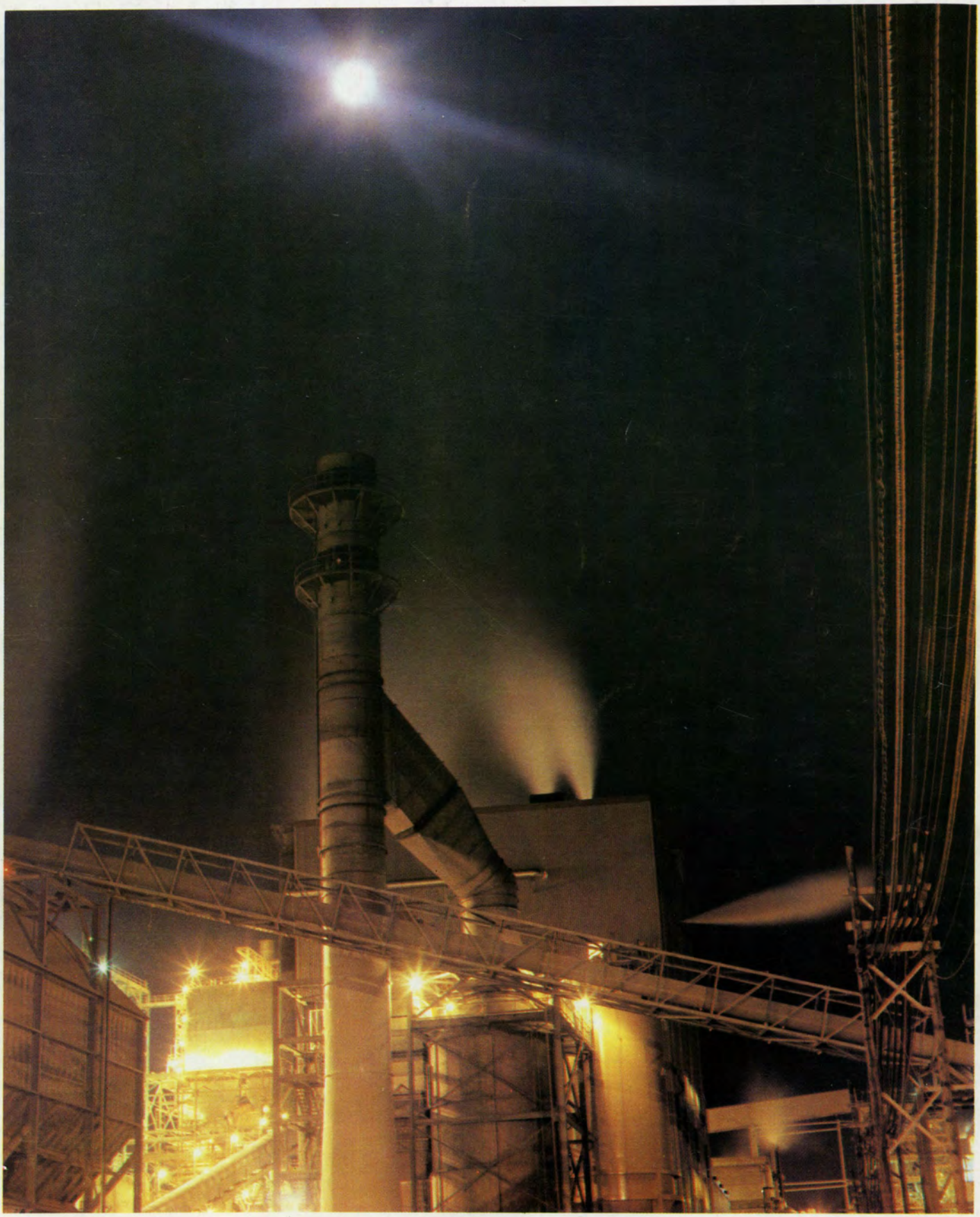
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in touch

Volume 3 Number 1 Winter 1986



Pulp and Paperboard's Energy Complex

Please see story, p. 5

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President's Message

Temple-Eastex is committed to excellence in all of our endeavors, and our goals are clearly defined: profitable growth that benefits each shareholder, employee and customer; and corporate citizenship that serves our country's best interests.

The forest products industry was tested in 1985 when our traditional products no longer held solid footing in the marketplace. In anticipating this market trend, our management team responded through product diversifications and cost-containment measures that changed not only our product lines, but our way of doing business from day to day.

Many of these changes were initiated last year, and as a result, our company was able to maintain its position as an industry leader.

These changes affected everyone:

- Expanding markets in gypsum wallboard led to the decision to build the new gypsum wallboard plant in Fletcher, OK.
- An effort to reduce energy costs at Pulp and Paperboard led to the $40 million boiler/turbo generator project.
- Productivity programs at many locations were put into place in order to decrease unit cost of production.
- Temple Associates redirected its management energy from a heavy design/build emphasis to the company's more traditional business lines.
- Development of a new food container involving a plastic and paperboard composite continued.
- Implemented the modification and automation of the electrostic paint line and ovens by AFCO to increase production, provide better customer service, expand sales and improve profitability.
- We reduced our chemical consumption at Pulp and Paperboard by modifying the bleaching process.
- Conversion of our particleboard product to an industrial grade board assured a market for this product.
- Cost reduction in labor continued at Pulp and Paperboard.
- Reorganization of our Building Products Sales and Marketing group occurred in response to growth in diversified products.
- Production equipment was either added or renovated at Fiber Products, and the Pineland, Gypsum and Diboll Operations.
- Oriented strandboard became a new product for us with the acquisition and subsequent renovation of the plant in New Hampshire.

Each employee has contributed to our reputation as the company with whom our competitors must reckon. At this time, we do not expect 1986 to be any better than 1985, and we will need your continued special effort to hold our position in the marketplace.

One of our concerns now is to ensure that our employees are well-informed and knowledgeable about the company.

This publication was designed with one purpose in mind — to keep you, the employee, informed of events within the corporation. Your input as to the kinds of information contained within this publication will enable the vital lines of communication to remain open among us all. We welcome your comments, and encourage you to notify your supervisor or the editor of "In Touch" if you have suggestions or questions that this publication may answer.

Joe C. Denman Jr.
Chairman and President
Temple-Eastex Incorporated

Timber marker finds Houston student's note

Three months after a Houston third grader released a message-bearing balloon into the November sky, Tim Cunningham, a timber marker in the San Augustine District, pulled it from a pine tree in north Sabine County.

The message on the balloon said that Misty Stewart, a student at Kenneth J. Tice Elementary School, had released the balloon as part of Children's Book Week festivities at the school. The school address was listed as Wallisville Road in Houston.

The typewritten message requested that the finder return the card or send a letter stating when and where the balloon had been found. Misty's favorite book, **Willie the Wimp**, was noted on the back of the card.

Cunningham took the card to Ray Meleton, Temple-Eastex district forester, who sent an explanatory letter to Misty. Meleton said that it is not uncommon for timber crews to find interesting things in the woods.

News

Two supervisors are recognized

Two Pulp and Paperboard employees were recipients of "Service Towards Excellence" Awards at the annual State of the Company Supervisor's Club meeting.

Al Guillory, technical superintendent, and Steve Broeder, product manager, were recipients of the awards this year.

Guillory joined Temple-Eastex in 1962 holding various part-time jobs while attending Lamar University. In 1963, he received a bachelor's degree in chemical engineering from Lamar. He served as a chemical engineer for the company for four years before assuming the position of Pulp Mill supervisor. In 1977, he was named technical assistant and Pulp Mill superintendent. He has served as technical superintendent since 1982.

Broeder obtained a bachelor's degree in accounting from Lamar in 1967. He completed two summer work sessions at Temple-Eastex before joining the company as an accountant in 1967. In 1974, he was named manager of Industrial Accounting and in 1978, Internal auditor. Broeder was named assistant to the product manager in 1980 and served as a sales representative for a year before being assigned the post of assistant sales manager — East Coast. In January, 1984, he was named product manager.

Second dryer, blenders installed at OSB plant

Phase 2 of the Claremont, New Hampshire oriented strandboard plant renovation began in February with the installation of a second dryer and blenders under way.

Jack C. Sweeny, Building Products vice president of operations, said that the renovation project is approximately one month behind schedule due to the bitterly cold weather the New England area has experienced.

