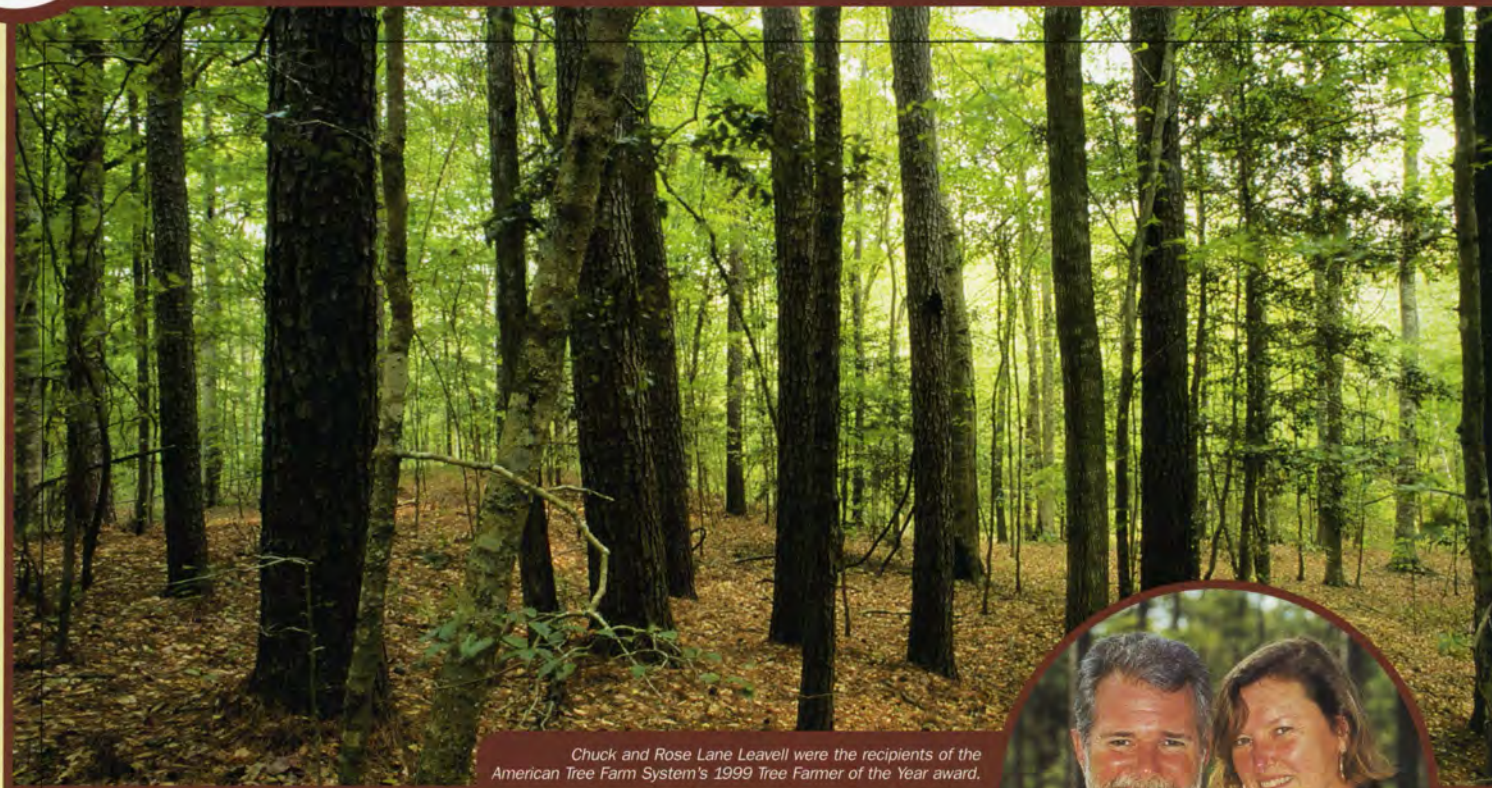




IN|TOUCH

august | september 2000

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



Chuck and Rose Lane Leavell were the recipients of the American Tree Farm System's 1999 Tree Farmer of the Year award.

Celebrity tree farm sets the stage for singing the praises of responsible forestry

How does a rock-and-roll celebrity go from rounds of applause from fans to a love and passion for trees? For Chuck Leavell, it was the revelation that the piano he plays is a gift made possible by trees.

Leavell has been spreading the message about the contribution of trees since the mid-1980s when he served as a spokesperson for the Georgia Forestry Association.

"During that time, I would talk to people about the many products that come from the forest like the cellulose that goes into rayon, tires, toothpaste, shampoo, salad dressings, cleaning agents, paint thinners, and even perfumes. The public always responds positively to this message," Leavell said.

Named the American Tree Farm System's 1999 Tree Farmer of the Year, Chuck Leavell and his wife, Rose Lane, were thrust into tree farming quite by

accident. In 1982, the couple inherited a 1,200-acre plantation from Rose's grandmother. This presented an interesting turn of events for a rock-and-roller with a successful career behind him, playing with such musical superstars as the Rolling Stones, the Allman Brothers Band and Eric Clapton. Intrigued by the opportunities opening up to him, Chuck plunged into his new endeavor by reading and studying everything possible while traveling on a bus from gig to gig. Today, the Leavells' Charlane Plantation totals 2,200 acres.

On a research mission collecting material for an upcoming book, the Leavells and Chuck's writer/collaborator, Mary Welch, recently visited active Temple-Inland Forest management sites, including several young plantations in Jasper County and first-thinning logging jobs in Angelina and Houston Counties. The trio also

saw the company's Red-cockaded Woodpecker habitat area at Scrappin' Valley and visited Diboll Lumber and Fiber Products Operations.

"Our trip was a success on all fronts. I have never seen better forest management by anyone, anywhere, than what I saw on Temple's forestlands. It is encouraging to see a large company like Temple that is as sensitive to such things as roadside cuts, wildlife concerns and sound site preparation," said Leavell.

