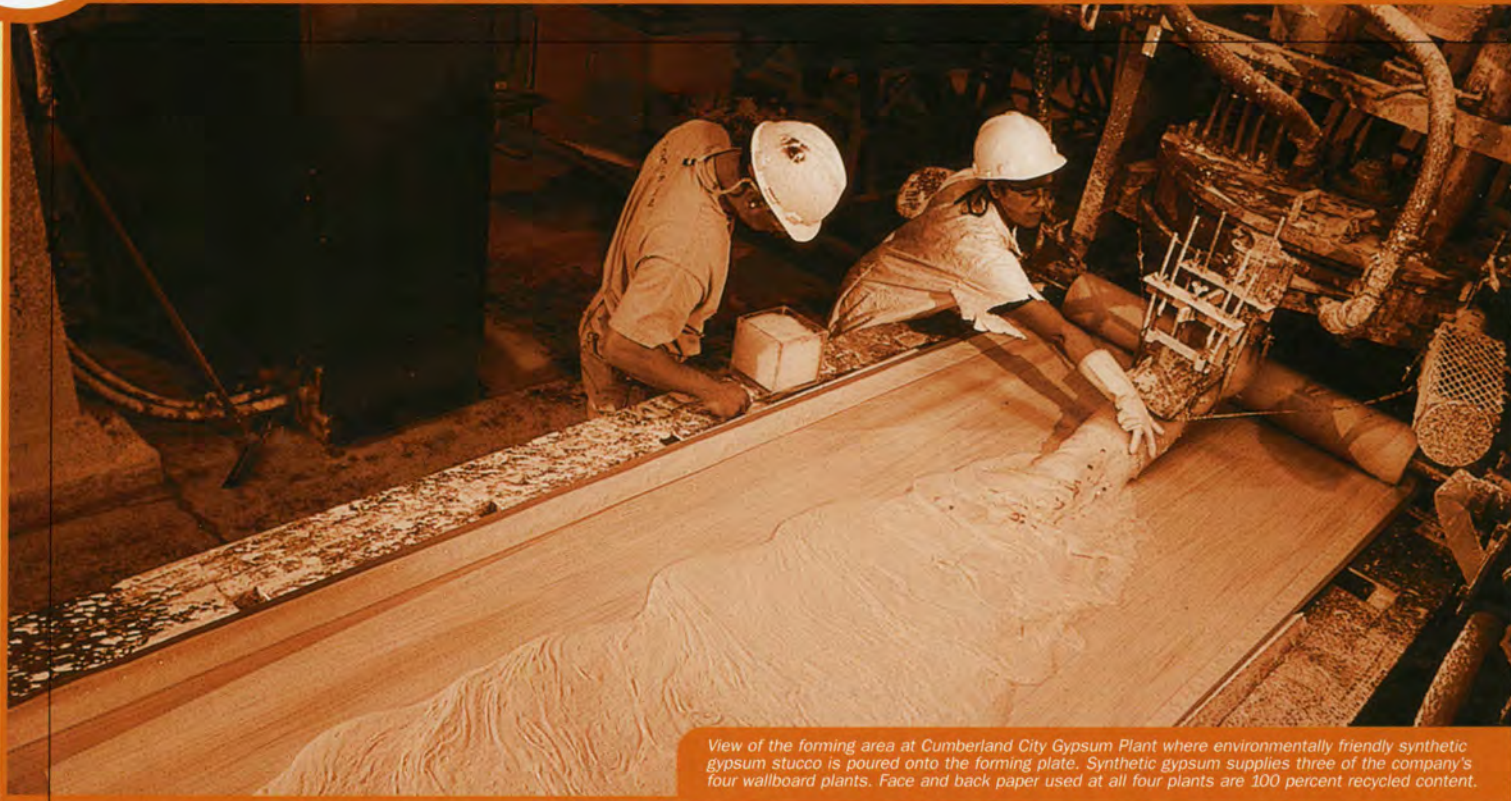




IN|TOUCH

june | july 2000

News, Ideas and Growing
Knowledge from Temple-Inland
Forest Products Corporation



View of the forming area at Cumberland City Gypsum Plant where environmentally friendly synthetic gypsum stucco is poured onto the forming plate. Synthetic gypsum supplies three of the company's four wallboard plants. Face and back paper used at all four plants are 100 percent recycled content.

Reduce, Recycle, Reuse, Reclaim

Economic incentives for taking care of the environment are growing

Reduce, recycle, reuse, reclaim: These four simple words are the essence of an environmental ethic guiding Temple's commitment to pollution prevention and environmental protection.

