



IN|TOUCH

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



Vice President, Environmental Affairs Mike Harbordt and Environmental Management Systems Manager Tom Burr

Waves of change in the forest and in the mills

Changes on the environmental horizon for the forest products industry include increased public disclosure, product labeling and globalization of standards – all designed to verify for customers that the products they buy are produced using environmentally-sensitive practices.

More companies are adopting life cycle analysis as one guide to sustainability. This means asking questions like: What resources are used to produce a product? What happens to the waste during production and throughout the life of the product?

Vice President, Environmental Affairs Mike Harbordt said, "Companies need to answer these questions and show communities that environmental impacts are being aggressively managed." Many in the industry are beginning to heed these words.

The 88 percent growth in forestland enrolled since 1998 in AF&PA's SFISM program shows the remarkable commitment to implementing sustainable forestry.

Key enhancements will soon be made to the program. Michael Klein, spokesman for AF&PA, said, "This will further improve the credibility of the program with environmental groups, customers and the public."

Beyond ISO 14001

For Temple, reaching the goal of having its forest environmental management systems (EMS) and performance certified as compliant with ISO 14001 and SFISM, which it achieved June 29, 2001, is not an end in itself. Rather it is the start of a continuing journey to ever greater degrees of sustainability.

Ongoing verification of the company's forestry practices using annual third-party surveillance audits begins June 2002. After three years, the company must re-register, with a vigorous, full-scale audit. Temple's internal audit program will begin its first post-certification audit in January 2002.

"All of this," Vice President, Environmental Affairs Mike Harbordt said, "will continue moving Temple's environmental performance forward."

According to Harbordt, global trends in achieving sustainability will continue and escalate. "Industry is moving rapidly towards transparency in disclosing more of its environmental performance metrics."

"For example," he said, "measures of sustainability include social concerns like relationships

with communities, diversity and safety measures for energy and raw material use, and waste produced."

The company's Environmental Affairs Department has begun assisting the Solid Wood and Panel Products business units to build ISO compliant environmental management systems. After completion in January 2003, plants will have the option of certifying their EMS.

Environmental Management Systems Manager Tom Burr, who is project manager for the effort, said, "The challenge in implementing these programs in our plants is to streamline processes and look at new or improved ways environmental impacts can be managed and minimized. Because these concepts fit well with the company's CPI mentality, Temple is well prepared with the culture and skills to make this happen."

Life Cycle Stages

Environmental Consideration



An important tool used in many companies today to minimize environmental impacts is the internationally accepted method of Life Cycle Analysis. Beginning with product development, LCA looks at environmental considerations like energy use, emissions, waste and recyclability.

Graphic adapted from D. J. Richards (ed.), *The Industrial Green Game: Implications for Environmental Design and Management*, National Academy Press, 1997.



Empowering people to grow the best forest in the world

Forest Group leverages skills and forest assets for long-term growth

Temple-Inland Forest is focusing its resources more directly on customer service and excellence in environmental and financial performance. InTouch recently sat down with Forest Vice President Jim DeCosmo, Wood Supply Group General Operations Leader Jim Brody, and Forest Human Resources Manager Joey Garza to talk about what these changes mean for the company's customers and employees, and the challenges that lie ahead.



Forest Vice President Jim DeCosmo (center), with Forest Human Resources Manager Joey Garza (left), and Wood Supply Group General Operations Leader Jim Brody.

Jim DeCosmo: The Forest Group is faced with many of the same challenges as the rest of our business—a tough economy, ever increasing competitive pressures and higher expectations from all stakeholders. Besides performing financially, we must make sure we run our business under environmentally sound practices and socially responsible principles.

Now, after streamlining operations, like research and development functions duplicated in both the Eastern and Western operations, there are about 30 percent fewer functions and departments. Staff is now being better utilized by integrating specific functions to cover the entire land base.

