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InTouch

By And For
Employees Of
Temple-Eastex

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My Turn



Joe C. Denman, Jr.

Temple-Eastex President and Chief Executive Officer

"All of us should be excited about the prospects for this year. We have passed through some difficult times, and spent millions of dollars to re-equip our plants and create new products...Our people will remain our most valued asset. We are a proud company with great employees."

Volume 3, Number 4 1987

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We are a leaner, more efficient company as we enter 1987. For the past three years, we have looked at every facet of our businesses. Decisions were made that have expanded our markets. Millions of dollars have been spent to make our plants the most cost-competitive in the industry.

All of our divisions have contributed to this effort. We opened a new gypsum wallboard plant in Oklahoma; we have developed a composite paper-plastic sheet at Evadale that enhances our product mix; we have acquired certain properties that added more than 250,000 acres to our timber inventory. Less evident are the inter-relationships of each division which contribute the most important factor to the performance of our company as a whole.

In addition, we have committed $75 million during 1987 to continue our mission to become the industry's most competitive producer.

All of us should be excited about the prospects for this year. We have passed through some difficult times, and spent millions of dollars to re-equip our plants and create new products.

Most importantly, we continue to invest in our people through increased employee training programs. These programs are designed to expand employee involvement and enhance employee understanding of new technology in our operations. Our people will remain our most valued asset. We are a proud company with great employees.

The *InTouch* editorial advisors will be keeping you informed of events as they happen, and we encourage you to offer suggestions and news tips to keep our company newsletter informative and topical. This space will be dedicated to specific topics throughout the year, written by individuals whose shared knowledge can benefit all of us.

Also, this publication will aid in our company's communications efforts. It will serve as a forum for information exchange, a journal of noteworthy events and a vehicle for recognizing our employees.

Let's make 1987 a year that outreaches our most optimistic expectations.

Joe C. Denman, Jr.

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Pulp and Paperboard

TEMPLEX™ Food Packaging Breakthrough

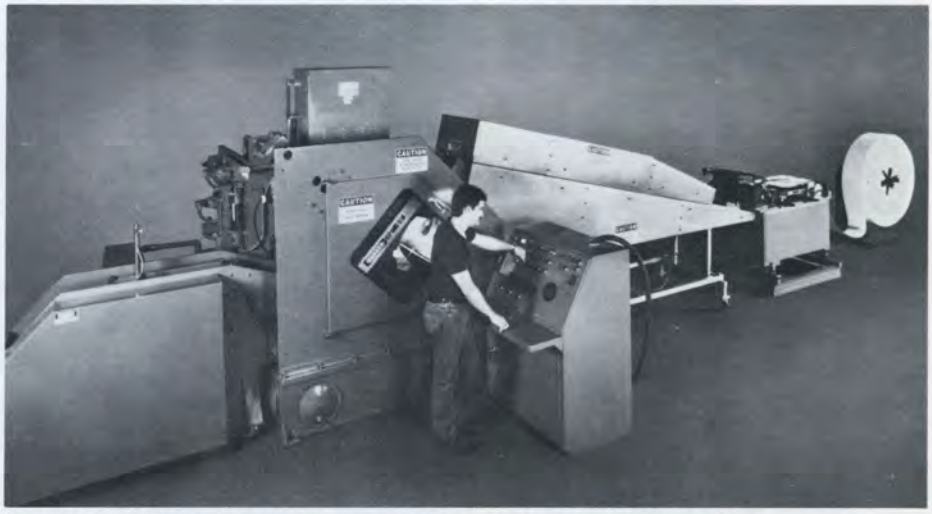
Outward appearances might lead one to believe that these are usual business days at the Pulp and Paperboard Division. But an undercurrent of intensity and anticipation is affecting every employee at the paper mill--from machine tender to engineer to vice president.

February, 1987, will mark the end of four years of research and experimentation and the beginning of an exciting new production venture involving a chemical corporation, a tool and die corporation and Temple-Eastex.

Pulp and Paperboard Division will soon begin commercial production of a revolutionary new high-heat food packaging material called polymer composite sheet (PCS). The new product is neither a paperboard nor a plastic, but a combination of the two that forms a product more attractive in quality, aesthetic and application advantages than possible from each part separately.

TEMPLEX™, the trade name selected for PCS, consists of bleached cellulose fiber, a water dispersible Polyolefin fiber known as Pulpex®, inorganic pigments and chemical additives.

The food containers formed from TEMPLEX™ will enable home users to take a frozen food product out of the freezer, unwrap it and place it in either a microwave or conventional oven to heat or cook. Since the container is aesthetically pleasing, the food product may be served at the dinner table in the same container in which it was originally packaged. That's the beauty of a container made with TEMPLEX™--it is serviceable as well as attractive.



The Peerless Thermopress was developed exclusively for the production of disposable food containers from TEMPLEX™ or polymer composite sheet. "Thermopressing" is a process involving heating and pressing the TEMPLEX™ into formed shapes using matched metal dies.

As with most success stories, this one began as a marketing concept. Temple-Eastex realized in the early 1980s that several of the paperboard grades manufactured at Evadale were approaching or had reached commercial maturity. New products would have to be integrated into the overall grade array to replace those that were in danger of being phased out. A concerted effort was begun to seek out and evaluate emerging technologies, developments and opportunities that were compatible with Evadale's existing product line and manufacturing capabilities.

During this same period of time, a major chemical company, Hercules Incorporated, was exploring various product applications for a new synthetic fiber, Pulpex®, produced by their new production facility in Deer Park, Texas. Hercules first approached Temple-Eastex in February, 1983, seeking commercial application for a new composite product which had already been produced on a university pilot machine. Hercules selected Temple-



Manning the Trade Fair booth at TAPPI's Polymers, Coatings and Laminations Conference in Nashville was Pulp and Paperboard Division's General Manager, Synthetic Products, Barre R. Mitchell. Mitchell and representatives from Hercules Incorporated, and Peerless Machine and Tool Corporation combined efforts to create the "Partners in Development" theme for the Trade Fair booth presentation.

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"The success of this trial and subsequent in-house product development is due to the diligence and tenacity shown by our Operations and Technical employees."

Eastex because of its reputation and flexibility in specialty board manufacture.

Barre R. Mitchell, Pulp and Paperboard Division's general manager, synthetic products, explained the project in its infancy:

"It had not been proven that such a grade could be successfully manufactured on a commercial machine. Commercial converting information was also unkown at the time. Temple-Eastex felt, however, that the composite showed enough possibilites to risk a commercial trial."