According to Environmental Services Manager Patrick J. Miller, "Landfilling is always the least desired method of handling our plant by-products and office waste. Rather, we look at reducing the source of waste at our facilities first. This is followed by the options of recycling and reuse that turn waste like ash products into soil amendments; sander dust and reject product back into product or fuel; and reclaimed water into supplementary sources for our plants."

What to do with society's trash is an age-old concern that today is

giving way to the realization that waste often has an economic value. Technological advances have been the foundation of its growing success.

In a study prepared for the Southern States Energy Board by Roy F. Weston Inc., recycling in 1995 was estimated to have added more than \$18.5 billion to the economies of 12 southern states and Puerto Rico.

Turning waste into opportunity is not new to Temple. The company's

practice of reusing process wastes in the manufacture of its products is as old as its 107-year history—from using its wood waste for boxes in the 1920s and particleboard in the 1970s, to using recovered by-product waste from other industries for synthetic gypsum in some of its wallboard products today, Temple continuously looks for recycling opportunities that also bring economic reward.

"Temple decided early on to be on the cutting edge of using environmentally friendly synthetic gypsum. The flue gas desulfurization (FGD) gypsum that became more readily available in the mid-1990s paved the way for our gypsum raw material substitutions for wallboard plants. Today, we receive 66 percent of our gypsum raw material requirements from these sources. This is saving millions of tons of gypsum from going to landfills, while the



Helping put into action Temple's company-wide pollution reduction, recycling and reclamation efforts are (l to r) Environmental Services Manager Pat Miller and Senior Environmental Engineer Buzz Patrick.

[continued on page 5]



OUR BUSINESS

by Herbert George

Tying investment in human capital to the bottom line

In today's marketplace, competition is fierce. Attracting and retaining the top caliber people to drive every aspect of our business is critical to competitive advantage. Dynamic shifts in the job market have created unique challenges and opportunities that we must address to continue our success as a company. This month's column is dedicated to offering a more thorough understanding of Temple's human resources (HR) function and its effect on our overall performance.

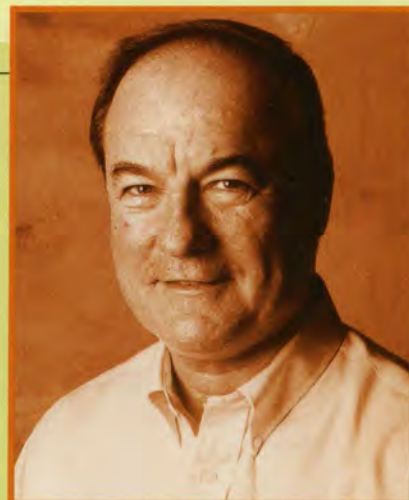
First and foremost has been our leadership and commitment to breaking the traditional HR mold to adapt to changing market dynamics. What was traditionally an administrative and event-based function has evolved into an integrated system of human development functions that can have a direct impact on our bottom line. More than ever, fostering a constructive corporate culture, creating employee growth opportunities, developing effective training programs and maintaining a positive work environment

are on level with normal pay and benefits issues.

Today, personal and professional growth, buy-in and ownership of our company's strategic business plan are top-of-mind issues with most employees. Fulfilling these needs and translating them into a competitive advantage is a key focus of Temple's HR department.

The capacity of our organization to embrace diversity, hone core competencies, and excel in on-the-job performance will continue to be a key to our success. Any company can buy the equipment, the technology, and the raw materials to produce our products. It is our people who make the difference—our people are our competitive edge.

Temple HR is working to ensure we remain a leader in attracting the best and brightest the employee market has to offer. This approach, combined with creating opportunity and professional growth from within, creates a powerful weapon as we compete for customers and grow our business.



Herbert J. George
Vice President-Human Resources
Temple-Inland Forest Products Corporation

Employee development, consistency of execution and meeting the diverse needs of a growing company are all positive challenges that Temple's HR function continues to meet. Building a workforce to meet the future is no easy task. One thing remains true—Temple's rich history in which dedicated employees have been the key to our success will continue. Our organizational strength, industry leadership and market relationships are all tied to the essential element that embodies Temple—its employees.

OUR FUTURE



How will Temple grow its people and develop a workforce for the future?

Joe Sample: With a future that envisions Temple doubling in size in five years, training and preparing our people for this future is Temple's greatest challenge. Investment in our employees will increase as we help them reach new levels of sophistication and proficiency in their jobs.