In designing the optimal forest organization, we began with the basics of our business — our customers and markets, and 2.2 million acres in four states. From this, we developed a business charter to help guide the process. This document expressed our mission, the critical success factors we had to achieve, and our core values, which included the way we treat people — always with respect and integrity. It was important for us to look back and respect the process and the outcome. This meant conducting our efforts in a completely open process with employees.

Joey Garza: Knowing the impact these changes would have on our employees and families, we made every effort to provide options and help, where needed, with transition to new employment.

Determining placements into the new organization was accomplished through a formalized assessment process that evaluated the performance, competencies and skills of our team members. This helped employees plan their position preferences and look to their futures with solid career planning. Requirements for positions in the newly designed organization were posted on the company Intranet, which helped match employee desires with organizational requirements.

As a result of the restructuring process, 43 employees made voluntary elections to retire or leave the company; 20 are transitioning to positions with contractors supplying functions including site preparation, shop and road operations; and 13 have been displaced. Temple has provided a generous severance package and placement services to assist the displaced individuals in transitioning to other employment.

Jim Brody: The outcome of the new organization will be greater accountability and efficiency and value-added, tangible results. With focused administrative support on necessary tasks, field professionals will be able to spend more than 90 percent of their time working on value-added tasks.

These improved efficiencies will also strengthen our Solid Wood Value Web concept of supplying the right log to

the right mill to meet finished customer demand on a timely basis. The result will be enhanced profitability for our customers and for ourselves.

Achieving environmental excellence was a priority throughout our work and is the essence of our first operating principle. This guides everything we do and is an important commitment to our customer and to society.

Together, all of these changes are helping to position TIF as the most knowledgeable and responsive organization in the forest products industry.

JD: Reorganization has brought many positive changes. Windows of opportunity and growth have been broadened for our employees. More will be encouraged. A critical success factor is individual and organizational learning, integrated with application. This is a promise and a pledge we make to the Forest Group.

JB: One of the most important goals for the future is to maintain our mindset on promoting long-term forest value. The best way to do this is by having clear expectations, credible performance measures and timely feedback about how our operating principles are being implemented on the ground.

JD: Temple-Inland Forest's lands are among the best managed and most healthy forests in the South. The results of the intensive certification process for ISO and SFI™ have proven this.

From a systems perspective, the Forest Group came away from that effort with many positive outcomes and new knowledge. We came to recognize there were considerable opportunities to create greater alignments, across the group and with our customers, by leveraging our skills and forest assets for long-term growth and financial performance.

Today's challenges will require the best from everyone, which will generate outcomes larger than the sum of all our efforts. With Forest's exemplary track record, and with the dedicated, talented people we have in place, the Group is exceptionally prepared for future change.

TIN book to feature the beauty and bounty of its forest

Nature of our Forest: Temple-Inland's Timberlands in the 21st Century

Temple-Inland Inc. has begun work on a book depicting the nature of the company's forest lands.

As the working title implies, this book will take an up close and personal look at the natural beauty of Temple-Inland's forest holdings throughout the South. The book is designed to take the reader through a visual journey, deep into the forest, to see firsthand the harmonious coexistence of the natural and managed forest. The excursion will also offer views of the company's tremendous bounty of distinctive sites, whose uniqueness is conserved for future generations to enjoy.

Stressing the importance of protecting our forest resources by combining good science, good management and good



Book author David Baxter among the longleaf pines of Wild Azalea Canyon in Newton County, Texas, one of Temple's Distinctive Sites.



Sam Breyfogle, Temple manager, Forest Practices and Principles for Georgia and Alabama, silhouetted by an overhang at Talking Rock Creek in Gilmer County, Georgia.

policy, the book will also take up the serious business of the future of the forests of Temple-Inland and America. Opportunities for growth and development provided by land use and tax policies that encourage reforestation rather than permanent removal of these precious resources are to be explored.

Other challenges to be addressed include the goals that come with Temple-Inland's ISO registration to constantly raise the bar on improving environmental quality, forest health, and sustainability.

Highlighting the beauty of Temple-Inland's forest, the large format book will be lavishly illustrated. With a targeted publication date of May 2002, the book will be made available to customers, shareholders, friends and employees of Temple-Inland.

