



IN|TOUCH

june | july 2001

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



Pictured in front of the green trimmer log loader at the new sawmill at Pineland are Lumber Production Manager Mark Bohac; Complex Manager Mike Rogers; and Human Resources Manager Johnnie Ross.

Early training key to successful changeover at Pineland

For the team members at Pineland, the changeover from plywood production to lumber has meant more than simply building new facilities. The changes to the landscape at Pineland have been minor compared to the changes in jobs and skills that Pineland's team members began preparing for in August 2000.

According to Pineland Complex Manager Mike Rogers, "Building a new sawmill at Pineland was a unique project with many advantages over a green field start-up. The prime advantage was the fact that we had a solid, stable workforce in place. Our team members already knew Temple and the importance of our reputation for quality and customer service. As a result, our learning curve will be much shorter."

After determining the right fit for the right job for more than 150 former plywood plant team members, an extensive training regimen began. Team members learned new technical and process skills using computer-based course work at the plant's Training Center and were provided hands-on training at the Company's Southwest Louisiana and Diboll Lumber Operations.

[continued on page 5]

New high-tech sawmill opens at Pineland Lumber Operation

This May, Temple shipped the first load of lumber from its newly constructed sawmill in Pineland. The high-tech sawmill was constructed at a cost of \$50 million, with an annual production capacity of 150 million board feet.

"The decision to build a lumber operation in Pineland was driven by our customer product needs in the marketplace and to efficiently and effectively convert our forest resources in the area," said Vice President, Solid Wood David Kellam. "By changing the configuration of our Pineland Complex, we have successfully aligned customer demands with log profiles and operational efficiencies."

The sawmill's opening completes a five-year strategic effort that also included large-scale modernization projects across Temple's Solid Wood business unit, including upgrades at the company's sawmills at Diboll and Buna, Texas, and Rome, Georgia. These improvements have introduced significant operating cost reductions and greatly enhanced recovery.

"Using some of the most advanced technology in the industry, these solid wood strategies were focused on providing flexibility in product mix for our customers," said Kellam, "and, with their precision process capabilities, are a perfect match for our markets and for our forest resources."



Pictured in front of the band saw at the new sawmill at Pineland are (l to r), Front Row: Joe Wade, stacker operator; Bill Childers, sharp chain operator; William G. Brooks, debarker operator; Back Row: Chad Jordan, crane operator; Cheryl Watts, edger/gang operator; Kirk Bowie, trimmer operator; and James Nelson, bucking saw operator.



OUR BUSINESS

Solid Wood strategies aimed at success

In the wake of dynamic conditions that have been affecting Temple's markets in lumber products since late last year, InTouch recently spoke with Vice President, Solid Wood David Kellam; Vice President, Marketing, Solid Wood Products Pat Patranella; and Product Manager, Solid Wood Mike Warren, about the challenges and strategies that are shaping Temple's response:

Pat Patranella: Continuing a trend that began in 2000, lumber markets have been a tremendously dynamic sector. On the supply side, these markets have been affected largely by overcapacity throughout North America. Contributing to this competitive situation has been the strength of the U.S. dollar and the relative weakness of Canada's dollar, which is near historic lows. This is making lumber exports to the U.S. from Canada and other countries even more attractive.

The shakeout in the industry continues with numerous curtailments in production and a few permanent closures. Since January, these reductions, coupled with an increase in seasonal demand, have brought about a recovery in stud and dimensional lumber markets — at least for the short term.

Demand side: cautiously optimistic

Mike Warren: On the demand side, low mortgage rates brought about by a series of interest rate cuts by the Federal Reserve have kept housing demand healthier than other segments of the national economy. Following a 1.3 percent dip in housing starts for the month of March, a rise of 1.5 percent was recorded for April. With a seasonally adjusted annual rate of 1.60 million units, this market is performing at respectable levels.

There are especially attractive housing markets in much of Temple's

backyard. These include Fort Worth/ Dallas, Houston, Atlanta, among many others in the Southeast.

Pat Patranella: Temple's Solid Wood Group is unique in that we have the most geographically concentrated production capacity in Texas — the second most populated state in the country. This means Temple is in an excellent position to serve some of the most active markets in North America.