Returning to his greatest passion, educating the public about the strides made in responsible forest management, Leavell said, "The forest community needs to continuously demonstrate the level of care with which we are managing this most renewable resource. We must show the public what goes on behind the scenes, like the work Temple has done with the Red-cockaded woodpecker

[continued on page 2]



OUR BUSINESS

by Harold Maxwell

Our customer truly is our business

Some of you may have heard these words before. This thought drives our sales operations each and every day as we compete in the marketplace and strive to provide industry-leading customer service. *Leadership* in customer service is more than the mere movement of product – it is about relationships and how we support our customers in their businesses.

E-commerce technologies, consolidation of our customer base, customer-driven applications of our products and increasing competition for market share will continue to shape our business in the future. The commitments we make today to customer service can have long-lasting and positive effects on our business in the foreseeable future. Insights to diverse customer needs and responsiveness on our part are critical to creating a competitive point of differentiation in today's marketplace.

Responsiveness to supporting our customer needs is a key driver for Temple in providing unparalleled customer service. A prime example of our commitment to this important facet of the customer relationship is our recent launch of a new customer communication program entitled

CARE™ – an acronym for Commitment. Action. Responsibility. Environment.

In recent months, key customer sectors have come under scrutiny by various environmental interest groups regarding the environmental integrity of forest products in general.

If there is one place where Temple is truly a leader, it is in the responsible management of our forest operations and the environmental integrity of the products we sell. In seeking to cement our leadership role in customer service, we have committed to the highest level of customer communication and education on these important issues. Staying true to our heritage, we have a proud story to tell in this regard. Our commitment to sustainability of our forest resources, best management practices and environmental quality programs is significant.

While industry-wide issues are complex, and our customers diverse, we can speak with the greatest confidence about the quality of our operations and what it means to our customers and their businesses. It is our goal to let each and every customer know that they can buy with confidence, knowing our products come from responsibly managed resources. Ensuring fiber



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

production while sustaining wildlife, plant life, water quality and other forest amenities is a part of everyday life for many men and women at Temple. This is indicative of our goal to be a leader in the marketplace and right here at home.

Through the *CARE™* program, we will place priority on effectively communicating our commitment to forest sustainability and stewardship to our customers, our employees and ultimately the public at large. In the coming months, you will see and hear much about these as they relate to our forest operations. I urge you review this issue of *InTouch* to learn more as we embark on a new level of communication with our customers on these important issues.



David Robinson, Harvest Administrator, North Area (far left), explains the use of a prism in checking the stocking density of a stand of timber during a first thinning operation. Holding the prism is Chuck Leavell, a longtime messenger of the forest community. He is joined by (l to r) his collaborator, Mary Welch, his wife, Rose Lane Leavell, and Joe Hamrick, Operations Manager, Selection Forest Group, during a recent visit to company forestlands in the Weches area of Houston County, Texas.

Continued from page 1

Singing the praises of responsible forestry

and other species, all accomplished while still managing forest products."

Leavell believes the public wants ample forestland for their recreational and aesthetic value. They also want old growth forestland preserved. The reality he said, is that we can achieve all of these goals and grow wood for harvest and maintain wildlife habitat. "We need to communicate our successes to consumers. They want proof that we are practicing sustainability. The continuing evolution in the certification programs run by organizations like the American Forest and Paper Association's Sustainable Forestry Initiative (SFI)™, and others rapidly gaining acceptance, help demonstrate our commitment to the public," he said.

"Without a doubt, forestry is the most sustainable of all the primary

industries, and wood is the most renewable resource we have," said Executive Vice President Jack C. Sweeny. "Chuck Leavell has learned this from personal experience and, consequently, he is an effective spokesman for sustainable forest management."

Combining his many vocations, including researcher, author, tree farmer, conservationist and educator, Chuck still finds time for his original love, music. He is currently recording a solo piano project to be released early next year and will soon be recording with The Proclaimers, a group from Scotland. He and Rose are also busy preparing Charlane Plantation for the upcoming hunting season.

Leavell and Welch's book, *Forever Green: The History and Hope of the American Forest*, is expected to be published in early 2001.



NEWS BRIEFS

Recycled content of wallboard from two facilities certified

Highlighting Temple's commitment to environmental responsibility, Scientific Certification Systems (SCS) has* formally certified Temple wallboard products, manufactured with a synthetic gypsum core, are produced with recycled content using a by-product of pollution control technology.

This certification is for wallboard manufactured in Cumberland City, Tennessee and West Memphis, Arkansas facilities which are capable of producing over one billion square feet of wallboard annually.

Certified at two levels, Temple regular gypsum wallboard is documented to contain at least 99 percent recycled content on a dry weight basis, while Temple fire-rated, water-resistant and sheathing formulations contain at least 95 percent recycled content.

SCS, established in 1984, is an independent third-party certifier of environmentally sound management of forests, marine habitats and various other businesses.

The SCS certification report also describes how the synthetic gypsum Temple uses from the Tennessee Valley Authority's Cumberland plant is recovered in a process which reduces sulfur emissions, a precursor to acid rain, by over 96 percent.

In addition to producing one of the purest forms of synthetic gypsum available, this process annually reclaims approximately 1.2 million tons of material that would have been added to the landfill.



Temple's use of synthetic gypsum is turning waste destined for the landfill into a reliable resource with the qualities necessary to produce consistently high-quality wallboard.



Point of purchase materials identify Temple's certified MDF products in retail outlets.

Temple Clarion ships first load of certified medium density fiberboard

The company's Clarion, Pennsylvania medium density fiberboard (MDF) mill shipped on July 3 its first load of product to achieve Forest Stewardship Council (FSC) chain-of-custody certification. Temple is one of a few North American wood products manufacturers to produce MDF according to the international environmental standards of the FSC.

