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InTouch®

By And For
Employees Of
Temple-Eastex

Inside...

My Turn
Russ Chase

News
Cover Story - The art and science of tree farming

Plant upgrades completed

Employees exceed blood drive goal

For Kid's Sake program renewed

Electronic badge replacing time cards in manufacturing operations

Forest reorganization results in position changes

Machine rebuild is complete

Features
Going back to basics in process optimization

30 year working relationship comes to a close

Mother Nature on a rampage

One on one with Clifford Grum

Profile
One man's dream to become an "ironman"



Herbert Olsen, part-time orchard aide, bags female loblolly flowers in a scion bank near Kirbyville.

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My Turn



Russell E. Chase Jr.

Senior Vice President-Marketing
Pulp and Paperboard Division

"All of this obviously indicates a great opportunity for paperboard packaging. We don't want to be derogatory about plastics, but we do want to present our own case properly."

Volume 4, Number 4 1988

Editorial Advisory Board
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For several years, the growth of paperboard as a packaging material has been inhibited by competition from plastics. The pendulum seems to be swinging in our favor.

New York State has asked the McDonald Corporation to take its Big Macs, Chicken McNuggets, and other foods out of styrofoam and serve them in biodegradeable materials.

This request reflects growing concern throughout the entire country about the use of plastics for food packaging. Berkeley, California, is considering an ordinance to bar the use of polystyrene foam cups, plates, and bowls in state offices and institutions, and has invited private industry to follow the state's lead. Suffolk County (New York), New Jersey, Pennsylvania, Rhode Island and Oregon are all considering legislation to either ban the use of plastics, require advance deposits, or install penalties.

There are three main objections.

1. The plastics industry uses chlorofluorocarbons (CFC's) as blowing agents in the manufacture of foam packaging. CFC's are suspected of depleting the earth's ozone layer, thus permitting increased amounts of the sun's cancer-causing ultraviolet rays to strike the earth and its inhabitants.

2. The U. S. faces a crisis in the disposal of solid waste, and the non-biodegradable plastics have frequently been cited as a significant part of the problem. The rapid growth of plastic food containers is accelerating the U. S. solid waste problems.

Finally, when styrofoam is burned in landfills, it can produce harmful emissions. Paper, on the other hand, breaks down relatively quickly and is considered to be biodegradeable. The famous garbage barge which traveled all the way from Long Island to South America and back without ever finding a home called attention to the mounting solid waste problem as nothing else could have done. There is a very real scarcity of landfill space.

3. *Litter* is a big problem. We all like to visit the beach or a nice, clean park. Nothing can spoil the experience quicker than litter—broken glass, cans, plastic rings and cups, and, yes, even paper.

We all want to Keep America Beautiful. We cherish the aesthetics of nature, and, let's face it, the cost involved in cleaning up our roadsides, parks, and beaches is enormous.

Studies indicate that the largest offender is plastics. They are non-biodegradeable, and can survive sunshine, heat, cold, and rain for hundreds of years. Add to this plastic soda bottles, cleaning agent containers, plastic bags, cups, trays, and clamshells and you can begin to appreciate the enormity of the problem.

The U. S. paper industry has an excellent record in recycling. Between 1970 and 1986, waste paper collection and uses increased by 75 percent.

Americans now consume eighty million tons of paper and paperboard. Thirty percent of the paper originally used is recycled into another round of new products. The American Paper Institute expects this trend to continue.

All of this obviously indicates a great opportunity for paperboard packaging. We don't want to be derogatory about plastics, but we do want to present *our own* case properly.

McDonald's and others buy plastic cups, plates, trays, and clamshells for two reasons:

1. They provide better insulation.
2. They are usually less expensive.

However, paper prints better and stacks more tightly, which means we require far less space for shipping and for storage. This translates into a lot of money, and is especially important at the fast-food retail store where every square foot is at a premium.

And, above all, paper is biodegradeable, thus reducing the landfill problems...and *no* problem for the ozone layer.

YOU CAN HELP! When you are talking with your local fast-food manager, your supermarket manager, your town officials, your congressman, and your friends and neighbors, *tell them* about the *advantages* of paperboard packaging.

Russ Chase

Russ Chase

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Forests

The Art and Science of Tree Farming

or

How Genetics is Helping Ensure the Perpetual Forests Concept

Larry Miller doesn't wear a white lab coat. He doesn't use beakers, Pyrex dishes, microscopes or Bunsen burners. His experiments don't even occur in a laboratory, but on hundreds of acres of land in Temple-Eastex forests. Larry and his group conduct research every day, all year long. They seek superior trees, super trees, that stand straighter, reach taller and grow faster than any that have come before.



The cutting grafted to existing root stock came from a first generation loblolly superior tree selection.

Larry's official title is tree improvement manager. He and his staff - **Jim Steele,** seed orchard manager and **Tim Stewart**, nursery supervisor - breed and grow the trees in the company's Texas and Louisiana forests. Their job is similar to their counterparts in the cattle and wheat industries who modify biological patterns to take advantage of good characteristics.



Larry Miller, tree improvement manager, points out a male flower ready to shed pollen.



These conelets were the female flowers of a year ago, which were control pollinated. They will be harvested this fall to complete the two-year cone maturation cycle.

The super tree program began some 20 years ago when superior tree cuttings provided by the Texas Forest Service were used to stock the first Temple-Eastex orchard. The company's inhouse program began in 1974. Today's scope includes not only the company's superior trees but some 2000 others available through the 17-member Western Gulf Forest Tree Improvement Co-operative, of which Temple-Eastex is a member.

"By belonging to the co-op," said Larry, "we have access to trees owned by other co-op members for breeding and orchard purposes. Everyone working together reduces the risks of inbreeding."

One superior tree strain is avoided because it could be devastated by any number of diseases, insect or weather-related disasters. Growth gains of over 20 percent in the past 20 years can be attributed to the program.

Three seed orchards and two scion banks are utilized to develop new selections. New orchards are built around the best selections at the time.

Recently, however, the "advancing front concept" has come under study. Instead of seed orchards in several locations, all orchards would be on one 150-acre site. New areas could be opened within the tract every five years as new and better trees are developed. This ensures

(Continued, p. 4)

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that the company is taking advantage of its own newly developed trees.

