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InTouch

By And For
Employees Of
Temple-Eastex

Inside...

My Turn
Mike Harbordt

News
Cover Story - Upgrade project at Monroeville to increase industrial particleboard production significantly.

Temple Associates announces new projects.

Land parcels offered for sale to employees.

Temple-Inland scholarship winners announced.

Pulp and Paperboard sets production record.

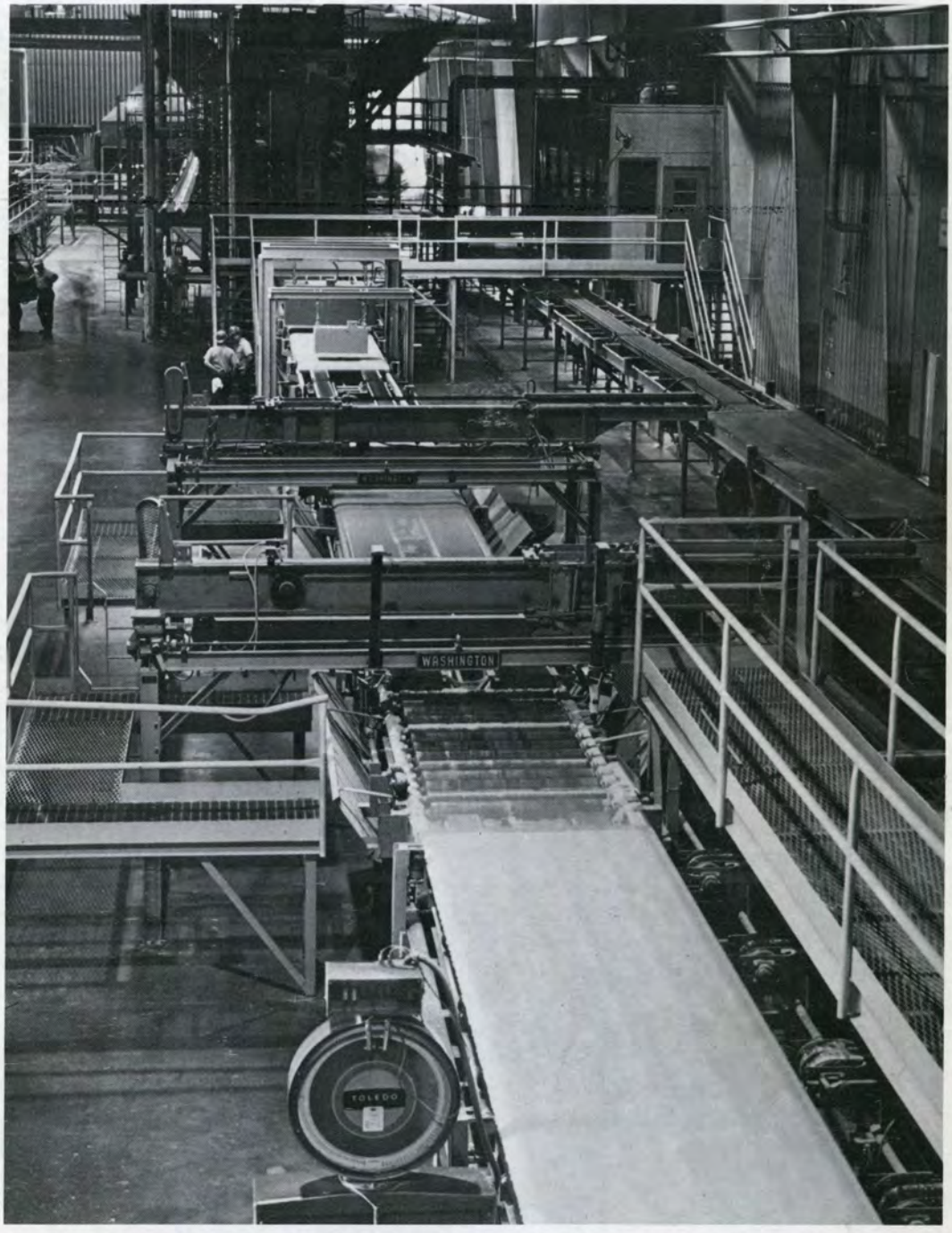
Buna lumber operation progress continues.

Features
The irrigation field as a practical solution to waste water treatment.

Texcover well received in coated papers market.

No. 3 paper machine: Built in 1916 and still going strong.

East Texas turkey population increase made possible with cooperation.



Employing sophisticated marketing strategies is allowing Building Products Division's particleboard products to gain new-found strength in furniture, industrial and commercial markets. At Thomson Particleboard Operation (shown above) 80 percent of the board produced is Tem-Stock, engineered specifically for furniture and cabinet manufacturing. A $2.5 million upgrade project at Monroeville Particleboard Operation will increase the operation's industrial particleboard production by 30 percent.

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My Turn



Mike Harbordt

Director of Energy and Environmental Affairs

"Public demand for environmental control is much stronger now than seven years ago when there was the push for deregulation in this area. An even weighing of regulation need and efficiency is very important."

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Several years ago it was written without apparent concern that the "smoke stack industry" is dying. I am unconvinced that our nation can be comprised solely of service industries. Manufacturing creates wealth and goods. I believe this sector must survive.

Many facets were said to be leading to this pending demise. High taxes and inflation were cited. Some blamed the financial impact of government controls. Pollution control and industrial health and hygiene regulations add to industry costs. Some pointed to these.

However, these and most other regulations generally evolve from a public concern and not simply legislative daydreaming. Public demand for environmental control is much stronger now than seven years ago when there was the push for deregulation in this area. An even weighing of regulation need and efficiency is very important.

Unfortunately, the public often does not receive an accurate environmental picture. Media reports can accentuate the negatives. Regulations often expanded beyond their intent become unduly complex or misused.

Part of the blame for this rests on industry. We, as industry, should participate effectively in the rulemaking process. We must educate the public. Agencies and companies should lessen their adversarial approaches. Mechanisms should allow deleting outdated or useless regulations. Society needs to emphasize effort/reward ratio analyses. Ineffective, unnecessary regulations only reduce our nation's worldwide competitiveness.

What, then, are Temple-Eastex efforts and programs? We expend a significant effort on the environment-health area. Capital expenditures on these systems represent current investments of almost $100 million and annual operating cost in excess of $15 million. We monitor and control everything from our raw materials, through manufacturing and consumer use of our products.

We also interact with rulemaking as time allows, attempting to guide the development of realistic regulations. Scientific data bases are reviewed. Comments are submitted to legislatures and state and federal agencies. For example, a proposed rule will regulate a chemical thought present in certain forest industry water discharges. Our industry does not argue against this control. But the control must be realistic. It must be based on sound scientific analysis. Not hysteria. The difference in these two approaches could be million of dollars to Temple-Eastex alone.

It is generally thought that we are leaving a period of high capital expenditures to enter one of significantly increased administrative needs and with greater risks and penalties for environmental mismanagement. In some cases form may take precedence over substance. Corporations and individuals are liable for severe penalties for failure to manage these programs properly. The strongest emphasis for the foreseeable future will be on the handling of hazardous and toxic materials.

At Temple-Eastex, we attempt to develop and encourage programs which go beyond the regulations as a commitment to our employees, the public and the consumers of our products. We can take pride in our overall environmental efforts and accomplishments.

Mike Harbordt

Mike Harbordt

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Building Products

Plant Upgrade at Monroeville Will Increase Production of Industrial Particleboard

A plant upgrade project totalling $2.5 million at Monroeville's Particleboard Operation will increase the operation's industrial particleboard by 30 percent next year.

According to Plant Manager **Chris Russell**, the improvements will begin in June on three major areas within the facility. A new screening system, designed to ensure consistency of chip sizes will be installed. Similar screening systems are currently in place and are operating successfully at the Diboll and Thomson particleboard facilities.

Also, two 600 hp Sprout refiners will be purchased and installed. The existing 1,000 hp Sprout refiner will be rebuilt, giving the plant a total of three refiners.

In addition, an eight-headed Kingwood sander will be purchased and installed. Both the sander and screening system will be installed during the routine December plant outage.

"A number of additional modifications are also included," said Russell. "Upgrading of the dry bins, blower capacity, process control equipment and forming machines along with the three major upgrades will enable the Monroeville plant to produce the 'barefoot smooth' industrial particleboard that is produced at our Diboll and Thomson facilities.

This should keep us competitive in the marketplace."



Production Supervisor Chris Works and Plant Manager Chris Russell look at raw board at Monroeville Particleboard.

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Temple Associates

UEC Changes Following Consolidation

Universal Electric Construction Company (UEC), under the leadership of **William B. Fulmer III**, executive vice president, has undergone a number of changes with its consolidation of Temple Associates, Inc. Powerline Division.