Brought to the project to write Temple-Inland's story and capture the unique images of its forest, is the team of David Baxter and Laurence Parent.

Author David Baxter has a long list of credentials in writing about forest and nature. Editor and publisher of *Texas Parks & Wildlife* magazine from 1977 until his retirement in 1998, Baxter is a free-lance editor and writer concentrating on natural history subjects.

Talking about his role in the project, Baxter said, "I am essentially the tour narrator for this trip into the forest. The lush images captured by Parent are the real heart and soul of the publication."

Baxter said, "Our purpose is to provide readers with the knowledge and appreciation of the bounty that the company is protecting for the use of future generations. It is also meant to promote an understanding of the challenges the company, and the entire forest community, face in the 21st century and beyond."

Parent, a renowned nature photographer, has had his articles and photo credits appear in *National Geographic Traveler*, *Outside*, *Newsweek*, *Sierra*, *Texas Monthly*, *New York Times*, among other magazines and publications.

From East Texas to the Coosa Valley Prairies of Georgia, Baxter and Parent have made extensive visits to Temple-Inland's forest lands in preparation of telling this unique story of stewardship, caring and conservation.

Temple rallies to help American heroes and families

Temple's employees looked on in stunned horror at the unprecedented destruction and loss of life that occurred in New York, Pennsylvania and Washington D.C. September 11. But soon, like other Americans, they were swept into action, extending their help and generous giving in a time of great national need.

Within days of the attack, Temple's entire safety management team of the Building Products business unit, with the help of their plants and in cooperation with the Diboll Fire Department, collected more than 450 safety items to rush to "Ground Zero" in New York.

To help give immediate financial help, the company organized an effort to expedite Temple-Inland Foundation Matching Gifts contributions to the American Red Cross National Rescue and Relief Efforts. Temple employees answered the call by contributing more than \$9,000. By using the Matching Funds Program,

contributions totaled more than \$26,500.

Coordinator of the fund-raising project, Safety & Health Program Specialist Ruth Oates, said, "The need for funds will continue for months to come.

Eligible Temple employees and retirees wanting to help can still contribute to the effort." Matching Funds forms may be obtained from local Human Resources representatives.



From left, Mike Bintliff, industrial hygienist; Gloria McDonald, Diboll Particleboard Operation safety manager; and Jack Matthews, director, Safety & Health Programs, prepare to ship safety equipment collected to aid in the World Trade Center recovery efforts in New York.



CUSTOMER PROFILE

Rosboro Lumber Company

West Coast company seeks strength in Temple Southern Pine

You don't take coal to Newcastle. Likewise, it would seem, you don't take Southern Pine lumber to the locale of some of the nation's most notable and beautiful forestland – the Pacific Northwest. But Temple's Southern Pine is going the distance – 2,000-plus miles to make Rosboro Lumber of Springfield, Oregon, the most distant of Temple's Solid Wood customers.

According to Account Representative John Davis, Rosboro has become, in just over one year, one of the business unit's biggest buyers of No. 1 dimension lumber.

Rosboro, manufacturer of a diverse line of lumber and engineered wood products, relies on the heavy-duty

Big Beam is an engineered glulam beam product used for conventional framing applications like I-joist floor systems, as a prime-supporting member for roofing, and as headers in walls for doorways and window openings.

Jon Howard, product services manager for Rosboro, said, "We are a progressive company that likes to try new things."

Big Beam is a high-strength product with LVL outer plies used for applications where there are higher design and heavier load requirements. "Pine delivers on these greater structural strength requirements," Howard said.

Because the density of the fiber in Southern Pine results in greater strength characteristics than species like Douglas Fir – the tree most commonly found in the Pacific Northwest – pine is the lumber of choice for making Rosboro's Big Beam product.

Introduced in 2000 as a new and cost-effective wood product, Big Beam is receiving lots of recognition in the market. Howard said, "We expect Big Beam to continue to grow, and we are looking forward to the relationship with Temple growing too."