"The short days and consistent below-zero temperatures have combined to slow the renovation process," said Sweeny. "Additionally, we are dealing with physical restrictions of access to different areas of the mill."

Sweeny feels confident, however, that the major components of the moderization project will be completed by the end of February. Employee training programs and equipment shake downs have proceeded as planned.

Temple-Eastex donates seedlings

Temple-Eastex donated seedlings to two worthy endeavors this winter. Seven one-year-old seedlings were given to the city of Beaumont and planted in Tyrell Park in honor of the seven Americans lost in the Challenger tragedy. 1,000 seedlings were sent to Hearne, Texas, to be planted as part of that city's beautification effort.

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Plywood complex adds products

Upgrading and diversifying the plywood product mix were major considerations in the addition of specialty products at the Pineland plywood complex.

Reverse board and batten (RB&B) and Texture-111 (T-111) are two plywood siding specialty products consisting of high quality veneers that the Pineland plant began producing in August.

Sturdi-Floor, a single-ply underlayment and Roughsawn 3/8" plywood used for porch ceilings are also current products of the Pineland plant.

Plant Manager Bill Jones said that the addition of a Globe multi-head sander and the relocation of several persons within the plant were required to produce the new siding.

RB&B is distinguished by its deep, wide grooves cut into brushed, coarse-sanded or other textured surfaces. The grooves are 1/4" deep, 1" to 1½" wide on a 12" center (space between grooves). The siding consists of five veneer plies of the following grades: grade B face, grade C back and grade B core. Since the grooves are cut down to the core, the center piece must be of a high grade veneer.

T-111 is a special 303 siding panel with ship-lapped edges and parallel grooves cut 1/4" deep, 3/8" wide on 4" or 8" centers. The shiplap panel replaces the narrow-edged panel formerly produced at Pineland. T-111 is available in a smooth or a textured surface, and a scratch groove product, into which the groove is barely cut. T-111's five veneer plies include a grade B face, grade C back and grade C core with internal plies of grade C.

Unlike standard plywood, the specialty siding requires additional finishing. Once the veneers are pressed into plywood, the specialty products are trimmed into a larger than normal 48-5/8" thickness and routed to the synthetic patch line where knots are plugged and cracks are filled with synthetic liquid. Then the material is taken to the single-pass Globe saw which, after sanding, saws across the surface to produce desired texture and cuts the grooves. The finished product is trimmed to a maximum 48-3/8".

The specialty products' first shift crew includes Virgie Rae Jones, first line supervisor; Bob Crow, setup man; Leroy Ward, grader; Greg Kilcrease, strapper; Ray Waldrop, lift driver.

Also, Billie Dougharty and Roy Matlock, routers; Dell Fox and Lynn Leone, patchers; Lydia Long, Johnny Myers, Eunice Jessup and Rose Stewart, pluggers.



Billie Dougharty is a router in the specialty product operation.



Virgie Rae Jones, first line supervisor, measures the thickness of one of the specialty panel products produced at Pineland plywood complex.



Leroy Ward grades the specialty panels after they come through the Globe multi-head sander.

Pineland begins 7-day schedule

A seven-day operating schedule at the Pineland Operation's plywood plant has resulted in the addition of 48 persons, according to Bill Jones, plant manager.

Four crews will man the operation which replaces the five-day schedule previously used.

Jones said that the new schedule will "fully utilize the plant facility" as a result of a 20 percent increase in production dedicated to siding and specialty products.

Promotional campaign touts lumber and studs

MILL 77 is a term that Temple-Eastex employees will become more familiar with as the result of a major promotional campaign originating in the Building Products Marketing Department.

Roger "Pete" Smart, manager of marketing services, said that Temple-Eastex is taking the theme **"The Pride of Mill 77"** to company plants as well as to the building materials market.

The campaign will emphasize the strong points of the company's southern yellow pine lumber and studs; density, strength, nailholding power and durability.

"Our **Mill 77** has been turning out the finest southern yellow pine lumber for nearly a century — time enough to learn how to make a good thing even better," said Smart.

"**Mill 77** is our Southern Pine Inspection Bureau mill stamp and is the 'good housekeeping seal of approval' for lumber," Smart explained.

The campaign will be promoted in trade journal advertising, trade expositions and conventions, specialty advertising and direct mail-out.

Sabine signs contract

A contract to build a McDonald's restaurant near Crown Colony has been signed and according to Sabine Investment President Horace Stubblefield, "They should be serving Big Macs by August."

The fast-food restaurant will be located on U.S. Highway 59, just north of the entrance to Crown Colony.

Ground clearance and preliminary engineering are also occurring in that vicinity in preparation for a future shopping center planned for the area east of Highway 59 and north of the Crown Colony entrance.

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News

Buildings completed at Fletcher





All major buildings are completed at the $18 million gypsum wallboard facility at Fletcher, Oklahoma.

David Kellam, manager of special projects — gypsum, reported that all equipment in the calcining building has been set in place and is awaiting alignment.

In the board plant building, ninety percent of the production equipment has been set in place and is also awaiting alignment. Process piping and electrical work began in February.

In addition, construction crews have taken advantage of the unusually good weather by completing most of the outside paving.



The 220,000 square foot plant is expected to produce an estimated 300 million square feet of gypsum each year. The plant's product mix will include regular gypsum wallboard, fire-rated gypsum wallboard, fire-rated water resistant wallboard, elevator shaft liner, mobile home gypsum board and gypsum sheathing.

The products will be marketed primarily in Texas, Oklahoma and Kansas and will be distributed through retail lumber dealers and drywall supply houses.

The detailed engineering was by Temple Associates, Inc., which is also in charge of construction.



Construction and equipment installation progress at the gypsum wallboard plant site in Fletcher, Oklahoma, includes (1) the upper part of the Flakt gypsum board dryer, (2) the hydropulper in the additives preparation area, (3) paper heaters on the Ersham board forming line, and (4) installation of the siding and roofing work at the calcining building.

West Memphis achieves record year

1985 was a record year for both the quantity of gypsum wallboard produced and gypsum wallboard shipped from the West Memphis, Arkansas, plant.

"All personnel at both the Fletcher, Oklahoma mine and the West Memphis plant facilities contributed that extra effort so that these records could be achieved," said Wayne Walton, plant manager.

Two production shifts were recognized for their achievements during the past year. Shift #1 posted the best quality record. Craig Williams, foreman, and shift employees were presented a cake from the Diboll Sales Office in recognition of their efforts.

Shift #2, with Roy Lancaster, foreman, had the best production shift for 1985. Although this shift did not have the best quality record, they did have the best records in the following categories: safety; machine downtime and percent number one. Employees of Shift #2 were treated to a dinner and Ricky Craft was the winner in a drawing for a deer rifle.

The Shipping Department achieved their best shipping record in the 14-year history of the operation. Norma Hooper is sales and shipping coordinator. Shipping employees were presented a cake for their achievements.

Walton said, "I am certainly proud of our family of employees and appreciate each person who contributed to our record year during 1985. I am looking forward to better records in 1986."



West Memphis gypsum wallboard plant shift #1 includes (kneeling) Larry White, Craig Williams and Alvin Morris. Also, (second row) Allen Appling, Mary Alfrey, Tracy Foster, Nathaniel Allen and Margaret Spencer. Also, (back row) Bobby Henry, Joe Danley, Jessie Wiley Jr., Bill Harris, Jackie Zachary, Charles Campbell and Darryl Johnson.



The West Memphis Shipping Department includes (front row) Melissa Johnson, Norma Hooper and Donna McAlister. Also, (second row) Abel Martinez, Charles Rice and Willie Brant. Also (back row) Buddy Funderburg, Marvin Weaver, Mike Lancaster, W.C. Hailey, Johnny Hamilton and John McKinley.



West Memphis shift #2 includes (front row) Huril Redmon, Keith Cissell, Elois Tolleson, Oscar Dunlap, Ricky Craft, Mark Lancaster and Roy Lancaster. Also (back row) Ivory Mangum, Terry Bullocks, Lonzo Cunningham, Terry Whittier and Winston Hudson.

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Woody Rester named Employee of the Year

Woody Rester, a C-shift electrician for 10 years at Particleboard Operation in Monroeville, Alabama, was recently named Employee of the Year for 1985, according to Deb Carroll, personnel manager.