Jim Cumbie: Today, the mission of Human Resources is aligned with the business objectives of the company. We are a resource for our manufacturing operations to help facilitate needed changes and shape strategies at their facilities.

When making decisions about employee selection, training and development, it is important to ask how the different alternatives will affect the entire business. Our decisions must always be weighted toward enhancing our people's skills, eliciting their input, and managing a diverse group of employees.

Pictured are this issue's "Our Future" panel (l to r), Brad Busler, Director, Human Resources, Solid Wood; Dan Masden, Industrial and Organizational Psychologist; Herb Huber, Performance Improvement Manager; and Donna Smart, Recruiting Supervisor.

Not pictured are Senior Vice President Joe Sample; Billy Junge, Industrial Training Manager; and Director, Human Resources, Panel Products Jim Cumbie.

[continued on next page]

Key Promotions Announced

Herb Huber: Our results-oriented approach begins with a specific business purpose and helps bring performance improvements to the employees and to the organization as a whole. It stresses skills like teamwork, communications, problem solving, leadership and technical abilities.

Developmental assessments play a large role in this approach. They help identify gaps in competencies allowing the right intervention to be put in place to help develop the employee's overall skill set. This can take the form of formal training, coaching, self-directed or one-on-one training. Managers become more actively involved as coach and partner in this scenario.

The emphasis is also on bringing training directly to the employee. With the use of technology, the mode of delivery is constantly expanding. Training will increasingly be delivered via the Intranet, or through CD-ROM media. An example of this is the Microsoft® Word and Excel computer training available online through the Employee Development Center's Intranet site. This will soon expand to safety training.

Dr. Daniel Masden: Whether it is employees in the forests, on the production line, or managers engaged in making long-term decisions, increased productivity and efficiency comes from putting the right people in the right job. Because our success depends upon excellent job performance, it is important to identify competencies, skills and demonstrable abilities that help predict success. Appraisals assist in the identification process and serve as an excellent communication tool for employee and manager.

Using assessments has been tremendously helpful in placing employees in

the right positions during re-tooling and start-up, developing management potential and selecting quality people for Temple. The results have been increased on-the-job success and lower turnover.

Years of research suggest that people really do make a difference, and Temple is using assessment and development tools to help the company and its people make that difference in the marketplace.

Billy Junge: The assessment and developmental methods we are using are bringing focus and professionalism to the entire process. They are also helping our employees advance in their careers while providing the company with the skills and the leaders needed in the years to come.

Donna Smart: In an effort to hire more qualified employees, we are screening and interviewing for certain core competencies like leadership and communication skills. We are increasingly using developmental assessments to improve our recruitment and hiring processes.

Brad Busler: In today's market, traditional forms of competitiveness such as cost, technology, distribution, and manufacturing systems are as available to our competition as they are to us. Our most effective competitive advantage is our people. They give us the ability to stay in front of our competition with organizational capabilities such as responsiveness, learning capacity, and employee competence.



Left to right are James D. Rush III, Vice President, Marketing, Panel Products; Joe K. Sample, Senior Vice President; Brenda Elliott, Vice President, Building Products Sales; and Sam M. (Pat) Patranella, Jr., Vice President, Marketing, Solid Wood Products.

Citing growth initiatives in its core product lines and strong emphasis on customer service, Harold C. Maxwell, President of Temple-Inland Forest Products Corporation, announced several key promotions.

Joe K. Sample has been named Senior Vice President of Temple-Inland Forest Products Corporation. His responsibilities for Sales & Marketing will continue with an increased focus on future company expansion and growth.

Brenda Elliott has been named Vice President, Building Products Sales. Ms. Elliott's new responsibilities will focus on customer service and market segments for all product sales. Additionally, she will be responsible for Temple's role in the rapidly developing area of e-Commerce.

Sam M. (Pat) Patranella, Jr. has been named Vice President, Marketing, Solid Wood Products. In his new position, Mr. Patranella will be responsible for marketing strategy, product pricing strategies, and long-range planning. He will also coordinate solid wood business development activities in lumber, structural panels and engineered wood.

James D. Rush, III has been named Vice President, Marketing, Panel Products. He will be responsible for marketing strategies and long-range planning for all Panel Products, which include particle-board, medium density fiberboard, gypsum wallboard, fiber-cement and fiber products.