How the Superior Tree Program Works

Temple-Eastex's superior tree program includes over 400 slash and loblolly pines making up many strains. When trees are identified in the forest as superior, their genes are captured by making grafts with cuttings into seed orchards and scion banks.

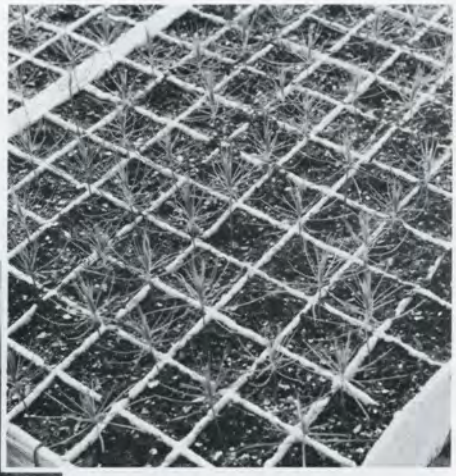


When the two-year growing cycle is complete and conelets become cones, they are harvested and taken to a climate-controlled building in Jasper. To protect the lineage of the seeds, the cones are placed in separate drawers where their identities are recorded. When the cones open, or flower their seeds are extracted.

Scion banks serve as a sort of a day-care center for first generation superior tree "children." Breeding plans outline tree crosses to identify the family—male and female parent and progeny (children). Pollen is collected from the tree which is to be used as the male parent and crossed with the tree which is used as the female parent.

Seeds taken from these crosses are sown in a greenhouse and progeny tests are conducted under field conditions. Evaluations of the parents are based on how well the offspring do in the field over a period of two to 20 years. Good performers are taken to the second generation scion banks and to the seed orchards. Poor performers are rogued (discontinued.)

Controlled pollination of these super trees is an involved process. Workers isolate the females by placing a plastic bag tightly over the stem to prevent fertilization by undesired trees. Pollen is injected into the bag and the hole is sealed. When cones mature in about a year and a half, they are taken to a climate-controlled building where they are allowed to bloom or open. Then they are placed in a clothes dryer-like tumbler that dislodges the seeds. The seeds are then collected, stratified and sown in the greenhouse for later planting in progeny tests.



Seeds extracted from the experimental crosses are planted in plots and then taken to the field where initial controlled pollination progeny tests are performed.

"The best individuals from the best families," said Larry, "will be selected from these tests. These will be second generation selections which will begin the process again."

How the Nursery Fits In

This year, 30 million seedlings will be grown in the company's nursery near Newton. Of these, 25.5 million are loblolly and 4.5 million are slash pine. These seedlings began as 2600 pounds of seeds which came from cones collected by hand from superior trees in the company's seed orchards.

To test cone maturity for picking, green cones are placed in a bucket of water. When they float, they're ready to pick.

The cones are then taken to one of three commercial processing facilities. The seeds are extracted by heating the cones and then placing them on vibrating racks. One bushel of green cones will yield a pound and a half of seeds.

Seeds are sown in the nursery in early April and then lifted and planted during a three-month period beginning in December.

Of Temple-Eastex's 1.3 million acres of forests in Texas and Louisiana, 41 percent is plantation, 49 percent is all-age and 10 percent hardwood bottomlands. ❁



Plastic bags are placed over the female flowers of this super tree to protect them from fertilization by undesirable trees. Workers will then inject pollen into the bag and seal the hole to complete the controlled pollination process. It will take about a year and a half after fertilization for the cones to mature.

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Building Products

Plant Upgrades Are Completed

The $2.5 million plant upgrade is completed at Monroeville's Particleboard Operation and company officials have targeted 50 percent industrial particleboard production by the end of the year.

Particleboard Operations Manager **John McClain** reports that the addition of screens, refiners and an eight-head sander and feeders at Monroeville was completed as planned.

Diboll Particleboard Operation has received new screens and refiners to improve the board quality of that operation.

Marketing Manager **Jack Beene** said that in a period of four years, Temple-Eastex has made the transition from low-end commodities underlayment to Temstock, a high-end industrial product.

"Temple-Eastex is reaping the benefits of being recognized as the quality producer of industrial particleboard," said Beene.



a



b



c

New equipment installed at Monroeville Particleboard include a) the refiner shown with process aide James Porterfield and M&D operator Ron Tuberville, b) the sander feeder with sander operator Randy White and c) the sander with sander operator White, forklift operator James McDonald and finishing foreman Bob Boyer.

"Initially, our product was dependent on the residential market. Now it is used by the ready-to-assemble furniture and kitchen cabinet market," he continued.

Beene said that industrial particleboard is a 3 billion-foot industry. Temple-Eastex has 10 percent of the total U.S. particleboard market.

"Our plants manufacture the complete line, including underlayment, mobile home decking and industrial board," said Beene. ❁

Building Products

Reload Centers Enhance Product Distribution

A more efficient and economical building products distribution system is currently underway with the establishment of reload centers in six U.S. cities.

Benny Brown distribution manager says that centers are being used by Building Products Division to enhance product distribution to new markets, retailers, and mass merchandisers.

"The centers allow Temple-Eastex to be competitive in new and distant markets," said Brown, "and to distribute new products in existing markets."

Variable quantities and a diverse product mix can be made available for delivery to retailers of all sizes, Brown explained.

A retailer or mass merchandiser who has no need for an entire carload of products can now obtain small quantities from a reload center.

One day delivery can be guaranteed to buyers for the products distributed through the centers.

According to Brown, reload centers are located in cities that are serviced by freight lines that offer economical rates.

Kansas City, Chicago, Philadelphia, Baltimore, Atlanta, and Birmingham are current locations for Temple-Eastex reload centers. Cincinnati and Nashville will be operational in 30 days. ❁

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Building Products

Employees Exceed Blood Drive Goal

Fletcher Gypsum Wallboard employees and their families gave a total of 38 pints of blood during the plant's blood drive in January.

Employees exceeded the goal of 29 pints. Since more than 25 percent of the plant's total employees gave blood, all employees and their families can receive free blood from any of the 43 hospitals in central and southern Oklahoma.

Blood was taken by the southwest branch of the Oklahoma Blood Institute. If blood is needed, employees would pay 20 percent of the administration charges and company insurance would pay 80 percent. ❁



Wallace Mountain at Fletcher Gypsum Wallboard Operation was one of 38 employees and family members who gave blood at the operation's blood drive in January.