Particleboard Operation in Monroeville recognizes employees through its Employee of the Month awards program. Rester was chosen from among this year's monthly recipients.

"A lot of good things have happened in my life since I have worked for Temple-Eastex," Rester told told **The Monroe Journal** in a recent article. "The company has been good to me. My co-workers and I are dedicated to the best work and best job that we can do in making a good product."

Other employees honored in 1985 were the following: Jacob Bullard, February; Dot McCorvey, March; Olivia Wright, April; Virgil Lowery, May; Mike Brooks, June; Eddie Davison, July; Curtis Fountain, August; Robert Wilson, September.

System proceeds on schedule

Implementation of the new McCormack & Dodge Payroll/Personnel system (**In Touch**, Fall, 1985; p. 3) is proceeding on schedule. Since first phase completion of Corporate, Forests Division and Building Products in early November, two additional groups are currently processing payroll on the new system.

Pulp and Paperboard Division's salaried group and Lumbermen's Investment Corporation accomplished successful conversions in January.

Five persons were instrumental in getting these respective groups implemented, according to Claire Croston of Ernst and Whinney's system group: at Pulp and Paperboard, Eddie VanWinkle and Francis Whitmire, both in the payroll department, and Herb George, Human Resources director; at LIC, Lisa Evins, payroll supervisor and Sherry Tipps, personnel office manager.

Jack H. McCuistion, corporate controller, reported that implementation was recently completed with Great American Reserve Insurance Company as of mid-February. Other scheduled conversions include Temple Associates, Inc., expected to "go live" the first week in April; National Fidelity Life, planned for May, and the Pulp and Paperboard non-salaried group, expected in June.

Steele and Croston are coordinating and directing the implementation activities for "conversion to live processing" at each company. Eddie Martin and Ruben Perello, also of the Ernst & Whinney system group, are handling system conversions and special processing tasks for each group which are currently on McCormack & Dodge.

"The personnel phase of the system, although utilizing some of the same data, will be implemented separately from the payroll functions, and will continue through 1986," said Steele.

She added, "A personnel subcommittee will be formed at a later date for the purpose of establishing guidelines, activities and creating any documentation necessary for gathering additional employee information applicable at each company. They will also assist in training sessions and monitor the progress according to projected schedules which will be developed for each company."

Steele said that in addition to providing many standard personnel reports, the personnel phase of the system utilizes several specific modules which are capable of complex calculations and generating extensive reporting of certain employee data.

One such module is called Applicant Flow, which allows the company to keep statistical records on applicants separate from the information used in making employment decisions. The system performs data capture, record-keeping and reporting so that each company can monitor the effectiveness of recruiting and hiring practices.

Another module is Personnel Position Control which provides a picture of the company's actual and authorized structure. As new employees, transfers and terminations cause movement in the work force, active employees are tracked in established positions. By providing the means to monitor and control the assignment of employees and authorized positions within the company, Position Control is able to generate reports which summarize the status of assignments by organizational unit and permit detailed analysis of the company's job structure and position strength.

Two additional personnel modules and a benefits reporting module are also part of the package. As implementation progresses, further updates will summarize the advantages of these features.

Evadale power testing under way

The start up of the new power complex, which embodies a boiler and turbo generator, is well under way.

Initial operations were on auxiliary fuel (gas) to provide steam for operational tests to verify pressure part integrity. The initial phase consisted of "blowing" all of the new steam lines to atmosphere. The live steam scours the mill scale and rust present in the system and cleans the line of foreign material so that only pure steam will go to the new turbine generator and mill process equipment.

The second phase included operating the turbine and bringing it up to speed in a carefully controlled manner. As the unit was tested, it was carefully monitored for alignment, vibration and bearing reliability. The normal speed of the turbine is 3600 RPM's, and this procedure is critical in that the reliability of the turbine is the most important consideration. (Turbines are expected to run continuously for a year between routine maintenance inspections.)

Concurrent with the turbine testing, the generator is thoroughly tested to assure that no short circuits can occur and that the phase relationship of the current produced matches the existing mill system. The new generator has completed its start up and is essentially in normal operation at this time.

Current emphasis is focused on three areas:

- **Bark Firing** - This is an important step as the bark replaces the more costly gas as fuel.
- **Ash Handling** - What goes in must come out." Though wood waste is a low ash fuel, there is about a ton of ash produced in an hour's operation, and it must be conveyed away from various parts of the boiler and disposed of in an approved manner.
- **Scrubber Operation** - The scrubber is essential for controlling emissions from the boiler. As ash handling and bark firing systems are stabilized, compliance testing will proceed with the wet scrubber.

In addition to the boiler/turbo generator itself, an additional truck dump and bark handling and reclaiming system were constructed. When the "kinks and bugs" are all worked out, the new complex will accept logging residuals, rice hulls and internally produced bark as replacement fuels for the more expensive natural gas. The rice hull handling system is a totally new addition to the complex.

Generally, the U.S. pulp, paper and paperboard industry is turning to self-generated and residue sources of energy to replace fossil fuels and purchased energy. In a survey released by the American Paper Institute, the U.S. pulp, paper and paperboard industry reduced its use of fossil fuels and purchased energy by almost 44 percent per ton of output during the third quarter 1985, compared with the same quarter of 1972. At the same time, pulp, paper and paperboard production increased by 29.6 percent.

Data gathered in the API survey show that unadjusted fossil fuel and purchased energy use by the industry per ton of output dropped from 18.1 million Btu's in the third quarter 1972 to 11.2 million Btu's in the same period of 1985.

Self-generated and residue sources of energy (i.e. wood, bark and spent pulping liquor) accounted for 57.6 percent of the industry's total energy consumption during the third quarter of 1972. This substitution represents the annual equivalent of approximately 200 million barrels of oil or about 44 days of current U.S. oil imports.

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Root treatment offsets 'killer drought'

Cold weather means planting time for Temple-Eastex crews at the Stillman Nursery in Newton County. In its twenty-ninth year of producing loblolly and slash pine seedlings, the nursery has been the birthplace of some 449 million trees.

According to Ennis Washburn, who is Forests Division's director of services, the goal of the planting program has remained unchanged. A high survival rate of transplanted trees from nursery bed to the forests is still the principle aim and a necessary ingredient to assure the company's "Perpetual Forest" concept. Since drought is the number one killer of infant pines, a relatively new root treatment procedure to offset this has peaked the interest of company foresters.

"About three years ago, we began using a starch-like substance to treat the roots of our seedlings," Washburn said.

The substance, brand named **Terra-Sorb**, has the capacity to attract and hold water for the seedling roots.

"When the seedlings are newly transplanted, and their roots fairly shallow, adequate moisture is critical for survival," Washburn explained.

Terra-Sorb is insurance that the seedlings will have life-sustaining water available to them during this period.

Washburn said that a clay slurry has been applied to seedling roots for years. The difference in the new treatment is its ability to attract moisture to the roots, and hold it there.

The "horticultural hydrogel" is marketed by several companies. The **Terra-Sorb** product is a coarse-grained, crystalline powder with a slightly yellowish tint. A pound of the substance is mixed with 30 gallons of water to produce a heavy liquid similar in consistency to starch. The liquid is siphoned from a large vat through a hose, then sprayed directly onto the seedlings' roots as they are wrapped and bundled for shipment to field planting crews.

"**Terra-Sorb** has the ability to absorb water up to 100 time its weight," said Washburn. "Though we've had good survival in the past, this product gives additional protection."

Washburn noted that the Northern Forest Region, where rainfall averages only 42" annually, is where seedlings suffer most severely during drought conditions. The Central and Southern Regions, in contrast, receive 50" to 55" annually and are much less susceptible to drought-caused mortality.

"In the fringe area, west of Crockett, through Palestine and Tyler, is where we have trouble," he said. "Trees may still die there in extremely dry weather as late as September or October. Nothing will be able to replace Mother Nature's good soaking showers in the late summer in that region," he said, "but we are always on the lookout for new products like **Terra-Sorb** to increase our chances."

Temple-Eastex will plant over 20 million seedlings on 32,000 acres within a three and a half month period this year.

Four contractors with crews numbering 12 to 48 people will plant the seedlings onto previously site prepared acres.

To determine the number of crews needed, foresters estimate the acreage a crew can plant, then divide that number by the number of acres needing planting. A typical crew can plant almost an acre in an hour.