Howard began buying about 25 percent of his Southern Pine supply from Temple one year ago. Today, that percentage has risen to 60 percent. "The relationship is very good and getting even better," he said.

Howard recently visited Temple headquarters in Diboll, after John Davis and Regional Sales Manager Gary Martz traveled to Springfield in mid-spring to get a closer look at the unique needs of this innovative company and its Big Beam product.

Davis said, "I was overwhelmed with Rosboro's efficient, professional operation and what they do with Temple product. This visit gave me the opportunity to see our product used in an application outside the traditional framing uses."



Jewels like this waterfall abound in the Pacific Northwest. Temple's Southern Pine is finding a home among this majestic scenery with customer Rosboro Lumber Company. Although known for its tremendous forests, common species of trees found in the area, like Douglas Fir, cannot match the integrity and strength of Southern Pine required for Rosboro's line of Big Beam™ products.



Pictured in front of a stack of Big Beam ready for shipping are Account Representative John Davis and Rosboro Product Services Manager Jon Howard.

strength of Southern Pine lumber from Temple for its innovative new product, Big Beam™. The finished product makes its way to residential and light commercial construction sites all over the U.S. Big Beam is even being shipped to customers in Japan and Australia.

The company buys lumber from Temple's lumber operations in Diboll, Texas, DeQuincy, Louisiana, and Rome, Georgia, and will begin making purchases from Pineland, Texas, shortly.

Remarking on what he saw during his trip to Texas, Howard said, "I am impressed with the commitment at Temple to achieve and maintain a leading edge in productivity and efficiency in their mills. I am equally impressed with the commitment the company has to understand and service Rosboro's needs. It is obvious that this extends to all Temple's customers."



Workman installing Rosboro Lumber's Big Beam product.

Temple tree seedlings donated for nationwide reforestation efforts

For the ninth consecutive year, Temple has helped to reforest the nation's urban and rural landscapes by donating tree seedlings to the National Tree Trust (NTT).

This year the company donated 29,700 bald cypress seedlings used by 21 volunteer and civic organizations and governmental agencies for reforestation projects in Texas, Louisiana, Oklahoma, Mississippi, Tennessee, Alabama, Kentucky, West Virginia, Florida, Ohio, and Pennsylvania.

NTT's mission is to serve as a catalyst for local volunteer groups in the planting, growing and maintenance of trees in urban and rural communities and along the nation's highways. Improving aesthetics by providing roadside sound barriers and visual screens, NTT's Community Tree Planting program helps improve and protect air and water quality, expand wildlife habitat and prevent erosion.

"Temple's participation in the National Tree Trust's Community Tree Planting Program is an important part of the company's commitment to help ensure the renewability of forest resources for future generations," said Jim DeCosmo,

vice president, Temple-Inland Forest. "This program provides an opportunity for service groups to work together beautifying their communities while also improving the environment. These young seedlings will soon provide shade and habitat for a number of wildlife species, filter the air and water, and enhance aesthetics across the country."

A corporate partner and donating sponsor of NTT since 1993, Temple-Inland has donated 351,795 seedlings over its nine years of participation in the Trusts' Community Tree Planting Program.

According to NTT Executive Director George Cates, the donations and support of companies like Temple-Inland allowed the organization to help volunteers around the country plant more than one million trees in 2001.

The seedlings donated by Temple-Inland were used for landscaping in a variety of locations including parks, schools, hospitals, beside creeks, rivers, roadways and bicycle paths; in several Boy Scout Camps in Texas; and even the Chickasaw National Wildlife Refuge in Tennessee.



Workers with a forestry service contractor lift and pack pine seedlings for shipping at the company's Clyde Thompson Nursery in Jasper County, Texas. Bald cypress seedlings donated to the National Tree Trust are grown at the nursery using similar methods.

"Aside from just landscaping projects, Temple-Inland trees were also given to NTT's Regional Growing Station at Coosa Valley Youth Services (CVYS) in Anniston, Alabama. The trees are cared for by at-risk youth housed at CVYS," explains NTT's Assistant Executive Director Cindy Zimar. "So not only are we beautifying the nation with these trees, they're providing structure, education and attention for young people in danger of following the wrong paths through life."

