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in touch

Volume 3 Number 2 1986



New gypsum wallboard plant dedicated July 1

Formal ceremonies dedicating the new Temple-Eastex gypsum wallboard plant in Fletcher, Oklahoma, were held July 1 with Oklahoma's governor and U.S. representative as well as numerous state, local and company officials in attendance.

Ceremonies began with a ribbon cutting by Temple-Eastex President and Chief Executive Officer Joe C. Denman Jr. and Oklahoma Governor George Nigh. Temple-Inland President and Chief Executive Officer Clifford J. Grum, Building Products Division Group Vice President Harold C. Maxwell and Fletcher Wallboard Plant Manager David Kellam also participated in the ceremony.

Approximately 300 guests and Temple-Eastex employees listened as Gov. Nigh and U.S. Congressman Dave McCurdy praised the decision to locate the plant in Fletcher.

Congressman McCurdy commended Temple-Eastex efforts to keep an Oklahoma resource in the state. The Congressman noted that now, Oklahoma labor is being used to make the wallboard, and an Oklahoma product can be used in local structures.

Maxwell credited the encouragement of government and business leaders in addition to the cooperation of local residents as important

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News

Improvements due on #2 machine

A September installation date has been set for the Pulp and Paperboard Division's new coater, gloss calender and liquid application system (LAS) on the #2 paper machine. The gloss calender and LAS are new additions to the machine, whereas the Jagenberg Combi-Blade coater replaces the present air knife coater.

Improved quality, increased flexibility of raw material selection and decreased coating costs are the benefits expected as a result of these additions.

Process Engineering Supervisor Bob Lippincott said that the quality of the coated sheet, especially in the areas of rotogravure printability and density, will be improved.

"Picture the surface of paper magnified many times. It has hills and valleys. With the air knife, the coating layer conforms to the countour of the surface. In comparison, the new blade will result in a thicker application of coating in the valleys than the hills. This will give the sheet smoothness, which is important in printing," explained Lippincott.

Less total coating as well as higher solids coating formulations will be used with the new coater. As a result of less material and improved coating drying efficiency, coating costs will be reduced by as much as 20 percent.

The gloss calender is being added to get glossing and surface smoothness without compression.

Once coating is applied to the surface of paper, the paper tends to curl toward coating. A Dahlgren liquid application system will apply a thin film of water to the back of the sheet to control curl without compression.

"It is important to our customers for us to obtain surface quality without compression. By doing this, a lower density paperboard is produced giving the customer more items per ton of paperboard," said Lippincott.

Lippincott added that the new technology this equipment provides will keep Pulp and Paperboard competitive for years.

Officials attend dedication ceremony

Continued from page 1

factors in selecting the Fletcher site.

Temple-Eastex has owned and operated the gypsum quarry in Fletcher since 1962.

On behalf of the company, Maxwell accepted certified Oklahoma state and U.S. flags from Gov. Nigh and Congressman McCurdy.

Plant employees conducted tours of the 260,000 square foot facility to over 700 guests who visited throughout the afternoon.

The new plant will provide efficient access to Texas and Oklahoma dealers and builders and, coupled with the existing wallboard plant at West Memphis, will open up additional markets in the Southeast.

The $20 million facility is designed to produce more than 300,000,000 feet of wallboard panel products, and at full operation, will employ approximately 100 persons. Full operation is expected for early fourth quarter.



Participating in ribbon cutting ceremonies at the new Fletcher Gypsym Wallboard plant are Clifford J. Grum, president and chief executive officer of Temple-Inland Inc.; David Kellam, Fletcher Gypsum Wallboard plant manager; Joe C. Denman Jr., president and chief executive officer of Temple-Eastex; Oklahoma Governor George Nigh and Harold Maxwell, Temple-Eastex Building Products group vice president.

Marketing department advertisements win two Gold Awards

Two Gold Awards for excellence in Business Publication Campaigns were presented to the Temple-Eastex Marketing Department by the Houston Advertising Federation.

The spot advertising award was won for the **Pride of Mill 77** campaign which featured a 114-year-old home constructed of southern yellow pine.

A series of four ads submitted as a group also received the Gold Award. The series featured a graphic timeline running across the bottom of each ad.

Roger (Pete) Smart, manager of marketing services, said that the ads will now be submitted to competitions on regional and national levels.

The ads were created by Craig, Lamm, Hensley & Alderman Advertising of Houston.



Gypsum Operations Manager Bill Oates welcomes Nettie Fisher, Fletcher City Clerk and Fletcher Mayor Marion Miller (partially hidden at right) to the Wallboard Plant opening.



Fred Borhanpour, (right) quality control supervisor at the new Fletcher Wallboard plant, meets Building Products Group Vice President Harold Maxwell.

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Forests Division reps hold safety meetings for contractors

A series of logging safety meetings were recently conducted by Temple-Eastex Forests Division representatives for the benefit of the company's independent logging contractors.

Jim Cumbie, Forests Division's director of operations, reported that statistical data concerning the most common types of in-woods accidents, their causes and preventative measures were outlined. Program materials, available through various trade associations and equipment manufacturers, were reviewed and distributed to those attending.

"We want to encourage our logging contractors to conduct tailgate safety meetings with their own employees and sub-contractors. To accommodate that from the Temple-Eastex end, we plan to host two safety meetings per year with each logging contractor," said Cumbie.

Safety hazards discussed include on-the-job chain saw safety, heavy equipment safety and tagging potentially dangerous snags.

Besides Cumbie, Paul Hugon, forest management coordinator, and George Vorphal, vice president — law and general counsel, were involved in the safety training sessions.



Temple-Eastex employees from Fiber Products Operation, Diboll Lumber Operation and Pineland Operation receive instruction in hydraulics maintenance.

Training school held for group

An Industrial Air and Hydraulics training school was held at the Diboll Personnel office in April.

Ten employees from Fiber Products, the Diboll Lumber Operation and Pineland Operation attended.

Billy Junge, maintenance supervisor at Fiber Products, initiated the project.

"In order to reduce downtime, more trained personnel were needed in the hydraulics maintenance area," said Junge. "Rather than send employees out of state to school, the school was brought here."

In addition to classroom sessions, a mobile training unit provided hands-on experience.

Company employees who attended were David Vasquez, Vernon Sanford, Tom Farley and Tommy Andrews from Fiber Products.

Also, Mike Bintliff and Louis Fields, Lumber Operation; Dick Joy, Ricky Clark, Art Smith and Billy Murray, Pineland Operation.

Quality Assurance program implemented

The sign reads simply, "Would you buy the product that you just made?" But the question to ask of Temple-Eastex solid wood products employees is keyed to a program of quality control that will eventually be implemented at all Building Products plant facilities.

"Quality has always been a priority at Temple-Eastex plants," said Building Products Division's Group Vice President Harold Maxwell. "This is just a more sophisticated program that incorporates today's advanced technology and the personal commitment of **all** our employees. Quality Assurance was formed to assure uniformity of our products, since consistent quality is **demanded** by today's consumer. We intend to meet that demand."

The Quality Assurance Committee, consisting of Building Products management, operations management, plant managers, and marketing personnel, determines the scope and objectives of the program. A Quality Assurance statement was directed by the Committee and released to each plant facility by the Committee's chairman, Jack C. Sweeny, Building Products vice president-Operations. The statement reads as follows:

"We will deliver on-grade and/or defect-free building products to our customers on time. This same defect-free commitment also applies to intra-company transfers of products and services."