"Our objective is to plant the land the same year that logging crews cut it," said Ennis Washburn. "That way, we don't lose growing time for timber."

Washburn added that planting begins in early December and continues through mid-March each year.









(Clockwise from top) Allen Whitten, job site supervisor for planting contractor Ronnie Borders, discusses the day's planting with Jim Tullos, Temple-Eastex Forests Division's Newton District supervisor. A hydraulic lifter picks the seedlings out of their beds and then moves them across a vibrating screen to separate the roots. Mark Simmons sprays **Terra-Sorb** of seedlings' roots. Maxine Stewart grades the seedlings for disease and size before spraying.

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Customer Service/ Order Entry

Combined departments offer best information services to Evadale's customers

Three years, ago, changing market conditions in the bleached paperboard industry prompted a reorganization within the Sales Department at Evadale's Pulp and Paperboard Division. Today, the Customer Service/Order Entry Department functions as a centralized information center offering the mill's customers the best possible information services and ordering information.

Department Manager Johnnie Franklin explained that in June, 1983, the Customer Service/Order Entry Department was set up as part of the Sales Department.

"Changes in customer management philosophies, Japanese management techniques, just-in-time deliveries, increased competition and changes in product lines have all led to higher service requirements for our valuable customers," Franklin said.

"Before the reorganization, we had an inside sales service person at each of the four regional offices," noted Franklin. "Now, we have centralized customer service at the mill site."

Franklin added that one of the many objectives in establishing the department at the Evadale location was to be prepared to respond to changing market conditions.

"Our staff," he said, "is in constant touch with our customers using 1-800 long distance lines to accept orders from customers, answer inquiries regarding schedules, shipments and the many questions customers have in their day-to-day operation in buying from the Pulp and Paperboard Division.

Locating Customer Service at Evadale also affords access to current up-to-date computer information from the 4381 main frame computer.

"Information Systems in Diboll helped with the design and implementation of programming of the computer system to provide improved information for the Customer Service Representatives," Franklin said.

The current structure of the Customer Service Department is organized along regional marketing lines with a Customer Service Representative assigned for each of the regional Sales Offices. A regional sales manager and outside sales staff are still maintained in each of the sales regions. A total of 15 persons perform these duties.

Evadale's Customer Service Department includes Jim Cauley, assistant department manager; Barbara Kirby, Eastern Region representative; Dee Hall, Mid-West Region representative; Jane McInnis, West Coast and Southern Region representative with customer contacts throughout all regions of the United States. These individuals man the phones at the plant site, making and receiving some 150 calls per day with the Division's 300 customers and prospects. Information exchanged might include accepting orders, delivery commitments, price information and numerous order details.

In June, 1984, Order Entry functions and some personnel were transferred from Planning into the Customer Service/Order Entry Department, thus completing the transition that began in 1983 when the department was formed.

Order Entry is currently organized along manufacturing lines with areas of order entry and paper machine trim responsibility designed by specific paper machine.

"In order to be successful," Franklin said, "a total Customer Service concept requires support from all primary areas in the Pulp and Paperboard Division. Manufacturing, traffic, credit, planning, finishing and shipping – all of these operations and other departments impact directly on our ability to be a top quality, customer-oriented department."

Plans for the Customer Service/Order Entry Department in 1986 include development and implementation of a new paper machine computer trim program to improve trim efficiency and productivity in the department. Installation of computer communication links between Pulp and Paperboard Division and selected key customers and regional sales offices is also planned.

Pulp and Paperboard Division is a member of the International Customer Service Association. The 1200-member organization is designed to provide a forum for the exchange of knowledge and information in the Customer Service profession. It provides training, workshops and continuing education.

"Over the past two and a half years, we have been striving to upgrade service through improved information retrieval and to develop a state-of-the-art system for our customers. Our main objective is to make it easy for our customers to do business with Temple-Eastex," Franklin concluded.



The Customer Service/Order Entry Department at Pulp and Paperboard Division includes (front row) Richard Worley, Jane McInnis, Sue Roberts, Mary Ann Lee, Barbara Kirby and Dee Hall. Also (back row) Kathy Wilkerson, Jerry Fontaine, Jim Cauley, Johnnie Franklin, Hollis Slaughter and LeAnn LeBlanc.

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A Day With...

Charlie Carr

Trucker's duties surpass hauling a load

At 2:30 a.m. Monday morning, the truck shop's load shed is deserted except for a lone 1985 International Transtar 18-wheeler. Unit 517's white cab glistens under the lights, looking clean, new and dependable. The trailer's 24-ton payload of hardboard siding is neatly wrapped in a green tarp and secured with numerous belts.

Charlie Carr stands beside the truck – its immense size dwarfing him. Charlie will be the fifth truck driver headed for Austin today with a load of Temple-Eastex building products.

Charlie is not the talkative sort, but pulling away from the load shed, he points out that his rider may find the truck's ride a little noisy and bumpy at first. Indeed, the truck vibrates noticeably in low gear and talking is difficult, it seems to the rider. The rider's seat is much like a cane-back chair, stiff-backed and straight, unlike Charlie's which comes equipped with pneumatic shocks. Seat belts are a welcomed accessory, keeping the rider secured and in the seat.

Though the cab is wide, not much room exists for moving about, but the view is panoramic. From some eight feet off the ground, passing cars look small and precarious, and the road appears very narrow. The worst part is crossing bridges, where one can look out the side window and peer directly into the water.

Traffic is surprisingly heavy for 3 a.m. By the time the truck reaches the Neches River bridge, it is cruising smoothly. Soon, however, it reaches the hill just north of the Damascus cutoff road and the truck begins to "lunge." Charlie explains that lunging is caused by several factors. The tires are still cold, for one thing. Also, how the load is placed onto the trailer will make a difference in the ride. This may be a factor in the lunging. The weight of the load is apparent during this lunging exercise. Going up the hill, the cab seems to lunge forward, and the trailer lunges a split second later, so the feeling is one of pull and push. The truck cab begins to vibrate again.

"After the tires heat up," Charlie yells, "the ride will smooth out."

* * * *

Charlie Carr has been driving trucks on and off for the past 25 years. For the past three, he has been driving trucks for Temple-Eastex. Charlie is a graduate of Diboll High School, but he lives in Lufkin now. He started driving trucks when he was 21 years old. He worked at various Temple plants and drove for a cross-country carrier, crossing the Rockies and 34 states, for several years before returning to Temple-Eastex. In the past three years, he has clocked some 250,000 miles for the company making trips to San Antonio, Dallas, Tyler, Austin, Houston, West Memphis, Arkansas, and further north into Illinois.

"I don't think I would be happy doing any other job," Charlie insists. "I enjoy being out – I couldn't work inside all day, I know that. In this job, I'm given an assignment, and it's up to me and the truck to get it done. There is freedom in a job like this, but there is lots of responsibility too."

* * * *

> "In this job, I'm given an assignment, and it's up to me and the truck to get it done."

As the truck lumbers westward on Highway 287, the rider begins to feel at ease with the rough ride. At higher speeds, cab noise is minimal. Charlie reaches upward, towards his right, and turns on a radio. He tunes in to WWL, which broadcasts out of New Orleans. The station evidently caters to truckers, giving traffic, and road conditions of various interstates throughout the Southeastern U.S. Soon a country Bluegrass tune begins, and Charlie switches the radio off, content with road sounds of whining tires, grinding gears and whistling wind.

A few miles outside of Madisonville, the rain begins. At first, it is only a light mist that takes the form of a wet film obstructing the view through the windshield. Charlie says he would rather drive in a soaking rain, a rain that washes off the highway, rather than a misty rain that makes the roads "as slick as glass." At 5 a.m., the Correl Cafe comes into view, and Charlie says this is his favorite stop along this route for breakfast. He expertly slows the truck and maneuvers it and the 43-foot trailer down a fairly steep incline and parks it beside the cafe. He doesn't turn off the engine. He climbs out of the cab and tells the rider he is going to check for flats and to make sure that the tarp is secure. Charlie explains that big trucks have flats fairly often. Since a truck stop is located next door to the cafe, he likes to troubleshoot for flats here so they can be fixed without much trouble. If a flat occurs on the road, he says, he has to use his radio to call a service vehicle to come out to him. He doesn't like for that to happen because of the delay it causes. Charlie doesn't like delays.