Building Products

New Products Introduced

Building Products Division has introduced four new products.

UltraLap is a new product consisting of hardboard siding bonded to a rigid foam sheathing.

Two of the products are designed for roof decks and include **Nail Deck**, an oriented strandboard and rigid foam composite and **Fiber Deck**, a fiberboard sheathing and rigid foam composite.

A new fire-rated gypsum product, called **Firecode T**, has interior wall applications. ❁



More than 600 guests attended a reception on February 28 in honor of Jimmie Connolly (right), cofounder of Austin's OnionCreekCountryClub, ajointventureofConnollyandLumbermen's Investment Corporation.

A bronze bas relief was presented to the Club in Connolly's honor by Wayne MacDonald, chairman and CEO of Lumbermen's Investment Corporation. The inscription on the plaque reads "An amateur champion himself for three decades, he dreamed of leaving a heritage to those who loved golf as he did. Onion Creek is the realization of that dream."

Onion Creek's golf course, designed by Jimmy Demaret, is the site of the annual prestigious Legends of Golf Tournament.

Building Products

Center Beam Flat Rail Car Offers Savings

The center beam flat rail car is a new design that offers a significant savings over the constant tension device flat rail car.

Milford Ruby, traffic supervisor-Building Products said, "It takes less than an hour and a half to load this type car compared to the usual four hours required for a conventional rail car."

He added, "Ten thousand additional board feet of lumber can be loaded on the newly designed rail car and it offers a cost savings of up to $3.20 per thousand board feet."

Temple-Eastex is considering purchasing or leasing center beam flat rail cars to transport lumber from its manufacturing operations. ❁



Loading lumber on a center beam flat rail car are Diboll Lumber Operation employees Curtis Willis (top), shipping foreman, and J. W. Mettlen Jr., fork lift operator.

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Building Products

Thomson Sets New Records

Thomson Particleboard employees set production and shipping records for the month of September, 1987.

Production was 10,070,140 feet, the highest production rate since beginning TemStock production.

Shipments were 11,725,628 feet.

Downgrade at 2.0 percent was the lowest since August, 1985, which posted 2.2 percent. ❁

Corporate

Report Shows Flu Shots Effective Guard Against Winter Malady

Anyone who doubts the effectiveness of flu shots against that dreaded winter malady can look at these telling statistics which come from Diboll's Personnel Department.

Last fall, the company gave 115 flu shots to willing participants to guard against flu. Of those 115 only five employees reported sickness due to flu. In all, 70 employees in Diboll alone reported illness due to the flu epidemic.

Each year, the company offers the shots at Diboll, Pineland, Evadale (where 75 shots were given last year) and at Buna. ❁

Corporate

Turkeys Purchased With Type II Proceeds

Texas Parks and Wildlife Department has released over 100 Eastern Wild Turkeys into Temple-Eastex's Type II areas according to an agreement reached by the company and TP&W.

The agreement stipulates that 25 percent of the proceeds from Type II permit sales due Temple-Eastex will be returned to the state to purchase the turkeys. A mail-out survey conducted by TP&W will determine the area's usage this year and thus total pro-rata distribution of funds owed to corporate contributors to Type II.

Darryl Stanley, wildlife manager, explained that Temple-Eastex expects to use its proceeds on various wildlife programs on both Type II and other company lands.

"Turkeys are not a popular hunting game now because of their scarcity in East Texas," said Stanley, "although portions of Newton and Polk Counties do have a spring turkey hunting season with a limit of one gobbler."

"Turkey hunting outranks deer hunting in other southeastern states," he continued.

Stanley said that the Eastern Wild Turkeys are wild-trapped in Iowa and then released within three days of capture. The birds are released only in licensed release sites that have met habitat criteria.

In addition to turkeys, over 800 deer from South Texas are currently being trapped and will be released on Type II areas with low deer densities. ❁



State game biologist Roy Oglesby recently released one of 18 turkeys on Temple-Eastex's Type II areas.

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Corporate

For Kid's Sake Renewed for Second Year

Temple-Eastex has renewed its sponsorship of "For Kids' Sake" a nationally syndicated program hosted by KFDM-TV, Channel 6, Beaumont, Texas.

"For Kids' Sake" is a community service campaign created to address issues and concerns of American families and children.

A student advisory board was selected and is composed of Southeast Texas area youth.

Temple-Eastex hosted the advisory board's first meeting at the Pulp and Paperboard Division's Training Center in Evadale. Issues of concern to the youth attending included divorce, teen suicide, teen pregnancy, drugs and alcohol, pressure to succeed, child molestation and Aids.

Programs and activities have been planned for the year in addition to six prime time youth-oriented specials.

Activities include Kids' Day USA, Kaleidoscope weekend and Sunday in the Park–all to be held in Beaumont with personnel from Pulp and Paperboard Division assisting. ❁



Fiber Products Operation's Quality Improvement team sponsored a luncheon program which included a demonstration by Product Manager Gary Martz concerning consumer purchase decision making. The meeting was one of two held to discuss concepts of the quality improvement process.

Building Products

Electronic Badge Replaces Time Card

All manufacturing operations in Texas should be converted from time cards to the electronic badge within a few weeks, according to **Jim Havard**, Human Resources coodinator.

The electronic badge looks similar to a credit card and is inserted into an electronic time clock. A computer records the employee's name, number, time in, time out, and shift worked. At the end of the week, the computer automatically totals the regular and overtime hours worked for that pay period.

Each supervisor receives a report at the end of the week with all hourly information itemized and totalled for each employee. The supervisor checks the report and notes any vacations or absences, and makes sure that the employees haven't forgotten to clock in and out.

Diboll Particleboard Operation and Buna Lumber Operation are currently using the electronic badge. Diboll Fiberboard Operation is expected to begin using it by the first of March, with Pineland Operation and Diboll Lumber Operation to follow.

Havard said that this new system will save time by eliminating much of the handwritten work once required by both the employees' supervisors and payroll.

All information is backed up on a diskette for security. If a badge is damaged, lost, or stolen, a new one is issued to the employee with a new number. The old number is removed from the computer.