Sweeny noted that each plant will be encouraged to fully utilize the policy in day-to-day operations. The program will involve improved technology, process control and personnel training.

The Diboll sawmill is the first Building Products plant to implement the program. The new quality control (QC) program for the sawmill was developed in February by Allen Wiley, Pineland Operation plant engineer, and Dr. Michael McCollum, Building Products director of Operations Research.

"The new quality control program at the sawmill is a revamping of the original program there," said Dr. McCollum. "The old version was enhanced to provide more definitive reports about the process and products to aid managers in decision making."

The new sawmill QC manual states that the purpose of the program is to improve benefits at the sawmill by closely monitoring interactions of people and machinery with wood fiber. Structured quality control procedures are outlined, and emphasis is placed on employee awareness of product quality as a key element in the program's overall success.

Dr. McCollum said, "For a QC program to be truly effective, the program must be very structured. This creates discipline which ensures that the critical correction processes are properly monitored.

Since more quality control functions were created, additional quality control personnel were hired. The program is divided into two general functions; one for the green-end and one for the dry-end.

At the sawmill, Charles Meads, management control coordinator, oversees the total quality control program among his other duties. Armando Sepulveda, quality control supervisor, and Phillip Pate, Doug Robinson and Terry Grigsby dedicate 100 percent of their time to the quality control function.

Green-end Superintendent Walter Still and dry-end Superintendent Bill Eldridge are instrumental in recognizing problem areas and offering suggestions for the program. Operations Research Programmer Esther Crane is currently developing computer software to aid in summarizing the daily data.

Meads, Eldridge, Still and the sawmill's Plant Manager Ben Crim were also instrumental in developing the sawmill's QC manual.

The Quality Assurance Program will be implemented next at the Pineland complex and later at the Gypsum Operation. Dr. McCollum expressed hope that manuals will be ready in time for the opening of the company's new gypsum wallboard plant in Fletcher, Oklahoma, in midsummer.

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Scholarship winners named by Temple-Inland Foundation

Award recipients of the 1986 Temple-Inland Foundation Scholarship Program have been announced by Foundation President M. Richard Warner.

Thirteen students were selected by a Scholarship Committee consisting of collegiate faculty and administrative representatives.

The recipients were selected from 88 applicants who are sons and daughters of active and retired employees of Temple-Inland Inc.'s Temple-Eastex and Financial Services subsidiaries. Final selections were based on each applicant's scholastic achievement and leadership qualities.

Students who are anticipating filing applications for next year's scholarship awards may obtain scholarship applications from employee's local personnel office or by writing the Foundation at P.O. Drawer 388, Diboll, Texas, 75941. Spring, 1987, applications must be returned to the Foundation no later than March 15, 1987.



University of Texas junior John Jan Van Hoorn accepts a Temple-Inland Foundation scholarship from Temple-Eastex Vice President - Administration Robert G. Luttrell. Van Hoorn is the son of Mr. and Mrs. David P. Van Hoorn of Woden.



Neches High School graduate Janet Teddy Kay Robertson (left) was awarded a Temple-Inland Foundation Scholarship by Temple Associates Inc. chairman and chief executive officer Kenneth D. Robirds. Miss Robertson is the daughter of Mr. and Mrs. Vernon M. Robertson of Neches. She plans to attend Baylor University.



Pulp and Paperboard Division's Group Vice President David Ashcraft presents Buna High School graduate Michael Ray Webb with a Temple-Inland Scholarship certificate. Webb will attend Lamar University and is the son of Mr. and Mrs. Robert L. Webb of Buna.



Temple-Eastex's Building Products Division Group Vice President Harold Maxwell presents Susan Elizabeth Beene with a Temple-Inland Foundation scholarship certificate. Miss Beene, who is a senior at Texas A&M University, is the daughter of Mr. and Mrs. Jack Beene of Diboll.

Not pictured is Karlyn Ann Williams, daughter of Mr. and Mrs. James Neil Williams of Lancaster, Texas.



Buna High School graduate Melinda Renee Richardson (right) accepts a Temple-Inland Foundation scholarship from Pulp and Paperboard Division's Group Vice President David Ashcraft. Miss Richardson is the daughter of Mr. and Mrs. Marvin M. Richardson of Buna. She plans to attend Lamar University.



Conroe High School graduate Madeline Ethel Anderson (second from right) was presented a Temple-Inland Foundation Scholarship by Temple-Eastex's Big Tin Barn Division Manager Bennie Brown (right). On hand for the presentation were Miss Anderson's step-father, Thomas Ray Castleberry (second from left) and James Minton, Conroe Big Tin Barn manager. Miss Anderson plans to attend Prairie View A&M in the fall.

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James Andrew Holmes, a Rice University sophomore, accepts a Temple-Inland scholarship certificate from David Ashcraft, Pulp and Paperboard Division's group vice president. Holmes is the son of Mr. and Mrs. Bobby E. Holmes of Buna.



Mississippi State University sophomore Anthony Rhett Wise accepts a Temple-Inland scholarship from his father, Jimmy Frank Wise of Pontonoc, Mississippi.



Paul Boerigter (left), executive vice president and general manager of the Wall Products Division of AFCO Industries, Inc., presents Cari Lynn Wojahn with a Temple-Inland Foundation scholarship. Cari Lynn is a sophomore at Michigan State University. She is the daughter of Mr. and Mrs. Charles W. Wojahn of Holland.



Silsbee High School graduate Amanda Kay Hugon accepts a Temple-Inland Foundation scholarship from Temple-Eastex's Forests Division Group Vice President Glenn Chancellor. Miss Hugon, who plans to attend Stephen F. Austin State University in the fall, is the daughter of Paul K. Hugon of Lufkin and Mrs. Judy Erdman of Silsbee.

Who was first winner?

The company's first scholarship was awarded to Richard L. Daerr Jr. in 1963.

Daerr obtained his bachelor's degree in science from Texas A&M University in 1966 and was awarded a doctorate in jurisprudence from the University of Texas in 1971. He was awarded a master's degree in business administration from The George Washington University in Washington, D.C., in 1972.

After serving as a trial attorney within the Antitrust Division of the Department of Justice in both Washington, D.C., and Dallas, Daerr joined Dresser Industries, Inc. as associate counsel. He is currently serving as executive vice president of CRS Sirrine, Inc. in Houston.

Daerr has authored a number of articles on both domestic and international law. He has received numerous awards and honors including the "President's Award, Outstanding Community Achievement of Vietnam Era Veterans" in 1979 and the "Cross of Gallantry" awarded by the government of South Vietnam in 1967.



Buna High School graduate Walter Derrick Jordan was awarded a Temple-Inland Foundation scholarship by David Ashcraft, Pulp and Paperboard Division's group vice president. Jordan plans to attend Texas Christian University in the fall.



James Woodrow Miller accepts a Temple-Inland Foundation scholarship certificate from Temple Associates' chairman and chief executive officer Kenneth D. Robirds. Miller is attending Baylor University and is the son of Mr. and Mrs. Ted Miller of Kingwood.

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Features

Blood Plan Forty benefits group

A 55-year-old employee of Evadale's Pulp and Paperboard Division had triple heart bypass surgery which required five pints of blood. The blood was free of charge to the family.

A Pulp and Paperboard employee's son sustained internal injuries, including a ruptured spleen, in an auto accident. The two pints of blood needed for his surgery were free of charge to the family.