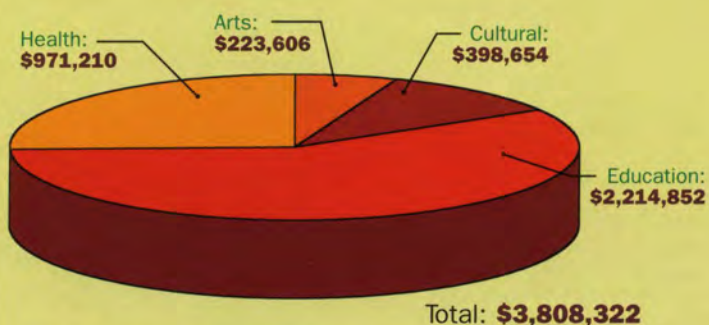
The company's fiber source for its certified product is the Pennsylvania State Forest, which is certified as sustainable and well managed under

the FSC's international environmental standards. Temple Clarion purchases its certified raw material from sawmills and other processors located throughout northwest Pennsylvania.

SmartWood, an FSC accredited third-party certifier, tracked certified trees through manufacturing, called chain-of-custody certification, so that Temple Clarion's end product may carry the FSC "green" label. Further monitoring of the product will be conducted under the terms of the agreement with SmartWood.

Temple-Inland Foundation reports year's contributions

Temple-Inland Foundation contributions for the period of July 1, 1999 to June 30, 2000



Since its creation in 1984, the Temple-Inland Foundation has expended more than \$35,115,475 in educational scholarships, matching gifts and special grants providing funding to colleges, universities, independent secondary schools, art, cultural and health programs and organizations.



Payments made by the Foundation for educational purposes represented 58% of all contributions for the year.

Gifts to Educational Programs and Organizations: **\$854,102**
 Temple-Inland Scholarships: **\$211,750**
 Scholastic Awards: **\$1,149,000**

■ The Foundation provides \$1,000 Scholastic Awards to the two top seniors graduating from high schools in the operating area of Temple-Inland Forest Products Corporation and Temple-Inland Financial Services.

■ The Temple-Inland Scholarship program competitively awards four-year scholarships to the children of active and retired employees of Temple-Inland Inc.'s Forest Products Corporation and Financial Services subsidiaries. Since 1986, this program has helped 230 students pursue their college education.

OUR FOREST PLEDGE

"The true meaning of life is to plant trees, under whose shade you do not expect to sit."

— Nelson Henderson

We, as stewards of 2.2 million acres of southern timberlands, protect our natural renewable resources by sustaining the diversity of our timberlands and promoting responsible corporate citizenship, in order to provide our customers with products from responsibly managed resources. We have established this pledge to the long-term benefit of our forests and those who gain from their beauty and by-products.



Streamside Management Zone near Ellijay, Georgia.

Temple-Inland Forest Products Corporation takes pride in, and accountability for, the responsible forestry management practices that enable us to sustain the world's most abundant and renewable natural resource — our trees — and supply customer demand for quality wood products.

This responsibility is not only the duty of our company's management, it is embodied in our staff of experienced forestry professionals to every employee at every Temple facility in the country. Our employees are committed to this responsibility — this is what makes Temple a leader.

By choosing to do business with us, our customers can have confidence in the environmental integrity of our products.

We at Temple-Inland Forest Products Corporation are committed to this balance between market demand for our products and the ecology and sustainability of our timberlands — for this generation and those to come.

Forest Communications program leverages customer service with forest management leadership

Temple is on the threshold of launching a comprehensive, industry-leading forestry communication initiative for its customers by integrating aspects of the company's customer relations, marketing and forest management activities. Temple's Forest Communications program will deliver answers to customers' concerns that the wood products they purchase come from responsibly managed forests.

Taking care of the customer by taking care of the forest

According to Brenda Elliott, Vice President Building Products Sales, "Introducing the Forest Communications program is an important step in enhancing our company's greatest value: Providing the best service possible and taking care of the customer. Being responsive to our customers' concerns about how we responsibly manage our forestlands serves to strengthen these relationships. This is an extension of Temple's ongoing commitment to industry-leading customer service."

She added, "Effectively communicating our stewardship message and our successes through regular updates helps further position Temple as the vendor of choice."

In 1996, the company implemented the *TIN Forestry Principles*, based on the American Forest and Paper Association's Sustainable Forestry Initiative (SFI)SM.

This year, the company is pursuing integration of the program into an International Organization for Standardization (ISO) 14001 Environmental Management System.

Executive Vice President, Forest and Solid Wood Jack C. Sweeney said, "By combining the SFISM performance standard with the ISO 14001 environmental management system, which can be certified, our customers and the public can be assured our forestlands are responsibly managed."

"The Forest Communication program will communicate to our customers and others our commitment to provide the most environmentally sound and productive forest possible," Sweeney said.

TEMPLE-INLAND FOREST | FOREST MANAG

1890s Southern Pine Lumber Company (SPLCo) is formed and an initial purchase of 7,000 acres of forestland is made in Angelina County, Texas.

1900s Logging is by tramroad; slip-tongue carts pulled by mules; eight-wheel log wagons pulled by oxen; and skidders powered by steam. Conservative logging practices include sawing trees closer to the ground than is typical of the times.

1909 First company survey of timberlands initiated.





Pine seedlings at the Clyde Thompson Nursery in Jasper County, Texas.

FOREST COMMUNICATIONS

The newly-developed Forest Communications (CARE™) program will communicate Temple's stewardship message and its successes by using various technologies and channels to reach customers, the media, employees and the general public.

Digital Customer Kit

Delivers a brochure and a CD-ROM packed with valuable information about the company's sustainable forestry practices, facts about certification and verification, and other issues of interest to customers. A version for the press is also being developed.

Internal Forestry Information and Resources

A comprehensive information guide, located on the Temple Intranet site, loaded with facts and background on forestry issues and answers to questions frequently asked by customers about Temple's environmental systems and sustainable forestry.

