



IN|TOUCH

march 2002

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



Temple's new NoSho™ pegboard product

Temple is partnering with Panel Processing for fabricating Temple's new NoSho™ pegboard product line. Temple's Diboll Value Added Operation is laminating the panels and Panel Processing is perforating the board.

First introduced in late September as a product for the Do-it-Yourself market, NoSho™ is being test marketed at Lowe's stores in Lufkin and Houston. The product is available in a white, gray and black pattern and in a distinctive dark green, light green and tan camouflage pattern. Examining a panel just off the perforating line at Panel Processing is Jeff Goodier, scheduling and shipping coordinator at the Diboll Value Added Operation; Jack Porbeck, Value Added product manager; and Ron Murdock, general manager of Panel Processing's Jacksonville, Texas plant.

Painting is done with a curtain coater that showers panel with a thin wall of paint. Quality, consistency and hardness are important factors, so the panel product used does not absorb too much paint and has a smooth finish.

After some initial conversations among Temple's Sales and Marketing Group, Murdock, and plant personnel, the staff at Del-Tin went to work on its formula to produce just the right surface characteristics to match Panel Processing's applications

Del-Tin Plant Manager Dan Kelley and Technical Director Steve Holton toured Panel Processing. This helped the plant make the necessary changes to the process so that a thin board could be made meeting this customer's exacting requirements. These modifications included attaining proper (flat) thickness, overall board density, face density, and elimination of resin spotting, and enhancing the sanded finish.

Murdock is excited about the improvements this process brought to the MDF he buys from Temple. "Now the quality of the painted surface of these products matches or surpasses any other material used in this application." He also liked the special attention Temple gave to his unique needs.

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Listening and Partnering with Panel Processing

Forming successful relationships with our customers

Listening and partnering. These are the two major ingredients that form the basis of Temple's successful relationships with customers. The other additive in the formula is delivering quality products that are "custom fit" to the unique applications of customers.

An example of all of these features is found in Temple's relationship with Panel Processing of Jacksonville, Texas. The company is one of the MDF Group's largest and most loyal customers and is buying 7/32" MDF from the Del-Tin L. L. C. in El Dorado, AR.

The company's major line of business is the painting, cutting and other fabrication of MDF substrates, particleboard and hardboard panels used in the store fixture business. Customers include big players like

Wal-Mart and other grocery, discount and sporting goods retailers.

General manager of the company's Jacksonville, Texas plant, Ron Murdock, said, "Store fixtures are our bread and butter."

Besides its well-established presence in the U. S., Panel Products ships products to Mexico, South America, Canada, Asia and Europe. Along with the Jacksonville, TX location, the company has three other full-service facilities located in Merrillville, IN; Coldwater, MI; and Alpena, MI, which is the company's headquarters. Annual sales for the company range between \$40-50 million.

The heart of Panel Processing's operation is its paint line. "We can produce an infinite number of colors," Murdock said. "As an example, customers can choose as many as 25 different shades of white."

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"They spent some time looking at what we do and how we are using the product."

He continued, "Now I would like to convert more of my customers to MDF for the products they buy from us. The use of MDF is among the leading trends in the business, and we are gearing our business towards that."

Murdock is also happy with the relationship and the friendly and courteous way the customer service team handles his needs. "Dependability is there too," he said. "When Temple says it will ship on a certain day, it will be there."

Value Added Product Manager Jack Porbeck followed up his remarks and said, "We enjoy a unique relationship with Panel Processing in that they are both a customer and a supplier. (Temple NoSho™ product line) In both regards, we consider Panel Processing a "10."

Forest land sale helps save "forgotten" Civil War site

Forest lands owned by Inland Paperboard and Packaging, Inc. and managed by Temple-Inland Forest have been sold to Coweta County, Georgia to help preserve a nearly forgotten Civil War site. A major portion of the Battle of Brown's Mill, which began July 30, 1864, took place on the site. The battle was an early episode in Sherman's pivotal campaign to capture Atlanta and the South during the Civil War.

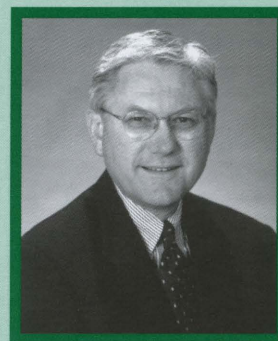
The tract, which was designated as a Distinctive Site by Temple in February 2001, was sold late last year. The purchase was made possible primarily through a grant obtained from the Georgia Greenspace program. One of the stated goals of the program is the

protection of archaeological and historic resources.