The late W. Lee Kelly, a Pulp and Paperboard employee who received two heart transplants in an effort to prolong his life, received 116 pints of blood. The blood was free.

These persons, and many other Pulp and Paperboard employees and their family members, have received the benefits of the Division's Blood Plan Forty in conjunction with the Blood Center of Southeast Texas. Blood Plan Forty requires that 40 percent of the group give one pint of blood each year to insure 100 percent coverage. For the past several years, the Pulp and Paperboard Division has far exceeded its goal by scheduling four on-site blood drives per year. The first drive this year resulted in 127 blood donations, according to Jane Sitton, R.N., COHN, staff nurse.

Temple-Eastex began its participation in the on-site blood drive in November, 1974. The company was the first industrial group in the Golden Triangle area to invite the Blood Center to an on-site drive. Rosie Jones, R.N., who, in 1984, retired after 40 years in the nursing field, coordinated the first blood drive. The results of the drive in 1974 were the donations of 110 pints.

Temple-Eastex was donating long before the first mobile blood drive. The company would provide transportation to the blood center to assure that employees and their families were covered by Blood Plan Forty.

Through March, 1986, Pulp and Paperboard employees have donated 5,083 pints since the mobile drives began. Not counting the March drive, company employees have posted the following gallon donations: 172 one gallon donors; 32 two gallon donors; 17 three gallon donors; and James N. Scoggins, manager of the maintenance and engineering accounting, who is a four gallon donor. He was the first gallon donor at the paper mill.

With the completion of the March drive, Pulp and Paperboard has 100 pints credited toward the total of 460 pints that must be collected during the 1986 calender year to maintain Blood Plan Forty.



Evadale's only four gallon blood donor is James N. Scoggins, manager of maintenance and engineering accounting. To date, Scoggins has donated 37 pints of blood during Pulp and Paperboard's annual blood drives.



Three Pulp and Paperboard employees (on tables from left) who gave blood during the Division's blood drive were Jeff Vaughn, sixth hand on #2 machine; J.D. Wilkins, fifth hand on #2 machine and Melvin Spears, pipefitter.

Ten students achieve high academic honors

Congratulations are in order for ten high school seniors who are children of Temple Eastex employees. These students achieved academic excellence by being named either valedictorian or salutatorian of their respective 1986 graduating classes.

Six valedictorians and four salutatorians responded to a letter sent by the **in touch** editor to all employees of the company.

The students, their parents, high school, and employee locations are as follows:

John Paul Bennett, son of Mr. and Mrs. Jesse F. Tucker, is valedictorian of Spurger High School. His father is a car bracer in the Finishing and Shipping Department at the Pulp and Paperboard Division at Evadale.

Eleanor (Dee) Cauley, daughter of Estel Faye Thomas, is valedictorian of West Sabine High School in Pineland. Her mother is in pool labor at Pineland Operation.

Corlis Randall (Randy) Ferguson, son of Mr. and Mrs. Eugene Ferguson, is salutatorian of Rosevine Christian Academy in Rosevine. Randy's mother works the plugging machine at Pineland Operation.

Charles Alan (Chuck) Gazaway, son of Wanda Cauley and stepson of Jim Cauley, is valedictorian of Chester High School in Chester. Jim is assistant manager of Customer Service at Pulp and Paperboard Division in Evadale.

Diana Lynn Hale, daughter of Willie and Rita Hale, is valedictorian of Hornbeck High School in Hornbeck, Louisiana. Willie is an ironworker foreman with Temple Associates, Inc. in DeRidder, Louisiana.

Walter Derrick Jordan, son of Mr. and Mrs. R.E. (Bob) Jordan, is valedictorian of Buna High School. Bob is Pulp Mill superintendent at Pulp and Paperboard Division in Evadale.

David C. Maxwell, son of Harold and Louise Maxwell, is salutatorian of Diboll High School. Harold is group vice president, Building Products Division.

Jill Wilkerson, daughter of Robert L. and Billie H. Wilkerson, is valedictorian of John Tyler High School in Tyler, Texas. Robert is a groundsman with the Powerline Division of Temple Associates, Inc. in Palestine, Texas.

Robert T. Williams, son of Chester and Pam Williams, is valedictorian of Kountze High School. Chester is a machinist at Pulp and Paperboard Division.

Anthony Heath Womack, son of Johnny and Carolyn Womack, is salutatorian of Frisco City High School. Johnny is in the Purchasing Department at Particleboard Operation in Monroeville, Alabama.

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Forester makes hobby of finding champions

Keith Cook grew up with a special fondness for the woods surrounding his home. There, he found a place for reflection and solace during difficult times, or he simply admired God's handiwork in creating such a peaceful place.

Ever since those early years, preservation of the forests has been in the back of Keith's mind. "I want my kids to be able to enjoy a place like this when they're growing up," he often thought.

"I went to school knowing that I needed to learn how to work within the forest products industry system," said Keith. "It has been my goal to work toward a healthy balance, to be able to incorporate sound management of resources with protection and preservation of the uniqueness of our forests."

Keith can appreciate the efforts of the Texas Champion Big Tree program initiated by John Haislet, assistant to the director of the Texas Forest Service. Through recognition of the state's biggest trees, some of the uniqueness of the forests can be preserved for future generations. Keith has contributed by finding eight of the state's champions listed in the 1986 Registry of Texas Big Trees. (Two additional finds have yet to be verified.)

Keith, who is forest supervisor of the Jasper District and a three-year employee of Temple-Eastex, said, "It only takes finding one state champion tree to make you more aware of looking for them."

Evaluating timber inventories in the field is the ideal time for spotting any large trees, since the foresters are carrying their measuring instruments with them.

"I now carry the list of state champions and their measurements in my clipboard when I'm evaluating so I can easily compare any unusually large trees that I might see with those on the list," he said.

"I keep an eye out for them now as I go; it makes the job more enjoyable and takes very little extra effort or time. It's rewarding because, when I find one, I know that it will be protected. Temple-Eastex is glad to paint an area around it in order to keep it from being cut."

Four of the ten trees Keith has found are on company-owned land, including the national champion smooth alder. The national champion mimosa that Keith found in his neighbor's back yard died last year. Both trees are located in Jasper County.

Keith found his first Texas Champion Big Tree, a pignut hickory, in September, 1983. It is located in Sabine County. He had some difficulty in measuring the red maple that he found below Dam B in a hardwood bottom on company land.

"A huge chicken snake had wrapped itself around a limb on the tree just at the point where we needed to measure its circumstance," he said. "We had to place the diameter tape between the coils of the snake and the trunk of the tree."

Anyone can nominate a tree by obtaining a nominating form from the Texas Forest Service, College Station, Texas, 77843. In addition to the common and scientific names of the tree, the nominating form requires a description of the tree's physical condition, a map of its location, the tree's measurements, a photograph and a leaf sample.

The rules for measuring and identifying trees are the same as those used by the American Forestry Association. The measurements are converted to an index number, the largest of which will determine the champion of its species. The index number includes the circumference of the stem (in inches, measured at 4½ feet above ground level), plus the vertical height (in feet) plus one-fourth of the average crown spread (in feet).

The nomination form states, "All nominations of trees recognized as Texas Champion Big Trees will be considered for submission to the National Big Tree Program, which is sponsored by the American Forestry Association in Washington, D.C."

The Big Tree Registry booklet is available on a limited basis upon request from the TFS office in College Station.



Even though this smooth alder forks below the 4½ foot level, one of the splits was large enough to qualify the tree as both a state and national champion.



