

InTouch

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

APRIL/MAY 1999

BUILDING MATERIALS SALES SOAR

Building materials sales have reached an all-time high as manufacturers of building products, including Temple, find themselves in one of the nation's best building booms ever.

"We have just come off the best housing year in history with home ownership reaching an all-time high of 67%," said Brenda Elliott, residential and commercial products sales manager.

There were 2.1 million housing starts per year in the peak of U.S. housing starts in the mid to late 1970s, most of which were part of a huge apartment boom. While that explosion of activity resulted in increased product demand, it's nothing like the trend the

industry is experiencing now, said Warren Nesbitt, BUILDER magazine publisher.

Mrs. Elliott said, "With Temple's sales and marketing for residential housing based strongly in the South, we have been positioned well for the highest percentage of starts with opportunities near our manufacturing facilities."

And people aren't just building more homes, Mrs. Elliott

said, they're building bigger homes. The average home is now 2,100 square feet, compared to about 1,700 just several years ago.

Industry watchers have also noted the shift in home size. Since 1986, the number of homes built with 3,000 or more square feet has increased from 7% to 15%, the number of four-bedroom homes has increased from 20% to 31%, according to Mr. Nesbitt.

"As the average square footage continues to set records, the demand for products will follow that. The bigger the home, the more products they use," he said.



Brenda Elliott
Residential and Commercial
Products Sales Manager



Warren Nesbitt
Publisher, Builder Magazine

"And not only are houses getting bigger, they are getting built with a lot of nicer, fancier stuff."

Many of Temple's products are designed to respond to this latest trend, Mrs. Elliott said.

"The larger homes, both single and multi-family, have brought new opportunities. The requests for eight-foot ceilings are decreasing rapidly with nine-foot growing in demand. These taller heights fit well with our Stretch 54™ gypsum, giving only one seam in installation, and our nine-foot studs both in solid and fingerjoint," she said. "The kitchens and baths are totally different allowing market growth in our medium density fiberboard (MDF) and particleboard for cabinets and laminated flooring."

Temple is responding to the market by offering a variety of housing products, including its newest, fiber-cement, Mrs. Elliott said.

"Homeowners are demanding low maintenance, durable products. FORTRA™ (Temple's fiber-cement product) meets this demand. Our FORTRA™ line will consist of siding, soffit, trim and tile backer," she said.

(continued on page 3)

OSHA STAR AWARD FLETCHER, OK

The Fletcher Gypsum Wall-board plant has been reaching for the stars for nearly two years, and it's paying off.

Employees and management at the Oklahoma plant were recently notified they have been recommended to receive the Occupational and Safety Health Administration's highest safety award, the Voluntary Protection Program STAR award.

"Receiving the award means we have met or exceeded all 19 essential elements of the OSHA Voluntary Protection Program (VPP) and have an exemplary safety program," said Jack Matthews, director of safety and health programs for Temple.

To qualify for the STAR award, a plant must have an average three-year injury rate below the national average for that particular industry. Each plant must meet 19 elements all together, grouped into four categories, each plant must meet in order to be considered for the award. The four "pillars" of safety and health for the OSHA designation are: Management Commitment and Employee Involvement; Worksite Analysis; Hazard Prevention and Control; and Employee Training.

The plant has worked 813 days without a lost-time accident, a plant record.

Mr. Matthews said

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Temple
A Temple-Inland Company

Temple-Inland
FOREST

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



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

OUR BUSINESS

shifting market preferences and marketplace dynamics.

Continued strength in the repair and remodeling industry, which consumes a growing amount of **particleboard**, will be a driving force in this business segment. Our leadership position as a primary supplier to Perstorp flooring will exert a large influence on our business and our facility in Alabama. Traditional markets such as kitchen cabinet manufacturers and ready-to-assemble furniture makers all forecast moderate to high levels of growth in their respective businesses. Consequently, demand for product in these categories remains strong. Managing our customer relationships will be key to our particleboard business. This involves being viewed as partners by our customers and providing additional value by aligning our business with their needs and production processes.