A new logo has been designed and will be phased in during the coming months. UEC has Texas office locations in Tyler, Bastrop and Diboll and Louisiana offices in Schriever, Lafayette and Opelousas.

UEC is a major competitor in the utility construction industry with a client base that includes Texas Power & Light, Louisiana Power & Light, Texas Utilities, Inc., Southwestern Electric Power Company, East Texas electric cooperatives, Southwest Texas electric cooperatives and Louisiana electric cooperatives.

Since a majority of the company's work involves high voltage and brings an ever increasing need for safety consciousness, UEC initiated a Safety Awards program in 1985. As each crew completes 12 consecutive months and multiples thereof without having a lost time accident, each member of the crew is recognized with an award. Through the end of 1986, 111 employees have received recognition for 24 months without a lost time accident.

Crew supervisors include **Jearold Biggs**, **Burl Boggs**, **Clayton Davis**, **Tommy McCollough**, **Louis Snyder**, **Jimmy Watson**, **Rodney Eckhardt**, **Bill Huskey**, **Joe Filla** and **Don Loyd**.

Also, **Stefan Sasko**, **H. J. Tobola**, **Van Alsbrooks**, **Gerald Bercegeay**, **Mike Blackard**, **Lonnie Brignac**, **R. C. Butler**, **Bobby Lambert** and **Sterling Washington**. ❁



Temple Associates Executive Vice President Richard Oates (third from right) participated in ground breaking ceremonies for the multi-million dollar addition and renovation of the emergency and radiology facilities for the Nan Travis Memorial Hospital in Jacksonville, Texas. Others in the picture are officers and directors of the hospital. Also present were James Birdwell, project coordinator, and R.C. McMillan, project manager.

Temple Associates

Temple Associates Announces New Projects

Major projects for several new clients have been added to Temple Associates' construction backlog, according to Executive Vice President **Richard J. Oates**.

The newest project is a multi-million dollar addition and renovation of the emergency and radiology facilities for the Nan Travis Memorial Hospital in Jacksonville, Texas.

Another new client is Nekooka Papers, Inc., in Ashdown, Arkansas. Temple Associates currently has six projects under construction at the Ashdown mill. These projects are being managed on site by **Glen Shaw** and **Bobby Stanbery** under the direction of **Ron Foy**, project manager.

Other projects currently underway and their superintendents are Champion International, Lufkin—**Bill Eberlan**; Lufkin Industries, Lufkin—**Luther Reed**; Utility Fuels, Jewett—**John Lewis**; Temple-Eastex, Buna—**Johney Bell**; Boise Cascade, DeRidder, LA—**Billy Airhart**; Memorial Medical Center of East Texas, Lufkin—**Jim Hornbuckle**; Texas Utilities, Stryker Creek—**Nolan Boykin**.

In addition, Oates announced the reassociation of **Eddie B. Joiner** as manager of estimating and **Leonard Zimmerman** as project manager and the addition of **Jim B. Hunt**, project estimator. ❁

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Receiving buckles for both 12 and 24 months of no lost time injuries is Universal Electric Construction Company's Lufkin crew. Pictured are Kenneth Burke, Mark Burke, David Hildebrand, John Snyder, Clifton Smith, Sammy Wilson, Louis Snyder (foreman) and Danny Tullos. ❁

Forests Division

Number of Seedlings Planted Nears Half A Billion

The number of seedlings planted by the company from the Stillman Nursery in Newton County has approached half a billion.

Ennis Washburn, director of services, reported that the total number of seedlings planted by the company reached 477,854,855 this year. This season, 515 acres of seedlings were bedded and 33,585,000 seedlings were planted on the company's plantations.

In the previous 10-year period, 2,620 seedlings were planted each hour. That total represents 44 seedlings every minute of every day for the past 10 years. ❁

Forests Division

Land Parcels Offered For Sale To Employees

Parcels of company land, from one-to 600-acre tracts, are currently offered for sale through Sabine Investment Company.

Land Department Manager **Kay Henson** reported the company's recent acquisition of additional timberlands has prompted the Land Department to "take another look at the company's ownership."

Forests Division's land sale program was initiated three years ago in an effort to dispose of small, isolated tracts throughout East Texas.

Henson said that recently another list of available tracts has been compiled.

Some 250 tracts will be placed on the market. The tracts are located in 25 East Texas counties and three parishes in Louisiana. Financing is available through Sabine Investment.

For more information, contact Sabine Investment Company. ❁

Forests Division

Temple-Eastex Donates Road To Hardin County

Temple-Eastex donated a 2.37-mile company road to Hardin County following a request by county officials.

The undeveloped company road connects three Lumberton area subdivisions to Farm Road 421.

Hardin County officials made the request after a bridge collapsed on the only developed access road to the subdivisions.The donated road will give the subdivision residents an additional access to Lumberton when the bridge is repaired. ❁

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Building Products

Employees Recognized For Operation Improvements At Rigid Foam Operation



Rigid Foam Operation employees who received certificates in recognition of Operation Improvements Reports included Don Adams, Noel Yates, John Hammons, Roy Smith, Frank Griffin, Jackie Arnold, Mike Amason and Gary Horton.

Rigid Foam Operation employees were recently recognized for their suggestions contained in Operations Improvement Reports (OIR's), which were submitted to improve the working environment and product costs.

Gary Horton was awarded a Recognition Level One for his suggestion to place end plate washers on facer spindles to keep facer rolls in place and reduce production downgrade and downtime.

Employees recognized and receiving plaques for the OIR's at other levels were **Don Adams, Mike Amason, Jackie Arnold, Don Brasher, Cynthia Davis, Frank Griffin, John Hammons, Gary Horton, Enriqueta Martinez, Jerry McGaughey, Mike Perkins, Roy Smith** and **Noel Yates.** ❁



Though temperatures in West Memphis on March 20 set a record high of 92 degrees for the date, employees were proud to receive their new safety award jackets. Each employee received a jacket for operating one year without a lost time injury. Departmental representatives include (front) Abel Martinez, Shipping; Donna McAlister, Office; Randal Wilbanks, Electrical; Alton Appling, Production; and Alice Eads, Purchasing. Also, (back) Gene Rains, Lift Shop; John Davis, Maintenance; Bill Harris, Quality; John Tolleson, Production; and Alfred Clark. ❁

Building Products

Buna Lumber Operation Progress Continues

All major contracts for equipment and installation services have been issued on the Buna Lumber Operation construction project.

Recent good weather has allowed progress in all areas of the project in an effort to regain some of the time lost to rain earlier in the job.

Project Engineer **Gary Frost** reports the sawmill structural steel is

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50 percent complete.

"This has allowed the installation of the two gang edgers at the operating floor level," he said.

The installation of the operating floor concrete deck was scheduled to begin April 27.

Concrete bases for the Le Tourneau jib cranes for log storage have been completed. Each base contains 500 cubic yards of concrete.

Structural steel erection of the log processing area began April 16.

Dirt work for the chip loading rail spur has started, and installation of the rail by the Sabine River and Northern Railroad will begin upon completion of the base.

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

Building Products

Fletcher Gypsum Operation Sets Production/ Shipping Records

Fletcher Gypsum Operation set both production and shipping records for the five-week month of March. **David Kellam**, Gypsum Operations manager, reported 27,911,000 square feet of board was produced at Fletcher during the month while 34,561,000 square feet was shipped during the same period. "We continue to improve at Fletcher both in percentage of grade A board and percentage of uptime, thanks to the hard work of everyone involved. Our top priority is still the production of high quality board," said Kellam. ❁



West Memphis Gypsum Operation set two records in March and plant employees were treated to a plant-wide picnic on April 30 in honor of the achievements. Production at West Memphis totalled 36,950,000 million feet, and a total of 39,540,000 million feet, was shipped during the month. West Memphis also recorded a downtime percentage of 0.25 percent. ❁

Thrift Plan

Eligible Temple-Eastex employees are realizing the broader options available in the improved Savings and Stock Purchase Plan offered by the company. New features of this Plan now enable you to plan for your financial future, with a valuable supplement to your retirement income, and with greater advantages than ever before.

Don't postpone this opportunity any longer. To invest in future security through one of the best savings programs available anywhere, contact your local Personnel Office today for more information. 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.

Listen to your fellow employees' comments about the great advantages of the Thrift Plan. Then, join them in the benefits of this exciting program.

You'll be glad you did. ❁

Building Products

Rigid Foam Completes Second Year With No Lost Time Accidents



High scorer in the trap shoot competition at Rigid Foam Operation's safety recognition party was Pat Stubblefield (left) accepting his trophy from Plant Manager Darin Simpson.