The first trial on a commercial paperboard machine was run on Evadale's No. 3 Cylinder machine in June, 1983.

Mitchell remembers, "This trial could be likened to a four-alarm fire in that all logistic, ingredient, operation and control functions were accomplished manually in a batch process which consumed practically every person in Temple-Eastex Operations and Technical Departments as well as a substantial contingent of people from Hercules."

After the smoke cleared, the trial was considered an overwhelming success.

"The success of this trial and subsequent in-house product development is due to the diligence and tenacity shown by our Operations and Technical employees," said Mitchell.



Dee Hinkie, Tommy Hancock and Bob Lippincott are members of TEMPLEX™ venture team.

In April, 1983, Peerless Machine and Tool Corporation was selected to design and manufacture converting machinery capable of producing high quality products at competitive rates. In the process of developing appropriate conversion techniques and equipment for a product with TEMPLEX™'s moldability and barrier characteristics, Peerless invented a new converting process called "Thermopressing." This process involves heating and pressing the polymer composite sheet into formed shapes using matched metal dies.

Further commitment by Temple-Eastex to the project was realized in late 1985 with the establishment of a task force or venture team to facilitate achievement of the project's goals. Members of this team included **Tommy Hancock**, Machine Operations manager; **Bob Lippincott**, senior process engineer; and **Dee Hinkie**, project engineer.

To date, Peerless has built two Thermopress lines and is working on a third. One was delivered in late October to Signode Corporation in Glenview, Illinois, a converting partner and exclusive TEMPLEX™ distributor in North America. Another was delivered in November to Arical Paper Products Company in Yuma, Arizona, a diversified producer of food containers. Hallmark Corporation in Kansas City, Missouri, the greeting card company, has also been given rights to convert TEMPLEX™.

TEMPLEX™ can be pressed into a number of shapes and sizes to meet specific customer/product objectives. It can be formulated to achieve a broad range of properties to meet specific product requirements for both high-value packaging and cost-competitive packaging.

Previously, only four basic product groups existed in the high-heat food packaging market: aluminum foil, high-temperature plastics, polyester-laminated paperboard and polyester-laminated molded pulp products. TEMPLEX™, polymer composite sheet, now offers this growing market an additional choice. ❄

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Pulp and Paperboard

P&P Employees Recognized



Dee Hinkie, Frances Whitmire and Gary Colburn were Pulp and Paperboard Division's "Service Toward Excellence" award winners for 1986.

Three Pulp and Paperboard Division employees were recipients of "Service Towards Excellence" Awards at the annual state of the company Supervisor's Club meeting.

Gary W. Colburn, **Frances Whitmire** and **Dwayne (Dee) Hinkie** were recipients this year.

Colburn joined Temple-Eastex in August, 1982, as a project engineer--Civil, a position he currently holds. His responsibilities include evaluation, design and implementation of construction projects involving rebuild of existing equipment and installation of new equipment.

He obtained a bachelor of science degree in civil engineering from Lamar University.

Frances Whitmire joined Temple-Eastex in September, 1962, as an accounts payable clerk, and 14 years later, was promoted to supervisor, Financial Accounting. Two years later, she was named chief timekeeper and became supervisor of personnel accounting (hourly payroll) in 1979. She is currently supervisor of personnel accounting (hourly and salaried payroll).

Whitmire is a graduate of Durham Business College.

Dee Hinkie was hired by the company in May, 1983, as a process engineer in the Technical Department with the paper machines as his area of responsibility. In January, 1986, he was promoted to project engineer.

Hinkie graduated first in the May, 1983, class at North Carolina State University with a bachelor of science degree in pulp and paper technology. He earned an additional bachelor of science degree in December, 1983, in chemical engineering, also from North Carolina State University. ❀

Pulp and Paperboard

Pulp and Paperboard Records Good Year

Pulp and Paperboard Division experienced a good year in 1986.

For the year, total production of 1,528 daily tons is second best, exceeded only by the record set in 1984 of 1,539 tons per day.

Shipments for the year totalled 561,000 tons and set a new daily record of 1,525 tons per day.

Manufacturing costs were at the lowest level since 1980, and an 83 percent increase in income was posted in spite of lower selling prices.

R. W. Kent, vice president-Operations, said, "Lowered manufacturing costs are due to lower prices in raw materials and the outstanding performance of our people." ❀

Pulp and Paperboard

Temple-Eastex Holds Tour

Temple-Eastex recently hosted a mill tour in conjunction with a joint meeting of Southwest TAPPI (Technical Association of the Pulp and Paper Industry) and Piney Woods TAPPI held in Beaumont in February.

The seminar was entitled "Creating the Quality System." A mini-trade fair and the tour of the Pulp and Paperboard mill was included. *(Continued, p.6)*

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W. C. Cole, Pulp and Paperboard Division's manager of operations, was after-dinner speaker.

Temple-Eastex employees who arranged the Southwest TAPPI seminar included **Bob Lippincott**, senior process engineer; **Mike Psencik**, project engineer; **Rhonda Nichols**, chemical engineer; and **Brian Boles**, process engineer.

Other Piney Woods TAPPI board members from Temple-Eastex are **Dee Hinkie**, project engineer and **Brian McDonald**, project engineer. ❀

Pulp and Paperboard

Phase I Complete on Pulp and Paperboard's New Chip Screening System.

Remaining tie-ins and equipment installations of Pulp and Paperboard Division's new $2.5 million chip screening system are scheduled for the May, 1987, unit outage, according to **W. C. Cole**, manager of operations.

Phase I conveyor tie-ins for the standard pine side Chip Screen System were made during the December 1 outage. Electrical switch room enlargements will take approximately three months to complete.

Recommendations for the chip screen system were made for quality control reasons by **Don Kay**, woodyard superintendent, and **Per Klykken**, pulping operations manager. **Al Guillory**, technical superintendent, gathered pertinent information and performed the technical work.

Cole said that the woodyard is the first step in a long process of manufacturing and quality control.

"Without an adequate supply of quality chips, the efforts of the remaining departments would prove futile," he said.

"The addition of the chip screening system will provide another safeguard in supplying the digesters with chips of proper size and cleanliness," Cole added. "Clean, uniform sized chips are necessary for the efficient production of bleached paperboard." ❀

Corporate

Temple Employees Credit Union Posts Growth in 1986

The Temple Employees Credit Union posted significant growth in assets in 1986.

Credit Union Board President **Bobby Amason** said that assets grew from $2.5 million at the beginning of the year to $4.4 million at year's end.