In addition to the traditional markets for **Medium Density Fiberboard (MDF)** which include cabinetry and furniture, we have developed thin panels for commercial store fixtures and laminate flooring that offer promising growth. As consumer acceptance and popularity of laminated flooring products increases, it is anticipated that thin MDF panels will be a beneficiary as these products gain market share over traditional hardboard products.

Another major opportunity for growth lies in increased usage of MDF in moulding and millwork – an attractive alternative to solid wood in the paint grade moulding and millwork market.

Increased sales of our Trimcraft product and exploring new uses for value-added softboard products and product applications will be central to driving our

Diboll **fiber products** operation. We continue to focus on developing new product lines in this business segment including a new hardboard door skin product, which outperforms and is superior to any other similar product available in the market today.

Establishing a full line of products including exterior cladding and backer products will be a major focus in driving our **fiber cement** business. Our unique production capabilities also position us to effectively compete for specialty and niche product applications and give us an advantage over competitors in this product area. This business segment continues showing promise and we are focused on expanding Temple's share of this growing industry.

In our **gypsum** business, we continue to align with strategic customers, and will make successful implementation of our logistics plan a goal this year. We will continue to grow our synthetic gypsum ventures by seeking opportunities to co-op our gypsum manufacturing and marketing expertise with synthetic gypsum-producing facilities. The addition of new product such as 1/4" EZ-Flex, controlled density board (CD board), impact resistant board and Ultra-finish will be important elements that drive this segment of our business.

Our shared vision of excellence in the products we make and the quality service we provide customers remains strong. As we look to the future and the factors that will drive our business, it becomes obvious opportunities and growth potential exists. As a company, we are well positioned to capitalize on these elements, effectively grow our markets and secure a solid business future.

During the next several years, market factors including home repair and remodeling, new home construction and international market competition will drive how we grow our business. According to the Joint Center for Housing Studies at Harvard University, residential remodeling rivals the home building industry with Americans spending approximately \$150 billion a year on residential remodeling - an amount that accounts for some two percent of the gross domestic product. Other factors such as changing demographics and environmental concerns will also affect how we respond to customer needs and continue providing top quality products to the marketplace.

Sharing and understanding these dynamics are crucial to reaching our business goals in the foreseeable future. A cornerstone of our success as a company has been our tradition of knowing our customers and effectively responding to market change. We are well positioned to meet these challenges, today and in the future.

Growth of our **solid wood** business will rely on several key business drivers in the next five years. First and foremost will be our ability to efficiently convert our available timber resources into high value products. A primary factor will be ensuring we effectively align this resource with our customer base. Coupled with this will be our commitment to providing unparalleled customer service, an area we continually seek to improve and perfect. Responsiveness to customer inquiries, timely delivery of product and an Internet shopping option will all contribute to growth in this segment. Maintaining flexibility in our product mix will be a priority as we position ourselves to respond quickly to



TEMPLE-INLAND
FOREST PRODUCTS CORPORATION

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

<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.

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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.

CUSTOMER PROFILE

Sweeney Lumber Co.

Hal Hughes and Bob Sweeney have been friends for more than 50 years. As young entrepreneurs the two men opened a Fort Worth lumber supply company in January 1960. Today Sweeney Lumber Co., located on a 30-acre site near downtown, Fort Worth, continues to thrive, as does the friendship they forged so many years ago.

"They started the lumber yard with the goal of providing quality building products to home builders," said Don DeGroot, vice president of sales and marketing. "In the nearly 40 years they've been in business, that goal hasn't changed much. We're as close to a pure contractor yard as you can get. We don't have much retail traffic...we don't even have cash registers."

Sweeney Lumber Co. chooses Temple as a supplier as a means to providing quality building products.

"We've been a customer of Temple from almost the day we first opened the doors. Foremost, is Temple's personal commitment to service.

Through the years, their personal service combined with the quality of products they produce has allowed us to create a relationship that is mutually beneficial," Mr. DeGroot said.

Sweeney Lumber Co. received the first shipment off the

production line of Temple FORTRA™ Fiber-Cement in January 1999. The shipment was fiber-cement lap siding commonly used for exteriors on residential, commercial and multi-family construction projects. FORTRA™ Fiber-Cement is lightly pressed to enhance texture definition, smoothness and performance in the field.