The terms of the deed of sale state, "The County or its successors is prohibited from developing the property for commercial or residential use for a period of 20 years and must be used in perpetuity as green space."

Working hard for many years to raise

awareness and interest in the site were the Executive Director of the Newnan-Coweta Historical Society, Ellen Ehrenhard; Society member, Patrick McKee; and Coweta County Commissioner James McGuffey. Ehrenhard said, "If it weren't for the fact that Inland owned this land, it might not have been possible to save this historically significant place."



Jack C. Sweeney, President and Chief Operating Officer of Temple

Sweeney named President & C.O.O. of Temple

Harold C. Maxwell, Chairman and Chief Executive Officer of Temple-Inland Forest Products Corporation (Temple), has announced the appointment of Jack C. Sweeney to the

According to Temple-Inland Forest Vice President Jim DeCosmo, "A strategic component for our long-term success is for the forest to be financially successful by being environmentally responsible and socially accepted and respected in our communities and by our neighbors. The agreement to transfer title of the Brown's Mill Battlefield is a perfect example of how we can live up to these commitments. We hope to continue finding opportunities like this to work closely with our communities and our neighbors."

The lands will be converted to parklands used for passive recreation. Interpretive trails will also be developed. The County's immediate plans are to raise funds to have an archeological survey done to further define the historic significance of the site, according to Sandra Parker, Coweta County comprehensive planner and Greenspace coordinator.



This "Unknown Confederate Soldier", buried at Stonewall Confederate Cemetery in Griffin, GA, died in July 1864 from injuries sustained during the Battle of Brown's Mill.

position of President and Chief Operating Officer of Temple.

In announcing the appointment, Mr. Maxwell commented, "Jack Sweeny's leadership experience in solid wood products and forest management, combined with his sales and marketing background, will lead Temple's efforts in continuing to strengthen customer focus and grow our manufacturing operations while maximizing the value of our forestlands."

Mr. Sweeny will remain Group Vice President for Temple-Inland Inc., the position he has held since May 1996.

Mr. Sweeny, 55, formerly served as Executive Vice President, Solid Wood and Forest, for Temple, and before that as Vice President, Operations of Temple. He joined the Company in 1970 and has extensive experience in sales, marketing, and operations management. Mr. Sweeny earned a bachelor degree in administration from Texas A&M in 1969 and completed the Stanford University Executive Management Program in 1988.

Meet Matt Gibbon

In an interview with Temple's Operations Manager for MDF, Matt Gibbon talks about his background, his new position with Temple and his short-term goals for the company's three northern MDF plants in Pembroke, Ontario; and Mount Jewett and Clarion, Pennsylvania.

Can you tell us something about your background?

I grew up in St. Albert, Alberta, Canada, north of Edmonton, and graduated from the University of Alberta with a bachelor's degree in forestry. I stayed in the Province for 17 years, working first in various positions as a forester. In 1985, my employer at the time asked if I would consider changing my career path by becoming part of the management team that led the

start up of the first MDF plant built in Canada. Ultimately I became plant manager with overall responsibility for the facility. Later I changed companies and became plant manager for another MDF green field plant in Ontario.

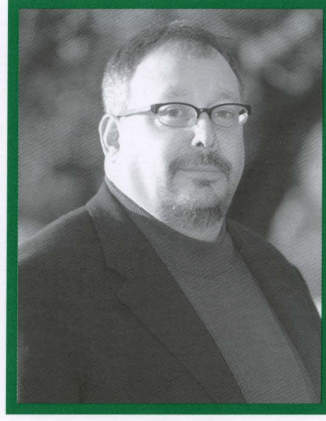
What were some of the things that you learned while working as a forester that have guided your career on the production side of the business?

What I learned from those days is how important it is to set a path as a leader. I realized how important it was to know how to manage and harvest trees and bring them to the mill, but also how important it is to understand the total business of the forest products industry. This includes manufacturing and customer support. I also learned how to use hard work and smart work in reaching any goal. This means that when you are faced with any challenge, you have to work hard and make smart decisions, because working hard is never good enough to maximize outcomes. Smart work helps everybody work together in the right direction.