Forest Internet Site

A comprehensive, readily-accessible resource linking customers and the public to information profiling the company, its products and its responsible methods of sustainable forestry management. (In development, targeting December 2000 for its launch.)

Temple CustomerView

Newsletter reporting on the company's environmental and operational quality and achievements.

Trade and General Advertising

This facet of the program will help position the company's leadership role within the industry, with customers, and in key operating community forums.



EMENT HISTORY

Planting trees at Boggy Slough in the 1950's.



A trainload of "Neches Valley Pine" logs head to the SPLCo mill in Diboll in 1908.

1920s Progressive companies like SPLCo embrace the conservation movement and adopt aggressive measures for reforestation.

1930s During the Great Depression, SPLCo sells approximately 100,000 acres of timberland to the U.S. Government, enabling the company to keep its operations and its employees working.

1930 With the discovery of an East Texas oil field, orders for lumber increase for building oil derricks, roads, bridges and housing.

1939 The U.S. Forest Service and Texas Forest Service inventory 239,000 acres of company lands to determine whether a sustained yield program is feasible. Recommendations result in the initiation of the single tree selection system of harvest on some of the company's holdings.

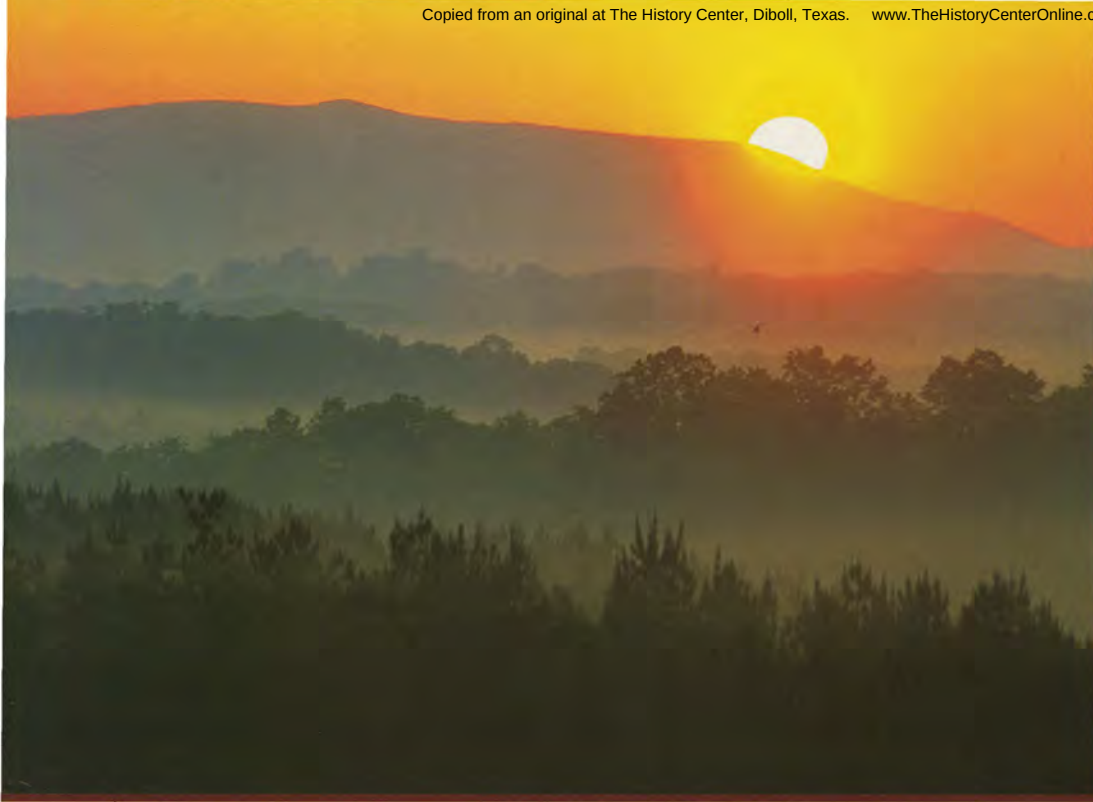
SPLCo in Diboll hires first graduate foresters to help in the inventory of company lands.

1940s SPLCo acquires an additional 63,194 acres of timberlands in Texas. First tract of timber is marked using the single tree selection method.

1953 The company contributes personnel and equipment for a survey of East Texas forests undertaken by the U. S. Forest Service, Southern Forest Experiment Station. Assistance for similar surveys is provided again in 1965 and 1975.

[History continued on next page]

Sunrise over company forestlands near Ellijay, Georgia



Temple-Inland selects ISO 14001 EMS certification standard

How do you lend credibility to the claim of responsible forestry management? For Temple-Inland Forest the answer lies in formally certifying that your environmental management systems meet a defined set of standards designed to ensure fiber production while sustaining wildlife, plant life, water quality and other forest amenities.

Since 1996, Temple-Inland Forest has implemented the American Forest & Paper Association's Sustainable

Forestry Initiative (SFI)SM. The practices and principles of Temple-Inland Forest have undergone multiple audits and reviews to verify compliance and improve practices since the inception of the program.

Recently, Temple-Inland Forest reviewed all credible standards and elected to use a combination of certification and verification methods. Temple-Inland Forest is in the process of obtaining

certification of its International Organization for Standardization (ISO) 14001 Environmental Management System on its forest operations in Georgia, Alabama, Louisiana and Texas. This certification will include a third-party verification of the company's SFISM program and practices.

Announcing the company's decision, President and Chief Executive Officer Harold Maxwell said, "Our decision to adopt an environmental management system using the ISO 14001 standard as applied throughout our Forest Operations is an extension of our ongoing commitment to environmental excellence."