Grown in Temple-Inland Forest's Clyde Thompson Nursery in rural Jasper County, Texas, bald cypress is a versatile species that thrives equally well in sandy or clay soil or in high or low terrain.



Pictured at the CVYS project site are, from left, Watch Captain Jack Burch; Calhoun Master Gardener President Susie Franklin; Master Gardener Mary Frances Paddock; County Extension Agent Hayes Jackson and Calhoun County Master Gardener Treasurer Dan Spector.

Donated seedlings help award-winning project teach care of trees to at-risk youth

A project of a partnership that includes Coosa Valley Youth Services (CVYS), the Alabama Cooperative Extension System, the National Tree Trust (NTT), and other yearly sponsors, has been honored with the International Master Gardeners' Search for Excellence Award. The project planted more than 12,000 tree seedlings at NTT's Regional Growing Station at CVYS in Anniston, Alabama.

Included in the planting program were 2,000 bald cypress seedlings donated by Temple. The young trees will be cared for by juveniles living at CVYS until they are distributed to schools, colleges, parks and civic organizations for replanting in October and November. Master Gardeners and County Extension Agent Hayes Jackson meet weekly with the youth for classes on plant biology and the environment.



SPEC SHEET

Fletcher Gypsum Operation

Location: Route 1, Box 3156, Fletcher, Oklahoma 73541 (580) 549-7100

The Temple Fletcher Gypsum Operation is located on an 80-acre site. Plant facilities encompass 300,000 square feet and include warehouse space capable of storing 18 million square feet of product.

Products Manufactured: The plant produces gypsum wallboard products from natural gypsum. Board sizes range in thickness from 1/4-inch regular to one inch; widths of 24 and 48 inches; and lengths of eight to 16 feet. These products are primarily used in residential and commercial construction and are marketed as Temple Gypsum Wallboard.

Plant Capacity: The plant is capable of producing 470 million square feet annually.

First Board Produced: July 18, 1986



Team members from Fletcher Gypsum Operation, pictured above, are (l to r) Front Row: Cameron Bratten, quality assurance manager; Jennifer Barron, accounting manager; Dennell McCracken, maintenance clerk; Amy Pierce, shipping clerk; Trena Hendricks, accounting clerk; Pam Gilbert, storeroom clerk; Michael Lolar, mechanic; Trent Bishop, master electrician; Curtis Price, mechanic; Dustin Chrismon, electrician; Jody Love, fabricator;

Second Row: Teddy Neighbors, raw materials supervisor; Jim Weeks, shipping coordinator; Cecil Cameron, production supervisor; John West, plant engineer; Scott Trout, production superintendent; Jay Davis, maintenance manager; Bill Isom, storeroom keeper; Tom Lindley, operations analyst; Robert Holden, master mechanic; Mary Jean Dees, senior accounting clerk; Brian Barrick, operations analyst; Dexter Stockstill, plant manager; Sam Mullen, electrician; Bill Townsend, electrician; Randy Smith, CPI manager; Debbie Price, HR assistant/benefit analyst; Leroy Rowe, production general foreman; and Ron Loffelmacher, mechanic.



Front Row, left to right: Operations Safety Manager for Fiber Products Jeff Zwolinski; for Solid Wood, Tim Trout; and for Gypsum, Larry Webb; McQueeney Wallboard Safety Coordinator Oscar Rodriguez; SW LA Lumber Safety Manager Scott Stubblefield; Diboll Finger Jointing Production Supervisor Dwaine Brown; Diboll Fiber Products Safety/Health Coordinator Steve Smith; Particleboard Operations Safety Manager Jimmy Hufstetler

Back Row: Pineland Lumber Safety Manager Tom Ellis; Del-Tin MDF Training/Safety Director Jody Works; Industrial Hygienist Mike Bintliff; Safety & Health Programs Specialist Ruth Oates; Safety Manager for Mount Jewett Particleboard Joe Orlandi; for Buna Lumber, Elton Cole; and for Diboll Particleboard, Gloria McDonald; Division Safety Manager, Forest Jennifer Harp; Cumberland Wallboard Safety/Health Coordinator Beverly Taylor; Safety Manager for Hope Particleboard, Pat Muldrew; and for Diboll Lumber, Chrysty Dorsey; and Director, Safety & Health Programs Jack Matthews.