Keith Cook, Jasper District forest supervisor, stands beside a magnificent flowering dogwood that he found southeast of Browndell. Because the trunk split lower than 4½ feet above ground level, this tree was not accepted as a state or national champion.

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A Day With...

A Lady Named Sam

The mid-morning sky at Evadale is cloudless and bright. The electric cart scoots along the thoroughfare soundlessly. Vivian "Sam" Davis maneuvers the cart to Maintenance Area B Shop where she can observe a mobile crane with a cherry picker mounted on the front. In its grasp are sheets of metal roofing. The safety latch on the cherry picker is what Sam scrutinizes. Satisfied that it is locked, she waves to Don Thomas, Maintenance Area B supervisor. He walks over, and Sam asks him if everything is going all right. He says yes, no problems. Sam makes notes on her clipboard, waves good-bye to the maintenance crew and maneuvers the cart back onto the road.

She is best described as a stately woman — head held high, posture rigid. Her commanding presence is accentuated with a perpetual smile and rounded out by frequent, infectious laughter. The lady called Sam moves easily among all employees — from chairing the Safety Committee (composed of hourly employees, managers and supervisors) to reporting on safety-related matters at labor/management meetings. As Pulp and Paperboard's new manager of safety, Sam has taken the reins of a difficult job and turned it into just one more exciting challenge along the road of a successful career.

When she walked into the Personnel Office at Evadale 17 years ago, Sam was looking for part-time work. Gulf States Utilities had just transferred her husband, Buster, to Silsbee from Woodville. Sam's supplementary income was needed to help support the family of two small children, one gravely ill with a kidney/liver disease.

"We needed that job to exist," Sam recalls. "If it hadn't been for people like Leonard Menius and Herb George, who never asked any questions, I don't know what would have happened."

Sam was hired as timekeeper in the Payroll Department. Six years later, she became a records clerk in the Personnel Department. In 1976, she joined the Safety Department as a safety and training technician. She was promoted to industrial hygiene project specialist in 1979 in the company's Energy and Environmental Department, the job she held until this year.

Following the death of her young son in 1972, Sam says that work motivated her. She was reared a daddy's girl and an only child in her hometown of Woodville. Perhaps there was born the self-reliance, dignity and determination so many of her colleagues know Sam to possess. In 1978, she returned to the same college, Lamar, that she had quit years before in order to start her family. Six years of night school later,



in May, 1984, Sam received her degree in Occupational Safety and Health.

Sam assumed the position of the Division's manager of safety on April 1. It is a position rarely held by a woman in the pulp and paper industry. The transition to the new job has been easy for Sam. Her previous experience with the company has prepared her to deal with medical and health, fire and safety concerns. Unlike her former job which required frequent travel, the manager of safety is enjoying the more stationary duties her new job affords. In her new office, Sam has had time only to hang her favorite print and fill her bookcase with varied volumes including **Accident Prevention, Gray's Anatomy, Textbook of Pathology, Social Psychology,** and **Industrial Toxicology.** Despite phone calls, Sam takes time to make several visitors feel at home in her new office. What is important to Sam — more important than all the safety manuals and the slide shows, is being available to listen to people.

"A person has to be genuinely interested in people for this job," says Sam. "My goal is to keep in touch with employees. Confidentiality is important, too."

Indeed, safety awareness requires effort from both sides — management and employees — and crews respond when management cares. Sam's colleagues feel that she is the perfect person to provide that vital link of safety communication between employees and managers.

From Maintenance Area B Shop, Sam drives the cart to the woodyard. Bill Vaughn, maintenance supervisor, and Billy Lamb, painter/insulator/fiberglasser, wave at Sam and she stops the cart to talk with both. They have a lengthy conversation, punctuated with pointing gestures, this way and that. Their conversation is drowned out by a nearby LeTourneau that is relieving a log truck of its load in the woodyard. Sam makes more notes on her clipboard.

As manager of safety, Sam reports directly to Bob Kent, vice president, Operations. Besides taking mill tours, such as the one today, looking for unsafe acts or operations, Sam is expected to respond to all safety complaints. In her position of chairman of the Safety Committee, Sam follows up complaints of safety hazards and the progress of their remediation. At monthly labor/management meetings, Sam reports on first aid cases, cases requiring doctor's attention, OSHA-recordable lost work day cases with breakdowns on each. Any severe accidents or severe near-misses are investigated by the standing safety committee. Sam attends production meetings to report on any injuries incurred within the previous 24-hour period. Also her duties include developing and implementing

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safety programs to educate employees. Sam will be contacted by security guards in cases of severe accident or incident. As mill representative, Sam is responsible for contacting the family and taking care of that employee's personal matters.

At #4 machine, Tommy Watson, beater, first helper, walks over to where Vivian is inspecting a jordan on #4 paper machine. They speak briefly, then Sam is off to tour the other machine areas, searching for potential safety violations or unsafe situations.

At each paper machine, Sam speaks with supervisors, asking about safety problems that may have been reported to her and what could be done to correct them. If unsafe conditions have been reported to her, Sam will talk to department heads, and offer her assistance in correcting the problems. Within an appropriate amount of time, Sam will check back with the supervisor to see if the problems have been corrected.

At the finishing and shipping area, Sam is stopped by J. Rex Fling, a checker with the department. He tells her that shavings from a clamp lift are becoming hazardous to the drivers of the lifts. Lift driver E. Luther Davis demonstrates the problem by moving the clamp up and down several times. Sam wants to know if safety glasses with protective flaps on all sides might help the problem. Fling says that for the time being, the new safety glasses will help avoid serious eye injury, but that something should be done about the clamp lifts themselves. Sam writes on her clipboard, and asks Davis to demonstrate several times. When she is satisfied that she understands the problem, she is ready to continue on the tour.

At Area C Welding Shop, Sam is greeted with smiles and handshakes. Everyone so far has addressed the Division's safety manager as "Sam." She is a familiar face in both the office complex and the mill. Sam says that she knows at least 90 percent of the 1167 employees by their first name. Her goal of keeping in touch with the employees is reinforced by an open door policy and maintained by establishing credibility.

She acquired her nickname at her first job with the company.

"Charles Caldwell was my supervisor," Sam remembers. "I wasn't on the job very long when he told me in a joking way that it just wouldn't do for a person to go by the name of 'Vivian' in an all-male department. So one day, he walked in and said, 'What's your name again?' And I said, 'Sam Smith.' That's been my nickname ever since. In fact, some people here probably won't know what my real name is until they read this story!"

Sam is still working on industrial hygiene projects including final editing on an industrial hygiene reference manual. If industrial hygiene complaints are made, Sam will go to the mill to monitor.

Back in her office, Sam reflects on her time with the company. She plans to retire soon, at a young age, so that she may enjoy the pleasures of the family's beach house at Gilchrist. But for now, she has things to do; reports to write, people to see. A few more challenges to conquer.

"A person has to be genuinely interested in people for this job," says Sam.



Inspecting a jordan on #4 paper machine are Tommy Watson, beater, 1st helper, and Sam.



J. Rex Fling, a checker in the Finishing and Shipping Department, discusses a clamp lift problem with Sam. E. Luther Davis, lift driver later demonstrated the malfunction to Sam.



Sam inspects a paper roller in #2 machine with back tender Louis L. Flower and 5th hand Frank LaHaye.

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Then...