Havard noted that once the system has been installed in each Texas operation, the electronic badge will eventually be expanded to all other operations. ❁

Forests

New Offices Readied for Employees

Twenty-five employees from Forest Division will be moving their offices to the old Timberland Theatre in Diboll's Village Shopping Center.

Renovation of the building is tentatively scheduled to be completed the first week of April, according to **Darwin Foster**, manager of services.

Those moving to the renovated theatre include Technical Services, responsible for the Division's geographic and tabular database; **David Crager**, land inspector; **Don Whitaker**, residue coodinator; and **Charles Poindexter**, information resources planner.

All personnel currently housed in the Division's Northern Regional

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Office will also be moving.

Foster said that the move to the new offices is badly needed and welcomed by Forests Division. Technical Services is currently operating in less than 400 square feet of work area, and the Northern Regional Office's building has structural damage requiring major repairs.

Architect David Hoffman designed the two-story interior with an atrium and used multiple floor levels to compensate for the original slope of the theatre.

Technical Services will occupy four offices and six work areas on the second floor. The fifteen offices downstairs will accommodate Forest Operations and the Road Department. ❁



Buna Lumber Operation Plant Manager Ben Crim breaks the traditional bottle of champagne to signify the shipment of Buna's first load of lumber in November, 1987. The load was shipped to Britton-Cravens Lumber Company of Silsbee.

Forests

Forests Reorganization Result in Position Changes

Reorganization of Temple-Eastex's Forests Division has resulted in seven position changes.

The new appointments were announced by Forests Division Group Vice President **Glenn A. Chancellor.**

"Our decision to re-align the organizational structure was prompted by our expanded forests operation and management responsibilities," said Chancellor. "Departmental levels of approval will achieve more efficient management of the day-to-day operations".

New appointments include **James D. Cumbie** and **Syd B. Kinne III** as woodlands managers who report to Chancellor. Cumbie will direct forest operations in the company's 1.3 million acres of timberlands in Texas and Louisiana. Kinne will oversee some 400,000 acres of forest operations in Georgia and Alabama associated with Temple-Inland's recent full-ownership acquisition of Georgia Kraft's Rome linerboard mill and sawmill.

Reporting to Cumbie are **John R. Monk**, **C. Darwin Foster**, **Anthony A. (Tony) Bennett** and **Paul Hugon**.

Monk was named operations manager whose responsibilities include forest management activities on all Texas and Louisiana lands, and logging and fiber supply for all wood consuming facilities.

Foster was named manager of services and will direct operation of technical services, wildlife management, site preparation, seedling nursery, road maintenance and construction and Forests Division information systems.

Bennett was named ad valorem tax manager and will represent all divisions of Temple-Eastex regarding the valuation and payment of ad valorem taxes on timberlands, minerals and industrial properties.

Hugon will continue his current activities as forests management coordinator. Additionally, he will assume the responsibilities of timber acquisition and land exchanges.

Michael McCollum was appointed assistant to the vice president, Forests Division. In his new position, McCollum will serve as division's liaison between Forests Division and other departments within the company.

In addition, he will be responsible for new projects and activities within the division as delegated by the vice president.

Daryl Ward was named regeneration manager. His duties will include managing site preparation and tree planting.

Named to the post of Southern Region coordinator was **Pete McAninch**. He is responsible for coordinating logging activities and will assist in fiber management activities in the company's Southern Forest Region. ❁

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Pulp and Paperboard

Employees of the Year Recognized by Pulp and Paperboard Division

The Supervisors Association of Pulp and Paperboard Division held its annual "State of the Company" meeting February 8 at Silsbee Country Club.

Guest speaker was Group Vice President **David Ashcraft** who spoke on breaking self-imposed limitations. Special guests in attendance were **Clifford Grum**, president and CEO of Temple-Inland Inc. and **Joe C. Denman, Jr.**, president and CEO of Temple-Eastex.

Ashcraft announced the division's Employees of the Year. Honored with a framed certificate of recognition and a weekend at the Jacuzzi suite at the Beaumont Hilton were **Johnnie Franklin**, manager of Customer Service; **Joe McLemore**, Recovery and Causticizing superintendent; and **Warren Piggot**, Office Services and Guest House manager. ❁



Johnnie Franklin



Joe McLemore



Warren Piggot





At Evadale, they call it "bigfoot," a new Michigan L270 front end loader that arrived recently at Pulp and Paperboard's Woodyard. Woodyard Superintendent Don Kay (standing by tire) is dwarfed by the huge machine which is operated by Terry Weir. The loader will supply approximately 2000 tons per day of bark to the power boiler. Employee training classes are being conducted by the manufacturer.

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Pulp and Paperboard

Machine Rebuild is Complete

Commercial operation following the rebuild of No. 3 paper machine has begun in Evadale.

The $12 million project, which was announced last February, will enable production of more than 40,000 tons per year of the new grades.

Improvements included replacement of the original five cylinder vat wet end with modern hydraulic pressure forming sections. New stock preparation equipment, dryers, computer control systems, electric sectional drive and a new



Construction Coordinator Marvin Oliver inspects completion of hydraulic formers.

winder were also installed.

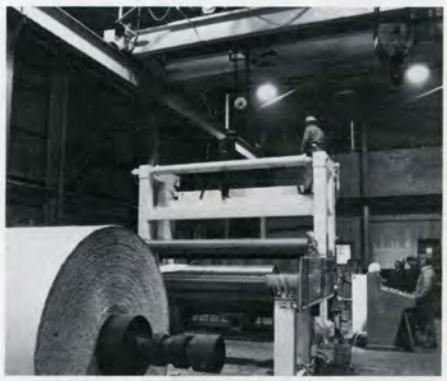
According to **W. D. Campbell**, director of planning and technology, the work was completed February 10, two days ahead of schedule.

"The start-up was relatively trouble free, considering the massive changes to the equipment," said Campbell. "Everyone involved in the work deserves a pat on the back. The machine is already producing a much better formed sheet at increased tonnage rates. This is an accomplishment and a paper machine of which we can all be proud."

In addition to conventional grades of pulp and paperboard, the machine will produce TEMPLEX ™, a polymer composite sheet sold to converters who will make dual-ovenable trays for the food service industry, and SYNFLUF ™, a polymer/woodpulp blend developed for the diaper and sanitary products industries. ❁



Jerry Jenkins cleans the surface of No. 3 machine's new dryers.