Building the safety foundation

"Building the Foundation" was the theme of the 2001 Fall Safety and Health Conference, held at the Diboll Lumber Training Center September 18-20.

Planning for the conference began in early 2001 and included the development of individual safety program templates for twenty different program areas. Program templates can be customized by the facilities for use as a site-specific safety and health program manual.

According to Solid Wood Operations Safety Manager Tim Trout, "Providing a safe and healthy work environment is an important principle at Temple. One of the best ways that Temple's safety professionals can assist in fulfilling this principle is by providing standardized program templates and training tools for use in all of Temple's facilities. These tools are the foundation of a world class safety and health organization," he said.

The conference agenda included instruction on the newly developed templates and other key areas of the company's safety and health program. Temple's safety

managers learned the implementation plan for each of the program templates, which included compliance points and duties and responsibilities for facility management, supervisory staff and team members. Use of the specific tools for assisting implementation of the templates was also taught.

Conference training was provided by the operations safety managers and the Corporate Safety & Health Department. Presenters included Tim Trout, who discussed Temple's safety and health audit protocol and the implementation of a new safety and health statistics system. Division Safety Manager, Forest Jennifer Harp provided ergonomics program administrator training, job safety analysis developer training, and discussed the requirements of the new OSHA Recordkeeping Standard. Gypsum Operations Safety Manager Larry Webb presented a refresher course on incident investigation training and root cause analysis.



Forest animation debuts on TempleForest.com

Temple has introduced new, animated content to its TempleForest.com website that depicts a Southern Pine landscape and a graphic re-creation of the thirty-year life cycle of a Temple forest.

The illustration of the Southern Pine landscape highlights the coexistence of a mix of forest types with adjacent towns, farms and pasturelands as seen from overhead. Stands of mature pines, natural hardwood and mixed forests; newly planted pine plantations; streamside and aesthetic management zones; and a Temple Distinctive Site are included.

The timeline gives a forest-level view of the overall health, diversity and the balanced use of the company's forest landscape. From planting and thinning to harvesting, the illustrated cross section shows the mix and composition of the different forest types and their perpetual renewal through sustainable forest management. It also demonstrates how different areas are managed and the contributions made by the mix for recreational, economic and ecological purposes.

The website was originally launched February 2001 as part of the company's CARE program dedicated to delivering the company's stewardship message to Temple's customers and others important to the company's business. The CARE acronym stands for Commitment, Action, Responsibility and Environment.



Temple's new forest life cycle animation can be found at TempleForest.com by clicking the Forest Renewal icon and then clicking "Sustainability - the forest life cycle."

Solid Wood products to bear HT stamp

As validation for customers that use Temple's lumber for manufacturing packaging products that find overseas markets, the company has begun marking products used in these applications with the heat treating (HT) stamp. With the rapid growth of the global economy, nations are trying to protect indigenous softwood species from infestations of insects and other organisms. The HT stamp certifies that products have been properly heat treated to prevent these infestations.

The International Plant Protection Convention (IPPC), a unit of the United Nations, is charged with developing a worldwide standard for regulating imported softwood lumber packaging materials to protect indigenous forest lands. As an interim measure, the European Union (EU) has instituted emergency measures, effective October 1, 2001, to protect its 15-member countries from any infestation of the pinewood nematode. The EU requires that all incoming softwood lumber materials must be "heat treated" to pasteurize the fiber and kill these organisms. Heat treating consists of heating the core of each board to at least 133° F (56° C) for at least 30 minutes. Most dry kilns exceed these requirements as part of the normal kiln-drying process.