Many builders and homeowners opt for the new cementitious siding product because it wears well and is not prone to warping or twisting that can occur with other products, Mr. DeGroot said.

"Day-by-day, fiber-cement siding and panels are becoming more accepted as an alternative for builders. I'm sure the new FORTRA™ product will meet Temple's highest quality standards," he said.

Sweeney Lumber Co. operates one of the largest lumber yards in North Texas, employing a work force of more than 200 and operating a fleet of delivery trucks recognizable with their trademark red paint.

Originally, the business featured lumber, roof and floor trusses, but in 1970 it expanded and opened Resdoor Co., designed to supply builders with all their door needs. The company also operates a hardwood supply business.



Don DeGroot, vice president of sales and marketing for Sweeney Lumber Co. (center), observed the first load of FORTRA™ Fiber Cement being shipped to Sweeney Lumber Co. in January from the recently completed production facility in Waxahachie, Texas. Also attending were Temple's **Ken Johnson**, Region I manager (left), and **Joe Sample**, Temple's Building Products vice president, Sales and Marketing (right).

BUILDING MATERIALS SALES (PAGE 1 ARTICLE CONT.)

"Product began moving from this plant in January with the full line available in the third quarter. We also have the MDF product for mouldings, which continues to capture market share from solid wood. In general, all housing is using more moulding products."

Another trend in housing is the increase in sales of modular homes. The latest trend is manufactured and modular homes built for people 45 to 85 years old. One such home, dubbed "LifeStages," was viewed by thousands at the 1999 International Builders' Show in Dallas this January.

The manufactured home was built in pieces and trucked 2,100 miles into the

Dallas Convention Center, where it was assembled.

At 3,175 square feet, the home featured many items designed for an aging homeowner, including sinks that could be lowered and raised, larger doorways for wheelchair access and light fixtures and electrical plugs in easy-to-reach areas. Cost of the home was estimated at \$380,000.

Built in pristine indoor conditions and with the latest in design options including atriums and skylights, many manufactured homes look and feel like custom homes. Industry experts believe the increasing number of manufactured house sales will only continue. In 1991, 195,000

manufactured homes were built. In just seven years, that number rose nearly 100%, to 370,000 in 1998.

This newest market for housing products presents opportunities for Temple, Mrs. Elliott said.

"Manufactured housing has not been a traditional market for Temple, but we began growing our sales to this segment in 1998. Our hardboard siding, fiber-cement products and softboard sheathing are targets for us," she said. "The quality of some of the units gives a totally different concept than most people realize. There are some opportunities in solid wood as our product mix changes to smaller dimensions."

UNUSUAL ITEMS FOUND IN CONSTRUCTION AT DIBOLL LUMBER

When demolition began on the old Diboll Lumber sawmill, a part of the company's history was unearthed. Old equipment and remnants of the 1968 fire that destroyed the original sawmill were found.

"The charred timbers had been previously covered up by reconstruction of the old mill. It was really amazing to find them during the demolition," said Mark Shupak, project manager.

Diboll Lumber almost completely demolished the old sawmill during a \$26.4 million modernization of the plant. Demolition began Thanksgiving Day 1998.

The log yard is located over an old lake where years ago logs were unloaded and floated into the production process. The old lake featured a board road, wooden timbers placed side by side. Part of the road was discovered and cut through during the work, he said.

Approximately 300 pilings for structural support of the new building, similar to large telephone poles, were driven into the ground for the modernization. A hammer-type apparatus was placed atop a crane to pound the pilings into the ground.

"We hit a lot of debris in the lake bed, debris that had just been covered up and built over," Mr. Shupak said. "The crane would start, hit the piling and drive it halfway into the ground with one strike. That's so uncommon in building; it took us by surprise. Then we'd hit a log."

In one of the old buildings an old wooden conveyor, part of the system that was rebuilt 30 years ago, was also discovered.

"The systems of today are so different; it was interesting to see the section of old conveyor we found," he said.

Other old equipment that had been built more than 30 years ago and still remained in the building was salvaged for historical preservation.

"We found it sitting in a storage area with dust all over it. When we knocked the dust off we realized it had some historical value," Mr. Shupak said.