"Using the ISO 14001 standard as the framework for integrating forest management standards provides a powerful management tool which can be used in accomplishing higher levels of environmental performance on the ground," said Vice President, Environmental Affairs Michael Harbordt.

"The overall result will be an even more robust environmental program that meets or exceeds internationally recognized standards," Maxwell added.

Over 130 countries have approved use of the globally recognized ISO standard.

"As technology and industry practices have evolved, Temple continues seeking a leadership position in applying state-of-the-art forest management practices. What this means for customers is that they can buy with confidence, knowing they are purchasing products produced from responsibly managed resources," said Mr. Maxwell.

TEMPLE-INLAND FOREST | FOREST MANAGEMENT HISTORY



Logging in the 1950's requires a combination of tractors, cranes, trucks, mules and use of the railroad.

1955 7,077 acres of company lands condemned to be included in the Sam Rayburn Reservoir.

1962 The use of tramroads and log trains in SPLCo forest operations are discontinued. Logging crews are disbanded and replaced by contract logging.

1963 Tree-length logging and log scaling by weight is initiated.

1964 Company land holdings total more than 450,000 acres.

1973 After the Time acquisition and merger with Eastex Pulp and Paper Company to form Temple-Eastex Incorporated, both selective cutting and clear cutting are used in harvesting.

1974 Big Thicket National Preserve formed.

1977 The Roy E. Larsen Sandylands Sanctuary is dedicated.

1985 Twenty acres of Augustine County, Tex Stephen F. Austin Sta the establishment of Conservation Center.

Southern pine beetle reach unprecedented Statewide, timber loss at 475 million board f \$55 million.

FOREST FACTS

Forestland Harvesting Facts

- Temple-Inland Forest (TIF) clearcuts less than 3 percent of its forestlands annually, with clearcuts averaging less than 50 adjacent acres in size. Clearcuts must have trees at least 3 years old or 5 feet high before adjacent areas can be harvested.
- All clearcuts are reforested within two years using genetically-improved pine seedlings.
- Approximately 23 percent of company-controlled forestlands are classified as "natural forest," which means they are naturally regenerated and are typically mixed pine and hardwood forest types. The natural forest is managed by removing individual trees or small groups of trees – they are not clearcut, and they are not pine plantations. Natural forest acres are expected to increase to 30 percent over the next few years.
- 33,000 acres have been specifically designated as wildlife management areas.
- TIF selectively harvests approximately 6 percent of its forestlands annually. This includes thinning within its pine plantations as well as natural forest management.
- Approximately 60 percent of all Temple solid wood products are produced annually from trees harvested on Company lands.
- TIF requires all logging contractors to acquire approved Best Management Practices (BMPs) and SFISM training.



An adult bald eagle protects two eaglets in a nest at South Boggy Slough.

Forest Environmental and Conservation Awards

- The Louisiana Nature Conservancy, Conservation Leadership Award.
- The Texas Nature Conservancy, Conservation Leadership Award.
- The U. S. Environmental Protection Agency, Region 6 Environmental Excellence Award for Watershed Protection.
- The National Wild Turkey Federation, Land Stewardship Award.
- Texas Organization for Endangered Species, Preservation Award for Longleaf Pine Community.
- American Forest & Paper Association, Environment & Energy Achievement Award, Forest Management Category, "BMP Effectiveness Monitoring for Water Quality Protection."

A critical component in identifying environmental solutions that impact forest practices through the company's BMP Effectiveness Program is the monitoring of water quality in Streamside Management Zones. Pictured is Brian Gowin, Manager of Forest Environmental Issues.



Left: A worker inserts an artificial Red-cockaded Woodpecker cavity into a longleaf pine tree at Scrappin' Valley.

approve the company's Red-cockaded Woodpecker Management Plan, which is enrolled in the state's Regional Habitat Conservation Plan. The plan includes dedication of 5,000 acres establishing an RCW Habitat Management Area in Newton County, Texas.

2000 Company announces it will pursue third-party certification of its environmental management system (EMS) using the International Standards Organization's 14001 standard throughout the company's Forest Operations. The system is to be integrated with the company's participation in the American Forest & Paper Association's Sustainable Forestry Initiative (SFI)SM.

The company manages over 2.2 million acres of timberland in Texas, Louisiana, Georgia and Alabama.

1987 Temple-Inland enters an agreement with Texas Parks and Wildlife Department to include 202,975 acres of its lands for public recreational use through a Type II permit purchase.

The company donates an additional 380.15 acres in Hardin County to The Nature Conservancy of Texas for its Roy E. Larsen Sandylands Sanctuary. The agreement includes use of an additional 2,800 acres as a conservation easement.

1996 Temple-Inland Forest implemented the TIN Forestry Principles, based on the American Forest and Paper Association's Sustainable Forestry Initiative (SFI)SM program.

With an acquisition of more than 200,000 acres of forestland in southwest Louisiana, a new Eastern Region is created joining the company's existing forest operations in Texas, Georgia and Alabama.

1999 The Texas Parks and Wildlife Department and the Texas Forest Service

*History compiled from Temple-Inland Inc. annual reports and news releases; Temple-Inland Forest Products Corporation news releases and InTouch articles; Highlights of Texas Forestry, Texas Society of American Foresters, 1984; History Committee of the Texas Society of American Foresters; The Combread Whistle: Oral History of a Texas Timber Company Town, Megan Biesele, with the Diboll Historical Society, 1986; "Old Friends, Old Enemies," by Ronald F. Billings, Texas Forestry, Volume 30, Issue 10, October 1989; and with the assistance of the T. L. L. Temple Memorial Archives.



Hardwood Palmetto Habitat

The Big Thicket Preserve, consisting of nine separate land units and six water corridors, contains six of the seven ecosystems making up the BigThicket: Acidbog-Baygall, Streambottom Floodplains, Pine Savannas, Palmetto-Hardwood, Arid Sandylands and Beech-Magnolia Loblolly. The remaining habitat is the Prairie ecosystem.