Rigid Foam Operation celebrated its second year of no lost time accidents at a safety banquet hosted by the company at North Boggy Slough lodge on March 21.

Darin Simpson, Rigid Foam Operation's plant manager, commended the group for their excellent record and noted that the operation is actually midway into its third year with no lost time accidents recorded.

Sporting event trophies were awarded to **Pat Stubblefield** who was high scorer in the trap shoot and to **Jeff Bearden** and **Darin Simpson**, the first place team in the shuffle board tournament.

Door prizes were won by **Frank Griffin**, **Billy Lee** and **Noel Yates**. ❁

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This group represents Fiber Products Operation's Employees of the Month since the program's inception in January, 1985 through March, 1987. Employees who have been recognized include Fred Arceneaux, Johnny Lesley, Esteban Mireles. Jesus Reyna, Benny Goins, Clem Porter, Ernie Huizar, Cecil Hance, Charles Osborn, Fay Derryberry, Benny Mayo, David Vasquez, Pam Shaw, Melvin Thompson, Tom Farley, Janis Evans, Judy Reisner, Larry Lucas, Danny Mullins, Juan Maldonado, Roosevelt Hulett and Jackson Rast. ❀

Building Products

Lumber Products Operation Sets Three Records In March

Lumber Products Operation was able to take advantage of a five-week month and good prices along with operating two Saturdays in the month to set three records in March.

Ben Crim, Lumber Operations manager, said, "We were fortunate to set a record for the most green lumber, 12,164 million feet, ever produced out of the Diboll sawmill.

"We are planning at this point to run the mill every other Saturday to take advantage of strong market conditions as long as they last."

The amount planed—10,635 million feet— was a record, along with the finished lumber produced after inventory change—10,045.

"These two records reflect well on the positive benefits of having new kilns in operation," Crim said. "The kilns are presently running the same schedule as the green end of the mill (five-day weeks with alternating Saturday schedules). ❀

Pulp and Paperboard

Asbestos-Handling Training Sessions Conducted for P&P Personnel

On-site training sessions for specific personnel regarding the handling of material containing asbestos were conducted recently at Pulp and Paperboard Division.

The training sessions offered by the National Asbestos Council were arranged through the joint efforts of the Pulp and Paper safety manager and Corporate Industrial Hygiene group.

The two-day classes consisting of lecture and actual "hands-on" instruction were conducted by Dr. Charles Flanders of Texas A&M University, for painter/insulator/fiberglasser personnel.

C. J. Berryman, Industrial Hygiene technician, said, "The Pulp and Paperboard facility has become actively involved at all levels to ensure personnel are aware of the many new procedures and requirements outlines in the current OSHA Asbestos Standards."

Personnel attending the classes included **G. W. Mosley**,**W. R. Lamb**, **P. B. Davis**. **E. R. Rivers**, **J. J. Guidry**, **L. W. Stamps**, **C. L. Stanley** and **B. L. Y-Barbo**.

Also, **J. R. Lewis**, **C. W. Moore**, **P. J. Darden**, **W. E. Dubose**, **P. D. Nolen**, **S. Bebee** and **B. H. Tullos**. ❀

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Pulp and Paperboard

P&P Sets February Production Record

Pulp and Paperboard Division established a record for average daily production of 1,512 good tons during the month of February.

The record exceeds the previous average daily production high mark of 1,470 good tons produced in April, 1984.

R. W. Kent, vice president, Operations, said, "This record is indicative of the high level of commitment by our employees to meet the Division's operational goals."

Mill employees received a Temple-Eastex jacket from the company in appreciation of their efforts in setting the record. ❁

Pulp and Paperboard

24 Winners Named in P&P Safety Slogan Contest

Twenty-four winners were selected and awarded $100 each for their entry in Pulp and Paperboard Division's Safety Slogan Contest Incentive Program.

The contest was initiated to promote increased safety awareness by the Division's standing safety committee. The winning entries and the originator's name will be placed on the Safety Slogan Board bi-weekly for in-plant viewing.

Safety slogan winners included **Glen R. Conner, Haley D. Cook, Mae M. Semien, David S. Worsham, Guy W. Mosley, Karen Layfield, John R. Lewis, Robert Herbst, Mary A. Lee, Larry W. Osborne, Don E. Spears** and **Elbert A. Midkiff**.

Also, **Debra Smith, James K. Neel, Larry L. Middleton, Tim D. Linney, Willie L. Huff, Larry G. Smith, Johnny G. Morgan, Stacey W. Booker, Charles H. Weston, Charles F. Sumrall, Tom G. Martindale** and **Jim L. Pickering**. ❁



Edwin F. Denmon (second from left), electrical journeyman, accepts a jacket from Manager of Operations W. C. Cole. Group Vice President David A. Ashcraft (left) and Manager of Human Resources J. R. Nicholson (right) also helped distribute the jackets which were given by the company in appreciation of establishing an average daily production record during the month of February. ❁

Corporate

Temple-Inland Scholarship Winners Announced

Award recipients of the 1987 Temple-Inland Foundation Scholarship Program have been announced by Foundation President **M. Richard Warner**.

Twelve students were selected by a Scholarship Committee consisting of collegiate faculty and administrative representatives. Students receiving scholarship awards from the Foundation include the following: **Neichelle Renee' Allen; Armando R. Castillo; Christopher Dunn Carroll; Erin Frances Drury; Michell Rae English; Robin Lynne Minter; Maria Ernestina Rodriguez; Teresa Jean Short; Kelley Jan Smith; Karen Dianne Unger; John Gregory Wilson**; and **Julie Diane York**.

The scholarship recipients were selected from 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. ❁

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Irrigation Field: A Practical Solution To Waste Water Treatment

Except for the extensive irrigation sprinkler system, the 200 acres of Bermuda grass fields west of Diboll look like many others dotting the East Texas countryside. Hay lies in neat round bales, and wildlife is occasionally seen scurrying across the open ranges.

This acreage represents a unique environmental achievement in treating waste water from Fiber Products' mill complex. The irrigation field was conceived in 1970 as a means of achieving highly efficient waste water treatment. Today, the field, along with a clarifier and a waste water evaporator system which produces "wood molasses" (used as a cattle feed supplement) from wood sugars (1975), is achieving the desired goal.

Wood fibers are removed through a clarifier located at Fiber Products Operation and are reused in the fiberboard-making process. Excess clarified waste water is then sent to the irrigation field for treatment. Relying on both gravitational flow and pumps, waste water is piped through two holding ponds before reaching the more than 700 irrigation sprinklers. The waste water contains concentrations of wood sugars that will break down naturally in the environment.

"The process is primarily biological in that organisms in the soil feed on the organic matter and waste water," said **John Orynawka**, manager of energy and air programs, Energy and Environmental Affairs. Presently, some 50 million gallons are dispersed over the field each year.

The field is irrigated five days and rests two. **Brian Ward**, irrigation field supervisor, and **Dean Markle**, maintenance crewman, are in charge of carefully regulating water cycles, addition of nutrients and maintaining the field.

"The men in the field determine how much will be irrigated each day," said Orynawka. "They have to consider previous rainfall amounts and the wetness of the field to control runoff."

The success of the field is due in part to **Gerald Chandler** who recently retired as irrigation field supervisor. Chandler was transferred from Fiber Products in 1969 to help coordinate construction of the irrigation field.

"Gerald Chandler contributed significantly to solving initial startup problems with the field and making it a model system," said **Mike Harbordt**, director of Energy and Environmental Affairs.

Harbordt credited Chandler's background (degree in range science/forestry from Texas A&M, county extension agent service and service as a ranger for the U. S. Forest Service) as a major factor in the field's success.

"Chandler worked to establish Bermuda grass on the field," said Harbordt. Bermuda is a native grass to East Texas and is tolerant to wet soil and high soil mineral content. As a result, the grass grows "like crazy" and is harvested for hay by local contractors.



Irrigation Field Supervisor Brian Ward is in charge of carefully regulating water cycles, addition of nutrients and maintaining the field.

Though other companies use the irrigation field method, Temple-Eastex is particularly successful due to a climate that allows irrigating almost year-round. In other locations, the irrigation is performed seasonally.

"The field runs well within the allowable limitations," said Orynawka. "It is one of the most successful methods used in the U. S. for treating waste water from a fiberboard plant." ❁

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Employee Assistance Program To Be Extended To All Temple-Eastex Employees

An Employee Assistance Program (EAP), designed to aid employees and their family members through periods of personal crisis, has been established for all employees at Diboll, Pineland, Monroeville and Evadale.

The program will soon be extended to employees at all Temple-Eastex locations.

EAP provides a means for obtaining confidential assistance for employees and their family members to help deal with family concerns, problems with alcohol or drugs, depression, stress, job-related concerns or other emotional problems affecting home life or job.