"These promotions are not only well deserved but, more importantly, reflect the emphasis we place on providing high-quality products combined with industry-leading customer care," Maxwell said. "Our Sales & Marketing team is on the front lines every day ensuring our customers' satisfaction in key areas of our operation - an important focus for our company."



Because the importance of programmable logic controls (PLC) in plant operations is constantly growing, the need for more knowledge in this technology has also increased. The Industrial Training Center has recently purchased three PLC trainers which combine computer-aided instruction, hands-on experiments, and classroom exercises.

Demonstrating the portable units are (l to r) Michelle Rushing, Electrical Trainer; Bill Hillman, Predictive Maintenance Trainer; Billy Junge, Industrial Training Manager; and David West, Mechanical Trainer.

Recycling helps divert 78 percent from landfill

A landmark date, 1998 was the beginning of heightened recycling efforts at Temple's Diboll Complex. Today, instead of adding waste to its landfill, the company is mining the site, and its process by-products for usable products like road building, mulch and composting material, as well as recycled paper.

Faced with the need for a landfill expansion project, Environmental's Patrick J. Miller went to work



Fiber Products ash: A gray, powdery material that forms an aggregate when mixed with moisture is an excellent road building and base material. This ash is landfilled as storage and "mined" as needed by local contractors. Pictured is Environmental Services' Patrick J. Miller.

Lumber ash: Produced from the combustion of bark, wood ash is dark in color. With high carbon content, it provides good nutrient levels useful as a fertilizer. Mixed with excess bark reclaimed from log processing, the material is ground to make decorative mulch and soil amendments. This mixture provides good percolation and holds moisture during hot, dry periods.

Particleboard ash: This ash, a gray, powdery material, is potentially useful in large-scale composting operations. The company is currently in negotiations to recycle this material.

designing a complex-wide solid waste management plan to stem the flow of waste that was quickly filling up the site.

The plan's first efforts diverted plant and office trash from the Diboll Complex landfill. This refuse included paper products, food waste and some wood waste, or "sweep-up" material from the plant floor, and represented approximately 42 percent of all material previously sent to the landfill. Now, more than five tons of recyclable paper each month is sent to the Lufkin Regional Recycling Center.

"The first step in pollution prevention is to quantify existing sources, devise a plan, and reduce at the source," Miller said. "By diverting this waste, valuable landfill space is saved, allowing us time to advance recycling of the remaining 58 percent of value-added by-products."

A trilogy of ash

According to Miller, boiler ash presented another recycling opportunity. By taking advantage of the different grades, properties and potential uses of ash produced by the Diboll Particleboard, Lumber and Fiber



Judge Handy, Waste Paper Handler for Temple's Diboll Complex, delivers more than five tons of office paper waste each month to the Lufkin Regional Recycling Center.

Products Operations, the company has entered several inventive contracts for marketing these products. These arrangements reduced another 25 percent from the landfill waste stream. It has effectively eliminated the need to expand the landfill, a project that would have cost Temple more than \$1 million dollars. Direct landfill management costs are expected to be reduced by more than \$80,000 annually.

Using process wood fiber as a fuel reduced another 11 percent of total waste from the landfill.

A plan to create more space for the landlocked Diboll Lumber Operation by using ash to fill in a low area adjacent to the plant is now being considered. This initiative could potentially consume the remaining 22 percent of ash products currently landfilled.

Water Reclamation: A renewable approach

With drought a persistent and unwelcome reality affecting large portions of the country, conserving water and finding alternative sources for Temple's manufacturing facilities is a constant challenge. To help reach this goal, the company has participated in two unique public-private water reclamation partnerships to develop alternative water sources for its Diboll and Pineland Operations.

Water reclamation is a farsighted approach to reusing water from a variety of sources like municipally

treated effluent, stormwater runoff, rainwater and steam condensate.

In a novel, industrial application, municipally treated water was first used to supplement an existing water source for Temple's Diboll Complex pond system supplying Fiber Products' cooling system and irrigating logs at Lumber Operation.

In February 2000, in partnership with the City of Diboll's Water Reclamation Plant, Temple completed a \$520,000, 11,500-foot water transmission pipeline and pump station system that captures the

City's daily 625,000 gallons of output. This chlorinated, treated effluent is piped two miles north to the company's Diboll manufacturing complex.

Previously, water was pumped from Allen Lake. "This was a poor quality source, and in summertime, when the surface water temperatures heated up, it had the potential of shutting down the Fiber Products plant," said Buzz Patrick, senior environmental engineer.