Temple's forest history includes helping preserve two of Texas' unique habitats

Big Thicket National Preserve

An enchanting, mysterious place, feared by early settlers as a forbidding wilderness, the Big Thicket is rich in diversity and dependent on a delicate ecological balance.

The establishment by the U. S. Congress in 1974 of the Big Thicket as a National Preserve, consisting of 84,550 acres, was the culmination of a 50-year effort by conservationists.

According to Temple-Inland Inc. Vice President of Government Affairs Tony Bennett, "Temple had close ties to the creation of the Preserve, ensuring its enjoyment by the public for generations to come."

The Big Thicket is home to seven major ecological systems. It inherited its unique blend of clay and sand soils from an eventful geologic past that included serving as the bottom of an ancient, ocean delta. The area is a mixture of temperate, subtropic-like and arid landscapes ranging from dense, tangled underbrush and open

woods of tall pine, to bald cypress and hardwood forests and blackwater swamps. Nearly every plant community known to exist in the southern forest can be found in the Big Thicket.

Once the area contained more than three million acres of wilderness, fanning north from the coastal prairie near Beaumont, Texas, east to the Sabine River and west to Liberty on the Trinity River. Some accounts draw its original northern border near Shreveport, LA. At the turn of the century, logging, farming and the development that came with the discovery of oil were quickly eating away at its edges. By 1972, it had shrunk to 350,000 acres.

Wildlife was also at risk. Once abundant bear populations were decimated during the 1880s, when bear hunting parties were the rage. Other species that once roamed the Big Thicket, like the ocelot, the ivory-billed woodpecker,

now an extinct species, the red wolf and the Houston toad, are no longer found.

In 1967, Temple was an avid proponent and one of the earliest timber companies to participate in a cutting moratorium on Big Thicket lands. A difficult and arduous political process followed. The company's efforts in helping promote the preservation of the Big Thicket were strengthened in 1973, when the company became Temple-Eastex Inc., a subsidiary of Time Inc.

Manager of Forestry Practices and Principles Bill Goodrum said, "Temple's commitment to conservation and land stewardship has a long history. Perpetual forest management and the protection of rare and unique places in our forest were evident even during the company's early years. That same commitment continues today with Temple-Inland Forest's implementation of our Perpetual Forestry Principles, which are based on the American Forest and Paper Association's Sustainable Forestry Initiative (SFI)SM."

Maxine Johnston, a longtime member of the Big Thicket Association (BTA), who has served twice as its president, fondly remembers the support of many people and organizations – Temple among them – that helped make the Preserve a reality. Temple and the BTA still work shoulder to shoulder to oppose threats to the environment of the Preserve and in other habitat preservation efforts, Ms. Johnston said.

Bald cypress along the Neches River

The Big Thicket Preserve is home to 85 species of trees, 60 different shrubs, 216 species of birds and 1,000 flowering plants. It is a wildlife sanctuary and migratory haven with more than 300 species of birds, including the Red-cockaded woodpecker, egrets, heron, ibises and owls.



Roy E. Larsen Sandyland Sanctuary

An ecologically important area, the 2,138-acre tract called the Roy E. Larsen Sandyland Sanctuary in Hardin County, Texas was donated by the company in 1977 to the Nature Conservancy of Texas. Preservation of these lands complemented the Big Thicket National Preserve by protecting a unique arid sandyland ecosystem missing among the original parcels making up the Preserve. The Roy E. Larsen Sandyland Sanctuary also has one of the few remaining longleaf pine communities in Texas.

The tract was named in honor of a former vice chairman of Time Inc. Roy E. Larsen was one of the original members of the staff of Time Magazine and a lifelong conservation advocate. Time Inc. was the parent company of Temple at the time of the Sanctuary's creation.

In 1994, additional lands were given to the group through a \$1 million gift that transferred ownership of more than 380 acres and provided a conservation easement on approximately 2,800 acres of adjacent land.

Today, the Sanctuary, which is 2.5 miles west of Silsbee, Texas, consists of 5,600 acres and lies along a twisting 8.5-mile stretch of Village Creek, a tributary of the Neches River.

Ike McWhorter, Piney Woods program director for the Nature Conservancy of



Several individuals notable for their exceptional leadership in habitat preservation and forestry conservation attended the 1977 dedication of the Roy E. Larsen Sanctuary. With their roles at the time noted, pictured are (l to r) George Wills, The Nature Conservancy; Nathaniel P. Reed, Board Member of The Nature Conservancy and Honorary Chairman of the American Land Trust, who also served as Assistant Secretary of the Interior from 1971-1976; Dr. Athelstan Spilhaus, Board Member, The Nature Conservancy; Arthur Temple, Chairman of Temple-Eastex, Incorporated.; Roy E. Larsen, Vice Chairman of Time, Inc.; Lady Bird Johnson; Stephen H. Spurr, Ph.D., Board Member, The Nature Conservancy, and former President of the University of Texas; and Patrick Noonan, President of The Nature Conservancy.

Still an important leader in the conservation community, Noonan today serves as Chairman of The Conservation Fund. His organization is a Charter Member and the first non-profit licensee of the Sustainable Forestry Initiative (SFI)SM program of the American Forest and Paper Association. Noonan is an Expert Review Panel member for the program.

Texas, said "The Sanctuary is a virtual microcosm of Big Thicket plant and animal life."

The Sanctuary's sandy soils sustain such desert plants as prickly pear cactus and yucca. More wildflowers grow here than in any other Big Thicket setting, including the endangered Texas trailing phlox. Baygall communities found in adjacent low areas overflow with wetland vegetation, including rare orchids, carnivorous plants, ferns and sphagnum moss.



Through a forest management plan developed jointly by Temple-Inland Forest and the Nature Conservancy of Texas, efforts at the Roy E. Larsen Sanctuary are helping to protect and restore one of the few remaining longleaf pine communities in East Texas.