"**Some of the teams** used in the logging operations of the Southern Pine Lumber Company at Camp #2" reads the caption that appeared underneath this photo in the January 18, 1908, edition of **American Lumberman.**

Roads

Wide thoroughfares product of progress

For a few brief moments, the logging crew has stopped its day's work to pose for a photographer.

The tools of their trade are arranged in a rustic symmetry amid a clearing of towering pines. Slip-tongue carts with teams and teamsters in place are idle. The day's cutting of logs lies still. No steam emerges from the skidder — its cables dangling motionless from the commanding boom.

Employees of Southern Pine's Camp #2, located 17 miles northwest of Diboll in Trinity County, have dressed in their finery for this historic occasion. With the burst of the camera's flash powder, on this day in 1908, an era of logging history has been recorded.

Seventy-eight years later, the scene on Monument Road in Jasper County strikes dramatic contrasts to the logging operations of old. No rail spurs exist now to shuttle the logs from deep in the woods to the mills. Diesel-powered, 18-wheel vehicles have replaced the steam-powered machines whose chugging once disturbed the peace of the Neches Valley. A road grader is busy smoothing this logging road, which is wide enough to allow one of those 18-wheelers to rumble by with ease.



R.V. Woods poses beside the grave marker that gives Monument Road its name. The inscription identifies the grave of Stephen Williams Sr. who was born in North Carolina in 1764 and fought in both the Revolutionary and Texas Independence wars. The monument was erected by the state of Texas in 1936.

R.V. Woods climbs from the cab of his three-quarter ton pickup and surveys the scene. Something about R.V. and this scene reminds you of those men in the faded 1908 photograph. Not only the way he talks, but how he talks to you is distinctly East Texan — friendly. His job as Forests Division's Central Region road supervisor is explained in even, deliberate tones, spiced with stories and anecdotes and illustrated with facts and figures. The scene reminds you of how much logging operations have progressed since the turn of the century.

Since 1967 when R.V. started building fire lanes, he has been a member of the company's road crews who assure access for Temple-Eastex's forests management activities. Today, the company's road building operation employs 23 road crewmen and operates 27 pieces of heavy equipment. Steve Milauskas is roads manager. In addition to R.V., Allison Scoggin is Northern Region roads supervisor, and Jim Stringer is assistant roads manager, also supervising the Southern Region. R.V.'s Central Region has the largest crew, 13.

Building logging roads has been a major operation of Temple-Eastex for many years. Steve says that the company has built 2,666 miles of road. The projected total number of miles to be built on company timberlands is 3,185 miles. When this total is reached, Steve says that the major concern of his department will be road maintenance rather than road building.

"The company is shooting for only what's necessary," said Steve. "The quality of the

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roads, not the quantity, is our concern."

Currently, the company contracts out about 50 percent of its road construction and about 25 percent of its road maintenance. District foresters plan and survey roads at least one-half mile apart with one-quarter mile skid distance, a standard across the South. Once rights of way are cut by either contractors or Temple-Eastex crews, Steve's job is to work out construction schedules according to the time of year. The three Region road supervisors will oversee the construction of the roads themselves as well as bridges and culverts. They supervise rock hauling and are in charge of seeing that equipment is in operating condition.

Steve estimates that about $300,000 per year is spent on rock. Lately, however, the company is using its own rock from deposits in the Central and Northern Regions and gravel from company pits in the Central Region.

"These rock deposits on company lands are shallow in nature," Steve explains. "They couldn't support a commercial venture, but they can support an operation on a smaller scale such as this one."

Steve pointed out that the company is using more rock on its roads to improve their all-weather usage. As a result, stockpiles of rock are strategically located within each region.

Perhaps the greatest challenge to roads supervisors is bridge building. R.V. is particularly proud of the bridges he and his crew have built over the years. From a photo album, he offers pictures that document the erection of some of the more difficult ones.

Some are not so difficult to build. R.V. explains that the old flat cars, once coupled behind the locomotives that hauled logs from the woods, make good bridges and are used wherever possible throughout the region. About 80 of the 43-foot flatcars were once stored in Pineland, but now only six remain. Once the wheels and chains are removed, the flatcar is put in place and decking is laid on top.

Somehow, it seems fitting that the success of this thoroughly modern road building exercise relies on one of the relics of that era gone by.

Bob Currie's Rock Crusher

A patent attorney in Washington, D.C., says that the only thing he's found to compare it to is a shredder used in garbage disposal. He's filed thousands of patent applications, he says, but not one of those is more unique than Bob Currie's rock crusher.

Bob Currie, the owner and founder of Currie Construction, Inc., is one of the contractors hired by Temple-Eastex to construct roads on company lands. For the past few months, however, Currie and his crew of nine (three of which are his sons) have been manufacturing road base and rip rap at the company's rock quarry off Farm Road 225 near Piney Point Plaza. He is using a piece of equipment that he designed, built and now has patented to crush the rock.

Currie would be the first to point out that the concept of an impact crusher is not new. What is new, though, is Currie's design which makes the crusher mobile as opposed to conventional stationary crushers. The rotary drum impact rock crusher is mounted on the front of a Cat loader. The vibratory rollers are the "departure from the status quo," according to Currie.

Once the rock is ripped out of the ground and arranged in windrows, Currie's crusher is driven over it, with the rock forced inside the vibratory roller housing where it is crushed. A loader then takes the rock to his Finley Highway Hydra-screen which separates the rock by size.

Currie insists that "necessity is the mother" of his invention. He believes that by building a crusher that is highly mobile, he can produce a more profitable crushed product which meets certain engineering specifications.

With substantial venture capital invested, Currie made the first trial run of the crusher in November, 1984. The skids evolved after that.

Currie's invention is not the only indication that he is an exceptional individual. He bought his first tractor when he was 14 and started farming. He was a logger for a while, but when a log fell on him in 1958, he bought a bulldozer and "sort of migrated into" road construction. Since the mid-1960s, he has been building roads — for the U.S. Forest Service, and other lumber companies in addition to Temple-Eastex.

His business office is located in Kennard and is run by his wife, Margie, who he insists is the brains of the company. His fourth son, who is a student at Stephen F. Austin State University, plans to join the family concern upon graduation.

Currie's business has a well-known reputation for putting more yards or miles in place than any comparable operation. His company has a low turn-over rate and is proud of the way the work site looks when the job is finished.

Currie calls himself a "voracious reader" who attributes his vast civil engineering and geological knowledge to studying his industry through trade papers and industry publications.

Currie has had ideas for other inventions, but trying to work and provide for his family took a lot of thinking time away from him. Right now his thoughts are of early retirement, secure in the knowledge that his sons are capable of taking care of the business he began.



Currie Construction, Inc.'s founder and inventor of the rotary drum impact rock crusher is Bob Currie, left. Charles Anthony, right, drives the Cat 963 with crusher attachment. The rotary drum and skids are shown in this bottom view of Currie's invention.



...and Now



A grader, driven by Donnie Impson (left), smooths out Monument Road for use by logging vehicles. One of the bridges (right) made from flatcars used to haul timber from the woods prior to 1938.

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Employee awareness aim of new OSHA standard

To the average worker, a container of paint thinner may not pose a serious chemical hazard. Soon, however, all manufacturing industry employees, including Temple-Eastex plant workers, will have received special training to recognize paint thinner and other chemicals in the workplace as potentially hazardous.