Strategic advantage

Where Temple has been most successful has been in changing our manufacturing fundamentals in matching our raw material base to the needs of the marketplace in ways that create value for our customers and for Temple.

David Kellam: We attribute this success directly to the careful implementation of our Value Web strategy. This has meant keeping the company's focus on satisfying the customer by using the right fiber resource to produce the mix of products best suited to market demand.

Temple has made investments in some of the "smartest" equipment available. Leveraging this investment from a product mix aspect, and a resource perspective, is the key to our continuing success.

Because of our focus on resource and optimization strategies, recovery in our plants has improved significantly. This means we are generating more lumber from material that used to be sent to the chip pile, allowing us to produce product more economically. It also helps position Temple to be more responsive to new opportunities that bring value to the customer through high-quality products.



Pictured are Product Manager, Solid Wood Mike Warren (left); Vice President, Solid Wood David Kellam (center); and Vice President, Marketing, Solid Wood Products Pat Patranella.

Combined with an increased level of communication between our Operations, Marketing and Forest Groups, these improvements are helping us change course and gear up to make changes in the product mix produced in much shorter time frames than in the past. This has fostered a deeper commitment to increasing the speed and flexibility of everyone involved. It has also improved our process for taking advantage of new market opportunities.

Temple's solid wood manufacturing strategy is built on three key elements: safe and environmentally sound operations; process excellence; and precise execution. The first goal is important in protecting the health and safety of our team members and our communities. The last two are aimed at increasing green lumber recovery, improving quality and reliability, and lowering our costs.

To attain these goals, we must continue to use the tools of continuous process improvement. This means taking risks to improve our performance in ways that increase our efficiency, quality and reliability. By accomplishing this, we give the customer every reason to choose Temple every time.

Sustainable Development: Putting Temple's principles into action

Simply put, sustainable development means planning in ways that meet the needs of the present without compromising the ability of future generations to meet their own needs.

The concept is an important guide in responsible natural resource management that serves to strengthen a company's future and reduce its impact on the environment. It is quickly becoming an essential planning tool for Temple.

This method of planning is built on the concept of the "triple-bottom line." This means that business activities are driven by their financial, social and environmental impacts.

According to Vice President, Environmental Affairs Mike Harbordt, "Temple's values are an excellent fit with the principles of sustainability. Implementing ISO 14001 within our SFISM environmental management framework, with its emphasis on continuous improvement, is a solid basis for adopting the methods of sustainable development. The concept is also an important part of our principles as a learning organization."

Every aspect of business planning, from natural resource use through process designs, product use, disposal practices and transportation, is integrated under the approach. To help set this new direction at Temple, the company is developing a cross-functional team to implement methods of analyzing present processes and devising new ones using the concepts.

Sustainability was the topic of a conference held earlier this year at

the Woodlands Conference Center in Texas. A speaker at the conference proposed that a manufacturing process, when viewed from the time a product is manufactured, used and disposed, represents more than 90 percent waste.

Harbordt said, "Turning this around and creating new mental models that consider waste as a profit opportunity while improving the sustainability of our natural resources requires changes in our 'thinking.' This is the ultimate in systems-thinking and is an important commitment for Temple to make."

Some everyday examples of the philosophy in practice at Temple include:

- Use of waste wood as a fuel source or as raw material returned to the manufacturing process
- Conserving renewable resources like planting more trees each year than are harvested
- Creating innovative products from waste
- Recycling products to conserve landfill space
- Protecting biodiversity in sensitive ecosystems by providing a variety of diverse forestland habitats
- Recognizing and protecting sensitive ecosystems under the company's Distinctive Site program

Temple awarded environmental and energy award by AF&PA

The American Forest and Paper Association (AF&PA) has awarded Temple its Environmental and Energy Award for Water Quality Management. The national award recognizes the environmental achievement of the company's project to reuse municipal secondary effluent as an alternative source of water for supplying once-through cooling water and log



Pictured with the AF&PA award recognizing Temple for outstanding achievement in water quality management are (l to r): Executive Vice President, Forest/Solid Wood Jack Sweeney; Senior Environmental Engineer Buzz Patrick; and Vice President, Environmental Affairs Mike Harbordt.

irrigation at its Diboll Manufacturing Complex. Completed in partnership with the City of Diboll, the project has eliminated wastewater discharge from the City's Wastewater Reclamation Plant. The award was presented at AF&PA's 2001 Government Affairs Conference on May 22.