The program provides immediate confidential help with crisis problems; individual assessment counseling; referral to the most appropriate resource for help; follow-up confidential assessment; education and training in identifying problems; and 24-hour access.

Management training sessions have increased the level of awareness required to recognize a troubled employee and to explain the best methods of assisting these employees.

EAP is administered through the Personnel Departments at each location.

EAP coordinators include **Betty Barkley** at Diboll; **Janice Napier** at Pineland.

Deb Carroll is EAP coordinator at Monroeville and committee members include **Johnny Womack, Jack Logan, Woody Rester** and **Herman Wright**.

At Pulp and Paperboard Division, **Jan Sitton** is EAP coordinator. Members of the EAP committee are **Tommy Cofty, Don Williams, Don R. Kay, Richard Worley, Kenneth Chandler, Martha Bradshaw**.

Also, **James Williamson, Bobby Holmes, Jesse Rogers, Rhode Morgan, James Pickering, Dorothy Jones, Jimmy Gallier** and **Joe Roberts.** ❁

Knife Grinder's Job Important Step In Plywood-Making Process

Billy McCary positions the lathe knives onto the grinder with a methodical preciseness that comes only with years of experience. He knows that his job as knife grinder at Pineland Operation's plywood plant is an important one. It's a job that offers a challenge that Billy appreciates.

As knife grinder, Billy is responsible for honing lathe knives to critical bevels. After eight years at the job, Billy employs a great deal of skill in handling the knives and precision in deriving accurate 21-degree bevels.

When the log first enters the plant, it is the lathe that it encounters first. If the lathe knives are not sharp or contain nicks or chips, veneers can be damaged, affecting the rest of the operation. An error of one degree in angling the knives means discrepancies in board thicknesses.

Two knives can be ground at a time. The hollow or concave grinds are precisely 1/3,000-inch. This shape allows for a "smooth peel" of veneers from the logs. Segments of rotating stone score the knives and a water and soluble oil mixture is supplied simultaneously to prevent rusting.

Billy joined the company 26 years ago. His supervisor, **Bobby White**, says that his tendency toward perfection enables him to meet the job's demand of precision and accuracy. ❁



Pineland Operation knife grinder Billy McCary measures the bevel of a lathe knife. Knives are changed out for grinding every four hours, unless they encounter nails or other debris that can cause chips in the blades.

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Community Service



R. H. Smith

R. H. Smith

R. H. Smith, forest leadman in the Newton district, says that his interest in a better education for the children of the Burkeville school district led to his seat on the school board.

Smith, a 23-year employee of the company, was first elected to the Burkeville Board of Trustees 11 years ago. For the past four years, he has served as the board's president.

In training for his position, Smith has completed 20 hours in statewide standards on duties of a school board member. He has attended various workshops on legislative updates regarding public school law.



Bob Herbst

Bob Herbst

"I have always felt a strong public education system was one of the best assets a community can possess," states **Bob Herbst**, statistician at Pulp and Paperboard Division.

"This has been my motivation to offer myself for this service."

For the past 12 years, Herbst has served on the board of trustees of Silsbee ISD. He has served as board president for the past six years.

Besides attending training seminars each year, Herbst thinks his 11 years as teacher/coach and college credit receive in administration have contributed to his special training for this service.

His duties as a board member include assisting the superintendent in establishing agendas, annual budgets, tax rate, goals and policies for administration of the school district.

Nathanial H. Willey

"I think that a community and a country that have given us so much, it is only fitting that we give something in return."

Such is the philosophy of **Nathanial Willey** who for the past 12 years has given of himself in the service of firemen in the Pineland and Hemphill communities.

"As a citizen of Pineland, I had met several men who were in the volunteer fire department. I appreciated what they were doing and wanted to get involved. I enjoy being involved in community service and helping others," he explained.



Nathanial H. Willey

Willey spends an average of 16 hours per month toward this service. His special training includes courses in firefighting, arson investigation, hazardous material handling and fire ground cover. These courses were taken at fire training schools in Beaumont, Livingston and through the Texas Forest Service.

Training and recordkeeping are



Arlo L. Dunlap

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SHAREHOLDER'S REMARKS



by **Clifford J. Grum**
President and
Chief Executive Officer
Temple-Inland

Shareholder's Meeting
May 1, 1987

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There is a postulate suggesting that communicating good news requires only a short speech. Much of the recent news about Temple-Inland has been good and preceded my appearance before you today.

You received Temple-Inland's annual report on last year's operations which reported on a difficult year in 1986 with positive momentum in the second half of the year. This past week we announced a continuation of that trend. Earnings for the first quarter of 1987 were a record of $1.09 per share on a post-split basis, reinforcing our optimism at the end of last year.

Another item of good news is that your board of directors, meeting earlier this morning, declared a quarterly dividend of $.18 per share, the same rate as before the recent five-for-four stock split, which effectively increases the cash dividend by 25%. Temple-Inland became a public company just over three years ago, and we are proud of the fact that in that time we have been able to increase the dividend rate by 80%.

That's a capsule of the recent good news about our company, including actions taken just a few minutes ago.

In the next few minutes I want to describe our current business situation and report on the momentum which we have in our various operations.

And, equally as important to our future, I will explain why we have elected to explore the discontinuing of our joint venture in Georgia Kraft Company with the Mead Corporation. These comments are interrelated and reflect our long-term strategy for growth.

Our operating divisions are running full. Business is good, maybe a little better than some in our industry, because we are receiving the benefits of our cost containment efforts of recent years. These benefits help us meet our short-term goals and let us plan our future knowing that our cost structure will keep us competitive in any business environment.

Record production was reported by many of our building products and paper manufacturing facilities in the first quarter of this year. By holding the line on costs, we've been able to translate these efforts directly into earnings.

I am particularly pleased that our new gypsum wallboard mill in Fletcher, Oklahoma reached expected levels of production within six months of start-up, and is proving to be a highly efficient operation. This mill was located to serve the north Texas and Oklahoma building markets where construction is currently in a state of disarray and gypsum prices are very depressed. Despite this depressed market, the cost structure at the Fletcher mill allowed us to operate profitably in the first quarter of 1987.

We are continuing the productivity gains at the Orange, Texas linerboard mill which we acquired in mid-1986. Average production was up 87 tons per day in the first quarter compared with the fourth quarter last year. A $60 million modernization program for this mill is underway, and we fully expect additional increases in production as we complete phases of this program over the next three years.

The Ontario, California paper mill continues to show improved production levels. After a year of forced production restriction because of environmental problems, we are now in full operation, and we are concentrating our efforts on improving production levels and quality, while at the same time lowering costs. The mill did operate profitably in the first quarter.

Our container and containerboard operations enjoyed an excellent quarter with earnings of $31 million compared with a loss in last year's first quarter. The increased level of worldwide economic activity has improved demand for shipping containers. Industry activity remains very favorable, and export markets for containerboard have improved. Selling prices of corrugated products had deteriorated sharply from their peak levels of early 1985 before beginning to rebound in the second quarter of 1986. By the end of March this year, we had regained almost all that had been lost.

Bleached paperboard markets are not quite as strong as the unbleached sector, but we are seeing improvement. Bleached board prices also reached a low point in the first quarter last year. Some price increases were implemented late in the year and continued into the first quarter, giving us encouragement for the remainder of the year.

Bleached paperboard reported earnings of $12.9 million in the first quarter, nearly triple last year's results. The bright spot in this group is bleached pulp and, if this market bellwether remains strong, we can expect further price improvement for the products developed in these grades. Our continued improvement in profitability in bleached board has been due to outstanding operating levels and major improvements in quality.

Building products markets have been a

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pleasant surprise so far in 1987. We could see momentum building in this business segment late last year, and it has continued. With the exception of gypsum wallboard, all of our building materials have provided improved margins from last year's first quarter.

Particleboard profits are up nearly 250% over the first quarter of 1986. Particleboard's strength reflects the sophistication we are employing in our marketing strategies.

The new products we are developing serve diverse customers: furniture, industrial, and commercial markets that complement housing, yet are not tied directly to the strength or weakness of new home construction. Housing is a much broader market than housing starts alone, and we are making our products known in these ancillary markets.

Also, for the first time in four years, we're beginning to see higher timber prices. That's a higher value on our standing timber, and higher prices for the end products we manufacture. If this increase in timber values continues, it will have a significant positive impact on our profit stream.

The financial services group had another great quarter, with both mortgage banking and insurance contributing to the increased profitability. The insurance companies continue to produce record volumes of business, and the mortgage banking operation is weathering some very turbulent times in the state of Texas.