In doing our work, both in the forest and the mill, it is imperative that it be done always with respect for our environment, and with the safety of our team members and our communities in mind.

What attracted you to Temple?

Temple is a smart, business-minded company with excellent people that share the same values that I hold as my own. On all levels, Temple is always looking for new ways to extend its leadership in the industry as a world-class organization by adding value to its products and searching out business opportunities in new venues. Temple also understands the importance people in their organization have on the success of their business. Every business can buy the same equipment, but it is the people that bring the success.



Matt Gibbon
MDF Operations Manager

What are your short-term goals for the MDF Group, its environmental performance, and in its connection to the communities in which the plants operate?

As a group, MDF needs to stabilize its processes, expand market share and extend its customer base.

Our greatest goal is to constantly be working to earn and keep our position as the preferred supplier to our customer base.

But being smart and successful in business means that we must also meet the challenge and the commitment to being the best in our industry in environmental performance and safety.

Together with being profitable, these are the things that help us meet the expectations of all Temple's stakeholders.

Our connection to our communities is as important as our business success. We encourage all our people to contribute and volunteer their time and talents to community activities and organizations. As a company, Temple is also supporting many worthwhile charitable and civic causes. Being a good corporate citizen within each of our communities is one of Temple's highest priorities.

Scholarship Applications Available

High school seniors who are interested in applying for Temple-Inland Foundation Scholarships are encouraged to request an application package by calling or visiting local Human Resources offices of Temple-Inland Forest Products Corporation or

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Financial Services or by writing the Foundation at P.O. Drawer 338, Diboll, Texas, 75941. You can also access the Scholarship Request Form on the Human Resources Intranet web site: <http://inside.templeinland.com/humanresources/CompanyPrograms/Scholarships.htm>

Sons and daughters of active or retired employees of Temple-Inland Inc.'s Forest Products Corporation and Financial Services subsidiaries may apply for Temple-Inland Scholarships, provided the parent has completed three (3) years of continuous full-time service as of April 1, 2002.

Applications should be completed and returned to the Foundation no later than March 15, 2002. If you have any questions, please contact Evonne Nerren at (936) 829-1721.

Plants hit new safety heights

Since September, 2001 a number of important new safety achievements have been reached at three of Temple's Building Products facilities. The achievements demonstrate the determination of the team members at these plants to create a safe working environment:

- Temple's **Hope Particleboard Operation** reached a 1,000,000-hour no lost time accident record on February 4, 2002. During the past five months, Hope has also reached several other milestones. The plant reached three years with no lost time accidents in September, followed by a one-year no OSHA recordable injury record in October.
- The Saw Filing Department of the **Southwest Louisiana Lumber Operation** achieved a safety milestone December 11, 2001 by completing seven years with no OSHA recordable incidents.

Safety achievements reached during 2001 include:

Temple Pembroke achieved a two-year no lost time accident record August 27, 2001.

Diboll Particleboard Operation reached a 1,000,000-hour no lost time accident record, March 5, 2001.

Diboll Laminating Operation reached its four-year no lost time accident record, March 5, 2001.

Diboll Finger Jointing Operation achieved a seven-year no lost time accident record, August 4, 2001.

In May 2001, The American Hardboard Association awarded **Diboll Fiber Products** its 2000 Best Safety Record award for U.S. hardboard mills operating less than 700,000 man-hours annually. The plant also reached a one-year no lost time accident record on June 4, 2001.

PEOPLE ON THE MOVE

Promotions

Temple-Inland Investment

Royce Ashworth, application sys. analyst; Consuelo L. Martinez, tax accountant; Sharon D. Martinez, application sys. analyst

Temple

Del-Tin Fiber L. L. C.: Jody W. Works, training/safety director

Hope: Ronald A. Tews, plant manager

Mt. Jewett Particleboard: Ronald E. Whitten, general foreman

New Hires

Temple-Inland Forest: Benjamin T. Clark, solid wood business analyst; Emily J. Goodwin, assistant research forester

Retirees

Temple

Fletcher: John C. West Jr., plant engineer

Mktg., Credit & Transportation: William L. Cain, account manager

InTouch is published monthly by the Corporate Communications Department of Temple-Inland Forest Products Corporation.

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