For the first time in several years, the Credit Union was able to offer a two percent interest rebate on interest charges to borrowers, said Amason.

Dividends over the last six months of 1986 paid a variable interest rate of 5-1/2 percent on savings of $25-$7500; 6 percent on $7500-$10,000 and 6-1/2 percent on savings above $10,000. ❀

Corporate

Thrift Plan

Seventy-five percent of eligible Temple-Eastex employees have realized the broader options available in the improved Savings and Stock Purchase Plan offered by the company.

Three of those eligible employees say their financial futures are secure with the valuable supplement to their retirement incomes the Plan provides.



Emanuel Jordan

Here is what these employees have to say about the Plan: **Emanuel Jordan**, Land Service Supervisor, Temple-Eastex Forests Division, Jasper office, a 34-year employee: "You can't go wrong in a Plan such as this, where the company matches dollar-for-dollar on the first three percent of your savings and fifty cents on the dollar for the next three percent.

"I will use the money I save as a supplement to my retirement income. Because you don't know what the future holds, I see this Plan as an insurance policy against major unplanned expenses.

"I only wish I had gotten into the Plan earlier. If I had it to do

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"I only wish I had gotten into the Plan earlier...The savings will add up."



Lethern Craft



Don East

over again, I would have gotten into the Plan when it was first offered, even though I thought I couldn't afford it because I had two children living at home at the time.

"This Plan is really good for younger people since they have so many more years to contribute. The savings will add up."

Lethern Craft, Forests Aid, Temple-Eastex Forests Division, Kirbyville Office, a 23-year employee: "I think this Plan is a great thing. I was one who was willing to sacrifice in order to join the Plan when it was first offered. I haven't found my investment to be a hardship. It is worth it in the long run.

"I will always put the salary percentage limit into my savings and will be the first to take advantage of any improvements in the Plan."

Don East, Accounting Manager, Corporate Office, Diboll, a one-year employee: "I signed up for the Plan as soon as I was eligible. This Plan is the best way I know of to save money for retirement. I put my money in the Plan with the intention of not taking it out until I retire.

"Prior to coming to work for Temple-Eastex, I was a member of my former employer's Employee Investment Plan. That plan did not offer company matching funds.

"Any time a company will match savings contributions, people would certainly be wise to take advantage of it. I would encourage young people to participate in the Plan because of the Plan's excellent rate of growth."

To enroll in the company's Savings and Stock Purchase Plan, simply contact your local Personnel Department for details. Don't postpone this opportunity to invest in future security through one of the best savings programs available anywhere.

Join the seventy-five percent of your fellow employees who have already enrolled. If you are already enrolled, but at a lesser percentage of your salary, consider increasing your savings investment to take advantage of the company's matching contributions. ❀

Corporate

Temple-Eastex Helps Sponsor "For Kid's Sake"

Temple-Eastex is one of several corporate sponsors of "For Kid's Sake," a community campaign offered by KFDM-TV, Channel 6 in Beaumont and KTRE-TV, Channel 9 in Lufkin.

The project's goal is to increase public awareness of problems and opportunities young people face growing up in today's fastpaced world.

KFDM and KTRE will devote an unprecedented amount of broadcast time to special programs aimed at creating an environment for young people and their parents to become more aware of their needs and responsibilities to each other. ❀

Forests Division

Conservation District Award

The Davy Crockett-Trinity Soil and Water Conservation District named Temple-Eastex's Forests Division "Wildlife Conservationist, Special Category" for work in the Boggy Slough Project.

Glenn Chancellor, Forests Division group vice president, **Darryl Stanley**, wildlife manager and **Don Dietz**, game management

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supervisor accepted the award at the Conservation District's 1987 Agricultural Awards and Awareness Program in Crockett.

The award was presented to Temple-Eastex for demonstrating forestry and wildlife management compatibility.

Stanley said that some of the projects reviewed by the Conservation District included Green Tree reservoir waterfowl habitat; whitetail deer production improvements over a five-year period; cover crop planting for erosion prevention and wildlife food; forestry technology, including control burning and thinning; cooperative programs with agencies, including Texas Parks and Wildlife, the SFASU School of Forestry and the Conservation District.

The Conservation District will submit the Boggy Slough Project in a statewide competition. ❀

Building Products

Claremont OSB

Particleboard Operations' Manager **John McClain** reports progress is being made at the Claremont OSB plant.

"The quality of our product is much improved as evidenced by its performance in the field," said McClain.

The plant is running 90-95 percent capacity and downgrade is less than three percent over the past four months.

McClain noted that the efforts of Plant Manager **Joe Pridgen**, Quality Control Director **Brian Newman** and Production Superintendent **Al Progulsky** as well as all employees have contributed to the plant's progress. ❀

Building Products

Fletcher Update

The Fletcher Gypsum Wallboard Plant is currently operating at a boardline speed of 200 feet per minute on half-inch regular board, according to **David Kellam**, plant manager.

Kellam said this boardline speed is up to design capacity.

Employees there are working a five-day week, 24 hours per day. ❀

Fletcher Gypsum Operation Sets One-Day Record In Shipping

Fletcher Gypsum Wallboard Operation set a one-day shipping record on January 30 with 1,875,948 feet shipped.

Jack C. Sweeny, vice president of Operations, said, "We are extremely well pleased with the level of production, quality, and our record shipping day at Fletcher."



Temple-Eastex Sales Representative Scott Higgins (left) was on hand for the first delivery of gypsum wallboard produced at the company's new gypsum wallboard plant in Fletcher, Oklahoma. R. L. Blackstock, owner of Lone Star Wallboard Supply in Fort Worth, greeted Higgins and received the first truck load of wallboard.

Building Products

Fiberboard Production/ Shipping Record--1986

1986 was a record year for both finished production and shipping at the Fiber Products Operation.

Combined productivity of both siding and sheathing totalled 436,191,000 square feet of board.

The previous production record was set in 1983 with 416,056,000 square feet.

Fiber Products Operation also set a shipping record in 1986 with a total of 436,708,000 square feet shipped.

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"Our employees deserve to be congratulated on this outstanding record," said **Raymond Sanders**, Fiber Products Operations manager. "Their performance in 1986 confirms their dedication toward achieving our goals of producing a top quality product in a cost-effective manner to satisfy our customers' needs." ❋

Building Products

Buna Lumber Operation

Project Engineer **Gary Frost** reports that the Buna Lumber Operation construction project is still on schedule despite unusually high rainfall. The rain has hampered dirtwork and underground installation of utilities, including sewer lines and potable water.

Other activities including the office building, guard house and truck scale house have not been significantly delayed.