TIN offers to acquire Gaylord Container Corporation

On September 27, 2001, Temple-Inland Inc. and Gaylord Container Corporation announced the signing of a definitive merger agreement by which Temple-Inland will acquire Gaylord. Pursuant to the terms of the agreement, Temple-Inland will make a cross-conditional tender offer for Gaylord's outstanding shares and outstanding debt. Assuming that all shares and all notes are tendered, the total consideration for the transaction is approximately \$786 million.

In announcing the transaction, Kenneth M. Jastrow, II, chairman and chief executive officer of Temple-Inland, said, "The addition of Gaylord will extend our market reach, add to our customer base and provide increased operational efficiency. In addition, this acquisition enhances our industry position and furthers our strategic objective to grow our company with the addition of high-quality assets."

Gaylord is a national major manufacturer and distributor of brown paper packaging products, including corrugated containers and sheets, multiwall and retail bags, containerboard and unbleached kraft paper.



PEOPLE ON THE MOVE

Promotions

Temple-Inland Investment:

Wanda M. Briley, *legal assistant*; Deborah E. Hambrick, *receptionist*; Kathleen C. Williamson, *senior tax accountant*

Temple-Inland Forest Products Corporation

Corporate:

Stella A. Jones, *fiber processing supv.*; Candy P. Olivares, *secretary*; Stephanie Powers, *forest accountant*; Jeremy T. Sullivan, *security specialist*

Temple

Clarion: Rick L. Kellogg, *systems engineering technician*

Del-Tin Fiber LLC: Gary D. Griffis, *plant engineer*

Diboll: Daniel W. Cosby, *curriculum developer/coord.*; Christopher G. Ellis, *CPI manager*; Kyle D. Hay, *CPI manager*; Randy V. Roeder, *CPI manager*; Richard M. Tilley, *financial analyst, Solid Wood*

Diboll Lumber/Fingerjointing: William T. Eckmann, *manager, engineered lumber products*; Melody L. Liem, *accounting clerk*

Diboll Particleboard/Laminating: Tommie J. Colwell, *human resources manager*

Fletcher: Maxwell C. Faulkner, *CPI engineer*

Mktg., Credit & Transportation: Judy Chalfant, *industrial account manager*; Steven M. Cloyd, *sales trainee*; Michelle P. Driscoll, *research chemist*; Juan G. Gonzales, *lab technician*; Leonard M. Latham, *asst. product manager*; Gypsum; Tim Machac, *industrial account manager*; Caleb P. McCusker, *account manager*; Leslie E. Stubblefield, *account representative*; Frank H. Wallace IV, *CPI manager*; David Wier, *strategic relationship manager, national accounts*

Mount Jewett MDF: Carl W. Dorward, *supervisor, production*; Daniel F. Lindsay, *CPI engineer*; Francis X. Parr Jr., *quality assurance manager*; Russell W. Transue, *supervisor - electrical systems*

Mount Jewett Particleboard: Bruce E. West, *quality assurance manager*

Pineland: Laurence D. Williams, *asst. human resources manager*

Rome Lumber: Jeffrey A. Drinkard, *maintenance supervisor*; Phillip D. Griffin, *dry end supervisor*

SW Louisiana: Paul W. Williams, *plant manager*

Standard Gypsum LLC - Cumberland: Anthony E. Cherry, *production foreman*; Scott A. Tadsen, *CPI manager*

West Memphis: Brock R. Coomer-Cline, *CPI manager*; Robert A. Dickson, *maintenance superintendent*; Tadd E. Ridgill, *CPI manager*

Temple-Inland Forest:

