



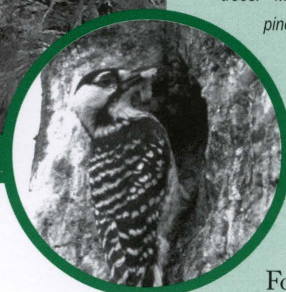
IN|TOUCH

July 2002

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



RCW's evade tornado damage



Move saves RCW group from ravages of tornado

In a serendipitous turn of fate, the relocation by Temple-Inland in March of three isolated groups of Red-cockaded Woodpeckers (RCW) to a safe haven at its Scrappin' Valley Wildlife Management Area, became a life saver when a devastating tornado destroyed their original homes just two weeks later.

The March 30, 2002 storm completely destroyed 105 acres of foraging habitat and nearly all the active cavity trees used by a breeding pair of the five-member population. The birds had been living in Temple's Tower Club area east of Diboll, Texas. Also affected were more than 3,000 acres of forestlands owned by the company.

According to Conservation Team Leader Stan Cook, "The move was prompted by our concern about the group's long term survival and was accomplished under the company's RCW Habitat Management Plan which is meant to protect and expand this population on company lands."

"At the time, we simply had no idea that the threat was actually in the short term," added Ross Carrie, president of Raven Environmental Services, the company that helped move the RCW group.

Temple established its RCW Woodpecker Management Plan in 1998 and enrolled it in the Texas Regional Habitat Conservation Plan in 1999 through an agreement with the Texas Parks and Wildlife

Salvage operations began April 18, 2002 after a tornado affected more than 3,000 acres of Temple forestlands and destroyed the former neighborhood of five RCWs moved to the company's Scrappin' Valley Wildlife Management Area two weeks earlier. Because of wet conditions and the potential safety hazards associated with harvesting tornado-damaged timber, crews used specialized logging equipment. Salvage operations were conducted on a total of 1,390 acres and included stands that required regeneration, and stands where damage was limited to scattered trees. "Much of the forest area affected was to young pine plantations," said Conservation Team Leader Stan Cook. "We will know more fully the extent of this damage as these young trees are given more time to recover," he said.

Department and the Texas Forest Service. The purpose of the program is to help RCW populations recover in Texas by creating a larger, more viable population on private lands to help supplement populations on U.S. Forest Service lands.

Under the agreement, Temple is committed to establishing and maintaining in perpetuity a total of 14 RCW groups on its Scrappin' Valley Habitat Management Area. The company has dedicated a total of 5,000 acres to RCW management, 3,000 of which is managed intensively for the species.

The population has grown as anticipated under the guidelines of this "safe harbor" agreement," said Don Dietz, team leader for Temple-Inland Forest's Wildlife Group. Beginning with just four breeding groups of between two and four birds, the population today consists of 11 groups totaling 25-30 birds with nine

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nests being used to lay eggs and raise chicks. Another eight birds, distributed between the company's North Boggy Slough Wildlife Management Area and two other Texas locations in Jasper and Nacogdoches Counties, are also included in the agreement.

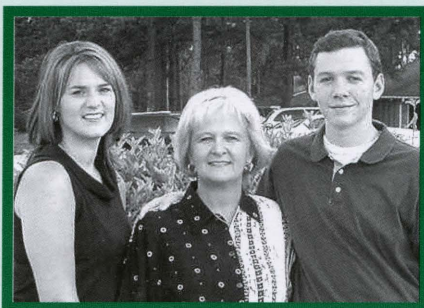
"The success of this program is due to three factors," said Carrie. First, Temple implemented special harvests to create an open pine forest habitat preferred by RCWs. Then the company jump-started the process to help accelerate the population's growth by inserting man-made cavities into trees in the new habitat. "A third step," Carrie said, "is the transfer of juvenile birds each fall and winter from the company's other RCW management areas in Louisiana and Texas. Accomplished with the permission of the states and the federal government, these relocations help to form new groups that can eventually add to the RCW population."

The company is also pursuing a similar agreement in Louisiana for RCWs located there.

Temple team member and her family save drowning victim

A recent birthday party at a friend's back-yard pool in McComb, MS took a frightening turn for Temple Sales Account Representative Vicky Johnson, her 16-year-old son, Michael, and daughter-in-law, Leona, when they saw the lifeless form of a seven-year-old boy in the pool.

Just moments before the youngster had impressed the trio with his aquatic skills, but now he was bobbing facedown in the water. The quick and decisive actions that followed helped save the boy's life.



The quick actions of Account Representative Vicky Johnson (center) and her daughter-in-law, Leona Johnston and son, Micheal Johnson, Jr. helped save a young drowning victim during a recent pool and birthday party.