The processed effluent is cooler, cleaner and offers a dependable source

More to recycling than ending the paper trail

Recycling relies on hundreds of individual efforts across a country, or a company, that take advantage of local challenges and opportunities. Temple's plants are responding to the company's environmental goals by forming creative recycling partnerships with suppliers, customers, local industries, and community organizations.

- Wood waste from Fiber Products and Particleboard Operations is put back in the process or used to supply a fuel source for Temple operations or other local companies.
- Solid Wood Operations by-product materials are all recycled into usable Temple products, paper products, or used for fuel. Shavings and sawdust become the raw material used to make particleboard, while green chips and sawdust are used to produce fiber products. Bark is a less expensive substitute for natural gas for fueling boilers.
- Synthetic gypsum supplies three of the Company's four wallboard plants. Face and back paper used at all four plants are 100 percent recycled content.
- Wallboard plants pulp their office waste paper and paper roll trim and add it to the process. Gypsum and paper from reject board are separated and returned to the process.
- A variety of water reclamation methods are collecting treated effluent, process water, rainwater, site runoff and steam condensate to be reused as process water or for irrigation.

Timeline of Diboll Complex solid waste diversion:

- 1993** 14,400 tons of all waste materials is landfilled.
- 1996** By grinding wood waste to use as fuel, tonnage landfilled falls to 8,500.
- 1998** Site receives 6,200 tons. Recycling helps divert more than 42 percent of all landfilled material, including office and plant waste.
- 1999** Tonnage is reduced to 4,000. All lumber and particleboard ash is diverted and 1,255 tons of fiber products ash are mined for use as road building and base material.
- 2000** Complex to discontinue routine use of the landfill. Site will store approximately 2,000 tons of fiber products ash to be mined for future recycling purposes.

for a once-through cooling system for some of the facility's process equipment.

The pond system's higher volumes are improving water quality and creating improved fire safety systems for the entire manufacturing complex.

Temple donated the equipment installed at the City plant.

A similar water reclamation system, completed in June 2000, delivers effluent to the Pineland Complex from the City of Pineland Reclamation Plant. The \$167,000 project assures the plant of a reliable supply during dry periods and supplements an existing stormwater runoff capture system used to irrigate the log storage facility.

The Texas Natural Resource Conservation Commission, the agency approving these projects, encourages reuse of domestic treated water because it conserves potable, drinkable water, decreases volumes of discharge, and lowers overall pollutant loads.

Because water is becoming a precious commodity in all of the company's

operations, variations on this concept have been used at other Temple locations.

Southwest Louisiana Lumber Operation began its operation in 1999 of a reclamation system capable of processing 3,000 gallons of chlorinated water per day from the plant's secondary treatment facility. It supplies a continuous, renewable flow for irrigating logs. Using this "closed loop" scheme reduces the number of discharge points.

"Conservation and reuse of available water sources are a major focus of the Company," said Patrick.



Environmental Site Coordinator Christy Conner stands in front of Pond #7 above a discharge point which delivers treated effluent to the Diboll Complex pond system.

Continued from page 1

Reduce, Recycle, Reuse, Reclaim

logistics are saving the company approximately \$4 million annually," said Jim McNeer, operations manager for Temple's Gypsum Products.

Temple uses more than 30 percent of all synthetic gypsum produced. According to the February 2000 Mineral Commodity Summary of the U.S. Geological Survey, by-product, or synthetic gypsum, has grown by more than 70 percent in five years, and totals 17 percent of all gypsum produced in the U.S.



CUSTOMER PROFILE



Pictured in front of a company truck filled with quality lumber from Temple is the Doug Ashy Building Materials, Inc. management team (l to r), John Breaux, Jr., V.P.-Purchasing; Doug Ashy, Jr., President; Steve Ashy, Chairman of the Board; Ken Ashy, Secretary; and Bob Landry, V.P.-Marketing and Sales. The three Ashy brothers are sons of company founder, Doug Ashy, Sr., who formed the business in 1960.

Service edge key to success at Doug Ashy Building Materials

Visitors to Doug Ashy Building Materials (DABM) store and corporate headquarters in Lafayette, LA are instantly struck by the retailer's service orientation. Located front and center is a service counter, command post for up to seven of the company's inside sales staff. As the crowd of customers congregates and business accelerates, the rising hum of cell phones, advice-giving, order-taking and jovial banter greets each new arrival. The store arranges approximately 100 deliveries of building materials every business day.