Temple has also been recognized for its leadership in the environmental field by three other conservation programs:

- Temple was recognized as one of five finalists for a Texas Environmental Excellence award for the water reclamation/reuse project in Diboll by the Texas Natural Resource Conservation Commission (TNRCC) at an awards dinner held in Austin, May 1, 2001.
- Temple has been accepted as a charter member for the Partner level of the Clean Texas program. Clean Texas is a voluntary environmental leadership incentive and recognition program of the Texas Natural Resource Conservation Commission.
- The Texas Chapter of the National Wild Turkey Federation has recognized Temple-Inland Forest as a Guardian Life Sponsor. The honor recognizes the many contributions made by the company over the last 10 years, including financial assistance to the Lufkin, Jasper, and Nacogdoches, TX., and De Ridder, LA., chapters of the Federation.



Temple Safety People protecting people

Because safety affects everybody at Temple, their families, and their very livelihoods, the company is moving increasingly towards a program run by the experts—the employees of Temple.

According to Solid Wood Operations Safety Manager Tim Trout, "Our team members are the people doing the job, and they often come up with the best solutions. The team members know what the barriers to safety are. It is management's job to support them."

Over the last seven years, incident rates overall at Temple have decreased more than 63 percent. Director of Safety and Health Programs Jack Matthews credits this decline to improvements in the company's formal safety program and procedures, an increase in ongoing safety training, and efforts to involve the entire organization in the program.

The first step in protecting employees is to increase their knowledge level. This is done through a variety

Safety observations

Although each of the plants follows a formalized safety system created by Temple, detailed procedures are tailored to each facility. This gives each plant the flexibility to design solutions unique to its special needs.

Some of the most threatening hazards are unsafe behaviors. One effective tool in a total safety management system that helps correct unsafe habits is safety observations. Team members are instrumental in helping with these observations at Temple's plants.

Performed as peer-to-peer observations, this method is gaining rapid acceptance by team members and is helping reduce incidents.

Mickey Smith, quality control lab technician at Hope Particleboard Operations and a member of the plant's safety committee, said, "Our intention is to heighten personal awareness of safety habits. Our goal is to eliminate any hazards and prevent accidents before they happen," he said.

Another plant conducting team member safety observations is Southwest Louisiana Lumber Operations. Looking for new ways to improve on an already impressive safety track record, the employees of the plant designed their BASS (Basic Assessment Safety System) program 20 months ago.

All employees at the mill have been trained in conducting observations. Safety Manager Scott Stubblefield said, "With 160 pairs of eyes continuously watching out for each other, we have safety coverage both day and night."



Implemented in April 1999, Hope Particleboard Operation's successful performance-based SPEAR program (Safe Performance Equals Accident Reduction) has helped establish an identity for the safety program of the plant. Pictured above is Safety and Health Manager Patricia Muldrew.



Maintenance Technician Scott Loe observes Walt Doege, maintenance technician, and Robbie Miller, electrical lead, demonstrate proper lock out procedures for testing electrical equipment at Hope Particleboard Operation.

of training programs, including OSHA training, toolbox safety meetings, daily safety contacts and other sessions developed by the plants.

Since 1996, incident rates at the mill have declined by 75 percent.

Safety performance index

Safety performance indexing is another way Temple's plants are improving safety and increasing employee involvement. This composite index measures success on specific safety improvement projects. Plants track a variety of upstream indicators, like the number of safety observations completed, attendance at safety meetings, scores on safety quizzes, daily safety contacts or other items affecting safety performance.

Since implementing the index in 1999, the plant has reduced its incidents by 75 percent.

Safety Manager Brad Thompson, who helped develop the company's safety index, said, "We aim to get all of our people involved. From participating on the safety committee, as a member of our rescue team or on special safety task groups, there are many ways in which our team members contribute to maintaining a safe workplace."



CUSTOMER PROFILE

Customer service, a job well done

ABS and AMAROK recognize Temple as Vendor of the Year

Nothing beats recognition for a job well done. Especially if that job is the company's highest priority: to lead the market in customer service.