Traditionally, the mortgage banking business consisted of originating a mortgage and then servicing the loan for an average of 12 years. A one-time cost provided an income stream for many years. Unfortunately, in the last couple of years our portfolio has incurred large refinancing of existing loans, as well as increased foreclosure problems, particularly in Houston, Texas. This has created a loss in our revenue stream, but perhaps it is abating.

During the first quarter we saw some reduction in the rate of refinancing of loans in our portfolio, and it also appears that the problems in Houston have begun to improve.

Now my promised comments concerning Mead, Temple-Inland, and Georgia Kraft. Inland and Mead entered into a joint venture in 1946 to produce linerboard in the state of Georgia.

In recent years, the marketing impetus of the partners began to diverge and it became obvious that synergy of the partnership was no longer being maximized.

Discussions were opened to explore which portions of the partnership assets might be most beneficial to the individual companies.

Georgia Kraft has three paper mills; two of which are primarily linerboard mills and one which is a combination mill which also produces a coated paperboard. The two linerboard mills have a capacity of about 3,500 tons per day.

Our strategy in this segment of our business is to be an integrated manufacturer of shipping containers, not a major seller of linerboard.

Presently we are utilizing about 2,250 tons of linerboard from Georgia Kraft. The Rome mill at Georgia Kraft has a potential capacity of 2,500 tons per day and fits well with the future requirements of our container system. Therefore, we have chosen to have Georgia Kraft sell the Macon linerboard mill which has a capacity of approximately 1,500 tons per day.

After the sale of Macon, Mead would become sole owner of the coated paperboard mill and we would own the Rome mill. Acquisition of the Rome linerboard mill reinforces our strategic goal to provide incremental growth of containerboard from all of our mills to supply the growing needs of our expanding container operations.

The sale of Macon and the distribution of the remaining Georgia Kraft assets may be completed by year-end, but more realistically, during the first quarter of next year.

Looking at the remainder of 1987, the momentum we've generated will probably carry segments of our business to record levels.

We are monitoring the subtle, positive changes in the worldwide economy. The rise of interest rates could be a major deterrent to the current levels of housing. We may also have a few other hills to climb. The economy is still skittish, but on the whole, we're encouraged.

Hopefully, the postulate I mentioned at the top of my remarks will be as true in '88 as it is today: good news requires little embellishment.

For all of us, 1987 will be exciting.

Our hope is we can continue to set new records and reaffirm what we said at our first shareholder meeting:

"We don't necessarily want to be the biggest company in our industry, only the most profitable for our shareholders."

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the two most essential elements of fire fighting, according to Willey, who is Chip Mill system operator at Pineland Operation.

For the past eight years, he has served as an emergency medical technician (EMT).

"Being a volunteer fireman, and being at the scene of a fire or accident, I wanted to know what to do or not to do in the case of an emergency." he said. "That was my reason for getting certified as an EMT."

Arlo L. Dunlap

What **Arlo Dunlap** learned as a Boy Scout during his youth came in handy during his tour of duty in Germany in the 1950s.

Dunlap, a maintenance mechanic at West Memphis' Gypsum Operation and an eight-year employee of the company, has been associated in Scouting, either as a member or leader, for the past 36 years. He currently serves as assistant Scout Master of Troop 727 and has earned a certificate for excellent participation in 1986 for Scouting events.

"Young people today need good, sound leadership and guidance." he said.

Dunlap spends five days each month in Scouting service. He attends weekly meetings, organizes camping trips at least once each month, attends the annual Scouts Jamboree and helps conduct fund-raising drives.

One highlight was traveling as a group to see a re-enactment of the Battle of Shiloh.

Four times each year, Dunlap attends Scout Leadership Training. His son Richard is presently a Scout.

"The boys appreciate and respect the training they receive as a Scout. I enjoy working with kids and helping them to develop into sound young men," he said. ❁

Aluminum Extrusions Take Varied Shapes At AFCO Plant



Overseeing the aluminum extrusion process is press lead-man Glenn Baglio at AFCO's Alexandria plant.

Aluminum extrusions, produced at AFCO's Alexandria plant, take forms as varied as thresholds in buildings to price tag mouldings seen in any grocery. Each product begins, however, as an aluminum billet that is heated, forced through a die, cooled and stretched into an appropriate pattern for its end use.

AFCO began aluminum extrusion operations in the spring of 1980 as part of a $2 million expansion at its Alexandria plant. A Sutton 1,675-ton extrusion press and support equipment accounted for a major portion of the expenditure.

The press is capable of extruding 7-inch diameter aluminum billets in lengths from 14 inches to a maximum of 26 inches.

The extrusion process consists of forcing the heated aluminum billets, under high pressure, through an opening in a high grade steel alloy die. Once extruded, the aluminum is allowed to cool, then is stretched in order to remove twists and bows that occur during extrusion. Between 2,500 to 3,000 gross pounds of aluminum extrusions per hour can be produced. One billet, for example, will produce 100 three-foot long thresholds.

Afterwards, the extrusion is cut to length, then aged in a gas-fired oven to give it tensile strength. In 1986, the Alexandria extrusion operation produced over 7-1/2 gross pounds of extrusions.

In addition to thresholds and price tag mouldings, other typical extrusion products include window sections, decorative aluminum columns, interior flooring trims, screen frame materials, bumper railing for boats and round tubing for playground equipment.

AFCO also performs extrusions for outside customers in the aluminum window and door industry.

Robert Kirk is Extrusions and Anodizing superintendent and **Jimmy Lacy** is Extrusions supervisor. ❁

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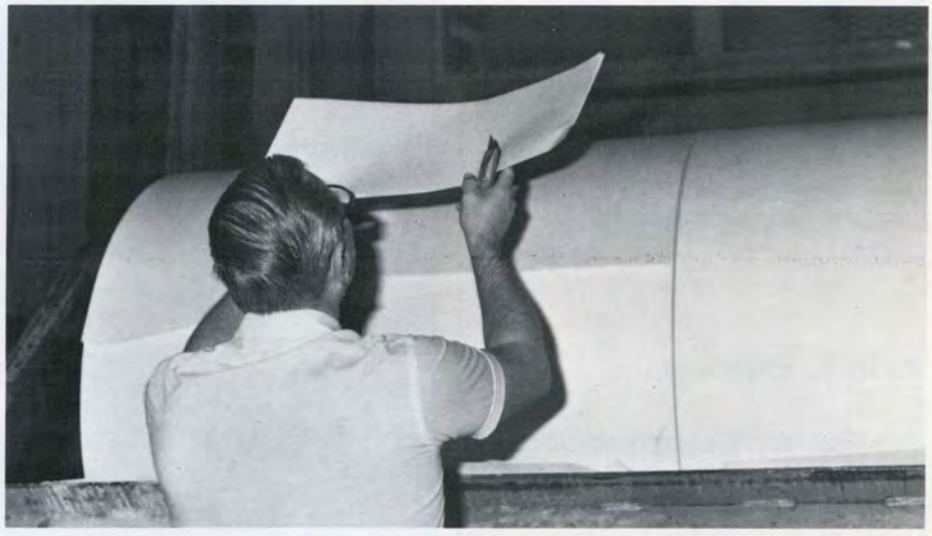
Texcover™ Well Received In Coated Papers Market

Texcover, a coated, high quality paperboard used mainly by commercial printers and produced on No. 2 machine at Pulp and Paperboard Division, is being well-received in the marketplace.

Perry Galloway, the Division's Texcover product manager, reports that due to machine improvements and a new coating formulation, the product has gone from an average product to "the best coated cover available."

A blade coater with double blade application ability and a gloss calender were added to the machine in late September, 1986.

A process engineering team conducted extensive analyses of the coating applied to the product, and, as a result, a new coating formula was devised.



Quality control supervisor Ed Curl examines the gloss of a sample sheet of Texcover



No. 2 paper machine 4th hand Harold Moore (right) and 6th hand Mike Whitehead make final checks before Texcover leaves the slitter.

"All of these factors (the machine improvements and the new coating formula) came together in October, 1986," said Galloway. By December, the new product was in the marketplace. The paper is glossier, smoother and more level and is currently sold to Hallmark, American Greeting, Western Publishing, World Color Press-firms who demand the best printing surface possible.

In addition to Texcover, No. 2 machine produces folding carton and paper plate stock. These products enjoy a large commercial market.

"The success of these products is due to the follow-up and attention to detail by all groups involved—Technical, Engineering, Manufacturing and Maintenance," said Galloway. "Together this team has set a new industry standard for coated-one-side quality and consistency. Its success is due to this team effort." ❁

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Aid To Education

Temple-Eastex's Aid to Education financial assistance program is designed to help company employees improve and better prepare themselves for their present and future job assignments.

The company 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.

Jose Perez, Class A electrician at Fiber Products Operation, is one who has recently taken advantage of the program. Initially, Perez was working at the sorter in the Press Line Department at Fiber Products.