"Our strong suit is our professional staff," said DABM President Doug Ashy, Jr. The company provides a host of specialists and free services in floor coverings, paint, millwork, and architectural and interior design. A separate building houses a floor covering retail center that keeps four crews busy installing these products full time.

Since 1986, the company's volume has grown fivefold. With 205 employees, revenues for the company reached \$50 million in 1999. Professional contractors represent 85 percent of their business.

"The first rule is to stay close to your customers. Second is to provide the highest quality of building materials," said Ashy. Fun days, incentive programs, and newsletters help them keep relationships strong.

"They're not just customers, they are our friends," said John Breaux, Jr., DABM vice president, purchasing.

Add in Temple, and it is a three-way relationship. "It's just as important to work with and support our suppliers as it is our customers," said Bob Landry, vice president, marketing and sales.

"Respect is an extremely important ingredient," he added.

"Our relationship with Temple goes back 14 years to the beginning of our membership in buying cooperative, Lumbermen's Merchandising Corporation.

Temple became a major supplier about six years ago. The quality of the lumber we purchase from the company plays a big part, and with the new gypsum plant in Cumberland City, TN, we see even more ways to do business," Landry said.

He continued, "Our relationship with our Temple account manager, David Alvis, is another factor. He consistently takes care of any problems immediately. When Temple says something will happen, you can count on it." Alvis responded, "DABM is a great company. We want to continue growing with them."

DABM buys Temple's dimensional lumber, studs, hardboard siding, and gypsum wallboard.

With 14 outside salesmen calling on job sites, DABM is quickly informed about changing building material trends. "If we see a new product trend, we will remain the leader and be the first one out in the marketplace," said Ashy. Primed to serve the growing repair, remodeling and do-it-yourself markets, the company opened its sixth location in June, 2000 in Lafayette's hot building market on the south side of the city. New homes in this area average \$160,000 and 2,500 square feet. Besides the two retail and lumberyard centers in Lafayette, the company also operates its Louisiana Drywall, Roofing and Specialties center there. Opened in 1997, this one-stop distribution company relocated stock, opening more space at the retail center for expanding other product inventory. The operation, whose assets include equipment



that has improved material handling efficiencies, has helped DABM become more competitive through its seven-parish Southwest Louisiana markets.

Branch stores are also located in New Iberia, Rayne and Ville Platte, Louisiana.

Other businesses the company manages include Builders Mortgage Company, which provides interim financing for contractors building spec homes, and a subdivision development group, managed by Chairman of the Board Steve Ashy.



SPECIAL

Rome Lumber Operation

Location: 380 Mays Bridge Road, Rome, GA 30162
(706) 236-5401

The Rome Lumber Operation, consisting of a sawmill and a planer mill, is located on a 35-acre site adjacent to Inland Paperboard and Packaging's Rome Linerboard Mill. Chips from the sawmill provide approximately 10 percent of the papermill's supply.

Products Manufactured: The plant produces two-inch dimension lumber in widths ranging from four to ten inches, which is primarily used in general construction, truss manufacturing, and pressure-treating processes. Also manufactured is 5/4x6-inch radius edged decking, which is typically pressure treated by secondary processing customers. These markets also purchase 1x4-inch production, which is used to make moulding and other specialty products. Seasonal manufacture of 4x4-inch lumber supplies products for landscaping and general construction purposes.



Rome Lumber Operation's management (l to r), Gary Myers, Plant Manager; Ken Reeves, Human Resources Manager; Jack Killen, Purchasing Manager; Jean Kay Jacobs, Office Administrator; Tom Pachinger, Plant Engineer/Environmental Coordinator; Scott Brock, Logistics Manager; Dennis Van Matre, Dry-End Superintendent; and Bob Griffin, Safety Director.

Not pictured are Eugene Jones, Human Resources Director; and Mark Stuart, Production Manager.

Plant Capacity: 120 million board feet of lumber annually.

Year Opened: 1981



NEWS BRIEFS

Southwest Louisiana Lumber Operation celebrates ten-year anniversary

Southwest Louisiana Lumber Operation used the occasion of its annual Family Fun Day, May 6, to celebrate its tenth anniversary.

According to Operations Manager Gary E. Frost, "Our success is entirely due to our dedicated employees who continuously strive to improve the plant's operation. Through their work, this mill has become an industry leader in safety, quality and continuous process improvement."