UPDATE: Renova

Three major expansion/renovation projects at Temple Solid Wood facilities continue to move toward completion. These projects will greatly increase product flexibility and allow the company to keep production current with market demands.



Diboll Lumber

Addressing current and future product needs prompted the modernization of the Diboll Sawmill. The \$26.4 million project is expected to be completed in the

second quarter of 1999.

Once completed, the new Diboll Sawmill will feature the latest in sawmill technology including computer systems that will use lasers to generate 3-D images of each log as it is processed. With the latest cost information on products, the computer will determine how best to cut the log for the most value.

The modernization will offer the ability to produce several new products, including five-quarter, radius-edge lumber used primarily in decking and 4"x 4" and 6"x 6" timbers.

The last major upgrade of the sawmill's primary breakdown area occurred in 1990. Total renovation of the mill occurred following a devastating fire in 1968. Today, the Diboll sawmill is the state's oldest operating lumber plant with 106 years of service.

"The actual demolition of the buildings began Thanksgiving Day. Practically everything on the north side of the plant was demolished; the only thing that was left of the old sawmill itself was the outside walls and part of the flooring," said Mark Shupak, project manager. "You could stand there on the ground and look up through the second floor and see the sky."

The structure itself had to be reinforced with new substeel to support the weight of the new equipment. Ten new buildings have been built to house the new processes.

While the modernization work is being done, approximately 200 sawmill employees worked on other projects, were transferred to another operation or underwent training.

"It's not often an operation like this shuts down for an extended period of time. It's a golden opportunity to do maintenance and other projects you aren't normally able to do during regular production," Mr. Shupak said.

Employees at the sawmill have been given the opportunity to upgrade skills, with many attending training programs conducted by the vendors of the new equipment, said Garry Sorrell, Sawmill production manager.



major renovation at the plant, old. The modernization allows by more than 20%," said Gary "We're now able to process mo utilization of the wood we proc

A new computerized system th scanning system allows for bett processed at the plant. All of th the green end are fully optimiz

"We had to remove part of th roof of the existing building to the new equipment in; it was s big we couldn't go through the sides." Mr. Frost said.

As part of the modernization, two new log processing lines, a new double-length infeed syste and a shape sawing gang edger were installed. A new board ed system is also now operational.

Construction on the project be The plant was shut-down for th

Pineland Sawmill

Preparation work has begun in million sawmill which will repl

"Our business forecasting sho in the future for lumber produc That, coupled with the forest n better suited for lumber, promp the new sawmill," said Mark B

Construction of the sawmill i fourth quarter of 1999, with en controlling the construction st

Site preparation for the new proceeded on schedule. In Septe demolition, underground piping excavating began on the north corner of the Pineland complex the new sawmill will be constr Also as part of the project, the

tion/Construction

Buna

An \$11 million expansion at the Buna Lumber Operation is virtually complete, with only a few minor equipment installations remaining.

"This is the first which is about 10 years s to increase capabilities most, area plant manager. wood and get better ss." t uses a three-dimensional utilization of the wood cutting operations in with scanners, he said.



fire protection pump house, supply warehouse, and maintenance shops are being relocated. High voltage power lines supplying power to the different production facilities

on the complex and the City of Pineland are also being relocated to clear the area for the new construction.

The new sawmill will be built in a single primary breakdown design, capable of producing 150 MMBF of lumber annually. The mill will feature state of the art computerized optimization from log bucking through finished product.

Pineland will continue to operate its green stud operation at the 70 MMBF annual production level. The existing plywood operation, however, will be discontinued during the final stages of the construction process. The plywood equipment will then be removed and the building re-used for the new planer operation.

After the start up of the new planer mill, the existing stud planer will be shut down and the building converted into rough lumber storage.

This is the largest expansion project at the Pineland complex since the plywood plant was built in 1973.



an in mid-September 1998. ee weeks in November.