"I wanted to do something else," said Perez, "something better than what I was doing."

So, what he did was enroll at Angelina College. Three years later, he had an associate degree of applied science in electromechanical technology and a certificate of completion in industrial power control. The company contributed aid to 14 of the college hours.



Jose Perez

Perez took courses such as electromechanical controls, solid state control devices, microprocessor and computer controls. He plans on taking additional courses at Angelina College including computer electronics, microsystems programming and electronic instruments.



Dennis Dace

"I wanted to do someting else, something better than what I was doing."

Dennis Dace, senior project engineer at Pulp and Paperboard Division, obtained a master's degree in engineering management from Lamar University in December, 1986.

Dace received company aid for all 36 hours in the degree program, including all tuition and books paid by the company.

Beginning in the Fall semester, 1983, Dace took courses including engineering economics, engineering management and certain business courses.

"The company has certainly helped me in obtaining this degree," he said.

David Kellum has found that the "book sense" he has gotten by working on an associate degree in electro-mechanical technology has provided a revelation of sorts in daily application at his job as Class C electrician at Lumber Division.

Kellum said that his degree is "packed with practical information that pertains to my job. I've gained a new confidence working with high-tech equipment."

He joined Temple-Eastex in August, 1986, and read in the company's employee handbook of the availability of aid to education.

"My previous employer had no such program available. When I joined Temple-Eastex, I read about the Aid to Education program and I knew this would be a chance for me to start something I had wanted to do for a long time—get into a college program, he said."

Kellum was able to use the company's aid for 27 of his 66-hour degree obtained at Angelina College. He transferred four hours from another school. Courses he has taken include electro-mechanical controls, industrial electricity, residential wiring, static controls, computer controls and basic electronics. ❁



David Kellum

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Built In 1916 And Still Going Strong

It was born in 1916, one of two twins manufactured by Moore and White of Philadelphia.

It was originally installed at Nitro, West Virginia, where it was used in the manufacture of "gun cotton" for the U.S. Navy in World War I.

Seventy-one productive years later, after numerous revisions and in spite of recent declining usage, No. 3 paper machine will be rebuilt to produce Pulp and Paperboard Division's sophisticated new combination paper/plastic product, TEMPLEX™ while continuing to manufacture current grades.

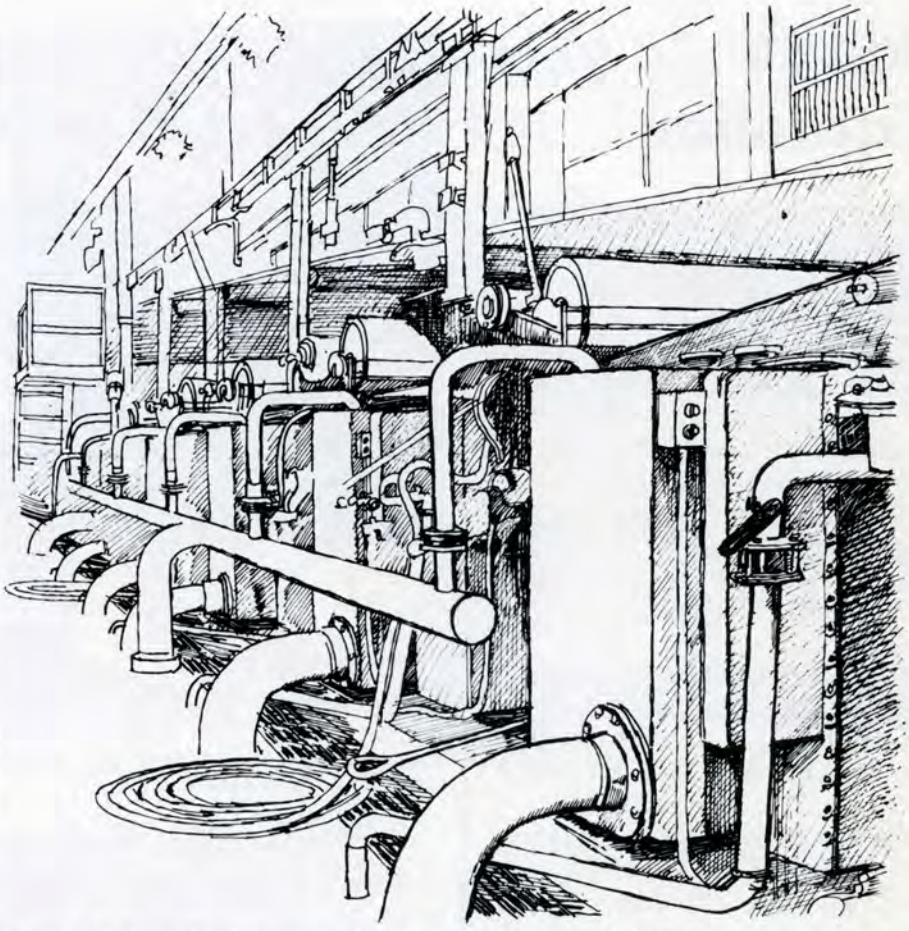
Improvements to the machine will include the addition of a new wet end, stock preparation equipment, control systems and rebuilds of the winder and dryer systems. Major equipment installations will occur during scheduled routine outages, and completion of the project is expected in January, 1988.

The paper machine's history is one of the company's most interesting tales.

Following its stay in West Virginia, it was sold to Hollingsworth and Whitney in Mobile, Alabama. It was then sold to Union Camp in Savannah, Georgia, who eventually sold it to Champion's newsprint mill in Lufkin (then Southland Paper Mill).

At each of these sites, the machine was used both as a pulp dryer and producer of "cylinder board."

"When Southland expanded their newsprint production, they were left without excess pulp capacity and could not supply the cylinder machine with furnish," said **Herb Couture**, director of Utility Development.



These cylinder molds (where the sheet is formed) are scheduled for replacement with new, modern hydraulic formers.

"We were only operating No.1 machine at the time—it was all we had," said Couture. "Looking to the future, space was left alongside of No.1 machine and a new machine room, stock prep area was constructed and the machine labeled No. 3.

"There were those who were crass enough to suggest 'we couldn't count', since No. 3 machine was the second machine installed."

However, expansion plans for additional Fourdriniers were in the offing.

As one part was removed from Lufkin, it was moved to Evadale and erected. The machine was never stored. The job took a month, a marvel of good planning and coordination. The existing crews for the machine were offered jobs at Evadale and the majority accepted which provided an experienced crew to operate the machine. The start up of the re-erected machine went well (December, 1958).

Over the years, the demand for cylinder machine grades has declined and in its latter years, No. 3 machine has functioned primarily as a pulp dryer. The planned revisions will upgrade the machine to where the new polymer composite sheet or TEMPLEX™ can be more uniformly produced.

The $12 million rebuild is a two-phase conversion, and when up to speed, the rebuilt synthetic product machine will produce 40,000 tons per year.

(All historical information on No. 3 machine was compiled by Herb Couture.) ❁

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Benefits

For sometime now Temple-Eastex has placed a high priority on providing its employees with health care plans offering maximum protection, while spending your health care dollars as efficiently as possible. Temple Eastex Health Care Plans are designed with "cost containment" incentives by providing benefits for treatment through less costly medical services. These incentives have helped control costs, primarily due to your efforts in learning how to use your health care benefits in the wisest manner. As the Company's philosophy on cost containment continued to strengthen, we continue to add features which, when used properly, will further eliminate unnecessary expenses associated with the rapid rise in health care costs, while continuing to provide quality care.

"We continue to add features which will further eliminate unnecessary expenses associated with the rapid rise in health care costs, while continuing to provide quality care."

The newest provision added April 1, 1987 for hourly non-union and salaried employees covered under the health care plan administered by Connecticut General Life Insurance Company includes precertification of hospital admissions, the monitoring of continued hospital stays, discharge plannning and mandatory second surgical opinion for specific non-emergency, elective surgery. This new program is being administered by Intracorp, a company specializing in health care service management.

Preadmission Certification (PAC) is the process by which a Medical Review Specialist on the staff of Intracorp evaluates the physician's request for a non-emergency admission to a hospital. The evaluation is made based upon established medical standards. It determines the medical necessity and appropriateness of the hospitalization request and the proposed length of stay and treatment plan.

Continued Stay Review (CSR) is the process which begins once your admission is certified. Intracorp's Medical Review Specialist will work with your doctor to monitor your medical progress and will certify your continued stay, if

(Continued, p. 18)

East Texas Turkey Population Increasing Due to Cooperation Between Temple-Eastex and TP&W

Wild turkeys that have been relocated from Louisiana and Mississippi to Temple-Eastex lands are established and expanding their range.