The Southwest Louisiana Operation staff pictured above are, Front Row (l to r): Marty Rector, Project Engineer; Leah Rigmalden, Benefits Coordinator; Gary Frost, Operations Manager; Tommy McAdams, Area Environmental Contact; Angie Hand, Secretary; Kenny Reneau, IMC Planner; Regina Farris, Q.C. Technician; James Harper, Planer Mill Supervisor; Jim Sluss, Sawmill Superintendent. Second Row: Don Foshee, Planer Mill Superintendent; David Willett, IMC Superintendent; Diana Shea, HR Manager; Sherry Pitre, Senior Accounting Clerk; Randy Colflesh; Planer Mill Supervisor; Brian Dickerson; Sawmill Supervisor; Paul Williams, Production Manager. Top Row: Scott Stubblefield, Safety Manager; Emie Hester, IMC Electrical Supervisor; Bill Townson, Area Head Sawfiler; Peter Eisen, Technical Director; James Cowan, Area Technical Director; Brian Davis, Shipping Coordinator; Doug Ericson, Process Engineer; and Dan Heard, Services Supervisor.

Credit Union turns fifty

Chartered May 17, 1950 in Diboll, Texas, the Southern Pine Lumber Company Employee's Federal Credit Union was organized to promote systematic savings and provide loans to company employees.

Reflecting the change in company name, the association was later renamed Temple Employees Federal Credit Union. Today, the institution has 2,120 members and total assets of more than \$5.5 million. It serves the active and retired employees of Temple-Inland Forest Products Corporation and a number of other Diboll and Pineland, Texas area businesses.



Standing with President/Manager Diane Brock (center) is (l to r) Loan Officer Carolyn Richard and Pineland Branch, Customer Service Representative Shay Lane.

According to Ms. Brock, "It was largely through the skillful, organizing talents of Mrs. Lottie (Wimp) Temple that the Credit Union became a reality."

Rome Lumber Operation completes log processing upgrade

Rome Lumber Operations has completed a \$5 million project that upgraded log cut-up and debarking operations. According to Mike Warren, product manager for Solid Wood, the results of the project are giving Temple's customers increased availability of premium lengths in key products like radius-edged decking and narrow dimension lumber.

The plant and equipment improvements completed in May supplement quality and size consistency enhancements introduced by a 1995, \$7 million upgrade of the plant's primary mill floor.



PEOPLE ON THE MOVE

Promotions

Temple-Inland Investment

Denise G. McCary, Administrative Assistant

Temple-Inland Forest Products

Executive: Brenda Elliott, Vice President, Building Products Sales; Sam M. (Pat) Patranello Jr., Vice President, Marketing, Solid Wood Products; James D. Rush III, Vice President, Marketing, Panel Products; Joe K. Sample, Senior Vice President

Corporate: Karen M. Jackback, Director, I/S & Technology; Sharon K. Stover, Secretary; Raif M. Turner, Information Analyst

Temple

Mktg., Credit & Transportation:

James P. (Pat) Aldred, Dir. Residential and Commercial Sales; Jason E. Beard, Transportation Analyst; Robert W. Craig, Logistics Manager - FP/FCMT; Gary T. Flenoy, National Accounts Service Mgr.; Tim P. Franklin, Account Manager; Scott P. Griggs, Account Manager; Caleb P. McCusker, Account Representative; Stephen P. Raley, Gypsum Product Manager; Matthew B. Starck, Account Representative; Floyd M. Wright, Account Representative; Julia C. Yuan, Account Representative

Buna: Thomas L. Harris, Dry End Supervisor; Clifton B. Whitehead, Green End Supervisor; Crockett W. Whitmire, Green End Superintendent

Clarion: Rodney E. Steiner, Production Manager

Diboll: Lori A. Dempsey, Group Environmental Coordinator; Cynthia D. White, Director, Sales & Mktg. I/S

Diboll Particleboard/Laminating: David L. Helm, Production Supervisor

Mt. Jewett Particleboard: James L. Tucker, Supervisor, Production

Pineland: Cathee A. Brackin, Clerk; Scott H. Dodson, Process Engineer

SW Louisiana: Gary E. Frost, Operations Manager

Del-Tin Fiber LLC: Dean C. Ward, Maintenance Superintendent; Barry D. White, Electrical Superintendent

Fortra Fiber-Cement LLC: Rodney M. Winn, Purchaser/Stores Coordinator

Standard Gypsum LLC Cumberland: Kenneth B. Hunt, Electrical Maintenance Supervisor