Pineland for the new \$48.5 ce the plywood operation. s a better market demand compared to plywood. ource in the area being ed the decision to build ac, project manager. slated to begin in the ironmental permitting t-up date. wmill has ber 1998, nd site est where ted. isting



Bob Townsend
SwLA Lumber

five

SERVICE ANNIVERSARIES

MARCH/APRIL 1999

TEMPLE-INLAND CORPORATE

30 years

Evonne Nerren

5 years

Windell L. Runnels

Sharon McAdams

BUILDING PRODUCTS

Diboll

25 years

Pedro T. Zapata

Ricardo Sandoval

James K. Jones

Frederico F. Alvarez

20 years

Rose M. Jasso

James R. McClintock

Jesus Alanis

Javier D. Martinez

Bernardino T. Castillo

15 years

Anthony W. Grover

Rojelio Esteves

Michael W. Ramsey

10 years

Arless O. Hunt

Jesus V. Garcia

William A. O'Quinn

Eric S. Roe

5 years

Juan D. Valdez

Richard M. Tilley

Vernon E. Ivey

Steven R. Massey

Cindy A. Watts

Ostric O. Bennett

Pineland

35 years

Albert Washington, Jr.

30 years

Lillie R. Roberts

Billy R. Donahoe

25 years

Raymond C. Nelson

20 years

William F. Gates

15 years

Dora F. Roberts

5 years

Eric F. Simmons

James T. Duffey

Stephen B. Lee

Walter H. McBride

Benjamin F. Dorsey

West Memphis

5 years

Jammie L. Johnson

Thomson

10 years

Jimmy A. Haywood

Fletcher

10 years

Robbie D. Osborn

SW Louisiana

5 years

Lonnie Williamston

Monroeville

20 years

Vondell G. Clark

10 years

James R. Ward

TEMPLE IMPLEMENTS UNIQUE RED-CKOKADED WOODPECKER HABITAT MANAGEMENT PLAN

Temple-Inland Inc. announced the Texas Parks and Wildlife Department and the Texas Forest Service approved the Company's Red-cockaded Woodpecker Management Plan, which will be enrolled in *The Regional Habitat Conservation Plan for the Red-cockaded Woodpecker on Private Lands in the East Texas Pineywoods*.

In a March 8 letter, signed jointly by Andrew Sansom, executive director of Texas Parks and Wildlife Department, and James B. Hull, state forester, Texas Forest Service, Temple-Inland was invited to participate in the issuance of a Certificate of Inclusion, officially enrolling the company's plan into the state's Regional Habitat Conservation Plan.

The letter stated, "The Department and Service both commend Temple for its efforts to provide conservation for the RCW on its properties in Texas, and for the leadership role that it is taking by enrolling in the RCW Habitat Conservation Plan."

Temple-Inland's unique approach to RCW management is based on scientific research, which revealed significant interaction between RCW groups on Company lands in Newton County, Texas and RCW groups on the nearby Sabine National Forest. The research, conducted by Raven Environmental Services of Huntsville, Texas, further suggests that these two populations may effectively function as a single population.

Establishing a RCW Habitat Management Area adjacent to the Sabine National Forest will contribute directly to RCW recovery in Texas by creating a larger and more viable population. As agreed in the plan, Temple-Inland will establish, and maintain in perpetuity, a total of 14 active RCW groups on its Scappin' Valley Habitat Management Area adjacent to the Sabine National Forest.

Temple-Inland will dedicate a total of 5,000 acres to RCW management, 3,000 of which will be managed intensively for RCW, but also with the long-term goal of restoring the native longleaf pine-bluestem grass ecosystem. The remaining 2,000 acres will be managed for diversity as streamside hardwood and upland hardwood forest-type.

This combination of ecosystem and landscape management will benefit many other sensitive species such as Bachman's sparrow, pitcher plant bog communities and the state-listed threatened Louisiana pine snake.

According to Joe Hamrick, Temple-Inland's manager of Forestry Practices and Principles, the Company will establish its goal of 14 groups by moving juvenile RCW's from other Company clusters that are imperiled due to isolation.

"To encourage these translocated RCW to stay within the Scappin' Valley Management Area, recruitment sites are being established at the rate of four artificial cavities or inserts for every 50 acres of suitable habitat," said Mr. Hamrick.