FOREST FACTS TODAY

Forestland Management Facts

- All 2.2 million acres of forestlands managed by Temple-Inland are located in the southern forest located in Texas, Louisiana, Georgia, and Alabama.
- The southern forest is not considered to be an old growth forest, frontier forest, or rainforest (World Resources Institute definition; www.igc.org/wri).
- Temple-Inland Forest (TIF) grows and plants over 40 million seedlings per year on company forestland with the volume of growth exceeding the level of harvest. This amounts to approximately 6-7 trees planted for every single tree harvested. TIF provides approximately 5 million trees to private forestland through its landowner assistance program. Another 60,000-70,000 trees are annually donated to the National Tree Trust.
- TIF forest management includes a land classification system as well as spatial and economic modeling programs designed to provide long-range planning of the company's forest resource.
- TIF manages approximately 23,000 acres of company forestlands for threatened and endangered wildlife species. An approved Habitat Conservation Plan (HCP) for the Red-cockaded Woodpecker has been cooperatively implemented with the Texas Parks & Wildlife Department. All HCPs must meet the requirements set forth by the U. S. Fish & Wildlife Service.
- Other examples of state and federally listed endangered and threatened wildlife protected by company management programs include the Bald Eagle, Swallow-Tailed Kite, and Louisiana Pine Snake.
- TIF's "Distinctive Sites Program" is designed to identify unique biological, geological, archaeological and historical sites on company lands. Currently there are 11 designated Distinctive Sites managed to protect their unique qualities.
- TIF offers a landowner assistance program designed to help private non-industrial forest landowners manage upland pine as well as bottomland hardwood forestland.



SPEC SHEET



Temple Pembroke Inc.

Location: 777 Fiberboard Dr, Pembroke, Ontario, K8A-6W5
(613) 732-3939

The Temple Pembroke MDF Operation is located on a 216-acre site. Mill Facilities encompass 250,000 square feet, with warehouse space capable of storing up to six million square feet.

Products Manufactured: The plant produces premium and ultra grade medium density fiberboard, marketed as Northern Pine™ MDF. Panel sizes range from thicknesses of 7/32-inch to 1 1/8-inch, widths of 3 to 6 feet, and lengths of 6 to 18 feet. These products are primarily used in the manufacture of premium grade furniture, kitchen cabinet doors, and decorative mouldings.

Temple Pembroke Inc. management staff pictured above are (l to r) Graham Whitelaw, General Manager; Mike Johns, Fibre Supply Manager; Brad Clinton, Finishing / Shipping Superintendent; Steve McMahon, Maintenance Manager; Faye Schonhoffer, Human Resources Manager; Scott Blain, Safety Manager; Mark Kalous, Technical Director; Albert Attema, Plant Engineer; George Shields, Production Manager; and Chris Tokarchuk, Controller.

Plant Capacity: The plant is capable of producing 130 million square feet (3/4-inch basis) annually

First Board Produced: March 5, 1997

Site Seeing on the TIFPC Intranet

Temple's Intranet is a portal to a world of company news and information.

Temple's Intranet has grown into an important network, keeping the company and its employees fully connected to every part of the enterprise. To help guide employees' voyage in finding the up-to-date information essential to doing their jobs, this issue of *InTouch* begins an ongoing series reviewing various destinations along the growing infrastructure of Temple's knowledge thoroughfare.

Human Resources

One of the most useful destinations on the Intranet is the Human Resources site, which can be accessed through the Intranet home page by clicking the Departments and Services icon. By clicking Human Resources on the next screen, viewers arrive at HR's home page from which they can access many of the department's resources for employees:

- H.R. contacts for each location
- Forms, policies and employee manuals
 - Change of Address
 - Direct Deposit Enrollment
 - Healthcare Reimbursement Account Request
 - Internal Job Bid
- Calendars
- Open job listings
- H.R. Competencies
- H.R. Links*
- H.R. News
- Safety and Health
- Health, Wellness and Fitness
- The Employee Development Center
- Industrial Training Center
- Company Programs
 - Scholarship Programs
 - Aid to Education
 - Matching Gift Program
 - Credit Union



TEMPLE-INLAND
FOREST PRODUCTS CORPORATION

Welcome to the self-guided tour of Temple-Inland Forest Products Corporation.

A new feature provided on the HR site is the company's online employee orientation presentation. The presentation, useful to both new and existing employees of Temple, offers a comprehensive view of Temple-Inland Forest Products Corporation and its parent company, Temple-Inland Inc.

**Do you have customer service questions or, for example, want to find a new physician on Cigna's provider directory, order your prescription drugs online, or access your Vanguard Group 401K account? Links for these and other related employee benefits are found by clicking the "H.R. Links" icon.*



CUSTOMER PROFILE

First annual Customer Technical Conference held for composite panel customers

Beginning with a welcome from Temple's Building Products team and a tour of the company's Applied Research Center (ARC), 15 composite panel products customers attended a variety of informative sessions during a two-day Customer Technical Conference held June 6-7.

The purpose of the conference was to enhance Temple's particleboard and medium density fiberboard operations' understanding of customer needs while fostering closer partnerships with some of Temple's key composite panel customers.

Along with providing leading edge technical presentations about critical production issues, attendees participated in an interactive session exploring the performance and features customers want in their panel products.

During the tour of the ARC, customers learned about the full capabilities of Temple's laboratory. "We want our customers to view our laboratory as a technical extension of their own capabilities that can help improve the performance of Temple's products in their own unique processes," said Marketing

Manager, New Product Development Richard Kenley.

Conference attendee, Russell Foster, Materials Quality Controller, O'Sullivan Industries, Inc., liked the opportunity to communicate directly with Temple's staff. "It is important that Temple's technical and operations staff understand what is happening once Temple product is put to the test on customers' manufacturing lines.

"The most important element in customer service is listening to customers and getting that information back to the factory floor. This is what makes the relationship truly two-way," Foster said.