McQueeney: Beth A. Dellaringa, Accounting Clerk

Temple-Inland Forest

Danny J. Brooks, Woodyard Supervisor; John D. Ford, Director, Forest Mgmt. I/S; Scott J. McDonald, Procurement Forester; Gregory E. Sieg, Director, Forest Operations TX/LA; Nathan R. Smith, Hardwood Management Supervisor

New Hires

Temple-Inland Investment

Patricia L. Reagan, Tax Staff Accountant

Sabine Investment of Texas

Sheri L. Bourque, Accounts Receivable Clerk; Donna L. Parish, Receptionist

Temple-Inland Forest Products

Corporate: Lee Baldwin, Computer Operator; Derrick L. Brown, Air Quality Coordinator; Reuben R. Castillo, Desktop Specialist; Kelly A. Clevenger, Application Prog./Analyst; Chase Cook, Technician - Timber Purchase; Scott Cigler, Computer Operator; Sharon R. Diaz, Secretary; Jimmy W. Hight, Desktop Specialist; Albert T. Moya, Computer Operator; Denise C. Phillips, Help Desk Coordinator-IT/Austin; Earl L. Smith, Woodyard Manager; Kendra Swope, Help Desk Coordinator

Temple

Mktg., Credit & Transportation: Douglas L. Bowlin, Sales Trainee; Tarra H. Glaze, Credit Administrator; Jacquelyn F. Purser, Sales Trainee; Julie E. Rhodes, Product Coordinator - MDF; William J. Stokes, Account Manager

Clarion: William E. Jacobyansky, Plant Engineer

Diboll: Jennifer K. Evans, Secretary; John S. Griesenbeck, Industrial Hygienist; Robert McLellan, Application Prog./Analyst

Mt. Jewett MDF: Hazel A. Stahlman, Clerical

Mt. Jewett Particleboard: Lauren H. Melka, Clerical

Pineland: Calvin W. Bittick, Process Engineer; Welton L. Miller, Project Manager

SW Louisiana: Glenn K. Campbell, Process Engineer

West Memphis: Amy Dee Ellis, Shipping Clerk; Thomas E. Price, CPI Engineer

Del-Tin Fiber LLC: Alison L. Peachey, Accounting Clerk

Fortra Fiber-Cement LLC: Daniel B. Prescott, Quality Manager

Standard Gypsum LLC Cumberland: Mark S. Chester, CPI Engineer

McQueeney: Jennifer J. Herring, Accounting Clerk; Blaine J. Jolley, Production Foreman

Temple-Inland Forest

Jeffrey W. Albritton, Procurement Forester; Kasey K. Alexander, Secretary; Kylie O. Bradley, Assistant Research Forester; Haydan A. Evans, Inventory Forester; Howard Y. Long, Woodyard Supervisor; Ross R. Pritchett, Technician - Timber Purchase; Donald K. Spellman, Maintenance Planner; Roger A. Taylor, Inventory Forester; Joe D. Walker, Woodyard Supervisor

Retirees

Temple-Inland Investment

David H. Dolben, Vice President, Chief Accounting Officer; Charlie M. Mahan, Executive Secretary; Charles C. Poindexter, Analyst

Temple-Inland Forest Products

Corporate: Michael B. Boyette, Pilot Jet Captain

Temple

Mktg., Credit & Transportation: George W. Stewart, Account Manager

Diboll Fiberboard: Donald L. Capps, Press/Fabrication Supervisor

Diboll Particleboard/Laminating: Marvin E. Wright, Sales Coordinator

Rome Lumber: Robert H. Griffin, Safety Director

Temple-Inland Forest: Betty K. Holt, Secretary

TEMPLE NEWSLETTER CORRESPONDENTS

Kristi Basey

Cumberland Gypsum

Janet Carroll

Fletcher Gypsum

Cathy Cleiland

Monroeville Particleboard

Cathy Dickerson

Temple-Inland Forest, DeQuincy

Jennifer Hardy

Pineland Complex

Cherie Harlow

West Memphis Gypsum

Jim Havard

Temple Human Resources

Bonnie Holden

Temple-Inland Forest, Rome

Melissa McCall

Solid Wood Operations

Juanita McDonald

West Memphis Gypsum

Ellen Moreau

Diboll Lumber

Will Hatfield

McQueeney Gypsum

Mary Peters

Fiber Products Operation

Leah Rigmaiden

Southwest Louisiana Lumber

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Temple Pembroke

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Thomson Particleboard

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Janet Stewart

Temple Clarion

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