"Immigration and emigration between these two populations will increase the probability that breeding vacancies occurring in either population will be filled," said Mr. Ross Carrie of Raven Environmental Services. "A corridor of forest habitat connecting Scappin' Valley and the Sabine National Forest will be maintained and managed on Temple-Inland land and is intended to serve as a travel corridor for RCW's that move between the two areas."

Kevin Mundorff of Raven Environmental Services of Huntsville, Texas, inserts artificial Red-cockaded Woodpecker cavities into longleaf pine trees at Scappin' Valley. Research conducted by Raven Environmental and sponsored by Temple-Inland revealed significant interaction between RCW groups on Company lands in Newton County, Texas, and the nearby Sabine National Forest. The research further suggests that these two populations may effectively function as a single population.

Buna

10 years

Vincent E. Farr

Roy L. Worsham

Clifton B. Whitehead

Bobby N. Deal

5 years

John D. Rivera

Georgia

30 years

John H. Cochran, Jr.

25 years

G. Courtney White

Donald W. Anglin

20 years

Donald L. Arrington

Ted H. Everett

Rome

10 years

Charles M. Bias, Jr.

5 years

Raymond L. Atkins

Bleached Paperboard

40 years

Monroe A. Hare

35 years

Allan E. Morain

Lewis D. Lynch

30 years

Kenneth W. Chandler

Ernest H. Smith

James M. Stringer

Ernest L. Green

Everall L. Odom

25 years

Yolanda K. Ollie

Lorenza Cheatham

20 years

Hilda L. White

Robert R. Sasser

Jordan D. Wilkins

Eddie J. Sims

15 years

David P. Lewis

10 years

Fred D. Patterson

Doris L. Clearley

Susan B. Tillman

5 years

Richard Conroy

Bryan J. Ortman

John E. Bohrer

Forest

35 years

Samuel E. Eberlan

25 years

Donald H. Nevins

Chester R. Bailey

20 years

Anthony J. Folsom

15 years

Arbella Woods

10 years

Robert G. Samford

5 years

Robert K. Butler

Brian Bell

Anthony B. Dempsey

Rome

30 years

John H. Cochran, Jr.

James F. Layton

20 years

Tracy K. Dickerson

Gaylon D. Hames

NEWS BRIEFS

Planting season well under way

Planting season is under way for 31,000 acres in Texas, Louisiana, Georgia and Alabama. Seedling usage for this season will be 22.5 million. Nearly 5,000 of last year's planting acres have to be completely replanted due to a drought in Texas and Louisiana.

According to Michael Hudson, Forest Management Operations manager, in an effort to minimize the risks of future survival problems, seedling handling and planting specifications have been revised and improved.

Currently, there are ten planting crews planting approximately 2.5 million seedlings per week.

New chip mill breaks ground in Georgia

A ground breaking ceremony was held in Whitesburg, Ga., for the new chip mill which is expected to go online in mid-March 1999. The mill will process 128,000 tons chips annually.



Pictured are **Darrell Roberts**, wood procurement director, **Wade Chapman**, Southern Area manager, **Syd Kinne**, **Richard Green** and **Tracy Dickerson** of Temple Inland Forest, and Fulghum Fibres employees.

HOW TO MAXIMIZE YOUR GIFT:

Each Year eligible employees of Temple-Inland Inc. may contribute a minimum of \$25 and a maximum of \$3,000 to qualifying programs. The Foundation matches each dollar of the first \$1,000 on a three-for basis. Each dollar of the second \$1,000 is matched on a two-for-one basis, and the third \$1,000 is matched on a one-for-one basis.

Your favorite organization or charity can receive up to \$6,000 on your behalf.

Employees of the medium density fiberboard facilities in Clarion, Pennsylvania and Pembroke, Ontario, Canada are now eligible to participate.

ELIGIBILITY:

Full-time, permanent employees of Temple-Inland and subsidiaries (80% owned) with a minimum of one year of service are eligible. Retired employees and directors may also participate. Only contributions made by individual employees with his/her personal funds will be eligible for the Matching Gifts Program. Contributions will not be matched for which material benefits or services are received.

