15 years

Linda Chandler

10 years

Henry Fleniken
Joseph Wells

5 years

Jeremy Sangster

FOREST

45 years

Joe Lanham

40 years

James Walker

35 years

Lethern Craft
Daryl Ward

30 years

S. B. Kinne III

25 years

Eugene Bentley
Larry Hardwick
Kenneth Young

15 years

Marc Kasher
James Whittton

10 years

Christopher Cantrell

5 years

Cody McBride

INLAND EASTEX

35 years

Harold Bean
Robert Dean

Jerry DeWitt
William Fuller

30 years

Glenn Burns
Arnold Crawford
Roy Moore
Gary Pitts
Mae Semien
Elbert Smith
Albert Stark
Ricky Willis
Billy Ybarbo

25 years

Charles Bailey
Billy Burns
Willie Huff
Jean Pierce
Mark Plaunty
Michael Robbins
Travis Smith
Richard Stephens

20 years

Wanda Davis
Ralph Fournier Jr.
Lewis Shelton

15 years

Garry Smith
Lydia Wakefield

JANUARY/FEBRUARY 1999

TEMPLE-INLAND INVESTMENT

20 years

Patti Jones

15 years

Mary Cavanaugh

BUILDING PRODUCTS

Buna

10 years

Michael Block Sr.

Joseph Francis

Jimmie Holoman

Jason Marks

Frank Parker

Scott Spears

Kevin Upshaw

5 years

Daniel Bailey

Diboll

35 years

Joe Sample

30 years

Linda Fulmer

25 years

San Donjuan
Brenda Elliott
Miguel Rosales

20 years

Cecil May
Darrell Roberts

15 years

Carl Burchfield Jr.
Luther Hudgins
Harry Hulett
Gary Keeling
Vernon Sanford

10 years

Bill Eckmann
Tony McFarland
John Presnall II
David Wier

5 years

Charles Grogan
Martin Jenkins
Patrick McAllister
Angela Robles

Fletcher

10 years

John West Jr.

5 years

Cheryl Smith

Monroeville

10 years

Mifford Hill Jr.

Pineland

25 years

Orville Fair

20 years

Ronald Lewis

10 years

Patrick Haskell

5 years

Willie Berry

Rome

10 years

Gregory Culbertson
Donald Sexton

5 years

Todd Smith
William Young

Thomson

15 years

Joe Usry

5 years

James Norman

CORPORATE

20 years

Mary Roach

5 years

Brian Noble
Robert Padilla
Larry Puckette

FOREST

25 years

Donald Anglin
Raymond Brown
John Shadow
Goldin White

20 years

Donald Arrington

David Crager

Ted Everett

Theresa Lyles

10 years

Martha Paine

5 years

Thomas Rhodes
Dianne Standley

West Memphis

25 years

Edwin Bone
Daniel Bowden Jr.

INLAND EASTEX

40 years

Norman Reddell

35 years

Wayne Best
John Cofty
James McClain

30 years

Charles Anderson
Prentice Cravey
Thomas Jacks
James Martinson
Thomas Sanders
Clifton Smith

25 years

Rebecca May

20 years

Betty Ford
Gary Goats
Stephen Ringo
Michael Samuel
Eddy Roby
Ray Smith

10 years

Dennis Brookshire
Richard Harwell
Herbert Ruckett

5 years

Thomas Hardy



PEOPLE ON THE MOVE

Promotions

Temple-Inland Investment: Roger C. McCartney, Tax Manager; Brian P. Pasher, Tax Director - Assistant Treasurer; Melanie Saxton, EC Support Specialist

TIFPC - Corporate: Charlotte Barrett, Benefits Coordinator; Teah B. Bowling, Benefits Coordinator; Steven N. Burnette, Procurement Specialist; Allen J. Foster, Desktop Specialist; Laura L. Hanson, Fiber Processing Supervisor; Stuart J. Rowe, Systems Programmer; Joseph A. Wells, Sales & Use Tax Lead Analyst

TIFPC Bldg. Prod. - Diboll: Jeffery D. Adams, Plant Manager; Kenneth R. Austin, Operations Research Analyst; William J. Black, Asst. Process Improvement Supervisor; Ricky M. Daugherty, Plant Manager-Cumberland; James R. Dickens, Product Development Manager; William R. Garvin, Software Systems Engineer; Kyle D. Hay, Resource Coordinator; Sherrye L. Johnson, Administrative Manager; Korey E. Kinney, Transportation Analyst; Thomas A. Lehtinen, Technical Director, PB Oper.; Bennie H. Lenox Jr., Account Manager I; Lan Li, Industrial Statistician; Stephen R. Meade Sr., Operations Mechanical Manager-PB; James C. Menz, Operations Manager; William A. Parish, Maintenance Superintendent; Gregory D. Pool, Production Supervisor; Teresa S. Randolph, Secretary II; Judy Reisner, Production Manager; Michael B. Warren, Product Manager-Solid Wood; Ronnie W. Wilson, Maintenance Supervisor

TIFPC Bldg. Prod. - Monroeville: John D. Blair, Asst. Process Improvement Supervisor; Robert L. Boyer, Finishing Superintendent; Bobby G. Jones Jr., Production Manager