Top beam assembly is finished on No. 3 machine's winders.

Pulp and Paperboard

Synfluf™ Ad Gets Award

Temple-Eastex's SYNFLUF™ advertisement "It's Time to Change Your Diapers" was honored with a Certificate of Excellence at the annual competition sponsored by the Houston Art Directors Club.

The trade ad was created by Fellers & Gaddis/Craig, Lamm of Houston. ❁



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Pulp and Paperboard

Colored Folder Product Offers New Alternative

Pulp and Paperboard Division has introduced a new colored folder product that will offer a high quality, low cost alternative to customers who buy white tag.

The addition of a tinter, an off-machine, self-contained, double-bladed coater for applying an ink film to one or both sides of a sheet of paper, will allow customers to purchase small quantities of colored tag as they require it. End use for the product is colored file folders.

Project Engineer **Rhonda Nichols** explained that the machine has the capability of running two colors at once, or a number of other surface coating solutions.

"The tinter applies ink to the surface of the sheet much like a printing press. Twenty-two colors are now available but any number of color formulations are possible. Inks arrive at the plant in various pre-mixed colors and will be pumped directly into the coaters.

The coater is a low-cost alternative to the vat-dyed method of dying pulp which limits the quantity of paperboard a customer must buy, and also gives customers a choice of colors.

"Operators will be the quality inspectors and will have the authority to reject base stock and approve or reject paper for shipment," said Nichols. "**Bruce Smith** and **Mike Branch** are the two operators chosen for start up."

Nichols said, "The machine will run one shift per day (eight hours), five days a week until order backlog warrants more operating time and people."

Temple-Eastex is the only paper mill with an in-house coater process, though some converters do use the tinter.

The tinter was assembled in the Finishing and Shipping Department. It includes two unwind stands, two offset rotogravure coaters, a gas dryer section and a winder with slitters.

Project Engineer **Gary Colburn** was responsible for the machine's design layout and installation planning.



Examining initial colored folder runs of Pulp and Paperboard's new tinter are Bruce Smith, operator; Gary Colburn, project engineer; Mike Branch, operator; and Rhonda Nichols, project engineer.

Pulp and Paperboard

Employee Assistance Program to Sponsor Guest Speaker

The Employee Assistance Program Committee at Evadale Pulp and Paperboard Operation will sponsor a guest speaker on Thursday, April 21. **Mr. Harry Edwards**, retired toxicologist from Dow Chemical, will speak on "Drugs and Alcohol and How They Affect Us."

The public is invited to attend the meeting to be held in the Silsbee Middle School Auditorium at 7:00 p.m. Admission is free.

Pulp and Paperboard Division's Employee Assistance Program has been in existence since January, 1987. Since that time, the members of the committee have referred approximately 30 employees to a variety of agencies for assistance.



Committee members from Pulp and Paperboard Division's Employee Assistance Program are (clockwise from left) Per Klykken, maintenance, engineering and construction manager; Martha Bradshaw, information systems coordinator; James Williamson, general utility-Sheet and Finishing & Shipping Departments; Tommy Cofty, assistant field superintendent-Maintenance Department; Jimmy Gallier, shipping operator B-Finishing & Shipping Department; Dorothy Jones, quality control tester B-Quality Control Department; Don Williams, supervisor-machine room #1 and #2; Jesse Rogers, storeroom utility; and Employee Assistance Program Coordinator Jane Sitton, R.N., COHN, staff nurse-Medical Department.

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Temple-Inland Capital Expenditures Over $1 Billion Since 1984

By year end 1988, Temple-Inland Inc. will have invested over $1 billion in major improvement programs and asset acquisition.

Since the spinoff from Time Inc. in 1984, Temple-Inland has already spent nearly $870 million on acquisitions, capital projects and improvements to existing facilities or purchases of new machinery and equipment and 1988 estimates project capital spending to be in the $240 million range.

Expenditures for acquisitions total $312 million and include purchases of the Oriented Strandboard plant in Claremont, New Hampshire; Owens-Illinois properties in Texas and Louisiana as well as three box plants; National Fidelity Life Insurance Company of Overland Park, Kansas; the annuity business of Voyager Life Insurance Company of Jacksonville, Florida; and Kilgore Savings and Loan of Kilgore, Texas.

Major capital projects involving construction of new facilities totaled over $209 million and included $41 million for the wood-fired boiler project at Pulp and Paperboard Division; $19 million for construction of Fletcher Gypsum Wallboard Operation; $29 million for construction of Buna Lumber Operation; and 120 million for construction of a recycled linerboard facility at Ontario, California.

Other improvements to existing facilities or purchases of new machinery or equipment in addition to maintenance-related capital expenditures accounted for $328 million of the pre-1988 spending total.

In 1988, $95 million of a $185 million program has been authorized for the Rome, Georgia mill betterment program. Prior to 1988, this mill was operated as part of the Georgia Kraft joint venture in which Temple-Inland was a 50 percent owner.

As a result of the Owens-Illinois acquisition, the $60 million Inland-Orange linerboard mill modernization project was begun with $20 million in improvements made in 1987 and another $32 million committed to mill improvements in 1988.

Georgia Kraft Assets Divided

The final division of assets of the Georgia Kraft Company occurred Monday, January 4, 1988.

Temple-Inland's share of the divided assets include the Rome, Georgia containerboard mill, Rome sawmill and certain forestry operations, including approximately 500,000 acres of timberlands. Temple-Inland's portion of the assets will be known as Inland-Rome Inc.

Temple-Eastex's Building Products Division will assume responsibility for the sawmill's sales and marketing. The forestry operations will be headed by **S. B. Kinne III**, woodlands manager, who will report to **Glenn A, Chancellor**, Temple-Eastex's Forests Division group vice president.

James W. Emerson, Inland Container's Krannert Mill Division manager, was promoted to the new position of vice president and general manager, Inland-Rome Inc. Emerson will be responsible for both the containerboard mill and sawmill operations. **Larry C. Hogan** will continue as Rome sawmill manager.

The sawmill employs 92 hourly employees and processes approximately 60 million feet of lumber, 90,000 cords of chips, 37,000 cords of bark and sawdust and 4,000 cords of shavings.