QUALIFYING ORGANIZATIONS INCLUDE:

Educational Institutions:

Graduate
Professional
Four-year colleges
Two-year junior & community colleges
Alumni funds, foundations & associations
Independent or private primary & secondary schools

Non-Profit Art, Culture and Health Programs:

Hospitals
Public radio & television stations
Performing arts companies
Museums
Wildlife Organizations
Public libraries
Art galleries
Theatres
Planetariums
Zoos

employees and management officials began to explore ways to continuously improve their plant safety program two years ago, and set their sights on the STAR award.

Matthews credited the employees and their key participation and ownership in the plant's safety programs for the improvements that have been made. He said, "I think what really impressed OSHA staff was the level of employee involvement in the safety program."

Linda Lowe, division safety manager, Panel Products, said, all aspects of the safety program at the plant are employee-driven. "They have formed a number of committees. They worked hard and got very involved. They have taken on safety as their personal responsibility."

Ms. Lowe said the Fletcher Gypsum Operation will be one of only 327 federal OSHA STAR sites out of 6.5 million work sites under OSHA jurisdiction. The state of Oklahoma currently has only nine worksites qualifying for STAR status. Fletcher is the first Temple facility to reach this level of achievement in safety. More Temple plants are expected to follow.

The Fletcher plant has 130 employees, and operates seven days a week, 24 hours a day.

"Temple is committed to the safety and health of its employees, and this designation would also identify the company as one of the industry leaders in safety and health," Mr. Matthews said.

Official presentation of the STAR award by OSHA representatives is expected by June 1999.



PEOPLE ON THE MOVE

Promotions

Temple-Inland Investment: William W. Matteson, Senior Tax Accountant

TIFPC - Corporate: Jenny L. Cochran, Senior Compensation Analyst; Carl M. Denman, Manager, Database Administration; Kimberly D. Fisher, Systems Programmer; Deborah K. Gaard, Sales & Use Tax Staff Analyst; Brian K. Noble, Manager, Distributed Technology Services

TIFPC Bldg. Prod. - Diboll: Edwin R. Bone, Operations Engineer; Melissa J. Chumley, Manager Business Unit Systems; William J. Cochran, Claims Specialist; Treyton C. Golden, Assistant Product Manager PB/MDF; Randy V. Roeder, Resource Utilization Analyst; Jose L. Serratos, Quality Control Technician; Alton Thompson, Maintenance Coordinator; Timothy G. Trout, Solid Wood Operation Safety Manager; Jason S. Varelli, Account Manager I
TIFPC Bldg. Prod. - Pineland: Ronald J. Comeaux, Jr., Production Superintendent; Todd Malone, Layup Supervisor; Kenric C. Oden, Dry End Superintendent
TIFPC Bldg. Prod. - West Memphis: Mark E. Buchanan, Maintenance Superintendent

TIFPC Bldg. Prod. - Monroeville: Joseph C. Chandler, Maintenance Superintendent; Antony H. Cunningham, Production Supervisor; James D. Grace, Day Lab Technician; William B. Guy, Day Lab Technician; Dale W. Sims, Environmental I/H Coordinator

TIFPC Bldg. Prod. - Pembroke: Damien McCarthy, Electrical Maintenance Team Leader

Temple-Inland Forest: Raymond E. Brown, Contract Administrator; Christopher G. Driskill, Regeneration Manager; Martin E. Harris, Forest Management Analyst; Curtis Jackson, Supervisor Forest Management; Jon Mastin, Regeneration Manager; Kenneth W. Morgan, Supervisor Forest Management; Robert A. Morgan, Maintenance Operations Supervisor; Kurt F. Ray, Regeneration Silviculturist; Boyd R. Turner, Regeneration Administrator; Timothy R. West, Administrator Forest Management, Northern