Darryl Stanley, wildlife manager, reports since the company entered into a cooporative agreement with Texas Parks and Wildlife to manage the birds, 125 turkeys have been trapped and relocated from the original stock.

That stock consisted of eight males and 25 females trapped in the wild in Lousiana and Mississippi during the 1979-80 season. The birds were relocated to the company's Beef Creek Hunting Club in Jasper County.

Since the original turkey release, four males and eight females from Mississippi were relocated to Scrappin' Valley during the 1981-82 season. Birds from Beef Creek and Scrappin' Valley have since been relocated to Boggy Slough, Harrison County, Barrister Wildlife Management Area and other areas in East Texas.

Stanley said that 1987 has been the best year yet for numbers of birds trapped and relocated. All turkey stocks for which Temple-Eastex keeps records are established and expanding their range.

The State of Texas has tried other projects to increase the turkey population within East Texas. Domesticated birds were released into the wild only to die. Rio Grande turkeys, native to western areas of Texas, were brought in to East Texas, but were not adaptable to the climate.

Hybrids of the Rio Grande and Florida subspecies were also unsuccessful.

"Nothing was successful until wild trappings of Eastern turkeys," said Stanley.

Though turkey hunting is not as popular in Texas as in Louisiana, Mississippi and farther east, a turkey hunting season does exist in Texas, usually two weeks in early April. ❀

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medically necessary, or recommend appropriate alternatives.

Discharge Planning is the process by which an Intracorp Medical Review Specialist coordinates and expedites the transfer of a patient from an inpatient, acute care hospital to an alternative, more cost-efficient setting. The objectives of this process is to assure you that your inpatient, acute-care admission will continue only for the duration that is medically necessary and appropriate and that treatment in the alternative setting is appropriate for your needs and provides quality care.

The Second Surgical Opinion Program specifies particular non-emergency elective surgical procedures for which a second surgical opinion is mandatory when *inpatient* hospitalization is recommended.

This new PAC/CSR program is designed to help solve the problem of over-utilization of hospital care while assuring that all covered employees and their eligible dependents have access to the finest inpatient care when necessary. The PAC/CSR evaluation assures you that:

- You and your dependents will be hospitalized only when (and as long as) a medical need exists;
- The treatment proposed by your doctor is customary for the diagnosis; and
- You and your doctor will be alerted to opportunities for treatment in more cost-effective settings—settings that will in no way sacrifice the quality of treatment or the anticipated medical results.

The opportunity to consider other options as provided by PAC/CSR allows the program to respond to the individual medical needs of you and your dependents in the best way possible. With the added features of this program, when you or one of your family members face a hospital stay, you will discover that it is to your benefit to use PAC/CSR. ❀

Retirees

AFCO Industries, Inc.

From Mouldings Division at Alexandria

Louis Dixon, 21 years

Building Products

From Pineland Operation,

Wilford W. King, maintenance millwright, with 37 years...
Delma L. Welch, dryer offbearer, with 30 years...
Audie L. Armstrong, veneer grader, with 24 years...
Frances J. Nobles, dryer offbearer, with 10 years...
Grace Pierce, dryer feeder, with 28 years...**Cleo Self**, relief laborer with 21 years...
John E. Shelton, forklift operator, with 20 years...**Marcus L. Ward**, forklift operator, with



Retiring with 37 years was Wilford W. King (left) at Pineland Operation. Joe McNaughton, maintenance superintendent, along with King's co-workers and friends, attended a retirement reception at Pineland Operation.



In a career that spanned 23 years with the company, Bill Oates, who recently retired, played an integral part in building three plants and serves as operating manager for both the particleboard and gypsum segments of the company. Oates says he has "at Least 20 years work" planned for the future, much of that time devoted to the Davenport Arabian horses he owns. Oates and wife, Billie, are shown here with four-year old stallion Minstrel.

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26 years...**Nancy M. Womack**, dryer feeder, with 16 years.

From Fiber Products Operation
E. O. Miller, forklift operator, with 22 years...**Almon O. Felice**, chip loader operator, with 16 years.

From Diboll Truck Shop
Troy Tatom, truck driver, with 11 years.

From Thompson Particleboard Operation
Guy McCorkle, security guard, with nine years.

Corporate

Gerald R. Chandler, irrigation field supervisor, with 19 years.

Forests Division

John D. Bingham, timber marker, 14 years. ❁



Members of the Temple-Eastex Retirees' Club who celebrated birthdays in the months of February, March and April are (front row) Jewel Burchfiled, Oneta Hendrick, Margie (Sis) Davis, and Johnny Gambrell. Also, (back row) Verdell Graham, Woody Ashton, Leo Coody, Ray Rector, Manuel Cavazos, Elvin Phipps and Alejandro Reyes.

New Faces

Building Products

Dorothy W. Hutts, insurance coordinator, Diboll Personnel Department...**Deborah Bailey**, personnel information processor, Diboll Personnel Department... In Sales and Marketing, **Richard Spring**, to product coordinator; **Gayle Davidson** and **Tina Hance**, secretaries.

Corporate

Jay Brittain, graphic artist, Public Affairs Department...At Information Systems, **Gary Orsak**, senior programmer; **Ray Post**, senior systems analyst; **Mark Greene**, programmer...**Pat Moore**, environmental chemist, Energy Environmental Affairs...**Charles A. (Charley) Neel**, director of Corporate Security.

Pulp and Paperboard

Douglas E. Thompson, sales representative, Eastern Sales Office. ❁

On The Move

AFCO Industries, Inc.

Donald Santi to national accounts sales manager, Holland plant.

Building Products

Hunter Hall to senior product coordinator...**Barry Burton** to Rigid Foam sales...**Brian Ward** to supervisor, Spray Irrigation Field treatment system...**Philip Pate** to Lumber Operation manager control and safety director...**Debbie Danford** to bookkeeping manager, Big Tin Barn West Houston...**David Kellam** to Operations Manager, Gypsum Products...**Joe Brown** to Fletcher Gypsum Operation plant manager...**Christopher Works** to production supervisor, Monroeville Particleboard Operation...**Bobby Rayburn** to Monroeville shipping superintendent...**Mike Bayles** to general foreman and **Jimmy Morris** to maintenance superintendent, both at Monroeville Particleboard ...**Glenn Price** to customer sales representative, East Coast...**Glenn Miller**, customer service.

Corporate

At Information Systems, **Doris Higgins** and **David Moore** to junior analysts...**Bruce Harrell** and **Linda Knight** to senior computer operators...**Carol Thompson** to computer operations assistant.

Forest Division

David Crager to Land inspector...**Karey Lee** to chief surveyor...**Mike Cook** to party chief...**Frank Shockley** to technical services supervisor...**Dennis Maynard** to fiber accounting supervisor. ❁

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Service Anniversaries

AFCO Industries, Inc.

ALEXANDRIA, LA.

35 Years

Henry Lee



Henry Lee
AFCO Industries
35 Years

20 Years

Mercedes Fields
Fred Green
Eddie Madden

15 Years

Harry Brewbaker
Cora West

5 Years

Tommy Gaines

HOLLAND, MI

15 Years

Ricardo Altamira
John Angell

10 Years

Jack Blodin

5 Years

Marcia Gemmen

MEMPHIS

20 Years

James Coleman
Eirby Pritchard
Tommy Wright

10 Years

Laura Craig

5 Years

Mike Mercer
Dora Street



Cleon Murry
Building Products
35 Years

Building Products Division

DIBOLL

35 Years

Cleon Murry

25 Years

Donald R. Hamilton
Charles M. Harvard
Frank Miranda
Arnold Sweetser



Donald R. Hamilton
Building Products
25 Years

20 Years

Manuel M. Acosta
John M. Batson
Johnnie M. Maxey
Ira L. Miller
Arthur R. Powell
Jerry G. Wagnone

10 Years

Atansio Arias
Luis Caballero
Jose Castillo
Pablo N. Concha
Acencion Conpean
Barry Cook
John A. Homan



Charles Havard
Building Products
25 Years

Sandra K. Menifee
Esteban Mireles
Patrick W. Murphy
Cary D. Parr
Jerald C. Porter Jr.
Darlene S. Record
Pamela A. Shaw
Conrad B. Stevenson
Joseph G. Wilcox

5 Years

Debra A. Andrews
Charles V. Clark
James T. Cowan Jr.
Erick Duarte
Jesus R. Gomez
Antonio R. Gonzales
Thurman E. Goodwin



Frank Miranda
Building Products
25 Years

Fermin Hernandez
Raudel R. Hinojosa
Gary R. Hutson
Eduardo J. Jasso
Reagan L. Kimble
Juan A. Lozano Jr.
Terry E. Markle
Diane B. Mathews
Van G. Mullins
Wesley D. Parish
Jesus F. Salais
Patrocinio Sarmiento
Juan F. Silva
Nehemiah C. Simmons Jr.
Jose J. Vasquez
Richard K. Williams
Leah Wittenburg
Christopher A. Works