The lumber is sold primarily for use as framing for housing and to treating plants and manufacturers of roof and floor trusses.

Chips are transported directly to the Rome linerboard mill for use as fiber in manufacturing linerboard. The sawmill uses bark and sawdust to supplement boiler fuel and planer shavings to fuel the direct fired kilns. The excess shavings are shipped to Temple-Eastex's Thomson, Georgia Particleboard Operation.

The Rome Forests Division consists of about 400,000 acres of fee timberland. The division also manages approximately 100,000 acres of private, leased land.

Temple-Inland Reports Record Earnings For '87

Temple-Inland Inc. announced earnings per share for 1987 jumped over 77 percent to a record $4.69 per share. Net earnings rose $60.6 million to $141.4 million in 1987.

For the fourth quarter, net earnings were $33.7 million in 1987 compared with $27.8 million in the fourth quarter of 1986. Earnings per share in the fourth quarter of 1987 were $1.19 compared with $.90 in the fourth quarter last year.

Net sales were $1.6 billion in 1987 and $1.3 billion in 1986.

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Exercising the Hard Way

"My only thought is the hill ahead.

"It's a killer-300 feet up, pedaling as fast as I can. I hear the click of chains and gears as my pack of cyclists downshifts in preparation. This is where the extra beef in my legs comes in handy (and the beef on the rest of me doesn't.)

"Two-thirds of the way up my legs turn from rubber to Jello. I say to myself, '...and I paid an entry fee for this.' There are still 11 miles of the 31.5 to go from the top. Then, it's climb into the canoe for a nine mile paddle down the Connecticut River. Thank goodness I don't have to run the last 6.2 miles of the race. My canoeing partner will do that. I still have to pace myself. Most teams complete the course with a team of four. I dream of doing the entire course alone. An ironman."

The hill is part of the "Over the Hill and Through the Woods" triathlon sponsored by the Goodwin Community Center in Claremont, New Hampshire. **Phil Bryce**, Claremont OSB's wood procurement manager, is the triathlete who is struggling up the hill. It's an annual event for him, and he pointed out that some years, 200 teams have competed. Temple-Eastex course veterans include **Al Proguske**, production superintendent; **Ted Cummings**, Green End leadman; **Gary Blake**, shift supervisor; **Steve Hastings**, purchasing agent; and **Brian Newman**, Quality Assurance supervisor. Team T-Wheelers-Newman and Bryce-proudly display their Sullivan County trophies.

The term triathlon describes any three consecutive athletic endurance events. Total mileage can range from 12 to 500. Triathlons normally include a biking and running course. The third leg could be swimming or canoeing.

"I would drown if I had to swim over 50 yards," said Bryce.



Phil Bryce, wood procurement manager at Claremont OSB, is a triathlete who dreams of one day competing as an ironman.

He explained, "The problem with canoeing is canoes. Fast ones can easily cost over $1000. Many competitors aren't too serious in canoeing, so you see a lot of wide-bodied battle cruisers lurching downriver, including the one I'm in. One year we raced in a canoe with a hole in it. We still may have come in first except for the extra time it took me to change a flat tire on my bike.

"I'm a triathlete once or twice a year," he continued. "The rest of the time I ride to get from point A to point B. Training starts when the snow has melted back from the road shoulders and road crews no longer are salting.

"I'm my own opponent. My goal is to ride the bike faster and faster each year. I don't train for the canoeing part because the only other time I get to canoe is when I go bass fishing."

Bryce said that he feels a lot better about himself and the things around him when he exercises. Most of the miles he bicycles are spent on the 17-mile trip between work and home. He keeps track of the miles he cycles each year giving him a feeling of accomplishment.

"I can eat more," Bryce noted. "Cycling burns 840 calories per hour at 13 mph. When I cut pulpwood in Maine while getting a forestry degree, I got plenty of exercise. Now as wood procurement manager, I spend more time talking, watching, writing and thinking and less time physically working in the woods."

Bryce and his wife, Marjory, have taken cycling vacations in England, the Finger Lakes, and have ridden from the Grand Canyon to the Mexican border.

"We carry all our gear-a tent, sleeping bags, clothes, a stove, etc.-everything we need to live," he said. "You don't need a heck of a lot after a 90-mile day. It's a cheap way to travel too. The Finger Lakes trip was $28 a day for both of us while we were on the road. The riding and site seeing gives me a sense of freedom I look forward to every year."

"I don't exercise as much as I like to or as much as I should," Bryce said. "But when I get going, it becomes a part of a daily routine. Exercise can't be something extra, an occasional overexertion. It has to be part of your life. This includes stretching exercises to prevent muscle soreness and damage. A partner who verbally abuses me when I'm lazy helps a great deal."

To Bryce, age is not an important factor in competing effectively. He believes he will eventually accomplish his goals.

"There are world class athletes still competing who are older than I at 31 years. I'm going to fly up that hill like never before, passing younger riders the whole way.

"Now, if only the snow would melt." ❁

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Features Competitive edge gained in back to basics approach to quality enhancement

Statistical Process Control

A back to basics approach to process optimization is enhancing product quality for both Building Products Division and Pulp and Paperboard Division.

Statistical process control (SPC) is a not-so-new management tool that has regained popularity in many different industries. Its basic concept of controlling manufacturing process variations can lead to production of the best quality product at the lowest price possible. Both divisions have concentrated efforts underway to implement SPC programs in all processes.

Building Products Operations Vice President **Jack C. Sweeny** explained SPC.

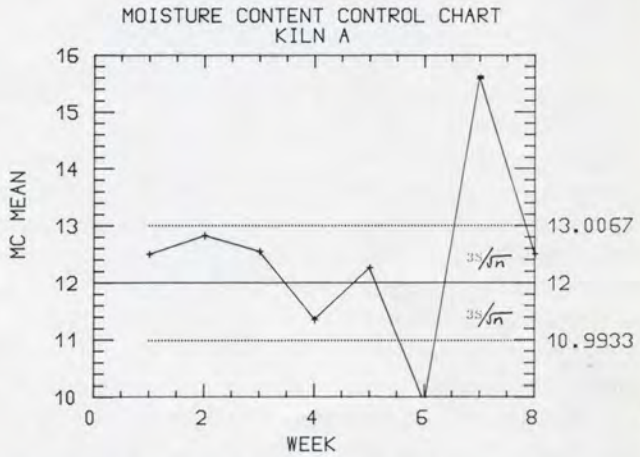
"Measurement of process variations is based on gathering data at various critical points throughout the manufacturing process and then performing statistical analyses on that data to establish a standard deviation around a predetermined standard.