Area; John J. King, Manager Harvest/Procurement, Central Area; Wade D. Chapman, Manager, Harvest/Procurement, Southern Area; Nathan H. Poorman, Programmer/Analyst, Technical Services Dept.; Todd R. Reeves, Supervisor, Forest Management; Robert T. Clarke, Supervisor, Forest Management, Central Area; C. Travis Hudspeth, Supervisor Inventory, Forest Management, Northern Area; Jerry D. Pike, Supervisor Inventory, Forest Management, Northern Area; Charles P. (Chuck) Schutt, Harvesting Supervisor, Procurement/Harvest, Northern Area; Barry T. Clark, Purchase Delivered Supervisor, Procurement/Harvest, Northern Area; William G. Whitman, Purchase Delivered Supervisor Procurement/Harvest, Southern Area; Adair D. (Don) Moore, Harvesting Supervisor, Procurement/Harvest, Southern Area; Jason E. McCannon, Site Supervisor, Jasper Site Unit, Maintenance and Reforestation; Samuel W. Breyfogle, Manager Forest Practices and Principles
Del - Tin Fiber LLC: Benjamin T. Ballard, Utility Lead; Erica C. Ford, Press Operator; Delana Messer, Grader
Rome Lumber: Joe S. Beard, Production Manager

New Hires

Temple-Inland Investment: Manuel L. Cruseturner, Staff Tax Accountant; Shannon M. Gesford, Staff Tax Accountant
TIFPC - Corporate: Farooq Khaled, Desktop Specialist; Peter J. McHugh, Support Specialist; Sheila G. Thomas, Procurement Specialist; Dawn M. Weigle, Accounting Clerk
TIFPC Bldg. Prod. - Diboll: Jeffrey P. Brandon, Sales Trainee; Zhiyong Cai, Wood Engineer; Mendi R. Cariker, Programmer; Victoria L. Creel, Secretary II; James M. Flournoy, CPI Engineer; Amy E. Haney, Secretary II; Conrad N. Kinze, Controls Engineer; Barbara A. Osinski, Senior Research Scientist; Xuerong Wang, Process Research Engineer
TIFPC Bldg. Prod. - Pineland: Kendall N. Farar, Stud Mill Superintendent; Jerid H. Jackson, Quality Control Technician; Johnnie James Ross, Human Resources Manager Trainee; Troy W. Trawhon, Area

Environmental Coordinator

TIFPC Bldg. Prod. - West Memphis: Terry W. Hunt, Foreman Trainee; Paul A. Schwartz, CPI Engineer
TIFPC Bldg. Prod. - Thomson: Lori A. Dempsey, Environmental Coordinator

TIFPC Bldg. Prod. - Hope: Criston E. Anderson, Accountant; Johnathan W. Hanney, Utility Technician; Addie M. Nivens, Utility Technician; Michael S. Stiers, Utility Technician

TIFPC Bldg. Prod. - Clarion: Dennis E. Battaglia, Process Technician; William E. De Felice, Process Technician; Mark W. Forrest, Process Technician; Dennis J. Gritzer, Process Technician; Glenn A. Haines, Process Technician; Harry E. Myers, Process Technician; Guy R. Steele, Process Technician; James C. Watkins, Jr., Process Technician
TIFPC Bldg. Prod. - Pembroke: John Ansara, Maintenance Technician; Luc Guillemette, Sales Account Manager - Eastern Canada; Richard Hallam, Maintenance Planner; Ron Kellner, Maintenance Technician; Garfield Van Horn, Maintenance Technician; Lorne McLaughlan, Operating Technician
Temple-Inland Forest: Andrew B. Crocker, Seed Orchard Supervisor; Jimmy N. Hickman, Land Records Technician; Rodney K. Howell, GIS Forester; Nikhil V. Narahari, Fiber Procurement Analyst

Del Tin Fiber LLC: Arvin A. Alexander, Strapper; David P. Alhin, Clean Up; Ernest K. Cook, Plant Engineer; William T. King, Millwright C; Jacob McMurrian, Refiner Operator; Dean C. Ward, Electrician C
Rome Lumber: Phillip D. Griffin, Process Engineer
Inland Rome - Forests: Robert J. Luk, Manager, Operations Planning

Retirees

Temple-Inland Forest: Clarence A. Barnett, Jr., Forest Technician; William M. Berry, Regional Manager; Billy J. White, Fiber Technician; Carolyn A. Simmons, Laboratory Technician; John L. Simmons, Area Day Supervisor; Kenneth D. Thomas, Area Day Supervisor

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P.O. Drawer N/Diboll, TX 75941
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