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PINELAND

30 Years

Delma L. Welch (retired)

25 Years

Hubert L. Young



Arnold Sweetser
Building Products
25 Years

20 Years

Jesse J. Barnes
Nancy R. Clay
Billy W. Murray
Harrt D. Setters
Arthur Sylvester
Lucy M. Wade

10 Years

Larry L. Batson
Lavern Bell
John O. Booker III
Melvin Brooks
Jannie A. Burrell
Linda A. Edwards
Donnie S. Garrett
Eunice F. Jessup
Lorine Lewis
Carolyn R. Marshall
Micheal McCroskey
Frances J. Nobles
L. J. Smith
Ronald L. Stewart
Martha E. Watts



Delma Welch (retired)
Building Products
30 Years

5 Years

Benny R. Brown
Samuel C. Dubose
Doris M. Edwards
Julie P. Glover
Patricia D. Haley
Edward C. Henson
Jerri L. Jackson
Bobby D. Kegler
Lathaniel G. Miller
George A. Walden
David R. Whitmire
Bobby R. Williams



Hubert Young
Building Products
25 Years

WEST MEMPHIS

10 Years

Kenneth E. Bradford
Micheal V. Davis
Winston Hudson
Curtis L. Hunter
Mark A. Lancaster
Roy L. Lancaster
Josephine Spencer

5 Years

Arlo Dunlap
Marcus E. Hickman
Peggy L. Hooker
David A. Johnson

THOMSON

10 Years

James E. Few
Willie L. Haynes



Martha Bradshaw
Pulp and Paperboard
30 Years

5 Years

Johnny L. Hill
Randy Morgan
Donald Myers
William L. Poss

MONROEVILLE

10 Years

Christopher B. Cumbie
Ronald L. Flowers



Joe Cansler
Pulp and Paperboard
30 Years

Norman Lee
Virgil Lowery
Eddie W. Martin
Joseph R. Matheny

5 Years

Ricky J. Wilkins

Corporate

20 Years

Alvin R. Fasske
Jack McCuistion

10 Years

Sandra G. Bird
Chester W. Gibson
Diane W. Smith

5 Years

Isabel Hardy
Cheryl H. Lewis
Melissa A. McGuire

(Continued, p. 22)

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ServiceAnniversaries



Lou Smith
Pulp and Paperboard
30 Years

Forests Division

40 Years

J. C. Welch Jr.

35 Years

Emanuel Jordan



Simmie Gibson
Pulp and Paperboard
25 Years

30 Years

James H. Bingham
Lormayne W. Wunschel

20 Years

Willie W. Capps
James D. Cumbie
Ventries Elmore
John R. Folsom
Thomas K. Locke Jr.
J. N. Tullos

10 Years

Charles L. Hilton
Pierce W. McAninch
Larry G. Miller
James H. Senter

5 Years

Richard J. Standeven



Al Guillory
Pulp and Paperboard
25 Years

Pulp and Paperboard Division

30 Years

Martha Bradshaw
Joe Cansler
Lou Smith

25 Years

Simmie Gibson
Al Guillory
Carlos Rogers
Charles Sumrall
Mike Totten

20 Years

Thomas Bean
Bobby Brewer
Steve Broeder
Russell Caillier
Glen Cook
Clyde Foxworth
Gilbert Gore
Larry Green



Carlos Rodgers
Pulp and Paperboard
25 Years

Marilyn Ivy
Robert Jones
Herman Kelly
Lawrence Meeks
Willis Midkiff
Bill Miller
Kerry S. Morrision
Earl Odom
Iley Oxley
D. C. Powell
Charles Ray
Elmer Rivers
Jesse Rogers
Dolores Schaefer
Luther Sterling
Kenneth Tousha
Thomas Watson
Arthur West
Lawrence Woods
Wallace Woods

15 Years

Robert Fiedler
Raymond Ford
Delbert Matthews



Charles Sumrall
Pulp and Paperboard
25 Years

Larry Neal
Ray Parr
Erskine Reliford

10 Years

Owen Belk
Don Ener



Mike Totten
Pulp and Paperboard
25 Years

William Fussell
Harold Gardenhire
Beverly Hadnot
Bob Lippincott
Henry Morse
Mark Muckleroy
Donna Pell
Larry Richardson
Joy Sims
Jesse Tucker

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Nancy Williamson
Gerald Y'Barbo

5 Years

Peter Begnaud
Stacey Booker
Perry Galloway
Mike Hobbs
Sadie Hodge
Bronold Landry
Travis Merka
Claudia Sherman
Arnold Smith
Danny Williams
Bernadette Ziemba



J. C. Welch Jr.
Forests Division
40 Years



Emanuel Jordan
Forests Division
35 Years

Temple Associates, Inc.

20 Years

James E. McCaa

15 Years

Gary M. Wagnone

10 Years

M. "Skip" Richardson
Gene F. Stevens



James H. Bingham
Forests Division
30 Years

5 Years

E. Nolan Boykin Jr.
Ricky Clark
Jim Hornbuckle
Charline Ryan

UNIVERSAL ELECTRIC CONSTRUCTION

20 Years

Herman Chaddrick
Louis J. Martin Jr.

10 Years

Clayton Davis

Marvin E. Dees Jr.
Tommy McCullough
E. J. Neyland
Charles Ogletree

5 Years

Richard Bean
Kenneth Burke
Ted Hazelton
Raymond Holt
Randy Melancon
Micheal Mund
Randolph Scallan
L. C. Smith
Thomas Underferth
Gary Weinheimer
Jerry Whisenant



Billy Wunschel
Forests Division
30 Years

Employees' Children Who Attain High Honors To Be Recognized

The upcoming issue of *In Touch* will recognize employee's children who have attained high honors as 1987 graduating seniors.

If your son or daughter is valedictorian or salutatorian of his/her 1987 graduation class (senior high), please complete the form below and return it to Carolyn Elmore, Public Affairs, Drawer N, Diboll, Texas, 75941, by June 15.

STUDENT'S NAME _____

ACHIEVEMENT (CHECK ONE): ☐ VALEDICTORIAN ☐ SALUTATORIAN

NAME OF HIGH SCHOOL _____ SCHOOL PHONE NUMBER _____

PARENTS _____ EMPLOYEE _____

EMPLOYEE JOB TITLE AND LOCATION _____

PARENT'S ADDRESS _____

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Temple-Inland Highlights

Temple-Inland Inc.'s net income for the first quarter of 1987 jumped 148 percent over the first quarter of 1986, announced Clifford J. Grum, president and chief executive officer. Earnings have now increased for four consecutive quarters.

Net income for the quarter ended April 4, 1987, was $33.7 million or $1.09 per share, up from $13.6 million or $.45 per share in the first quarter of last year. Per share earnings reflect a five-for-four stock split which was effective March 31, 1987

Revenues in the first quarter were $391 million in 1987 and $293 million in 1986.

"All of our business segments had improved earnings over the first quarter last year," Grum said. "The sharpest improvements were in our paper segments where production reached record levels and prices continued to recover.

"A year ago," he continued, "prices for our paper products had dropped to dangerously low levels. Demand growth has continued and prices have improved. In addition, our building products' markets are currently considerably stronger than we expected. If the current momentum continues, we expect Temple-Inland to achieve record earnings in 1987."

Temple-Inland Increase Cash Dividend by 25%

On Friday, May 1, directors of Temple-Inland Inc. declared a quarterly cash dividend of $.18 per share, on its common stock, thereby increasing the cash dividend by 25 percent following the five-for-four stock split effective March 31, 1987.

The cash dividend is payable June 15, 1987, to shareholders of record June 1, 1987.

Dolben Joins Temple-Inland

Temple-Inland Executive Vice President W. Wayne McDonald has announced the appointment of David H. Dolben as Corporate Vice President Internal Audit.

Dolben served as Vice President Finance of Temple-Inland Inc.'s subsidiary Temple-Eastex from 1973 to 1977.



David H. Dolben

After five years with Price Waterhouse, Dolben joined Time Incorporated in 1963, and served as Assistant Treasurer and Comptroller before joining Temple-Eastex.

He returned to Time in 1977 as Vice President Finance, and was named Vice President of Time's Information Systems Group in 1982.

Dolben received his AB from Dartmouth College and MBA from Columbia University.

He currently serves as a trustee and Chairman of Finance and Administration on the United Board for Christian Higher Education in Asia. ❁

Temple-EasTex INCORPORATED
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Alan Miller
Public Affairs Director
Carolyn C. Elmore
Editor

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