The planer mill and finished lumber storage building structural steel is complete, and roof sheeting is now being installed.

Concrete piers and footers for equipment supports are 100 percent complete in the sawmill and 50 percent complete in the green lumber sorter area.

Slab work began in the sawmill and planer mill during the first week in February.

Equipment deliveries to the site have averaged three to four truck loads each day since the first of the year.

The Texas Employment Commission has set up a temporary office on site for taking applications for employment and, to date, have approximately 2,000 on file.

The project is scheduled for startup in December, 1987. ❋

Building Products

First of Two High Temp Kilns Operational at Lumber Products Operation

The first of two new high temperature, multizone dry kilns is operational at Diboll Lumber Products Operation, and its impact is already apparent.

Lumber Products Operation Manager **Ben Crim** reported that even though moisture content adjustments are still underway, the new kiln has significantly reduced drying time.

The two high temperature kilns replace six 1950-vintage masonry kilns and will be used in conjunction with two dual-zone kilns installed in 1981.

The new kiln cycle rotates one charge every 24 hours, whereas the old cycle rotated a charge every four to six days.

"We are catching up on our inventory and hope to move to a five-day drying schedule soon," said Crim.

He added that Phase 2 demolition of the six masonry kilns is complete, and that the second high temperature kiln will be installed and operational by the end of March, 1987. ❋

Building Products

Pineland Operation Installs Additional Lay-Up Line

An additional lay-up line at Pineland Operation has increased both the productivity and quality of the Operation's specialty siding products and has added eight new employees as well.

Bill Jones, plant manager, said that existing equipment from the old Diboll plywood plant was used, and that installation was completed in-house.

Jones explained that when the plant went to a seven-day schedule, the need for a new line became evident.

"We looked at several alternatives within the plant to ease the bottleneck that was occurring at the lay-up line," said Jones. "The economics and technology involved prompted the installation of an additional lay-up line to feed the two 40-opening presses. All indications are that a good rate of return will be realized."

"The imbalance of the lay-up and press capacities was having a negative impact on product quality," said **Michael McCollum**, director of Operations Research. "This problem was first identified through an audit of off-grade plywood. A significant percentage of the defects was caused by the lay-up process."

He added, "The increased lay-

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up capacity will allow the operators more time to concentrate on doing things that will improve the quality of the finished product."

Allen Wiley, project engineer, and **James Foster**, electrical supervisor, were Pineland Operation's employees charged with overseeing the construction and electrical work. **Sherrel Fears** is plywood production manager. ❋

Building Products

Marketing Department Awards Banquet

The Marketing Department held its 1987 Awards Banquet in February in conjunction with its annual sales and marketing meeting. ❋



Pat Patranella (left), general sales manager, presented the awards. Winners were Mert Pate (second from left) who was awarded the Marketing Achievement Award; Les Cain, who was named Salesman of the Year; and Avery Bradley, who received the Sales and Service Award. In attendance were 26 field salesmen, two regional sales managers, nine telemarketers, and one telemarketing manager.

Building Products

Records Set at West Memphis

Two new records were established at West Memphis Gypsum Wallboard Operation.

A record production level of 354,651,811 feet of manufactured board were produced, while a new shipping record of 345,107,741 feet was achieved.

Wayne Walton, plant manager, attributed the records to each person doing "that little extra above his/her job to see that the plant continues to operate and manufacture a quality product."

For the third consecutive year, Production Shift #2 was cited as the best production shift for the year. To qualify for this honor, the shifts are rated in the following four categories: safety, quality control, percentage of #1 production, and machine efficiency.

After the ratings are totalled, the shift with the most points is declared the winner.

Walton acknowledged his pride in Shift #2 Foreman **Roy Lancaster** and his leadership abilities. He also encouraged all foremen to continue their hard work and dedication throughout 1987. ❋



Winning the honors of best production shift for the year at the West Memphis Gypsum Operation were (front row) Keith Cissell, Elois Tolleson, Mark Lancaster and Roy Lancaster. Also, (back row) Ivory Mangum, Terry Bullocks, Terry Whittier, Winston Hudson, Oscar Dunlap and John Tolleson.

Building Products

"A" Shift at Monroeville Captures Hi-Q Award For Four Quarters

Monroeville Particleboard's "A" Shift set a new record in 1986 by capturing the Hi-Q Program Award of 100 percent performance for all four quarters.

The Hi-Q Program is an awards program which measures each shift's performance both monthly and quarterly against established goals. The goals measured are production volume, percentage downtime and percentage downgrade.

Walt Ward, who became "A" Shift's boardline supervisor in January, 1986, was instrumental in

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setting the records.

Monroeville Particleboard Operation Manager **Chris Russell** said, "The record set and still ongoing is a tremendous achievement of many individuals as well as a group effort. All "A" Shift personnel are conscientious and hard-working. Walt Ward demonstrated great leadership in obtaining these records. I am very proud of everyone who was involved with this great job."

Ward, who has been with Temple-Eastex since 1983, said, "We take a lot of pride on "A" Shift in putting out a large quantity of high quality board. I am very fortunate to be working with such a fine group of people."

Ward said the shift motto corresponds with the Temple-Eastex motto: "Do it right, but do it right now." ❁



Monroeville Particleboard's Hi-Q Program Award went to the "A" Shift. "A" Shift employees are (seated) Billy Kimbro, milling and drying operator; Ricky Wilkins, electrician; Robert Wilson, millwright; and Dave Harris, raw materials operator. Also, (standing) Ronnie Reid, blending and forming aide; Curtis Fountain, saw operator; Bob Boyer, lab technician; Sam Scott, lab technician; Otha Lee Mobley, milling and drying aide; Dwight Watson, F/L operator; and Walt Ward, boardline supervisor. Not pictured are Ronnie Qualls, forming operator; Paul Baggett, press operator; and Davison Carter, lab technician.

Temple Associates

Temple Associates Completes Multi-Million Dollar Contract

Temple Associates Inc.'s Construction Group recently completed an approximate $5 million computer installation project on all four paper machines at Champion International's Lufkin paper mill.

The project marks one of Temple Associates' most ambitious undertakings at the mill to date, requiring the installation of computerized control systems on all four paper machines within a one-month period.

Ron Foy, Temple Associates' on-site project manager, said Temple Associates was awarded the Champion contract on September 3. With a maintenance shutdown scheduled for October 23-29, Associates had one month to complete pre-shutdown construction.

Beginning on September 4, the Group installed 37.9 miles of wire and 7.6 miles of conduit. The Group averaged 90 workers on two, 12-hour shifts, seven days each week.