From Sales and Marketing to Production, Shipping and Accounting, everybody at Temple has the job of customer service. Being named Vendor of the Year by two of the company's top customers is the best recognition that Temple's people are getting the job done. It is also a direct tribute to the employees that provide the best service possible every day to the customers of Temple.

Allied Building Stores (ABS) named Temple as a Star Vendor of the Year for outstanding performance in 2000. Headquartered in Monroe, LA., ABS is a dealer-owned buying group of more than 180 independent retail yards. Since 1999, ABS has increased their lumber purchases from Temple by 300 percent, from 5.6 MMBF to approximately 17 MMBF in 2000.

Bob Carson, vice president for ABS, said, "We select recipients for this award based upon their efforts to make a good quality product available to us when we want to buy it." He said that on-time delivery, a responsive sales team and correct invoicing are also important criteria used in determining which companies are chosen as top-performing suppliers. Carson said, "This is essentially a people-to-people business, and we are proud of the relationship we share with Temple and felt the company deserved this recognition."

Phoenix-based AMAROK, INC., a member-owned cooperative serving the independent gypsum specialty dealer, has named Temple its Preferred Vendor of the Year.

According to AMAROK President and Chief Executive Officer Jeff Jenkins, Temple was chosen for the award for several reasons. "Temple recognizes that our partnership is a two-way street. They keep an open channel of communication through regular, direct contact with our members." Jenkins also said that Temple helps build



ABS Vice President Bob Carson (left) awards National Accounts team members Robert Ramsey, representative (center), and Manager Jay Wyatt with the company's Star Vendor of the Year Award for outstanding performance in 2000.



AMAROK President and Chief Executive Officer Jeff Jenkins.

a sense of partnership by welcoming its new members and through its willingness to help with ventures like AMAROK's e-commerce pilot project.

Jenkins said, "We receive many positive reports about Temple's service and quality from all of our members." Jenkins also said he likes the efficient reporting and other system features that Temple provides his company. "Temple is clearly committed to helping us grow," Jenkins said.

AMAROK's distributors move more than 8 percent of the drywall produced annually to job sites within the U.S.



Continued from page 1

Early training key to success

Scott Dodson, who is planer mill supervisor at the new sawmill, coordinated training for employees for his department. Helpful to guiding the changeover, he said, was a comprehensive training manual, which listed all the skills important for a successful start-up.

"With all new equipment and with everybody new to their job, this guide provided a good overview about the changeover from the perspective of every position. This got people excited and motivated about working in the new plant." Dodson said.

Set to begin their new jobs in the Planer mill at Pineland are (l to r): Clint Impson, planer operator; Jonoah Taylor, package maker; Rob Taylor, lumber grader; and Scott Dodson, planer supervisor.



Buna Lumber Operation

Location: Highway 96 North, Buna, Texas 77612
(409) 994-5911

The Buna Lumber Operation, which is located on an 87-acre site, consists of a sawmill and a planer mill.

Products Manufactured: The plant produces two-inch pine dimension lumber in widths ranging from four to 12 inches, and lengths of eight to 20 feet. These products are primarily used in general construction, truss manufacturing, and pressure-treating processes. Also manufactured are 4x4 timbers. The 5/4x6-inch radius-edged decking produced at the mill 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.

Plant Capacity: The plant is capable of producing 150 million board feet of lumber annually.

Year Opened: 1987



Pictured above are members of the Buna Lumber Operation management and supervisory staff (l to r), First Row: Dot Saari, human resource manager; Mark Stone, quality control technician; Thomas Harris, dry end supervisor; Tommy Best, shipping coordinator; Lee Cannon, green end day cleanup superintendent; Jimmie West, process engineer; Blake Childress, CPI engineer; Tommy McAdams, area environmental contact; Second Row: James Cowan, senior technical director; Elton Cole, safety manager; Bruce Whitehead, green end supervisor; Crockett Whitmire, green end superintendent; Dennis Marks, dry end superintendent; Charles Meads, project engineer; and Terry O'Dell, storeroom supervisor. Not pictured are Gary Frost, operations manager; Dick McGillivray, plant manager; Mike Reeves, dry end supervisor; Bill Townson, area head sawfiler; Joel Watson, green end supervisor; and Bryan Lansford, process engineer.