A new Occupational Safety and Health Administration standard, called Hazard Communication, mandates that manufacturing industry employers divulge information concerning chemicals potentially hazardous to employees who may come in contact with them in the workplace. The process includes labeling containers of potentially hazardous chemicals in the workplace; making available to employees information fact sheets about the chemicals' potential hazards, and training all employees in proper chemical handling.

According to David Walston, Temple-Eastex industrial hygienist with the Energy and Environmental Affairs Department, the Hazard Communication Regulation is an information distribution process that is derived from "Right to Know" laws. The new regulation is designed to assure that workers, within the manufacturing sector, are aware that chemicals they work with or around could be potentially hazardous.

"After years of study and input from employee representatives, employees and industry health and safety professionals, OSHA established requirements for all chemical manufacturers and employers," said Walston. "The federal regulation requires an organized, systematic approach to assure that information about potentially hazardous materials and chemicals is understood by industry workers."

The final draft of the regulation, CFR 1910.1200, also known as HAZCOM, was released November 25, 1983. Two compliance deadlines were established. The first was directed toward companies who manufacture chemical substances. These companies were required to provide a Material Safety Data Sheet (MSDS) on each chemical to buyers of these chemicals.

The MSDS gives the following detailed information about the chemical and its potential hazards: chemical identifiers, hazardous ingredients, physical data, fire and explosion hazard data, health hazard data, reactivity data, spill or leak procedures, special protection information and special precautions.

Also by the first deadline, the containers of these chemicals must be properly labeled prior to distribution.

Walston pointed out that Temple-Eastex produces four chemicals that are sold to outside buyers. Two products, tall oil and turpentine, are manufactured as by-products of the paper making process at Evadale. One additional by-product is wood molasses, produced at Fiber Products Operation and a panel adhesive is marketed by AFCO. A two-year compliance deadline was established for the first phase.

A two-and-a-half year deadline was established for compliance with HAZCOM's second phase. Four elements made up this compliance procedure. First, company industrial hygienists made evaluations of potential chemical and material hazards at all plant sites. All materials found to be potentially hazardous were listed and MSDS's were requested. Then, MSDS files were organized with sets of these files distributed to each plant site. Walston noted that any materials that are regulated by another agency, such as radioactive materials and hazardous waste, are excluded from the new OSHA regulation.



Fiber Products Operation's Research Engineer and HAZCOM Manager Chris Works (right) points out a sulfuric acid tank label. This training session group includes (from left) George Moulton, David Scarborough and Eddie Yarbrough, all production chemists.

Next, training sessions were organized by the HAZCOM contact at each facility. The HAZCOM "plant contacts" met in Diboll in January at an instructional seminar to gain and share information on training procedures. The training sessions included viewing a company-produced videotape which emphasizes work safety and general material hazards information. Also, employees were informed of where they may locate the MSDS files at their plant site.

After viewing the videotape, employees are given booklets which explain the HAZCOM program. Then, employees are given the opportunity to ask questions. MSDS forms are reviewed and employees instructed on how to read and interpret them.

Walston said that annual training sessions and updates can be expected. Provisions have been made for those employees who are illiterate and/or non-English speaking. Specialized tapes for those plants that have unique chemical hazards are included in the program. HAZCOM also requires that new employees and transfers be trained when appropriate.

"The purpose of the regulation is to ensure exchanging information for the benefit of employees," he continued. "But this is not something we had to race to keep up with. Temple-Eastex has always had its own program which included training and disclosure. Our employees have had full access to information about potentially hazardous chemicals. OSHA wants us to take it a step further and present it in an organized fashion to the employees. Then, we have to put it all down on paper for an OSHA representative to see. Some companies have taken the opposite attitude, though, and have deliberately withheld information from their employees. As a result, we are paying for the sins of others, as a mandated federal regulation is the only way to get some companies moving," he concluded.



In the hardboard testing lab, employees familiarize themselves with particular chemicals contained in the Fiber Products' MSDS files. Fiber Products employees include (from left) shift millwrights Jerry Loftin and Jesse Hale, hydraulics specialist Russell Skoug Sr. and lead man Leo Clark.

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Service Anniversaries

AFCO Industries, Inc.

DIBOLL

5 Years
Carolyn J. Whitten

ALEXANDRIA, LA

30 Years
Robert N. McGaugh
Johnny McCoy

25 Years
Beryl Pippen

20 Years
Louis Dixon

15 Years
Cubie Gaspard

10 Years
Nathaniel Cryer

5 Years
Priscilla Cain
Geraldine Yancy
Fred Jordan
Earl Matthews
Roland King
Eligia Rivers
Robert Stanley
Dennis Madden
George Hiscock
Deborah Young

HOLLAND, MI

15 Years
James Lampen
Norman Veldhuis
Don Bath

10 Years
Bernard Smith

5 Years
R.E. Harriff

MEMPHIS, TN

20 Years
Robert Buckins

15 Years
George Loving

10 Years
James L. Walker
Ozell Easley

5 Years
Anthony Boykins
Bill Overby
Larry Webb

Building Products

DIBOLL

25 Years
Leroy Smith
Bobby R. Amason

20 Years
Jose L. Sosa

10 Years
Leroy Criswell
Kenneth Wilson
Laverne Joshua
Alton Carrington
Troy Tatom
Benjamin J. Mayo

5 Years
James J. Wyatt
Hector J. Lopez
Kenneth R. Poole
Willie L. Osborn
Juan M. Guerra
Johnny S. Lesley
Francisco Garcia
Jesus Palacios
Robert E. Ard
Robert B. Brewer

MONROEVILLE

10 Years
Wille Stallworth Jr.

5 Years
H.L. Crawford

PINELAND

30 Years
Cecil R. Fitzgerald

20 Years
Timothy Cooper Jr.
Bobbie A. Dennis
Alice W. Berry
Troy D. Roberts
Raybon J. Hunt
Joan M. Traylor

10 Years
Eugene H. Black Sr.
Billy M. Dickerson
George C. Jacks

5 Years
Allen T. Wiley
L.C. Holman Jr.

WEST MEMPHIS

5 Years
Willie C. Brant
Kenneth R. Cage

THOMSON

10 Years
Freddie L. Haynes
Lloyd Roberts Jr.

5 Years
David Cummings

Corporate

30 Years
Joe D. Ruby

20 Years
Robert L. Morgan

10 Years
Connie J. Berryman

5 Years
Lacy W. Breckenridge

Forest Division

40 Years
Dorothy G. Birdwell

35 Years
James K. Henson
William A. Newman

20 Years
Ronald J. Ducote
P.K. Hugon

10 Years
Wes W. Wright

Pulp and Paperboard

30 Years
J.K. Butler
R.E. Collins
C.W. "Ike" Hudgins
Walter Pickett

25 Years
Irene Cole
Glynn Lanham

20 Years
Wilton Adams
Jimmy Clark
Johnnie Franklin
Doug Leviness
Joseph McKinney
Charles Miller
Doyle Moore
B.H. Morgan
W.M. Morgan Jr.
Carolyn Myers
Lovain O'Quinn
Lamar Parker
Betty Robison
Don Tantzen
Charles Wilson

10 Years
Dennis Blueitt
David Booker
Thomas Brown
Delores Cannon
Euger Deets
Larry Gentry
Elwood Gore
John Lackey
Larry McCarver
James Pell
Dan Spurlock

5 Years
Haywood Davenport
Darron Denbow
John Hargraves
Larry Lackey

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Retirees

BUILDING PRODUCTS — **Tommie Weatherd**, chipper feeder at Pineland Operation, retired after 21 years...**Opal Waldrop**, veneer plugger and string machine utility at Pineland Operation, retired after 22 years...**Ray Waldrop**, lift operator at Pineland Operation, retired after 36 years...**Curley Young**, log processing maintenance, retired from Diboll Lumber Operation after 37 years...**Cecil Harper** retired from the Diboll Truck Shop... **Atleas Davis**, retired from Big Tin Barn after service for 25 years in various capacities in the company...**Mertie Lee Goodwin** retired from the Lumber Division after 19 years...From Pineland Operations, **Velma Lindsey** retired as supply house clerk after 25 years; After 32 years, **Roy Sanders** retired from the position of log processing production supervisor; **Luther Glover**, with 19 years of service, retired as sawfiler AA; Roads and grounds supervisor **Ceci Mott** retired with 38 years of service; **Bobby G. Garner**, boiler tender, retired with six years of service; and **Ross Parker**, purchasing agent, retired after 43 years of service...Lumber Division power superintendent **Ray Rector** retired after 48 years of service.