TIFPC Bldg. Prod. - Buna: Blake D. Childress, CPI Engineer

TIFPC Bldg. Prod. - Hope: Donald R. Flenory, Process Technician; Joe Gage, Technical Director; Timothy K. Olive, Process Technician; Fredrick A. Prater, Process Technician; Brandon Teague, Process Technician; Anthony R. Waldren, Process Technician; James R. Withers, Process Technician

TIFPC Forest: Richard C. Leeper, Timber Sales Administrator; Robert L. Lindsey, Woodyard Supervisor; Jerry W. Anderson, Forest Technician; Dennis J. Anglin, Fiber Technician; Jeffery A. Butler, Forest Technician; Christopher C. Cantrell, Fiber Technician; Jimmy C. Chester, Forest Technician; John

H. Cochran Jr., Fiber Technician; Curtis J. Easley, Forest Technician; Gaylon D. Hames, Forest Technician; Ray Hand, Forest Technician; John D. Lankford, Forest Technician; Jose Ma E. Llana, Inventory Technician; Charles E. Mashburn, Forest Technician; John R. McCarson III, Wet Storage Technicians; Gregory H. McClure, Wet Storage Technicians; Billy W. Morgan, Fiber Technician; Kenneth D. Owen, Forest Technician

Del-Tin Fiber LLC: James R. Amason Jr., Finishing Lead; Robert K. Coleman, Lead Maintenance; Ronald J. Dumas, Operations Lead; Phillip S. Ivy, Electrician A; Jerry W. Jackson, Millwright A; John D. Jackson, Millwright A; Reginald D. Jackson, Production Team Leader; Daniel W. Jameson, Electrician A; June Lee, Electrician A; Lester Lee, Checker; Steven F. McLelland, Operations Manager; Stanley W. Nipper, Checker; John J. Saulsbury, Operations Lead; Tracy O. Swilley, Production Team Leader; Gary L. Williams, Operations Lead; Daniel E. Word, Finishing Lead

Rome Sawmill: Dwight H. Bobo, Shipping Coordinator; Christopher K. Hurdle, Green End Supervisor; Tommy L. Pruitt, Dry End Supervisor

New Hires

TIFPC - Corporate: Jon D. Carswell, Staff Auditor; Shane M. Grieve, Desktop Specialist; Darren S. Holm, Desktop Specialist; Tony B. Nguyen, Computer Operator I; Jack L. Rochelle, Director, I/T; Richard T. Tucker, Sales & Use Tax Staff Analyst

Sabine Investment of Texas: Leshia A. Reid, Secretary/Receptionist

TIFPC Bldg. Prod. - Pineland: Debora S. Reho, Clerical

TIFPC Bldg. Prod. - West Memphis: John T. Wall, CPI Process Technician

TIFPC Bldg. Prod. - Monroeville: Cathy K. Cleiland, Human Resources Manager

TIFPC Bldg. Prod. - Fletcher: Michael H. Moore, Technical Director

TIFPC Bldg. Prod. - Hope: Timothy G. Foltz, Utility Technician; Paul A. Hollis, Utility Technician; Larry D. Inscore, Maintenance Technician; Jim L. Jenkins, Human Resources Manager; Bradley S. McKinnon, Maintenance Technician; David M. Smith, Utility Technician; William G. Taylor, Utility Technician

TIFPC Forest: Gary O. Anderson, Scaler; Sandra A. Cole, Secretary III; Joel C. Eshbaugh, GIS Forester; Victoria D. Hilpp, Hardwood Landowner Asst. Forester; Nathan R. Smith, Fiber Analyst; Jeffery N. Stephens, Programmer; Richard C. Leeper, Timber Sales Administrator; Robert L. Lindsey, Woodyard Supervisor; Robert E. Hughes III, Fiber Analyst; Dorothy G. Birdwell, Secretary II; Clifford E. McCardle, Scaler; William J. Everett, Fiber Technician; Gary R. Schaerti, Financial Manager; Jerry W. Anderson, Forest Technician; Dennis J. Anglin, Fiber Technician; Jeffery A. Butler, Forest Technician; Christopher C. Cantrell, Fiber Technician; Jimmy C. Chester, Forest Technician; John H. Cochran Jr., Fiber Technician; Curtis J. Easley, Forest Technician; Gaylon D. Hames, Forest Technician; Ray Hand, Forest Technician; John D. Lankford, Forest Technician; Jose Ma E. Llana, Inventory Technician; Charles E. Mashburn, Forest Technician; John R. McCarson III, Wet Storage Technicians; Gregory H. McClure, Wet Storage Technicians; Billy W. Morgan, Fiber Technician; Kenneth D. Owen, Forest Technician; Ronald G. Cockrel, Operations Manager; Jimmy H. Shephard, Radio Technician; Charles S. Wickham, Fiber Procurement Supervisor

Del-Tin Fiber LLC: Michael D. Baxley, Millwright C; Tonya M. Daniels, Strapper; Charles Rhodes II, Heat Energy Operator; Gary J. Hamm, Clean Up; Chris L. Nutt, Strapper; Brandon Slaughter, Strapper; Ford Summerlin, Maintenance Planner; Michael A. Williams, Strapper

Retirees

TIFPC Bldg. Prod. - Diboll: Derwana J. Hall, Secretary II; Charlene Minton, Credit Administrator

TIFPC Forest: Dorothy G. Birdwell, Secretary II; Clifford E. McCardle, Scaler; Ronald G. Cockrel, Operations Manager; Jimmy H. Shephard, Radio Technician; Charles S. Wickham, Fiber Procurement Supervisor



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