"For instance, if our target moisture content for pine lumber coming out of the kiln is 13 percent, plus or minus two standard deviations, that means that lumber between 11 and 15 percent moisture content is dried within the standards and tolerances that we have established," said Sweeny.

At Pulp and Paperboard Division, SPC programs are in place in the Recovery dissolving tank process, Causticizing, Digester Room, River Water Treatment Plant, Boiler Water Treatment Plant, Coating Kitchen, and wet end of No. 2 paper machine.

Al Guillory, Pulp and Paperboard Division's technical superintendent, is responsible for implementing the program and teaches the implementation of SPC to operators, shift supervisors and the technical group. He explained how SPC worked in the chip cooking or digester area.

"When this process area was analyzed," he said, "permanganate number (indication of residual organic lignins in the recovered cellulose) variations were excessive and unacceptable. To implement SPC, we had to first identify all key process variables, then choose two or three of the more significant ones to evaluate. Using the information collected from data plots covering several months, we were able to isolate the main problem as originating in the green liquor density control system."



This sample SPC chart plots the moisture content of lumber dried in Kiln A over a period of eight weeks. The limits established are 10 and 13 percent moisture with a 12 percent median. Spikes outside the limits on week six and seven indicate corrective action is needed.



The SPC team at Thomson Particleboard includes Alpha Peebles, Wayne Watkins, Joe Lokey, Glenn Stephens, John Lyons, Alex Florence, Larry Thompson, Joe Roberts and Brian Barmore.

Mike McCollum, who conducted SPC seminars within the Building Products group, gave this example.

"In the case of particleboard, customer or company specifications require that boards be made of a minimum thickness for each product class. If attempts are made to produce the boards at the minimum target size, some panels will be thinner because of variation within the

(Continued, p.16)

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process (either at the press, former, dryer, sander, etc.) To avoid producing many thin panels, a slightly thicker mat is run. This thicker mat has more fiber, resin and wax than would be necessary if all panels would be made to the exact specification.

"In implementing statistical process control the first step is to set levels that will ensure that a predetermined percentage of product will meet customer or company specifications. This may be any important characteristic of a specific product (thickness, weight, density, etc.)

"The second step involves setting control limits around the target level. Plots of observations are then made through time. As long as the points or observations are within the control ranges, the process is under statistical control. If a point falls outside the control limits, corrective action is taken."

In assessing today's quality consciousness, Guillory said, "Today's customers want quality and companies want to make money. Fortunately, the two go hand in hand. Develop and maintain quality, and production costs will automatically go down. Developing that quality and maintaining it is the ultimate objective of SPC.

"For the program to be successful, the implementation team must have confidence in the project. Doing it right the first time means that each department is a customer and supplier to other departments. Each department depends on its supplier department to furnish top quality material or information."

Guillory believes that getting process decision making to the lowest appropriate level is an important selling point for statistical process control. Sweeny agrees.

"One of the greatest benefits of an SPC program," said Sweeny, "is that as the data are collected and put in useable form, it gives our first line supervisors and machine operators critical data on their area of responsibility. This information allows them to make decisions about process control that possibly in the past they could not or would not have made."

Additionally, the SPC program provides the plant manager with objective and consistent operating information from which key management decisions can be made.

Employee training is a critical ingredient to the program's success. Both divisions have employee training programs in place.

Guillory said that the project was not easy in the beginning and it will not get easier in the future.

"It is not a solution to all of our problems. In fact, it increases the urgency of management responsibility because it points out areas that need immediate attention. It is, however, one way to harmonize with the challenge of the future, and it works."

Sweeny said, "We believe that our SPC program is a fundamental building block upon which all our operations will run. SPC is here to stay in the Building Products group because we demand it in order to run our business more efficiently, and our customers demand it of us in order to ensure that they receive a product that conforms to standards time after time and that will perform consistently within their individual processes." ❁

Team Ends 30 Years Together

Before daylight almost every morning since 1971, **Raymond Williams** and **Ernest Bass** have left their respective homes to begin their day's work together. That was the year Williams left his job with a private logging contractor and joined Bass in Temple-Eastex's road crew in Jasper.

However, the two go back together farther than 1971. They began working together in 1947 logging company lands, making as many as five loads a day. Their long working relationship ended in February when Bass retired.

Together, the two account for clearing over 500 miles of company roads. They built the airstrip at Scrappin' Valley. Both agree that working conditions and equipment have improved considerably over the years. Now they can build more substantial roads in half the time, they say.

Though 30 years is a long time for anything—marriage, company service, friendship—Williams and Bass have had only one "run-in." While Bass was working for Temple-Eastex and Williams for the logging contractor, the two ran their trucks together on a logging road. Williams had the right of way since his truck was loaded, and Bass' empty. But Bass contends Williams was in the wrong. Williams doesn't argue with him. ❁



Ernest Bass and Raymond Williams ended 30 years of working together when Bass retired in February. Together the two have built over 500 miles of road for Temple-Eastex within the past 18 years.

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Freakish Weather Effects Operations

This winter, Mother Nature unleashed a flurry of activity that had its effect on Temple-Eastex operations throughout the country.

The worst hit was West Memphis, Arkansas, where a deadly tornado ripped through the city on December 14. The twister left six dead and caused an estimated $35 million in damage. Miraculously, the company's Gypsum Operation was untouched as the tornado passed a mile and quarter from the plant. Two employees' homes were damaged and the plant lost power for a short while.

On Christmas Day a 12-inch rain inundated the city just as it was recovering from the tornado. Again the plant was spared, but seven employees were displaced as a result of from one to two feet of water in their homes.

On January 5 a freak snowfall dumped 7-10 inches of snow. Then on January 19 a six-inch rain again flooded the city, but with less damage than the one the month before. The plant was able to run as usual during both floods and snow.