Charles B. Addison, *technician, silviculture*; Donald L. Arrington, *forester, silviculture*; Misty C. Bowie, *administrative manager*; Kylie O. Bradley, *forester, mixed forest*; Gary E. Brock, *inventory specialist*; Allison L. Cape, *administrative specialist*; Robert J. Chlebnikow, *manager, marketing/logistics planning*; Kevin D. Coffman, *forester, mixed forest*; Mark A. Cooper, *technician, silviculture*; Anthony B. Dempsey, *technician, silviculture*; Tracy K. Dickerson, *operations leader, land services*; Curtis J. Easley, *forester, silviculture*; Haydan A. Evans, *forester, silviculture*; Turner W. Evans, *team leader, silviculture*; Gregory W. Foster, *operations leader, chips & woodyard*; Sheila G. Fussell, *secretary*; Timothy C. Gill, *inventory specialist*; Alvin W. Ginn, *technician, land services*; Elizabeth A. Heidebreder-Olson, *specialist, pine research*; Ronald D. Hill, *data specialist*; Rodney K. Howell, *team leader, data development*; Michael K. Hudson, *solid wood business analyst*; Echo J. Jordan, *office administrator*; Sonona D. Kirkland, *specialist, hunting lease*; Richard C. Leeper, *team leader, silviculture ops.*; John E. Lock, *operations leader, integrated tech.*; Thomas N. Mathis, *technician, silviculture*; Pierce W. McAninch, *operations leader, wood supply*; Cody A. McBride, *technician, silviculture*; Chad D. McClung, *team leader, data development*; James A. McDonald, *team leader, roads*; Billy R. McGuire, *production supervisor*; Robert E. Miller, *team leader, silviculture*; Tommy J. Mullins Jr., *technician, silviculture*; Nella S. Newman-Moake, *administrative manager*; James R. Nichols, *technician, silviculture*; Joyce D. Owens, *GIS specialist*; Ronnie N. Pavlic, *Northern Chipmill supt.*; Jerry D. Pike, *real estate forester*; Charles J. Portwood, *operations leader, mixed forest*; Randall E. Rhyne, *forester, mixed forest*; Terry W. Richardson, *forester, silviculture*; Jennifer J. Smith, *decision support specialist*; Danny C. Tarkington, *forester, mixed forest*; Jerry W. Tatom, *roads manager*; Roger A. Taylor, *team leader, data development*; Trevor S. Terry, *team leader, harvest*; William B. Thomas, *team leader, planning/marketing*; Vernon R. Thompson, *technician, silviculture*; Terry E. Vaughn, *technician, silviculture*

New Hires

Temple-Inland Investment:

Carol E. Fetter, *secretary*; Twala R. Hammons, *legal assistant*; Paul E. Krog, *audit manager*; Kandra M. Morgan, *tax accountant*; Shabana I. Patel, *help desk coordinator*;

Carolyn C. Sloan, *director, internal audit*; Kristy H. Whisenhunt, *benefits analyst*

Temple-Inland Forest Products Corporation

Corporate:

Rebecca S. Allen, *legal assistant*; William K. Puff, *senior geologist*; Jeri C. Redd, *secretary*; Carolyn Snodgrass, *accounting assistant*

Temple

Del-Tin Fiber LLC:

Brandon K. Green, *network manager*

Diboll Fiberboard: James B. Housley, *environmental coordinator*

Diboll Lumber/Fingerjointing: Chrysty L. Dorsey, *safety manager*

Mktg., Credit & Transportation: Michael C. Cochran, *market research analyst*; Tammy L. Craig, *secretary*; Clark D. Defler, *account manager*; Gregory D. Dupuis, *wood engineer*; Susan M. Leifeste, *transportation coordinator*; Robert C. Rangel, *sales trainee*; Andrea E. Spillers, *account representative*; Jeff A. Styerwalt, *account manager*

Mount Jewett Particleboard: Rahul D. Agarwal, *CPI engineer*; Leonard J. McKeiman Jr., *human resource manager*

Pineland: Paul L. Cota, *complex maintenance manager*; Raymond W. Daughtry, *production supv., studmill*; William A. Jones, *process engineer*; Randall Whitaker, *process engineer*

SW Louisiana: Kyle W. Fogarty, *process engineer*

Retirees

Temple

Fletcher: David L. Cain, *safety coordinator*

Temple-Inland Forest:

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