Mount Jewett particleboard plant reopens

Temple's Mount Jewett, PA., Particleboard Operation reopened its Line 1 March 23 and its Line 2 on May 16, 2001, as construction to repair damage caused by an explosion and fire in mid-February continues.

Ten Mount Jewett Complex employees sustained injuries during the accident on February 13, 2001, which caused the death of three: Complex Manager Gregg Engelken and Maintenance Technicians James Covert and Roger Smith. Of seven others injured, three have returned to work, and four are at home receiving outpatient rehabilitation therapy.

In the aftermath of the accident, support from the community came swiftly. From spaghetti dinners, pig roasts, and benefit dances, local groups organized community-wide functions to raise funds to benefit the families of the deceased and for those injured. Temple has established several disaster funds for this purpose at Hamlin Bank in Kane, PA.

With the help of volunteers, three local companies, Kane Hardwood, Holgate Toys and Holt's Greenhouse, organized the manufacture and sale of 1,350 commemorative vases, raising a total of \$13,500. Of this amount, \$6,350 was raised through Temple sales alone.

Plant Manager James Slay said, "The community, and many from around Temple, have responded with an incredible level of support and compassion. We are extremely grateful to them for helping our team members and their families during this time of need."

The incident caused major damage to the plant's building shell and destroyed essential equipment used in the operation of the two processing lines of the mill.

Mark Avery, maintenance manager, led the reconstruction effort with the assistance of the entire maintenance team from Mount Jewett Particleboard Operations.

Slay said, "Assistance was also provided by maintenance team members from Temple's particleboard operations in Thomson, GA., Diboll, TX., Hope, AR., the Diboll Fiber Products Operation, and corporate staff from Panel Products."

Various investigations into the cause of the accident are continuing.



Mount Jewett Particleboard Operation Plant Manager James Slay and Maintenance Manager Mark Avery.



Society finds what grows native at Temple-Inland Forest sites

Outfitted with botanical guidebooks, cameras, walking sticks and good, sturdy hiking boots, a group of 50 members from the Native Plant Society of Texas (NPSOT) recently visited Temple-Inland Forest's Scrappin' Valley in Newton County, Texas. Members of the Society's spring field trip came to view some of the unusual plant life that grows on the site and at other Newton County locations, including Temple's Wild Azalea Canyon Distinctive Site and Little Cow Creek. It was here that the state of Texas first documented a stand of the silky camellia. Members saw another Texas rarity growing along the creek—yellowroot, a small woody shrub.



Members of the Native Plant Society of Texas look for Red-cockaded Woodpeckers that inhabit an upland longleaf pine habitat at Temple-Inland Forest's Scrappin' Valley.

Bill Lindemann, president of NPSOT, said, "Those of us fortunate enough to attend the field trip to Newton County came away with a good feeling about Temple-Inland Forest's concern for conserving both plant and wildlife habitat for future generations to enjoy. I tip my hat to the company's effort to keep Red-cockaded Woodpeckers, pitcher plants and other residents of the pine forests in a happy environment. Our society cares about protecting our natural botanical heritage and is pleased that your company feels the same way."

TIF lands used to establish 600-acre Coosa Valley Prairie Management Area

For three years, Temple-Inland Forest has been protecting the best-known colony of the rare Whorled Sunflower on its three-acre Mud Creek Distinctive Site in Floyd County, Georgia. Now, in cooperation with the Nature Conservancy and the Georgia Department of Natural Resources, the company is developing the Coosa Valley Prairie Management Area to further protect and maintain this species' habitat. The management area includes more than 600 acres of Temple-Inland Forest lands.



The Whorled Sunflower survives on sunny, open prairies in small, isolated areas of Northeast Alabama and Northwest Georgia, known as Coosa Valley Prairies.

Malcolm Hodges of the Nature Conservancy's Georgia field office (right) joins Temple-Inland Forest's Georgia and Alabama Forest Practices and Principals Manager Samuel W. Breyfogle in the company's Mud Creek Distinctive Site.