"We had Temple Associates crews, composed of electrical and mechanical craftsmen, working on each machine simultaneously," said Foy.

"The bulk of the equipment was installed during the first 48 hours of the outage," he added.

Bobby Stanbery was project superintendent, and **Jim Dunn** was senior estimator for the project. ❁



Temple Associates' Project Superintendent Bobby Stanbery (left) and Project Manager Ron Foy discuss the Measurex 2002 Operation Control Panel at the dry end of Champion International's Lufkin paper mill. Temple Associates recently completed a multi-million dollar computer installation project on all four paper machines at the Lufkin mill.

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Local Involvement plays a big part in the lives of employees

Community Service



Michael Davis



Wayne McKinney



Jackson E. Rast

Michael Davis

Michael Davis' personal experience with the Crittenden County, Arkansas, Search and Rescue Squad two years ago persuaded him this was a team that he would like to be a part of.

Davis had a friend who was critically injured in an accident, and the Squad was responsible for saving his friend's life.

"It made me feel good to know there were still people around willing to give their free time and personal expenses to the benefit and aid of others," he said. "I decided I wanted to be a part of that team."

Since then, Davis has been a part of the 29-member local squad that has searched for and rescued scores of victims of disasters-- on his own time and without pay. In response to the Sheriff Department's requests, the team has searched for drowning victims, lost persons and aided tornado victims in the area.

Davis' most grueling experience occurred as a result of a 35-car pileup outside of Marion, Arkansas, in January, 1985. The team worked for 14 consecutive hours clearing the wreckage and injured from the scene.

In October, Davis helped rescue four men who were lost when the river they were fishing rose out of its banks. The group searched from 11 p.m. to 7 a.m. and found the lost men unharmed.

Davis is trained in first aid and CPR and is currently attending police policies and procedures classes three nights each week.



Kurt Normandin



David Shows



Richard Gillenwaters

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The classes, located in Brinkley, Arkansas, are 65 miles from Davis' home in West Memphis.

A 9-year employee with the company, Davis is lead electrician at the Gypsum Wallboard plant in West Memphis.

Wayne McKinney

Residents of Sabine County know they can count on **Wayne McKinney** when emergency situations arise and trained personnel are needed to help save lives and property.

McKinney has spent the past six years as a volunteer fireman in the Pineland community and the past four as a member of the department's rescue team. For the past 18 months, he has served as an emergency medical technician (EMT)--First Responder Unit, and as a volunteer with the Sabine County Ambulance Service.

McKinney's desire to help the people of Sabine County in times of need motivated him to join the county's volunteer programs. Having the training to save lives was an important consideration.

Such was the case when, as part of the First Responder Unit, Wayne was called to the scene of a traffic accident on Highway 87 near Yellowpine. The accident victim was a man in his mid-30s whose vehicle was hit broadside by a log truck. The victim sustained a compound fracture in one leg. McKinney helped splint the leg and stop several "bad bleeders," areas of profuse bleeding. The victim was later transported to a hospital and survived the accident.

The training McKinney has received includes a week each year at Texas A&M's fire training grounds, plus one day each year at the Beaumont and Livingston fire training grounds. He has also attended periodic training sessions in the use of Pineland's battery-powered hydraulic rescue tool, similar to the "jaws of life."

In order to earn certification in the Department of Health's EMT program, Wayne completed three months of hospital, classroom and ambulance training.

He spends 20-40 hours each month in the service of the fire department and rescue team and 5-20 hours with the ambulance service. He is also active in fund-raising benefits for fire or accident victims.

McKinney is a 14-year employee of Temple-Eastex's Pineland Operation. He is currently a Class A maintenance mechanic in the Stud Mill and Planer.

Jackson E. Rast

For the past 28 years, **Jackson E. Rast**, Class A mechanic at Fiber Products Operation, has put out a lot of fires--fires of the grass, car and dump variety, that is.

Rast is one of hundreds of volunteer firemen across the nation who are a small community's only safeguard against fires.

His interest in firefighting goes further than most, however.

In addition to attending firemen's meetings each Tuesday night, Rast has twice attended a firefighter training school offered by the Extension Service at Texas A&M University.

As a member of a state champion pumper unit team, Rast was awarded a trophy for the honor six years ago. Leon Grumbles and Gary Jones were also members of that team.

His interest in firefighting began when he first moved to Diboll and saw the local team could use some help.

Fighting the fire that destroyed Diboll's sawmill on January 7, 1968, was Rast's most memorable experience.

He and almost everyone else in Diboll fought that fire for 18 consecutive hours.

"I guess the time I was the most scared in my life," said Rast, "was when two butane tank trucks caught fire while unloading into company tanks. Those two trucks burned and so did several trailer houses nearby. Luckily, the three butane tanks didn't blow, or I wouldn't be here to talk about it."

Kurt Normandin

Kurt Normandin decided to do something rather than sit back and complain about New Hampshire state government. Two years ago, he ran for state representative and won--by one vote.

Normandin is scalehouse operator at Claremont OSB and is one of 400 representatives in the nation's largest state legislature.

His working schedule allows him time to attend committee meetings twice each week. His duties include acting as liaison between the county delegation and the Sullivan County Extension Service. He is a member of the county finance committee which oversees all budgets associated with county government.

Normandin says that a willingness to serve prompted his bid for re-election this fall. Since he is running unopposed on both the Democratic and Republican ballots, Normandin is assured of serving another two years.

Besides working full-time for the company and serving in the New Hampshire state legislature, Normandin is involved in several other community activities. He is a member of the board of directors of the Claremont Soup Kitchen, which serves meals on a regular basis to needy individuals in the Claremont area.

He is also vice chairman of the Sullivan County Chapter of the American Red Cross and is a member of the Claremont Kiwanis Club. The Kiwanis Club owns and operates a ski area, Arrowhead Skiway. Normandin is a former member of the Arrowhead Ski Patrol. *(Continued, p.14)*

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Each of these organizations conducts fund raisers, and Normandin is involved in each. His most unique experience in fund raising, he says, was "A Mile of Pennies" for the Claremont Soup Kitchen.

"We collected pennies throughout the community," he said, "and laid them end-to-end around a running track until we had a mile's worth of pennies."

How much is a mile's worth of pennies?

"With 17 pennies to a foot, that comes to $897.60," he said.

David Shows

David Shows grew up under the political influence of his father who served two terms in the Louisiana State Legislature.

"I thought running for public office was something I *should* do, and something I *wanted* to do," he said.