FORESTS DIVISION — Contract logging inspector **Bethel D. (Buck) Lester** retired after 33 years of service...**William B. (Bill) Fulmer**, regional coordinator, retired after 36 years of service...From the Jasper Forests Division office, **T.L. (Lawrence) Smith**, Truck Shop maintenance crew, retired after 36 years... **Russell Payne** building upkeep maintenance foreman, retired after 33 years...**Emit Nolan** retired after 28 years as maintainer operator in the road crew.

PULP AND PAPERBOARD DIVISION — **J.M. Smith**, with 19 years of service, retired as general paper machine superintendent...**R.A. Harris** retired as shift supervisor, #1 paper machine, after 31 years of service...**E.W. Ivy** retired after 31 years of service. He was superintendent, #2 paper machine...**D.W. Upshaw**, shift superintendent on the #2 paper machine, retired after 30 years...**J.E. Luna** retired as machine tender on the #3 paper machine after 27 years...After 31 years of service, E. Shuff retired as shift supervisor on both the #3 and #4 paper machines...**W.H. Bush**, technical assistant in the Recovery Department, retired after 31 years...Also in the Recovery Department, **L.M. Rogers** retired with 31 years...**G. Lanham**, a pulp tester in the Technical Department, retired with 25 years of service...**T.J. Ward**, director of stores, retired with 31 years...In the Utilities Department, shift supervisors **B.D. Stanford**, **R.A. Owers** and **J.Q. Kirby** retired with 31 years of service each and **J.L. Hedleston**, energy utilization engineer retired with 30 years...In the Finishing and Shipping Department, shift supervisors **J. Hartman** with 31 years and **E.E. Neely** with 30 years, retired...Head scaler in the Woodyard, **R.W. Dunn** retired with 31 years of service...Production scheduling supervisor in the Planning Department, **H.B. Horsley**, retired with 31 years of service...In the Logistics Department, **H.A. Whitmire**, assistant to the director of logistics, retired with 31 years of service...In the Maintenance Department, **E. Horsley** retired as pipefitter journeyman with 30 years, **C.A. Whitmire**, shift supervisor retired with 31 years, **A. Shaw**, shop supervisor, retired with 30 years and **M.L. Perkins**, planner, retired with 33 years of service.

On the Move

BUILDING PRODUCTS — **David F. Kellam** was named manager of the Fletcher, Ok., Gypsum Wallboard Plant...**J.R. Neighbors** was transferred from his job as calcine operator at West Memphis to production foreman at Fletcher...**Dewey Matchett** has been named planer mill supervisor at Diboll's Lumber Operation... **Nancy Kline** was promoted from computer coordinator to customer service and telephone manager at Big Tin Barn-West Houston...Also at Big Tin Barn-West Houston, **Del Westmoreland** was promoted from contractor sales to assistant manager...**Richard Kemler** was named manager of Big Tin Barn-Diboll...Two research analysts joined Operations Research Group. **James A. Brody** was named senior research analyst and **Joe Rodgers** was named research analyst.

CORPORATE — **Cindy Jones** was promoted to senior accountant...**Steven M. Dowd** was named assistant general counsel...**T.J. Colwell** was promoted to Retirement Plans Coordinator...**Jerry Manning** was named chief pilot...**Jean McCollum** was named employee benefits coordinator...**Travis Groom** was named accounting systems manager...**Rodney Pitts** was promoted from senior programmer to programming supervisor.

SABINE INVESTMENT — **Pam Glover** was promoted to accountant...**Judy Eldridge** was promoted to office manager and administrative assistant.

PULP AND PAPERBOARD — **James R. (Jim) Nicholson** was promoted to Human Resources manager. He was formerly safety director...**Claudia Sherman** was promoted to supervisor, production scheduling...**Dolores Schaefer** was promoted to administrator, scales operations...**Vivian Davis** was transferred from Corporate/Environmental to manager of Safety, Pulp and Paperboard Division...**Raymond McDonald** was transferred from hourly to salaried as shift supervisor, Pulp Mill...**O.J. Loftin** and **Gerald Havel** were transferred from hourly to salaried as shift supervisors, Recovery Causticizing...Promoted to scales operation clerks were **Kathy Robinson** and **Renee Johnnie...Debbie Roberts** was promoted to senior secretary.

J.B. Price retires with 44 years service

J.B. Price can remember when Temple-Eastex had a logging camp at Evadale. In the early 1940s, Price worked in the camp for Harvey Lemmon. He remembers helping load 20 carloads of logs that were shipped by rail to Pineland from that camp in Evadale. He remembers the camp foreman, Alvin Harrington; the train engineer, Adrian McDonald; the loader operator, Ed Bailey.

J.B. Price remembers a great deal about the forest products business in East Texas. He has been an employee of Temple-Eastex's Pineland Operation for 44 years, and this year, he decided to retire.

Price was born in San Augustine, but he has lived in Hemphill for the past 52 years with his wife, Rottawa. He began working for the company in July, 1942, hooking tongues of log wagons to teams of horses. He worked in the woods until October, 1965, when he was transferred to the dimension plant where he was rip saw grader. Nine years later, he went to the Sawmill in Pineland, serving as slasherman. Then, in October, 1974, he was transferred to the Stud Mill where he was chipping saw sticklayer — the job he held until his recent retirement.

Price has nothing but fond memories of his years with the company.

"When my wife was very ill, the company let me work any way I wanted to get my hours in," he said. "The company has always towed the load for me, so to speak."

Price also remembers the generous help offered to him by Bruce Burnett when Price was too ill to work for an extended period of time. He remembers almost every man for whom he has ever worked — McArthur Sylvester, Bo White, Kelly Ferguson and Joe Pollard.

At the age of six, Price was forced to go to work in the fields following the death of his father. He, his mother, his two sisters and one brother moved to Sabine town from San Augustine to live with an uncle.

In the early 1940s, Price was able to purchase one and a half acres of land located off Farm Road 1175 in Hemphill from the company. There, he and Rottawa reared their two children, James and Gertrude.

McNeer is chairman of Gypsum Association

James W. McNeer Jr., production manager for Gypsum Operations at West Memphis, was elected chairman of the board of the Gypsum Association.

McNeer, a native of Memphis, Tennessee, has been in the gypsum industry since 1972 when he joined Temple-Eastex as chief accountant. In 1974, he was promoted to controller, Gypsum Operations, a position he held for ten years. He assumed his current position as production manager, Gypsum Operations, in 1984.