Rediscovered by state botanists only eight years ago, 90 percent of the known individuals of this species exist on Temple-Inland Forest property.

The company's work in developing the management area included the closing of access roads, the use of controlled burns, and a selective harvest to clear away thick canopies and create the sunny conditions the species needs to thrive. A "selective" silvicultural regime is being implemented in the area. These natural methods are compatible for the protection of this important habitat and for the management of a productive Southern pine forest.





PEOPLE ON THE MOVE

Promotions

Temple-Inland Forest Products

Corporate: Lloyd S. Cook, *application systems analyst*; Abby E. Fellingner, *desktop specialist*; Karen R. Ingram, *accounts payable coordinator*; Robert McLellan, *application systems analyst*

Temple

Diboll: Larry S. Lucas, *F/P operation maintenance manager*; Gary L. Ulman, *director, equip. asset management*

Diboll Particleboard/Lamin.: David B. Thomas, *CPI manager*; James M. Whisenhunt, *CPI engineer*

Hope: Luther G. Childers, *production superintendent*

Mktg., Credit & Transportation: Bert J. Bedford, *manager Temple Trading Co. and export sales*; George E. Rose, *solid wood marketing development analyst*; Ryan R. Sorrell, *director of procurement*; Clinton A. Upshaw, *account manager*

Monroeville: John D. Blair, *quality assurance manager*

Mount Jewett MDF: L. Dale Garges, *CPI manager*; John E. Hefright, *superintendent – maintenance*

Mount Jewett Particleboard: Mark W. Avery, *maintenance manager*; Kelly L. Kinner, *payroll/data entry clerk*; Heidi L. Potts, *administrative assistant*; Ralph W. Swanson, *environmental assistant*; Ronald E. Whitten, *general foreman*; Jodi M. Yasurek, *receptionist*

Pineland: Jeff R. Myers, *production supervisor*

SW Louisiana: Randle W. Johnson, *dry end supervisor*; William H. Townson, Sr., *area head sawfiler*

Standard Gypsum L.L.C.

Cumberland: Robert A. Bertolami, *QC manager*

McQueeney: William T. Hatfield, *QC manager*; Andres Santos, Jr., *production foreman*

Temple-Inland Forest

Andrew B. Crocker, *tree improvement & nursery manager*

New Hires

Temple-Inland Investment

Paulla M. Goines, *tax coordinator*; Shonna L. Wigley, *tax accountant*

Temple-Inland Forest Products

Corporate: Daniel R. Crandell, *systems admin. – web design*

Temple

Fletcher: Trenda Hendricks, *accounting clerk*

Hope: Jeffrey D. Rohman, *CPI engineer*

Mktg., Credit & Transportation: Carolyn J. Romine, *executive secretary*

Rome Lumber: Richard Smith, *maintenance supervisor*

Retirees

Temple Inland Forest Products

Corporate: Delores C. Groom, *payroll systems administrator*; James W. Kennedy, *senior geologist*

Temple

Diboll: Darin L. Simpson, *chief engineer – solid wood*

Hope: Larry L. Clark, *shipping auditor*

Mktg., Credit & Transportation: B. J. Beene, *business manager-PB/MDF*; Mary E. Samford, *senior product coordinator-P/B*

TEMPLE NEWSLETTER CORRESPONDENTS

Kristi Basey

Cumberland Gypsum

Janet Carroll

Fletcher Gypsum

Cathy Cleland

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 Chumley

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

Dot Saari

Buna Lumber

Faye Schonhoffer

Temple Pembroke

Brad Thompson

Thomson Particleboard

Barbara West

Temple-Inland Forest, Silsbee

Janet Stewart

Temple Clarion

Brian D. Faulk

Hope Particleboard

InTouch is published six times a year by Temple-Inland Forest Products Corporation.

Carolyn C. Elmore, *director of corporate communications and InTouch editor*

Jay Brittain, *manager of creative services and InTouch photographer*

Debra M. Turner, *contributing editor/writer*

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



TEMPLE-INLAND
FOREST PRODUCTS CORPORATION

P.O. Drawer N/Diboll, TX 75941
409-829-1430

PSRST STD.
U.S. Postage

PAID

Fort Worth, Texas
Permit No. 214