At this hour of the morning, Charlie and his rider are the only two occupants of the vast dining room inside the Correl Cafe. Service is fast, so the truck is rolling again in half an hour.

As daylight begins to break, Charlie talks about driving hazards. Number one priority is condition of the truck. Keeping the truck in good running condition with reliable tires ensures a safe trip. Charlie is most wary of other drivers – drivers who pull out into the truck's path, or come to a quick stop or have a blowout in front of the truck, as a blue Olds did outside

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After checking in, Charlie begins to untarp his truck's load at Stripling Blake Building Materials in Austin.



of Bryan. The car had passed the truck on a two-lane stretch, a relatively minor occurrence except that the rider noticed a hubcap spin out from the right side of the car and then the blue Olds shoot for the shoulder.

* * * *

Since Charlie is a professional driver, he is very good at it. Operating the gear shift, braking and turning the 38-ton vehicle seem second nature to him. But driving is not his only job requirement. He and the company's other 15 drivers are responsible for tying down and tarping their loads before a trip. Drivers must also log their driving hours. Any trip over 500 miles requires, by law, a break of at least 8 hours. Drivers log time of departure, destination arrival time, destination departure and time of arrival back at the plant site. Once a load reaches the customer's yard, the truck driver becomes the company's representative in the customer's eyes. After invoicing the load, the driver must fold the tarps and untie the load so that a yard crew can unload it from the truck. This procedure can take an hour or more, depending on the yard's efficiency.

* * * *

"Charlie Carr is one of the better drivers, A-class in our operation," said James Rhone, road truck superintendent. "He checks his loads when he comes in, tying down and tarping them before he goes home. He takes pride in his job, always keeping his truck clean. He leaves with a load on time. We never get any complaints on Charlie from the customers. A driver like Charlie Carr is a good advertisement for the company. His driving record is good, and he is dependable."

Topping a hill 15 miles out of Austin on Highway 290 west, a major traffic tie-up is seen on the horizon. Ominous blue and red flashing lights lead Charlie to believe that a wreck has occurred. He switches on his CB radio to learn from east-bound truckers what the problem is.

"That's funny," he said. "No one is talking about a wreck."

A few more miles, and horses and wagons become discernible. It is the Sesquicentennial Wagon Train that has brought out the DPS, the local police and a rabble of onlookers tying up traffic.

On Highway 183 in north Austin, the CB squawks and Leonard Busby, another Temple-Eastex truck driver, speaks to Charlie. He is passing by on the opposite side of the freeway — his load delivered and the truck now on its way home. He asks Charlie about the weather in Diboll. Here in Austin, rain is pouring down on the morning rush hour traffic.

At Stripling Blake Building Materials, Charlie first checks his invoice at the main office and then drives the truck into the yard. In the pouring rain, he begins to untarp the load. He is having some trouble doing that because of high wind gusts. He manages to fold the tarp while it is still on the load, unlike a nearby trucker who is spreading his on the ground. After wrenching off the belts, he drives the truck a short distance to a space where other Temple-Eastex building products are stacked, and there a fork lift driver begins unloading. Forty-five minutes from the time he walked into the front office, Charlie is pulling out of the yard for his return trip home. It is 9:45 a.m.

* * * *

The return trip is a northerly route, up Research Boulevard in Austin, to Taylor, Rockdale, Hearne. The truck performs differently without the weight of the load. Charlie says the trailer tends to "bounce around" more, making the ride rougher. The rain continues to fall until the truck reaches Centerville, where Charlie stops at the local Dairy Queen for lunch. Charlie leaves the truck running again.

"A diesel engine needs to stay hot," he explains. With 115 gallons of fuel in two tanks, there is no chance of running out on a short trip such as the one to Austin.

At 2:30 p.m. the truck pulls into the truck shop at Diboll. Charlie says he will belt and tarp tomorrow's load before he goes home. He will get to bed about 7 p.m. and then come back to work by 1 a.m. for his trip the next day.

"It's a schedule you get used to," said Charlie.

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Bill Lindsey

After 42 years, chief pilot ends aviation career

Bill Lindsey was eating supper when he heard the Ford Tri-Motor pass over his house on Moore Avenue in Lufkin 52 years ago. He knew that free plane ride passes were often dropped from the plane which was a unique sight in 1933. When he went to the door, he saw a red, white and blue circular flutter down into the chicken yard behind Wick Lewis' house two doors down. Lindsey doesn't remember if he finished supper or not, but he does remember leaving the house and retrieving the circular from the chicken yard. That circular was to become Bill Lindsey's ticket to his first airplane ride and to a career that has spanned 42 years in aviation.

Lindsey, who retired in December as Temple-Eastex Incorporated's chief pilot, has accumulated 16,510.5 hours of flying — 8,727.5 of which are with the company and the rest clocked during his military career. Some people might say that Lindsey's career is like a cataloguing of Shakespearean plays — a career that parallels history, embraces fantasy and in the writing, attains near dramatic proportions. But Lindsey says his career has been more like a soap opera.

He was born in Emad, Louisiana, a sawmill town that became a victim of "cut out and get out." At age 5, his family moved to Lufkin where he attended grammar school and graduated from Lufkin High School in 1938. He enrolled in John Tarlton Agricultural College for a year and then transferred to Texas A&M's School of Veterinary Medicine where he stayed only one semester.

"That's all it took for me. I went back to Tarlton and took another year there," he said.

Lindsey said that in 1941 he "coasted."

"I did a little rodeoing. I got interested in that in 1937...riding bulls and bareback horses. In 1941, I went to Madison Square Garden in New York and rode in the rodeo there."

Late that same year, Lindsey applied for flying cadet training.

"I was too light...didn't weigh enough for my height, so they told me to come back later," he recalled.

In April, 1942, Lindsey was accepted into the pilot program and began pre-flight training in August at Lackland Air Force Base in San Antonio.

"The base was just being built. I helped scrape labels off of some of the windows. While in pre-flight, I was operated on for appendicitis and had to drop back one class."

After pre-flight, Lindsey went to Ballinger, Texas, for primary training, flying Fairchild PT-19's, and later moved just south, to San Angelo, for basic training and instruction in BT-13's. He graduated from advanced single-engine school at Eagle Pass flying AT-6's.

After graduating from flying school in May, 1943, Lindsey was assigned to Alpena, Michigan, where he and thousands of other pilots made up the pilot pool. From there he was assigned to air transport command and sent to Atlanta, Georgia, for DC-3 training with Eastern Airlines.

"For the latter part of that training, we made flights to South America, but that didn't last very long. Then I was assigned to the CBI theater of operation — China, Burma and India," he said.

TWENTY YEARS IN MILITARY TRANSPORT

Shortly after Lindsey landed in Karachi, India, he was stricken with dengue fever, a recurring malady which caused his tongue to swell. He was hospitalized briefly, and then sent to Agra, India, where he made transport flights within the subcontinent.

"Later, I was selected to help establish a base in Ceylon (Sri Lanka) and about the time we got a few supplies down there, an American group arrived unannounced from Australia in a C-54 and soon after, the British invited us to leave. We had to pick everything up and move back to Calcutta," he remembered.

Though Lindsey never flew the "Hump" (Himalayas), he did fly C-47 transports to Myitkyina, Burma, in support of the Imphal Push.

His one combat mission was into Myitkyina where the landing

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strip was a crude dirt runway and the tower sat atop bambo stilts.

"Every crew member was on his own there. Maintenance support was unknown. If your airplane broke down in Myitkyina, you were with it until it was repaired. One morning while I was there, everyone began to run suddenly, so I did too, fearing a Japanese raid. Later I found out that one of our P-51's had dropped a bomb from its wing while taking off," he said.

Lindsey spent fifteen months flying supplies from Calcutta's Dum Dum Airport to the Assam Valley and River Delta area (now known as Bangladesh).

"Some DC-3's were flown over the Hump early in the program by China National Airways pilots," he said.

He left India in 1945 to return to the States. He married Louise Brittain of Lufkin, and they moved to Dallas where Lindsey ferried planes from Love Field.

Lindsey said that the next few years were filled with "fast moves."

"I was assigned to Military Air Transport and went from Dallas to St. Joseph, Missouri, to Kansas City, Missouri, to Denver, Colorado. From Denver, I was transferred to San Antonio and there started flying the C-54 in the Military Air Transport Service, which had a regular route system like the airlines have now," he noted.