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Ray Rector remembers early years with company



Gladys and Ray Rector at their home in Diboll among the memorabilia collected from Ray's 48 years with Temple-Eastex.

Throughout the late 1940s, Ray Rector was the much celebrated pitcher for the Diboll Millers, a semi-pro baseball team sponsored by Southern Pine Lumber Company. Ray remembers that he couldn't throw all that hard, but most people recall that his curve ball was as crooked as a dog's hind leg. In 1947, Ray pitched about 20 games, winning well over half of them. His average for 1948 was not so good, however, for it was in that year that Ray "threw away" his arm in a game with Center.

In a career that has spanned 48 years with Temple-Eastex, it is the recollection of throwing away his arm that Ray remembers most vividly. Baseball meant a lot to Ray, so it is only fitting that in the "seventh inning stretch" of his life — retirement — it is baseball that Ray speaks of first.

The Millers were already organized when Ray came to Diboll. When he played on the team, their competitors included teams from San Augustine, Livingston, Huntsville, Lufkin and Center. The team also participated in tournaments in Houston. Jack Sweeny was the team's manager, and Rufus Taylor took care of the team's financial side. Les Lowery, J.B. Rector (Ray's cousin) and Rankin Weatherly were a few of Ray's teammates.

Ray was born in Nacogdoches, but moved to Diboll in 1927 when his father went to work for Temple Manufacturing Company's box plant. He attended Diboll schools and played baseball on the high school team. On February 12, 1938, he began working for Russell Dikes on the car line at the box plant — a job that paid 16 cents an hour.

"When they put me on the nailing machine, I got a raise to 25 cents an hour. I thought I was rich," Ray remembers.

Ray married Gladys Welch in 1939, and they bought their first home which carried a $45 monthly payment. In 1942, Ray went to work for D.M. Clark in the plumber's crew, and a year later joined the electrical crew of Nolan Hall.

Ray said that he learned a lot from Mr. Hall, who was a fine fellow that managed to "straighten up" the operations that he supervised. As both a plumber and an electrician, Ray and other crew members kept up the plumbing and electrical work on the company houses in Diboll.

"I didn't like to see meter reading time roll around because of all the walking," Ray explained.

Ray gained some notoriety early in his career with this tongue-in-cheek recounting from the April 30, 1948 **Buzz Saw:**

"...(N.B.) Hall says though Ray has had some wonderful teaching about things electrical, certain phenomena he still does not understand. For example, when nothing is holding a pole up but the wires and you cut the wires why the pole will fall. It seems that a 25-foot pole had rotted at the bottom and had no support whatsoever. Ray climbed up to the top to cut the wires, to replace the pole with a new one. Just as he cut the last wire, the pole, of course, fell and Ray fell with it. Luckily, he had presence of mind enough to jump off just before the pole hit the ground and was not injured. Hall took him to his shop, sat down with him and explained for a couple of hours just why the laws of gravity make no exception when it comes to light poles and cautioned him about being on top of something with no support under him. Since that date, Rector has had no more trouble."

Ray served in the Navy from May, 1944, to February, 1946. For twelve months, he along with 25 other Navy men, served as armed guards on the **USS Simon Bamberger,** a cargo ship which carried supplies to the Pacific Islands. After 17 trips, Ray got a 30-day leave, so he came home.

"When I went back to Dallas for my papers, they told me to go home — they didn't have my orders. So I went home and worked for three months, waiting on my orders," Ray recalled.

When his orders finally came, Ray was assigned to the **USS Hollandia,** a small aircraft carrier. He made two trips to Saipan, bringing troops home, before his discharge.

"A man held my job for me when I was in the service, so when I got out, I still had my job," said Ray.

Ray was promoted to power superintendent at the Lumber Division on June 20, 1956 — the position he held until his retirement on April 1, 1986. He has seen the mill operation change into one that is now computerized — modernizations that Ray says "makes jobs easier now."

Two heart attacks (in 1964 and 1975) and recent surgery have not slowed Ray's pace much. He is determined to "catch up on work around the house" during his free time now.

Ray and Gladys are in the process of buying a travel trailer, which they hope will soon be put to good use. They already have a 25-foot trailer parked at the old River Club where they frequently fish.

Ray and Gladys have two children, Wanda Clark and Ronnie Rector, and two granddaughters.

Ray is still an avid baseball fan, watching his favorite sport on tv and occasionally getting down to Houston to see the Astros.

Though he has favored the Cardinals in the past, he is really hoping to see the Astros win this year.



Longtime employees Buck Lester (left) and Bill Fulmer (right) retired from Temple-Eastex Forests Division in May. Lester retired as inspector of contract logging after serving 33 years with the company. Fulmer joined the company's Pineland Operation in 1950 as a forester. He retired as Forests Division's regional coordinator.

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Photo File



Shirley Morris, Pulp and Paperboard's staff accountant and supervisor of accounts payable, is one of six Evadale employees who are volunteer business consultants in the Beaumont Chamber of Commerce sponsored Junior Achievement Applied Economics program.



Several Temple-Eastex Pulp and Paperboard Division employees and their family members participated in the Stroh's "Run for Liberty III" in Houston on June 28. Bob Lippincott, Pulp and Paperboard's process engineering supervisor and an entry in the run, reported that local entrants ran in both the 8K and 2K categories. Pulp and Paperboard employees who participated included (front) Keith Duncan, Megan Berryman and Beth Lippincott (kneeling). Also, (second row) Rhonda Nichols, Technical Department process engineer; Connie Berryman, Industrial Hygiene technician; Chris Lippincott. Also, (back row) Jimmy Clark, accountant; Haley Cook, woodyard employee; Spikes Sturdivant; Lippincott; Bruce Duncan; and Lydia Duncan, Accounting Department and team coach. The group had not received an accounting of finishes at presstime, but Lippincott noted, "We're proud that we all finished our races."

Employees volunteer expertise

The topic of today's discussion is plant improvement. Shirley Morris, Pulp and Paperboard Division's staff accountant and supervisor of accounts receivable, is lecturing to 20 Silsbee High School senior students. The lesson revolves around the importance of short and long term planning within a successful company. Each point Shirley makes is illustrated with examples from real life at the Evadale complex. Since most of the students have family members who work at the mill, they can relate in some way to what Shirley is saying.

In this Applied Economics class, Shirley Morris is bringing reality into a class of theories, and that's the point of Junior Achievement's Applied Economics Business Consultant program in conjuction with the Pulp and Paperboard Division.

Shirley is one of six Evadale employees who has given several hours per week for a half semester to act as business consultant in the Junior Achievement program. Other business consultants from Pulp and Paperboard include Larry Stewart, industrial accounting manager; Richard Langley, statistician; Wayne Carr, controller; Ken Booker, purchasing agent; and Jim Cauley, Customer Service assistant manager.

The purpose of the program, according to Junior Achievement course overview, is "provide an opportunity for the student to explor and clarify attitudes toward the America economic system and learn skills necessary t function as an informed citizen in that system."

Shirley's goal as a business instructor is no to teach. The class already has a great teacher Carol Seabrook, says Shirley.

"My goal is to boost the student's incentiv for furthering their educations," she says.

The class culminated with a field trip to the mill. As for the success of the program, Shirley says that Temple-Eastex has been invited to participate in the program next year.

In Touch is published four times annually by the Public Affairs Department, Temple-Eastex Incorporated, for active and retired employees and their families.

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