Five years after moving to Silsbee from Louisiana, Shows ran for a position on the school board and was defeated. He was not discouraged, however.

"I probably would have run for the school board again if a position on the city council hadn't opened with no incumbent running," said Shows.

He ran against three people for Place 5 and won. That was 14 years ago, and today, Shows is still a Silsbee city father, serving his seventh term.

He holds no dreams of becoming governor as he did in his youth, and he is satisfied that his position on the city council is "the best I can do."

Shows is a forest supervisor based at Temple-Eastex's Southern Region Forests office. He joined the company in 1962 as a district forester.

Shows has enjoyed his recent appointment by the Governor's office to the grant review committee for Community Development Block Grants. He is also serving as secretary of the Southeast Texas Regional Planning Commission.

Shows is also active in Silsbee Little League, having coached since his two sons were young. He says he tries to teach the youngsters sportsmanship, respect of authority and discipline.

Richard Gillenwaters

Richard Gillenwaters, Pulp and Paperboard Division's chief accountant, has taken his personal interest in the life of Abraham Lincoln to the classrooms of East Texas.

Gillenwaters, an eight-year employee of the company, dresses in a black suit and stove-pipe hat, colors his beard and presents a convincing Lincoln impersonation.

Because he is a "ham at heart," Gillenwaters started his one-man show as his personal interest in Lincoln grew.

"I started reading his biographies a few years ago and found that Lincoln was a truly unique individual," he said.

Since he began his one-man show a year ago, Gillenwaters has performed for several schools including Northland in Houston and North Junior High, Anderson and Community Christian School, all in Orange. He also presented the show at the Red Bud Festival in Buna.

Continuous research and reading about the life of Lincoln is Gillenwaters' special training for his presentation. He said his wife took a lot of time sewing the costume, though he helped her somewhat.

All the information contained in his presentation is drawn from factual, historical sources. This information is put into a format from which Richard can easily work.

"I start my recitation about five days before Lincoln's assassination. From this historical perspective, I can cover the important points in his life," he said.

Gillenwaters offers his presentation free of charge and will "go to within any reasonable distance to perform as long as it is physically possible for me to do so." ❁

AFCO

AFCO Safety Slogan Contest

"Safety is as Safety Does"

This was the winning entry in a safety slogan contest held at AFCO's Holland Wall Panel Division.

Sharon Van Bragt, an employee of the Quality Assurance Department, penned the slogan and was named first place winner in the contest. She has been with the company since 1969.

Richard Harper, a Maintenance Department employee, was second place winner. He joined the company last May.

Lift truck operator **Steve Dejong** took third place. He has been with AFCO since 1974. ❁



Sharon Van Bragt, Richard Harper and Steve DeJong were winners in the safety slogan contest at AFCO's Holland Wall Panel Division.

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Aid To Education

Temple-Eastex's Aid To Education program is benefiting a number of employees who have returned to the classroom to improve and better prepare themselves in their present and future job assignments.

For example, **Gary Ouelette**, Claremont OSB's purchasing agent, has completed seven courses toward a bachelor's degree with most of his fees paid by Temple-Eastex.

Gary and many others are taking advantage of the company's Aid To Education financial assistance program. Temple-Eastex will refund 100 percent of the tuition, lab and library fees and textbook costs of any approved course or degree program requested by the employee which is directly and specifically related to the employee's job duties with the company.

In order to receive the refund, the employee must successfully complete the course by receiving a grade of "C" or better, or "Pass" for courses graded on a pass/fail basis or a certificate of completion where grading is not applicable.

To qualify, employees must be regular, full-time employees at the time an application for assistance is submitted and at the time the course work is completed. There is no service requirement.

Courses must be taken at an accredited school, college or university, and the same aid is available for correspondence courses.

Approved academic, technical and vocational courses should be taken during non-working hours. Special advance approval for courses during working hours must be obtained from the employee's division manager.

In addition to Gary, other Temple-Eastex employees who have completed courses through the Aid To Education program include the following:



Claremont OSB's Purchasing Agent, Gary Ouelette, is taking advantage of Temple-Eastex's Aid To Education financial assistance program. Gary plans to obtain a bachelor's degree with the help of the company.

Franklin Dean White, Fiber Products Operation millwright, received eight hours credit from Angelina College in welding and drafting;

Kathryn Seaman, Pulp and Paperboard Division clerical assistant, has completed six hours towards a business degree in accounting at Lamar University in Beaumont;

Wynn Juan Russell, Fiber Product's maintenance mechanic, completed Industrial Math, Basic Metallurgy and Plate Welding II;

Charlene Letney, Tax Department secretary, took three courses at Angelina College to improve her accounting and data processing skills. The courses included Accounting Principles II, Business Math II and Introduction to Data Processing;

Debbie Wright, senior secretary of Logistics at Pulp and Paperboard Division, has completed 51 hours at Lamar University under the Aid To Education program. In her fifth year of taking night courses, she lacks eight more courses before obtaining a degree in accounting;

Karin Prouty, Claremont OSB quality control lab technician, completed Technical Statistics and Strength of Materials at New Hampshire Vocational/Technical College. After completing the course, Karin had "gained a better understanding of the importance of accurate product testing and the variety of factors involved."

Temple-Eastex employees who are interested in the Aid To Education program may obtain an application for financial assistance through local personnel offices.

"The company encourages employees to take advantage of this program's educational aid," said **Jean McCollum**, Employee Benefits coordinator.

"Employees wishing to better themselves through education should know that the company is behind them 100 percent," she added. ❋

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Kidney Donation

Ronnie Clark's co-workers at West Memphis Gypsum Operation think he is a dedicated and valuable person. Ronnie's family members think he is the reason his brother, Robert, is alive today.

Last March, Ronnie donated one of his kidneys to his brother whose kidney disease had debilitated him to the point of requiring three weekly dialysis treatments. Both kidneys no longer functioned.

"Robert began to worry whether he would be able to work while having to go to dialysis," said Valaria Parker in an article printed in the West Memphis *Evening News*.

"Robert suffered severe cramps due to the treatments, and on the occasions when younger brother Ronnie would pick him up after dialysis, he was too weak to walk and and had to be pushed in a wheelchair."

Mrs. Parker added Ronnie could not bear seeing his brother suffer, so when he learned there was something he could do, he volunteered to be a kidney donor.

"Through prayer, faith and love for each other, they were able to endure the suffering and overcome the ordeal." she said. ❁

Computer Aided Engineering and Design Save Time and Costs at P&P.

Computer Aided Engineering and Design systems at Pulp and Paperboard Division are saving man hours and analysis costs.