Vicky recounts the fearful episode, "My son Michael was finding some shade under the carport and was hollering to me 'Mama, mama is that little boy all right?'" Leona reacted instantly and pulled the boy over to Vicky who was sitting beside the pool. Vicky grabbed him, pulled him out, and could see he was turning purple and had stopped breathing. "His life was in the balance and I immediately had to remember the lessons of the CPR course I took more than 27 years ago," she said. She held his nostrils closed and breathed into his mouth. After several attempts at performing the maneuver he spit out some water. At the same time, a nurse, that was also attending the party, found a pulse and took over for Vicky. "I was so thankful that she was there," she said.

The boy was alert and talking 45 minutes later when the ambulance arrived and took him to the hospital.

She continued, "The lesson I learned that day that I want to share with everyone is how important it is to take CPR and stay current. It literally saves lives. My son is going to take it, and I am definitely going to take a refresher course so that I can have more confidence in my skills."

CPR courses can be taken by contacting your local chapter of the American Red Cross or the American Heart Association.

Safety and Health Program Specialist Ruth M. Oates said, "It is extremely important that anyone who has a pool have knowledge of CPR and if possible, basic lifesaving. Pool accidents occur all too frequently during this time of the year and it only takes a few seconds for someone to drown. The sooner rescue breathing or CPR is started the better their chances of survival."

Temple-Inland Benefits Service Center

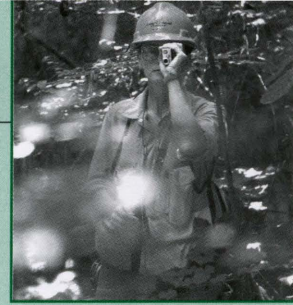
Benefits Service Center opens for business

With the click of a mouse, Temple's Solutions-eligible employees along with Monroeville Union hourly and Scotch Investment employees have two new ways to access expanded, confidential services and information about their Health and Welfare benefits through the Temple-Inland Benefits Service Center:

- ❖ *Day or night, the Temple-Inland Benefits Service Center is available and open for business through its Website located at www.tinbenefits.synhrgy.com, or through a link on the front page of the company's Intranet. The site also allows employees to make changes during annual enrollment or due to permitted election change events, like adding a new baby or spouse. The system allows users to view or print benefits summaries, lists of network providers, change beneficiaries for life or AD&D insurance or download medical and dental claim, spending account reimbursement and other forms.*

www.ti

Using a hypsometer, Data Specialist Catherine Dickerson measures the height of a tree during a cruising course held during the Data Development Group's Forest Inventory Summit. The course is a review of the methods, technologies and protocols used in measuring and estimating individual tree heights, diameters and the number of trees on a plot.



Data Development Group holds forest inventory summit

❖ *Especially helpful to employees without Internet access, users can call 1-877-459-6164 from 8 a.m. to 5 p.m. every business day to speak to the Center's benefits professionals who can answer questions and provide information about benefits, plan provisions, eligibility, emergency enrollments, changing beneficiaries, resolving claims problems, and other issues.*

"For employees, the biggest change will be that they will be calling the Benefits Service Center rather than going to their H.R. representative when they have problems or questions about their benefits," said Temple Benefits H.R. Manager Cathy Dover. "Still," she continued, "if they have any difficulties, we are here to help them access the new system. I think employees will especially like the new improved Web site and the fact that it is accessible at all times," she said.

Besides making it as easy as possible for employees, another attractive feature of the system is the ability to track calls. "This means that the program's administrators will be able to identify issues that come up continuously and be proactive in filling the gaps that might occur in employees' knowledge about their benefits," said Dover.

Another benefit is the help employees can count on from the Service Center staff in getting claims problems resolved after the employee first makes an attempt directly with the insurance carrier.

benefits.synhrgy.com

In late May, a letter was sent to each eligible employee detailing the new system and disclosing the PIN number to be used in accessing the system for the first time. Employees will be required to select a new confidential password to use for subsequent visits the first time they log in.

The Benefits Department staff has acknowledged a high level of use since the new system's opening on June 3, 2002.

The Forest Division's Integrated Technology's Data Development Group held its first ever Forest Inventory Summit June 3- 6, 2002 at Forest Lake near Spurger, Texas. According to Data Development Leaders Roger Taylor and Travis Hudspeth, the primary goals of the conference were to support common and improved processes between the Data Development Group's Eastern and Western Operations; increase knowledge of new technologies, improve cruising skills; and develop communications and team building skills.

"The single most important message we wanted to share is that Data Development in the company's Eastern and Western Operations are all on the same team with the same clients. By working together and communicating and sharing resources, knowledge and skills, the group is able to achieve far more and generate a higher level of knowledge. This is what will bring the greatest success for TIF," added Data Development Team Leader Chad McClung.