O'Sullivan Industries, Inc., a leading manufacturer of ready-to-assemble (RTA) furniture for the office and home, buys approximately four million square feet of product from Temple each month, which supplies the company with 20 percent of its total composite panel material needs.

Jerry Chabot, production manager of Alexandria Moulding's MDF Division in Ontario, Canada, a company using more than 40 truckloads of MDF from Temple Pembroke each month in its production of moulding products, said "It's important to have visits like this back and forth between suppliers and customers. As customers, we need the technical answers that we often cannot get ourselves. This is where Temple can be especially helpful, affecting the solutions to our production challenges."

Organizer of the Conference, Technical Services Manager Chris Russell, said that based on comments from attendees, the event was a great success and planning for the 2001 Technical Conference is already underway.



Listening to Research Technician Juan Gonzales (left) explain procedures used by the ARC for testing abrasiveness are (left to right) Richard Kenley, Marketing Manager, New Product Development; Chad Ward, Account Manager; Dave Fox, Lozier Corporation; Bert Bedford, Account Representative; Dave Passeeck, KraftMaid Cabinetry, Inc.; Ron Ohnesorge, Stevens Industries; Shari Jamieson, Bush Industries; and Kirk Challis, Southwest Moulding.

Fletcher Wallboard becomes Star worksite

OSHA award recognizes plant's elite safety status

Fletcher Wallboard will soon be waving a Star-studded flag. On August 14, 2000, the plant received official notification it has been chosen to receive the Occupational and Safety Health Administration's highest safety award, the Voluntary Protection Program Star award.

To qualify for the Star award, a plant must have an average

three-year incident rate below the national average for that particular industry and meet 19 elements of the OSHA Voluntary Protection Program (VPP). Grouped into four categories, the criteria include: management commitment, employee involvement, worksite analysis, hazard prevention and control, and employee training.

Recommended for the Star award in

1999, OSHA's evaluation process placed the plant in Merit Participation status with recommendations for lowering its incident rate. During the past year the rate declined to 18 percent below the industry average, earning the facility Star status when OSHA reassessed the plant in May 2000.

The plant will have limited company in their new elite safety status. Among 456 federal OSHA Star sites, Fletcher Wallboard is one of only three from the gypsum industry to be so honored.



PEOPLE ON THE MOVE

Promotions

Temple-Inland Forest Products

Corporate: Deborah K. Gaard, *Sales & Use Tax Lead Analyst*; James A. Hannan, *Web Development & Tech. Support. Mgr.*; James Lepold, *Computer Operator*; Tammy M. Muller, *Desktop Specialist*; Alcides Q. Serrano, *Computer Operator*; Edward A. Shelton, *Systems Admin.-Web Design*

Temple

Mktg., Credit & Transportation:

Michael C. Jones, *Account Manager*; Marc E. Lishewski, *Director, National Accounts*

Buna: Krystal J. Johnson, *Employee Benefits Coordinator*

Clarion: Cindy E. Bonner, *Network Systems Administrator*

Pineland: Guy M. Joy, *Systems Engineer*

SW Louisiana: Donald L. Foshee, *Dry End Superintendent*

West Memphis: Brock R. Coomer-Cline, *Quality Control Manager*

Temple-Inland Forest

Stanley L. Cook, *Operations Mgr., Upland Select Management*;

Michael K. Hudson, *Operations Mgr., Plantation Forest*

New Hires

Temple-Inland Forest Products

Corporate: Nancy J. Gilbert, *Systems Admin. NT*; Hunter E. Griffith, *Application Prog./Analyst*; Mark A. Harshman, *Systems Programmer*; Shon A. Lambright, *Desktop Specialist*; Christopher D. MacDonald, *Environmental Scientist*; Dan E. McCully, *Systems Programmer*; Lamar K. Plowman, *Asset Analyst*; Jeffrey S. Price, *Application Prog./Analyst*; Angela D. Sanders, *Systems Admin. NT*; Janna N. Sill, *Accounting Clerk*; Brent M. Stone, *Application Prog./Analyst*; Angela D. Taylor, *Assistant Benefits Coordinator*

Temple

Mktg., Credit & Transportation:

Sandra R. Carlisle, *Product Coordinator-Gypsum*; Vicky D. Johnson, *Account Representative*; David E. McElveen, *Account Representative*

Buna: Rebecca M. Nash, *Accounting Clerk*

Diboll: Penny L. Layton, *Human Resources Trainee*; Laurence D. Williams, *Human Resources Trainee*

Diboll Particleboard/Laminating:

Trudy L. LeDoux, *Human Resources Assistant*

Del-Tin Fiber LLC: Dan E. Kelley, *Plant Manager*

Fortra Fiber-Cement LLC: Jefferey S. Chappell, *Operations Supervisor*

Standard Gypsum LLC - Cumberland:

Scott A. Tadsen, *Plant Engineer*; Kimberly M. Thompson, *Plant Accountant*

Temple-Inland Forest

Blaine C. Berg, *Woodyard Supervisor*; Michael K. Hudson, *Fiber Procurement Analyst*; Jerry Pollard, *Maintenance Supervisor*; Lynn Porter, *Fiber Quality Technician*; Jason D. Sebesta, *Area Biologist*

Retirees

Temple

Pineland: James W. McNaughten, *Maintenance Planner*; Royce E. Warr, *Production Supervisor-Plywood/Dryers*

Temple-Inland Forest

Darrel V. Waldrep, *Data Technician*

TEMPLE NEWSLETTER CORRESPONDENTS

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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

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Juanita McDonald

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Ellen Moreau

Diboll Lumber

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McQueeney Gypsum

Mary Peters

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Leah Rigmaiden

Southwest Louisiana Lumber

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Temple Pembroke

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Barbara West

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Temple Clarion

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<http://inside.templeinland.com>
Our Intranet address for the latest company information.



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