Robert Sasser, senior engineer--Mechanical, reports that engineering problem solving has been reduced from a period of months to days.

Engineers use in-house software for control valve, pump and flow element sizing and structural steel and pipe stress analysis. Through remote batch time sharing, engineers can access hundreds of additional programs.



Robert Sasser reviews an isometric drawing of the mill air compressor building which is nearing completion at Evadale.

"The system gives local facility engineers answers to our own questions without going to an engineering firm," said Sasser.

Draftsmen are using Autocad software to produce such designs as instrument loop diagrams, motor starter schematics and any other drawing that can be produced on a drafting board.

Lead Designer **Ted Mitchell** said that since first-time drawings are saved in the computer's memory, previous redundancies in updating drawings are eliminated. A Hewlett-Packard Plotter is linked to the system and produces pen and ink drawings.

"Our engineers and draftsmen have access to all previous CAD design files through these systems," said Sasser, "so we don't have to dig through cumbersome drawer files for background information." ❁



George Molandes, Jr., draftsman, (left) and Ted Mitchell operate computers using Autocad software by Autodesk, Inc. and a Hewlett-Packard Plotter (far left) to draft designs.

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Safety Hunts

Supervisors from Diboll and Pineland Building Products Division operations whose crews posted outstanding safety records in 1986 were treated to hunts at North Boggy Slough.

Supervisors were asked to participate in the three-day hunts in recognition of the safety records and medical costs per individual for the year among their respective crew members.

Attending the first hunt on December 19-21 were the following: **Eddie Smith, Lloyd Youngblood, Bobby Derrow, Donald Capps, Frank Miranda, David Howell, Bobby Ryan, Bobby Lovell, Joe Cruz** and **Chris Works**, all from Fiber Products Operation; **James Fergurson**, Lumber Operation; **Pat Stubblefield**, Rigid Foam Operation; **Delores James, Lyndon Jones, Richard Sparks, Rayford Welch, Larry Kilcrease, William E. Jones** and **Ricky Clark**, all from Pineland Operation; **Kerry Stone**, Pineland Big Tin Barn.

Attending the second hunt on December 22-24 were **Wayne Windham, L. G. Thompson, Brijido Pena, Gary McGaughy, Tommy Tatum, Charles Moses** and **Arthur Powell**, all from Fiber Products Operation; **Gary Hurley, Mike Bentliff** and **Elliott Gordon**, Lumber Operation; **Hector Rios**, Diboll Big Tin Barn; **Kenneth Jones, C. E. Blackburn, Odis Stone** and **Lloyd Witherspoon**, all from Pineland Operation. ❁

On The Move

Corporate

Linda Syler to Water and Solid Waste Regulations supervisor, Energy and Environmental Affairs.

Building Products

Stephen McCoy to Quality Control supervisor, Lumber Division...**Charles Schoeder** to Quality Control supervisor, Diboll Particleboard Operation...**Wayne Schwerin** to assistant product manager, Particleboard...**John Lyons** to production superintendent, Thomson Particleboard Operation...**Glenn Stephens** to finishing superintendent, Thomson Particleboard...**Philip Bryce** to personnel manager, Claremont OSB...**Douglas Johnson** to general labor foreman, Claremont OSB...**Allen Wiley** to technical director, Pineland Operation ...**Dale Arnold** to national account manager, Marketing... **Jean McCollum** to Employee Benefits coordinator.

Pulp and Paperboard Division

Perry A. Galloway to product manager--Texcover...**John F. Barnes Jr.**, to western sales manager...**Barre R. Mitchell** to general manager--Synthetic Products.

AFCO Industries, Inc.

Bill Overby to administrative manager, Southern Metal and Plastic Products.

Temple Associates, Inc.

William B. Fulmer III to executive vice president-- Power Group ...**Richard J. Oates** to executive vice president--Construction Group. ❁

Retirees...

Building Products Division

From Pineland Operation, **George B. Matlock**, maintenance A, with 34 years...**Woodrow Holmes**, stud operator, with 42 years...*From the Lumber Division*, **W. G. Levias**, bridge crane operator, with 37 years... **Ignacia Saucedo**, truck loader, with 16 years...**Hamp Russaw**, lumber straightener, with 21 years...**Arthur "Pop" Johnson Jr.**, boiler room fireman, with 14 years ...*At Particleboard Operation*, **Billy B. Maness**, millwright, with 14 years.

Forests Division

John A. Martindale, chief inspector, with 38 years of service.

(Continued, p. 18)

Scholarship Applications Available

High school seniors who are interested in applying for Temple-Inland Foundation Scholarships are encouraged to obtain applications from local personnel offices of Temple-Eastex or Financial Services or by writing the Foundation at P. O. Drawer 338, Diboll, Texas, 75941.

Sons and daughters of active or retired employees of Temple-Inland Inc.'s Temple-Eastex and Financial Services subsidiaries may apply for Temple-Inland Scholarships, provided the parent has completed three (3) consecutive years of continuous full-time service as of April, 1987. ❁

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Features

Retirees *(Contd.)*

Pulp and Paperboard Division

In the Maintenance Department, **C. C. Barnett**, shift journeyman (welder), with 29 years...**Louis Bolin**, electrical journeyman, with 31 years...**Leamon Brooks**, shift lubrication specialist/I.R.D., with 31 years... **H. A. Holland**, heavy equipment operator, with 24 years...**Doug Leviness**, motor mechanic journeyman, with 20 years...**Tine Turner**, pipefitter journeyman, with 32 years...**T. J. Ward**, pipefitter journeyman, with 31 years...**Thomas Williams**, welder journeyman, with 32 years... *In the Recovery and Causticizing Department*, **Ed Boyett**, control room operator, with 38 years...**Grover Buffington**, recovery *(Continued, p. 20)*



The Temple-Eastex Retiree's Club enjoyed a bus tour of several Diboll facilities. The group toured Fiber Products, Particleboard and Sawmill grounds with Jim Havard and Sam Coleman as tour guides.



George B. Matlock (center) retired after 34 years at the Pineland Operation. Tommy Smith (left), Chip Mill and Log Handling manager and George Worry, Stud Mill maintenance supervisor, were on hand for Matlock's retirement party in December.

Service Anniversaries

AFCO Industries, Inc.

ALEXANDRIA, LA

10 Years

Wayne Dupuy
Vanessa Powell

HOLLAND, MI

15 Years

Guadalupe Betancourt

MEMPHIS, TN

5 Years

Jerry Gregg

Temple Associates, Inc.