Taylor, McClung, and Hudspeth were responsible for planning and implementing this year's Summit.

Attending the conference were all 18 Data Development staff members from Eastern and Western Forest Operations. They were joined by

guest speakers James Clevenger, application programmer/analyst-senior,

Forest Management I/S Group; Bill Stansfield, biometrics specialist, TIF Applied Research and Development Group; and Dr. Dean Coble, professor at the Arthur Temple College of Forestry at Stephen F. Austin State University.

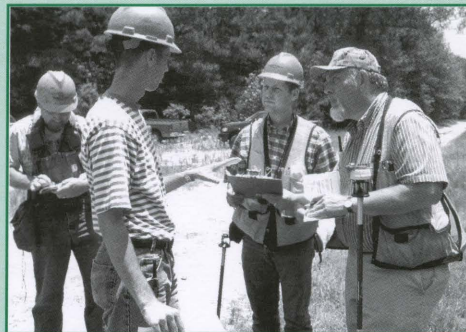
Participating in the event's review and future goal development segment on the final evening were Forest Vice President Jim DeCosmo and Integrated Technology Operations Leader John Lock.

Commenting on the success of the conference, DeCosmo said, "Our people truly did a great job of bringing the team together for a week of action-packed learning that will pay dividends for years to come. One of our objectives in last years' reorganization of the Forest Group was to build and develop "One Forest." This means building an organization that shares knowledge, capability and systems for the betterment of all – especially for our customers and clients. The week that Chad, Roger and Travis pioneered for their group is rock solid evidence that we are doing what we said we would do and heading in the right direction."

The overall responsibilities of the Data Development Group are to provide Temple-Inland Forest with accurate, timely and relevant forest information to help improve the forest

contribution to

the overall success of Temple-Inland and its customers.



Meeting before a "cruising" exercise on the second morning of the Forest Inventory Summit are, from left, Inventory Specialist Gary Brock; Team Leader Roger Taylor; and Data Specialists John Hamilton and Ronald Hill.

INTOUCH

TEAM: Perfecting the process

By Bill Hillman, Industrial Trainer, Predictive Maintenance

Although equipment assets of companies represent a huge investment, managing them in the past was often viewed as a necessary evil, and action to protect them was reactive at best. But now, at Temple, this function is becoming an integral part of the process adding value to Temple's products.

T.E.A.M., which is the acronym for the Temple Equipment Asset Management process, is aimed at continuously improving the company's ability to consistently provide high quality, affordable products to our customers. T.E.A.M. uses the principles of CPI and Six Sigma and incorporates modern maintenance strategies used by the

commercial airline industry and other companies considered "best in class."

The program is an outgrowth of a study in the late 1990s of the losses incurred due to equipment outages at Temple's particleboard plants.

What began as a maintenance improvement initiative in Particleboard Operations quickly spread to plants throughout the enterprise and evolved into the T.E.A.M. program.

Traditional maintenance focuses on equipment and equipment problems. The philosophy was fix it when it breaks and hope it does not break again.

T.E.A.M. completely changes this way of thinking. Now the philosophy is to perfect the reliability of all the components that make up the



Human Resources Assistant Maria Olvera is presented with an award by Particleboard Operations Manager Hal Cordell for her creative "Getting Geared for Success" T.E.A.M. logo. The logo was picked during a company-wide contest.

maintenance process and let the process take care of the equipment. Instead of being focused on the machines, this approach focuses on the processes that produce Temple's products by emphasizing the linkages between people, machines and processes.

Another way that T.E.A.M. breaks with tradition is by involving everyone in the plant, not just the maintenance crews. The process also improves the company's ability to measure results, which helps identify which practices work best and where improvements are needed. When a bearing in a piece of equipment fails traditional maintenance says, "Change the bearing," but the proactive philosophy of T.E.A.M. says, "Eliminate the problem that caused the failure."

PEOPLE ON THE MOVE

Promotions

Temple:

Fiberboard: Keith D. Capps, finishing superintendent, Paint Line

Rome Lumber: Stacey L. Blackmon, H.R. assistant

Temple-Inland Forest:

Barry D. Hillin, roads manager, Wood Supply, Southern Area - Silsbee

New Hires

Temple-Inland Investment:

Cheryl Ellis, application prog./analyst - sr., systems development & support shared service; Donald C. Harper, IT senior auditor

Temple-Inland Forest:

Richard G. Behnken II, woodyard operator; chip & woodyard operations, Southern Area - Silsbee

Temple:

Mt. Jewett Particleboard: John C. Levavasseur, regional wood procurement

Retirees

Temple:

Fiberboard: Joe A. Capps, lead-maintenance, Maintenance; Aaron W. Windham, finishing superintendent, Paint Line

Fletcher: Billy F. Townsend, lead-electrician, Maintenance

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