In August, 1948, Lindsey went to Germany to participate in the Berlin Airlift. He flew the "line" for about two months and then got involved in aircraft maintenance.

"From Germany, I had two more quick moves," he said. "I was assigned to Tacoma, Washington, to check out in the C-124, but that never happened. I went back to Kelly Field for a short stay, then to Great Falls, Montana, where I was flying to Alaska and heavily involved in maintenance."

In 1952, Lindsey was assigned to a hardship post – Saudi Arabia. There he worked out of the inspection office and flew transport to Tehran, Iran; Asmara, Eritrea (now Ethiopia) and Beirut, Lebanon.

"You wouldn't believe some of the things that happened there," he observed.

"At that time, Anna M. Rosenberg was Assistant Secretary of Defense, and she was Jewish. She wanted to come over and inspect the base. The Saudi's wouldn't give her a visa because she was Jewish. But finally, they gave her a 12-hour visa. They flew her in a Constellation, and that woman went through the base like a dose of salts. She walked right into the enlisted men's latrine and said, 'Clean this up!' You just didn't do that over there because when you erected something, it became part of the kingdom. You were strictly the Saudi's guest, and they let you know it."

One other episode during his Saudi tour impressed Lindsey.



"I was flying into Iran when Mossadegh was the prime minister. The atmosphere was very anti-American. They had 'Yankee Go Home' signs everywhere. We usually flew in and out in the same day. There were no navigational aids, so if you couldn't see, you turned around and came back. And too, that was in the heyday of Beirut, which is now terribly torn up. But back then, it was the Paris of the Middle East, a crossroads of the world. If you couldn't speak anything but American Indian, somebody there could understand you."

From Saudi Arabia, Lindsey returned to San Antonio to perform operational tests of propeller and engine combinations. He flew the Convair YC-131, the Lockheed YC-121 and the Boeing YC-97, all equipped with advanced turbo-prop engines. These tests were to select the engine/propellor combination for the C-133.

His next assignment was Medical Air Evac out of San Antonio's Brooks Field. In addition to military requirements, they also supported the Polio Foundation, moving debilitated patients to centers throughout the country. Though Lindsey was still flying transport, his primary duty was aircraft maintenance.

Following a prestigious two-year assignment as the assistant air attache' at the embassy in Karachi, Pakistan, Lindsey and family returned to Edwards Air Force Base in California. As commander of the maintenance squadron, Lindsey was responsible for a fleet of chase planes, consisting of T-38's, F-104's and a single F-102B.

"Most of our support was aimed toward the X-15 flights," Lindsey said.

"I retired from the air force there in August, 1962, determined never to fly again. I changed all my insurance, came home to Lufkin and stayed out of the cockpit until September 25 when I went to work for Temple-Eastex."

ONE TRIP AFTER ANOTHER

For a while, Lindsey busied himself with a filling station venture with his cousin. Soon, however, a phone call would bring him out of retirement.

"Horace Stubblefield called me one day and asked if I wanted to fly for the company. I dropped everything to go down and interview with Stubby and Mr. (Arthur) Temple. That day, I flew with Stubby up to Dallas, came back by Lufkin and on down to Houston where we spent the night. From that day on, it was one place after another...for twenty-three years and a few months."

In those years, Lindsey has witnessed the company grow from a successful local family-owned enterprise into a sophisticated corporate giant with locations throughout the country. Consequently, the fleet of company aircraft has grown from a single Cessna 180 to three jet aircraft and two turbine helicopters.

Some of the aircraft have an interesting history within themselves. The Gulfstream-1 was bought from the fleet owned by Howard Hughes. The Falcon 50 was purchased from a Nigerian company whose owner became a political prisoner, according to Lindsey.

One of the most dramatic moments in Lindsey's career came on January 9, 1978, in Acapulco, Mexico.

"We were pre-flighting the airplane to bring Mr. Temple back to the States for a funeral," Lindsey recalled. "Two distraught ladies came up to me and wanted to know where we were going. I told him we were going back to the States. One of the ladies said that her husband was in the ambulance over on the ramp and that he was about to die. She wanted to know if I would take them to Houston."

Lindsey told the ladies that he didn't own the airplane, just flew it. But if someone was about to die, he was sure that Mr. Temple would do all that he could to help.

"I went over and took a look at the man. He was in bad shape. I found out later that he had eaten a Mexican dinner the night before and began to vomit blood. They said he had ripped the lining of his stomach. The wife had the forethought to call her husband's brother, a surgeon, in Houston. He was able to come to

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Mexico to observe the late-night surgery, but the facilities there were so crude that they just sewed him back up," said Lindsey.

So Lindsey called Mr. Temple who said, "If it means saving a life, do it."

The patient, Robert Smith, a Washington, D.C. architect, was then transferred from the ambulance into the aircraft. Lindsey remembered that as quite a feat.

"The stretcher wouldn't go through the door and around the corner, so we carried him on his mattress and laid him on two facing seats with the backs down as far as they would go. After we got up, the doctor wanted to stop in Mexico City for more blood — it was that critical. But I told him that if we stopped it would be unauthorized and Mr. Smith would die on the ramp before they would let us leave. So he decided to go ahead and try to make it. When we were within 100 miles of Brownsville, we were able to telephone Houston and re-affirm plans for an ambulance to meet us at Intercontinental and line up his surgical assistants at a nearby hospital."

Mr. Smith survived the trip and the surgery and stayed in intensive care for ten days.

"Another ten or fifteen minutes," Dr. Smith told the family, "and it would have been too late."

An account of the incident was reported in the **Houston Chronicle.**

Lindsey made numerous emergency trips to fly gravely ill patients to major medical centers. Two Lufkin women were transported on separate trips to London, Ontario, to a famous neurosurgeon who treated aneurisms in both.

YOU FIND OUT WHAT FRIENDS ARE

Throughout his career, Bill Lindsey has rubbed shoulders with famous people. Included in the list of dignitaries and personalities that he has flown are former President Gerald Ford, Bob Hope, Phyllis George, the Gatlin Brothers, H. Ross Perot and former Congresswoman Barbara Jordan.

Almost any professional golfer one could name has been flown by Lindsey to either the Legends of Golf Tournament at Onion Creek in Austin or to the Crown Colony Pro-Am Invitational Tournament in Lufkin.

Lindsey's most poignant memory of his career with Temple-Eastex has nothing to do with flying. On December 19, 1971, the Lindsey's home in the Burke area burned to the ground. All of the family's antiques and collectibles from Lindsey's three Middle East tours were lost.

"That night, we had been to a Christmas party in Lufkin and then went on to Diboll for another party. On the way to Diboll, we saw the reflection of the fire in the sky. We didn't realize it was our home in flames," he said.

Lindsey's friends were quick to respond to the tragedy.