CONSTRUCTION DIVISION

20 Years

Loree Olson
Freddie Poteet
A. Gibson Peavy

15 Years

Hickey E. Capps

5 Years

Kenny D. Modisette
Ronald J. Foy
Gene R. Foy
David Poteet
Bobby G. Stanbery
Charles D. Cooper
Stanley W. Jackson

ADMINISTRATION

5 Years

Freddie M. Henry

RECO DIVISION

10 Years

G. Lynn Glover

5 Years

Larry G. Wagnone

POWER GROUP

10 Years

C. Eugene Cunningham
John L. Baker

5 Years

Doyle R. Stroud
Vernon M. Robertson
David P. Petty
Jearold A. Biggs

UNIVERSAL ELECTRIC CONSTRUCTION

20 Years

Van Alsbrook Jr.

15 Years

Hillary J. Tobola

10 Years

Margie Menard
Stagg Veillion
Elmo A. Soignet Jr.

5 Years

Larry Butler
Kirby Hazelton
Larry L. Brunkenhoefer

Corporate

20 Years

G. W. Hardy
Carolyn A. Simmons

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10 Years

Penny L. Cannon

5 Years

Bennie R. Moye

Building Products Division

DIBOLL

35 Years

Ulysses Bussey Jr.
Quinton Williams

25 Years

Thurman Harrell
Stacy L. Cooke

20 Years

Don Hendrick
Darrel G. Richardson

10 Years

Ricardo E. Cortes
Fay D. Chapman
Mary J. Shattuck
Carolyn A. Richard

5 Years

Michael R. Perkins
Anna K. Culver
J. M. Enriquez
George G. Moulton
Dan R. Fenley
Janis E. Evans
Troy B. Maness

PINELAND

25 Years

Bobby G. White

20 Years

Bernice Dowden
William E. Jones

10 Years

Linda C. Wade
William B. Erwin
Martha J. Kirk
Mildred M. Courtney
Ralph J. Lord
Carolyn G. Grant

WEST MEMPHIS

25 Years

Myron E. Hemmingson

THOMSON

5 Years

Andrew Collins

MONROEVILLE

5 Years

Jimmy Morris

Forests Division

30 Years

R. V. Woods

25 Years

Charles O. Marshall

20 Years

James B. Lout
Chester R. Jourdan

10 Years

Orvis L. Pate
Troy M. Vaughn
Joseph H. Culver Jr.
Ronald K. Billingsley

5 Years

Vinson Calhoun
Susan A. Jenkins

Pulp and Paperboard Division

30 Years

Marvin Freeman
W. C. McCloud
Merrill McElroy
Floyd Talbert

25 Years

John Gilbert
Robert Jordan
Frances Nida
Marvin Richardson
Paul Swearingen

20 Years

Fred Arline
Dave Christopherson
Dan Cox
Acy Creel
Wanda Flowers
Stanley McAnelley
Elbert Midkiff
Shirley Morris
Melvin Pierce
Conrad Scoggins
Charles Simmons
Owen Vaughn

15 Years

Terry Albritton
Ricky Brunner
Arthur Ellison
Roy Gravis
John Hale
Geneva Mancill
Larry Martin
Johnny Traylor
Bruce Willis

10 Years

Dennis Dace
John Elliot
William Malone
Joey Martin
Linda Matthews
Penny Molandes
Harold Moore
Jesse Rosemon
Mickey Vincent

5 Years

Derek Bendy
Michael Branch
Billy Burcham
Marvin Church
Margie Crabtree
Lewis Gilbert
Gary Goats
Dolores Jordan
Richard Judalet
Yvonne Kirk
Forrest Kyle
David Matthews
Margeret Phillips
Bobby Sanders
Donald Smith
Lynn Willoughby

Investment Division

30 Years

Yvonne W. Lewis

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Retirees *(Contd. from Page 18)*

operator, with 23 years...**James Hardin**, control room operator, with 24 years...*In the Finishing and Shipping Department*, **Irene Cole**, sheeting operator C, with 25 years...**Lloyd Fuller**, shipping operator C, with 32 years...**Floyd Ogden**, shipping operator A, with 29 years...**David Parish**, shipping operator A, with 31 years...**Robert Price**, sheeting operator A, with 31 years...**Jefferson Reeves**, sheeting operator B, with 27 years... **Myra Turner**, finishing operator B, with 20 years...**John Williams**, finishing operator A, with 27 years...*In the Woodyard*, **Emerson Holmes**, chip handler, with 31 years... **Charles Howell**, utility, with 32 years...*In the Storeroom*, **Alma Byers**, utility, with 24 years...**Dorothy David**, stores clerk, with 28 years... **Willena Moore**, stores clerk, with 21 years. **Tilman Hollister**, stores clerk, with 31 years...*In the Utilities Department*, **Wesley Brockman**, operator B, with 17 years. *On #1 Machine*, **Clayton Cox**, machine tender, with 32 years...*In #1 and #2 Machine Beater Room*, **Marvin Willis**, beater operator A, with 31 years. ❋

Temple-Inland Highlights

Admiral B. R. Inman has been elected to the company's board of directors, increasing the number of directors to 12. Adm. Inman was elected at the director's February board meeting.

Adm. Inman is chairman, president and chief executive officer of Westmark Systems, Inc., an Austin, Texas, based defense industry holding company that is privately owned.

A Texas native, he retired from active duty with the permanent rank of Admiral in July, 1982. He had served in the Navy since 1951, mostly as a Naval Intelligence Specialist. Between 1974 and 1982, he served tours as Director of Naval Intelligence, Director of the National Security Agency and Deputy Director of Central Intelligence.

From January, 1983, until December, 1986, he served as chairman and chief executive officer of the Microelectronics and Computer Technology Corporation of Austin, Texas.

Also announced at the February board of directors meeting were a regular **quarterly dividend of $.18 (18 cents)** per common share, payable March 13, 1987, to shareholders of record February 27, 1987, and a **5-for-4 stock split** in the form of a stock dividend on the company's shares. The new shares will be issued on March 31, 1987, to holders of record on March 16, 1987. Cash will be paid in lieu of fractional shares.

Management intends, commencing in the second quarter, 1987, to recommend to the board of directors that the current quarterly cash dividend rate of $.18 per share be continued, effectively increasing the total quarterly dividend by 25 percent.

Based on shares outstanding on January 30, 1987, Temple-Inland would have 30,359,864 shares outstanding after the split. The company has an estimated 10,370 shareholders. ❋

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Alan Miller
Public Affairs Director
Carolyn C. Elmore
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