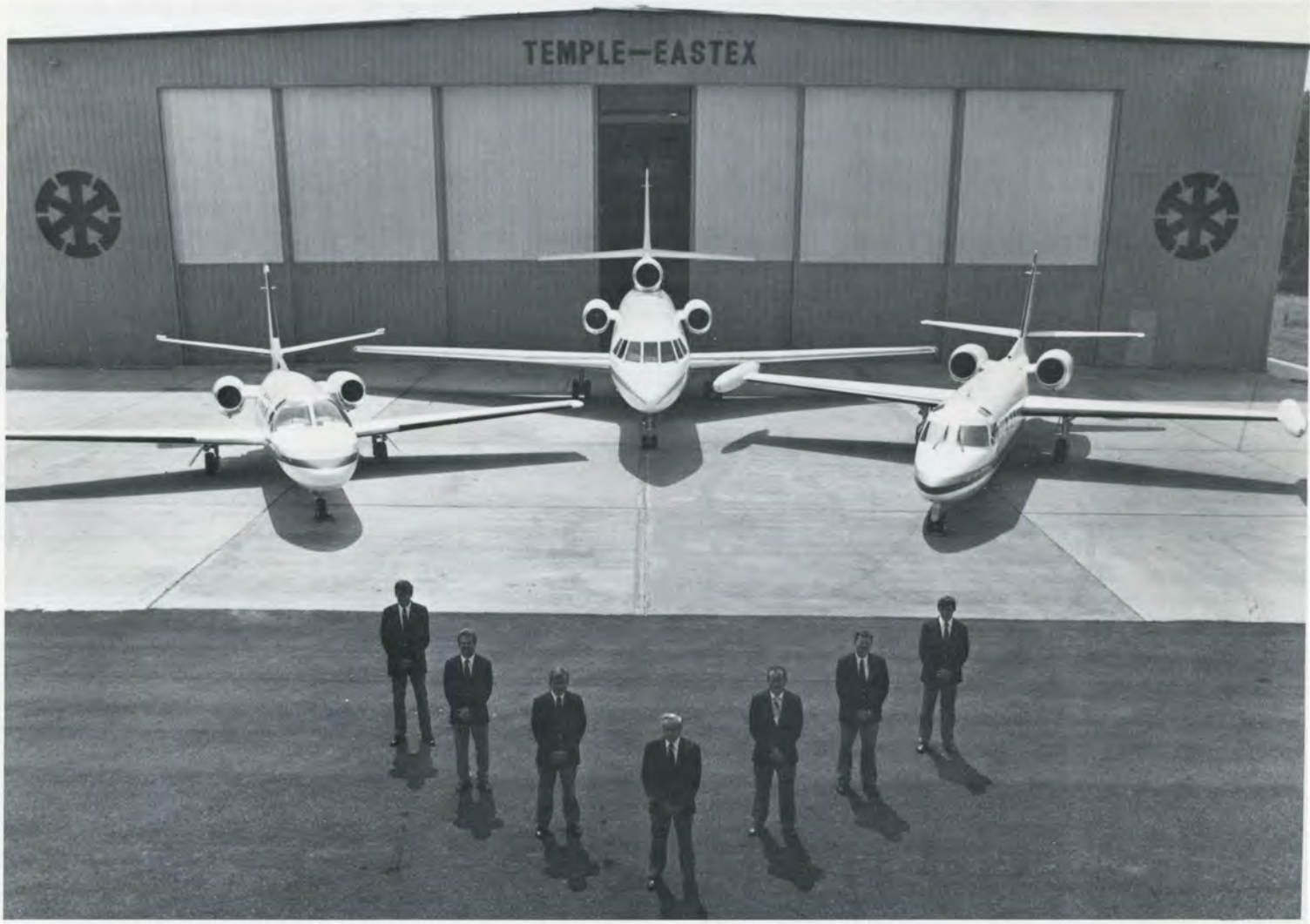
"Mr. Temple called later and said to reserve New Year's Eve. They threw a surprise hangar party for us and cooked four washpots full of chili and beans. They gave us a cash passbook and gift certificates and housewares...it was just great. I realized then what friends are."

This past December 19, the Lindsey's again attended two Christmas parties — one in Lufkin and one in Diboll.

"This time, after we left the company party in Diboll and passed by the house on the way to Lufkin, we stopped just to make sure that everything was okay," he said.

Throughout his career, Lindsey has been at the center of history in the making. He has lived in places that most people can only see in picture magazines or on television. After 43 years of flying throughout the world, what does retirement offer?

With a broad grin, Lindsey replied, "We plan to travel."



Temple-Eastex pilots and aircraft

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Service Anniversaries

Building Products

DIBOLL

5 Years
- Lazaro C. Robles
- Alfonso H. DeJesus
- Urbano R. Sarmiento
- Pablo Pena Jr.
- Guillermina Sanchez
- Gerald L. Bamburg
- Arthur Mireles
- Walter J. Sawyer
- Jesus Gonzales

10 Years
- Jesus J.G. Rostro
- Glen T. Weathersby
- Martin M. Tamez
- James W. Stephens
- Ramiro C. Perez
- Mauricio Barrera
- Arturo Morado
- Ignacio R. Serratos
- Kenneth M. Ricks
- Roy McCloud
- Felix R. Tamez
- Maria E. Concha
- Marshall E. Rogers

15 Years
- Frank J. Mettlen
- Bobby G. Ryan
- Jesus G. Reyna
- Robert Harrison
- Robert K. Holt
- James W. Welch
- Albino D. Cruz
- Lucio M. Robledo
- Ernest R. Baker
- Clifford R. Preddy
- Raymondo D. Jesus Jr.

20 Years
- Samuel L. Coleman
- Willie Barnes
- Cecil B. Harrison Jr.
- John McClain

25 Years
- Howard V. Mullins
- Melvin R. Thompson
- Tommy C. Tatum
- Gene E. Beck
- Marvin E. Wright
- Bennie J. Mayo

30 Years
- William T. Bray

PINELAND

5 Years
- Marvin R. Parks
- Joe L. Napier
- Christine Williams
- Frankie J. Matlock

10 Years
- Otis R. Watts
- Ira R. Simmons
- Kenzie Williams Jr.
- Elzie Ward Jr.

15 Years
- Michael W. Wood
- James M. Driver
- Danny L. Crustner
- Chester E. Blackburn
- Ruby L. Dickerson
- Curtis B. White
- L.Q. Wright

20 Years
- J.B. Simmons Jr.
- Howard D. Johns
- Woodroe Boszy
- Harry P. Rash Jr.
- Alfred C. Stewart III

25 Years
- Billy McCary

WEST MEMPHIS

10 Years
- Michael J. Lancaster
- John L. McKinley
- Donald M. Smithson
- Kevin H. Duncan

THOMSON

10 Years
- Earl Collins

MONROEVILLE

10 Years
- James O. Chunn
- James W. Rester

5 Years
- Randal McPherson
- Willie Tucker
- Deborah G. Carroll
- Houston L. Parrish

Forests Division

5 Years
- Anthony Collier
- Oscar C. Rodgers

15 Years
- Charles C. Poindexter

35 Years
- John D. Stewart
- Dennis E. Maynard

40 Years
- Alton M. Clelland

Temple Associates

5 Years

Howard Butler	UECC
Earnest L. Phelps	Construction
Alfred J. Mikell	UECC
Larry Butler	UECC
Jearold A. Biggs	Power
Doyle R. Stroud	Power
Ronald J. Foy	Construction
Kirby Hazelton	UECC
Kenny Dale Modisette	Construction
Gene T. Foy	Construction
David W. Poteet	Construction
Charles D. Cooper	Construction
Larry L. Brunkenhoefer	UECC
Bobby G. Stanberry	Construction
Johnny L. Oatis	UECC
Stanley W. Jackson	Construction
Warren W. Kaufman	UECC
Vernon M. Robertson	Power
Freddie M. Henry	Adm.-Acct.
Larry G. Wagnone	Reco
David P. Petty	Power

10 Years

Margie Mendard	UECC
Stagg Veillion	UECC
Elmo A. Soignet Jr.	UECC
John L. Baker	Power
Claude E. Cunningham	Power
Gerald Lynn Glover	Reco

15 Years

Hillary J. Tobola	UECC
Hickey E. Capps	Construction

20 Years

Loree Olson	Adm.-Constr.
Van Alsbrooks Jr.	UECC
Freddie W. Poteet	Service Dept.
Asa Gibson Peavy	Adm.-Constr.

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Service Anniversaries

AFCO — ALEXANDRIA

5 Years
Wade Nolan
Pam McCue
Charles Fisher
Cleveland Hudson
William Scott
Tommy Allen

10 Years
Rhonda Smith

15 Years
Joe Montz
Pat Brown
James Bowman
Billy Luneau

20 Years
Steve Gentle

25 Years
Joseph Cornell

AFCO — HOLLAND

5 Years
Charles Wojahn

15 Years
Paul Boerigter
Gene Pointer
Charles Rinehart

AFCO — SOUTHERN METAL & PLASTIC, MEMPHIS

5 Years
William Perryman
Cleotha Gipson

10 Years
Michael Stewart
Melvin Conley

15 Years
Mary McKinney
Clara Collins
Earl Cash

AFCO — BESTILE MFG. CO., ONTARIO

5 Years
Gary Gilbertson

30 Years
Rigoberto Ramirez
Medardo Govea

AFCO — CORPORATE, DIBOLL

15 Years
Don Brawley
Robert Smith

30 Years
Vivian McNeil

Pulp and Paperboard Division

15 Years
Jerry Paul
George Safer
Wayne Miller
Kenneth Newbold

10 Years
Linda Fincher
Wayne McFee
Tommy Blakley
W.T. "Bill" Cecka
Ronald Gosey
Jessie Hoke
Meirtha Horn
Luvenia McDonald
Wilmer Adams
Henry Burns
David Olds
Dennis Blueitt
Thomas Brown
Larry McCarver
Dan Spurlock

30 Years
Eddie Hall
Jim Hedleston
James Reeves

25 Years
Robert Flowers
Hazel Townsen
Glynn Lanham

20 Years
Nathaniel Scott
Charles Gilbert
Floyd Hargrove
James McDonald
Willie Monson
Charles Powell
Joseph McKinney
Doyle Moore
B.H. Morgan
W.M. Morgan Jr.
Carolyn Myers
Don Tantzen

Esters Welch retires after 40 years of company service

Charlie Esters Welch is the type of man who cannot stand back and watch others work. Since he is a man of action, he has to step in and help.

It is this attitude toward his work that has won Welch respect among his co-workers at Temple-Eastex Incorporated's Pineland Operation. After 40 years with the company, Welch has decided to retire to a life of gardening, hunting and "taking care of Momma."

Welch was born in San Augustine County and attended the Norwood school there. On July 6, 1945, he hired on with the company as a tractor operator, cutting roads and skids in the woods. On January 3, 1966, he became a company truck driver, a job he held for less than a year. Then in October, 1966, he began operating the locomotive crane in the wood yard. He transferred to maintenance in 1968, and in 1970 he became log yard supervisor.

Welch says that he enjoyed working as the crane operator the most because of "the action the movement involved."

Welch's wife, Delma, is a 39-year employee of the company. They have been married for the past 41 years and have one son, Alvie Rayford who is foreman at the Pineland planer. He and his wife Kathy have three children: Dallas Bridget Jo and Carrie Lee Welch.

Though Delma says that Esters will now be in charge of cooking and washing dishes, Esters hopes to find time to remodel their home. When farming time comes, Esters says that he can be found in the garden.

Welch was honored by his Temple-Eastex co-workers with a party at the Chip Mill office on December 31.

"Whatever I am today," Welch says, "I made it with the company."

Corporate

5 Years
Lisa D. Crager
Ronnie A. Cone

10 Years
Marva C. Rhone

15 Years
Alvis T. McAdams

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Retirees

PULP AND PAPERBOARD — Leroy Mitchell, Pulp Mill superintendent, after 32 years... **Earl Bean,** machinist, after 32 years...**L.D. Crabtree,** beater operator, after 32 years... **E.C. VanPelt,** wood scaler, after 31 years... **S.D. Parsley,** pipefitter, after 32 years... **Emerson Holmes,** chip handler, after 31 years.

BUILDING PRODUCTS — Charlie Esters Welch, log yard supervisor, after 40 years at Pineland Operation...**Vance R. Purtell,** after 24 years as a diesel mechanic at Pineland Operation...**Vernon E. Glover** after 12 years as a security officer at Pineland Operations...**J.W. Kilcrease** a truck driver at the Pineland Operation, after 27 years...**Wilburn H. Williams,** after 38 years in the Lumber Operation...**Eddie Lee Henderson,** lumber grader, after 38 years in the Lumber Operation...**L.H. Perkins,** after 22 years in the Lumber Operation...**Eule Parrish,** after 13 years as a security guard...**J.K. Mitchell,** after 15 years in the Lumber Operation and at Big Tin Barn - Diboll.



Charlie Esters Welch (seated) retired from the Pineland Operation after 40 years of service with the company. Shown with Charlie are his wife, Delma (right), a 39-year-employee of Temple-Eastex; son Alvie Rayford, foreman at the Pineland planer and a 13-year employee of the company and his wife Kathy, accounting clerk with 11 years of service with the company.

On the Move

CORPORATE — Don Tantzen, formerly chief financial accountant at Pulp and Paperboard Division, was named assistant corporate credit manager...**Don Brawley** was appointed assistant corporate controller. He was formerly AFCO vice president-finance...**Mark Shepherd** was promoted from accounting manager to assistant corporate controller...**Charles D. East** was named accounting manager, moving from Policies and Procedures...**Dolores Groom** was promoted to accounting operations manager... **Diane Smith** moved from accounts payable supervisor to Thrift Plan coordinator...**Sarah Jackson** was named accounts payable supervisor, moving from accounts payable clerk position.

FORESTS DIVISION — Darwin Foster, director of administration and **Tony Bennett,** property tax representative, have both been elected to a three-year term on the Texas Forestry Association's board of directors... **Foster** was also awarded his doctorate degree in Forestry from Stephen F. Austin State University...**John R. Haas** has been named project forester...**Walter Still** was promoted from senior analyst for Operations Research Group to green lumber supervisor.

BUILDING PRODUCTS — At Pineland Operation, **Tommy Smith** was named Chip Mill/Stud manager, **Royce E. Warr** moved to Quality Control, Traffic and Shipping superintendent, and **Wayne Fuller** was named Services manager...Within the Particleboard/-OSB group, **Werner Westphal** was made consumer services manager and **Wayne Scherwin** became technical director...Following the reorganization of the Sales and Marketing Department, **Pat Patranella** moved from product manager-Rigid Foam, to sales manager-commercial and industrial products; **Jack Beene** was named marketing manager-manufactured wood products from product manager-particleboard; **Brenda Elliott** moved from product manager-lumber and studs to marketing manager-solid wood; **Dick Kenley** was named marketing manager-panel products from product manager-gypsum...**Joe K. Sample,** vice president-marketing, was appointed marketing committee chairman within the Southern Forest Products Association...**John O. Booker** was appointed solid wood operations manager...**Francis Eck** was named Fiber Products production manager...New hires included **James Rush,** sales representative, and **Milvia D. Richardson,** customer service-telemarketing sales...**Gary Martz** was promoted from sales representative to assistant production manager.

TEMPLE ASSOCIATES, INC. — Robert F. Uher was named operation manager of Universal Electric Construction Company's Texas area...**Herbert C. Kalkitis** was named manager of business development for the construction group...**Joseph C. Foy** was promoted to vice president of Construction...**William B. Fulmer** was promoted to vice president of Power Operations.

PULP AND PAPERBOARD — Donna Franklin has been named administrative assistant to vice president-Sales. She was previously an executive secretary in the Sales Department ...**Cindy Parker** was promoted to executive secretary, Sales Department, moving from the position of accounting clerk in the Financial Accounting Department...**Delores Schaefer** moved from the position of accounting aide/-secretary in the Cost Accounting Department to the position of wood audit supervisor in the Cost Accounting Department.

Harris, Henderson retire from Lumber Division

Two Temple-Eastex Lumber Division employees retired recently with 38 years of service to the company each.

Eddie Lee Henderson joined Temple-Eastex on February 13, 1947, as a lumber grader, a job he has held ever since. He was born in De Soto Parrish, Louisiana, and attended school through eleventh grade in Joaquin. After discharge from the ground Air Force to Quarter Master Corps in 1946, Henderson moved to Lufkin to find work. He and wife, Dorothy, have been together 32 years.

Wilbern H. Harris retired after 38 years with the company. He was foreman in the sawmill until his retirement. Harris is a Diboll native who attended the Burke school. He spent three years in the military before returning home to work in the Lumber Division.

Harris and wife, Emily, have traveled to every state in the Union and province in Canada, except the Northwest Territory. They plan to continue traveling throughout their retirement years because of the urge to "see what's over the hill."



Eddie Lee Henderson (left) and Wilbern Harris both retired from Lumber Operations with 38 years of service each. Geraldine Pouland, Personnel receptionist, assists Harris with his gift.

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Photo File





Twenty-nine years later, Ennis Washburn, Forests Division's director of services, strikes the same pose beside the full grown tree seen in its infancy at left. The tree is located at the Stillman Nursery in Newton County.



Pat Patranella, general sales manager - Building Products, accepts a $50 savings bond he won after donating blood to the annual company-sponsored Stewart Blood Center one-day drive. Patranella and some 80 other Temple-Eastex donors had the chance to win the savings bond from a drawing made of all donors. Ruth Oates, Health Center director, presented Patranella with the savings bond.



David L. Ashcraft (center) group vice president - Pulp and Paperboard Division accepts two Appreciation Awards for Employee Support of Guard and Reserve Programs from Bill Bailey (left) area chairman of Employer Support of Guard and Reserve Programs, and Major General Elvin J. Schofield, Commanding General of the 90th U.S. Army Reserve Command headquartered in San Antonio.

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