No production time was lost due to the weather. **James McNeer**, plant manager, reported that Temple-Eastex donated $5,000 directly to plant employees who suffered losses during the tornado and flood.

Temple-Inland donated another $5,000 to the Mayor's Relief Fund, benefiting all families who lost homes and possessions in the tornado.

In another part of the country, Fletcher, Oklahoma, officially recorded 13 inches of snow on January 6. The plant lost three days' production due to hazardous driving conditions, impassable roads and power outages.



An employee of Fletcher Gypsum Wallboard Operation clears the 13-inch snow from the plant's front entrance.

East Texas also suffered as a result of tornadoes, ice and snow. A tornado on November 15 in Forests Division's Northern Region affected a seven-mile long strip of company owned timber in Anderson and Cherokee Counties. **Wayne Townsend**, district supervisor, reported that 1750 acres of hardwood timber and pine saw timber sustained damage ranging from slight to totally destroyed. He has estimated that in the five compartments where the tornado touched down, 2.5 million feet of hardwood timber and 3 million feet of pine saw timber were affected.

Some pre-merchantable size plantation pines were also in the twister's path, but were not hurt by the tornado. These plantations did, however, sustain slight damage due to the ice storm and snow which blanketed the area in December.

Universal Electric Construction crews were kept busy from Tulsa, Oklahoma, to Bunkie, Louisiana, to Beaumont.

The crews braved tornado damaged areas and cold and ice during Thanksgiving, Christmas and throughout January. Power outages caused by tornadoes kept crews out restoring electricity to hospitals, law enforcement agencies and to private homes.

UEC crews were called from Diboll to help in the snow storm in Tulsa. Leading the crewswere **Terry Green**,**Tommy McCullough, Charles Vickery**, **Johnny Coulter**, **Denny Ard** and **Maurice Manshack**. ❁

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One-On-One

with Clifford Grum

What is the 1988 economic outlook in relation to our major lines of business, paper and building materials?

The economic environment for all paper and building materials is at this time relatively bullish. It's too early in the year to get an accurate understanding on building activity, but every indication, including the recent lowering of interest rates, seems bullish. The demand for our paper products continues to be strong. We are somewhat confused about the outlook for the second half of this year. Many economists are expecting a slow growth rate, even a recession; therefore, we're somewhat cautious in our outlook for the year as a whole.

How substantial are the dollar amounts we will invest in productivity this year?

We are in the process of approving the largest capital expenditure budget in the history of the company. Though it has not been finalized, this total will exceed $200 million in 1988. Approximately 50 percent of this total will be invested by Temple-Eastex, including major projects as well as many incremental expenditures. A large majority of these expenditures are designed to make our mills more productive while reducing our cost structure.

Temple-Eastex seems to be more market-focused than ever before.

Why is this?

Across all of Temple-Eastex, we have two long-term goals. First, to continue to sell the commodity items which have been our main-



Clifford J. Grum, Temple-Inland Inc. president and chief executive officer, answered questions concerning the state of the company and industry in February, 1988.

stays for many years. In addition, we want to improve our service levels in these sales—become more customer-friendly, so to speak—and to win all ties when our selling prices are equal to our competitors'.

Secondly, we want to continue taking our product mix into items less commodity-oriented in which the market demand is more predictable. On the building materials side, this would mean products with uses other than residential building, such as remodeling, renovation and furniture.

On the pulp and paperboard side, this philosophy would take us into new technologies of chemistry, allowing improved usage of pulp fibers in combination with other products. The disposable and ovenable products are two examples.

What do you consider the top priorities in attracting and motivating our employees?

Our corporate goal is to build a structure that has a diversified management, but centralized communication. I feel strongly that this allows a workplace in which people are given a chance to excel and can also be proud of their individual results. We recently completed the first facet of a review of our compensation practices and will continue to modify them so that we will be paying people for results. Not only does this include direct compensation in the form of salaries, but also is applicable to fringe benefits.

We hear a lot about world-wide markets and how they are affecting competition.

How do we fit in?

The paper industry is one of the main beneficiaries of a decline in the U.S. dollar.

When the dollar became strong or high in 1985-86, we lost many markets outside this country. As it declined to more reasonable levels, our industry has proven to be a low-cost world-wide producer and has regained a substantial portion of the markets we lost. Growth outside this country is critical to our industry in the near term, especially when the domestic growth rate begins to decline.

The current strong economic cycle is one of the longest ever experienced. Whether the level of economic activity declines this year, next year or later on, we must face the fact that there will be more difficult economic periods ahead.

Our solution is to keep cost structures so competitive that we can compete in world-wide markets within a stumbling U.S. economy. ❁

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Receiving EMT certification at Pineland Operation recently were Cynthia Cannon and Mike Jerge.



Chancellor Elected to SAF Fellow

Glenn A. Chancellor, group vice president-Forest Division, has been elected to Fellow by the Society of American Foresters.

One of two members from Texas elected to Fellow, Chancellor will be recognized at the SAF National Convention later this year.

Members are elected to Fellow in recognition of outstanding service to forestry and to the Society.

Basic requirements include contributions to the application of forestry, to education, to research and to the achievement of the profession and the Society.

To be elected to Fellow, a member must first be nominated by written petition of twenty-five members or Fellows. A simple majority of ballots cast is needed for election.

Besides being a member of SAF since 1960, Chancellor served on numerous committees at the chapter and state level, was president in 1974-75 and received the 1984 Distinguished Service Award. ❁



Receiving safety awards for one year without a lost time accident, were Diboll Lumber Operation employees Brijido Pena Jr., Gary Hurley, Jose Reyes, Fernando Hernandez, Socorro Perez, Sam Oliver, Ramon Concha, Pedro Palomino, John Fenley, and Tommie White.

BP Marketing Honors Three Employees

Building Products Division held their annual national sales meeting at the Rodeway Inn in Lufkin, February 4-6.

The meeting agenda included a marketing overview by Marketing Vice President **Joe K. Sample**; product updates by **Jack Beene**, **Dale Arnold** and **Dick Kenley**; an introduction to voice mail (computerized answering service) by **Pete Smart**; and a tour of Buna Lumber Operation.

General Sales Manager **Pat Patranella** outlined marketing group goals for 1988. These include increasing the customer base by 50 percent and increasing the diversity of products sold.

Three marketing employees were recognized for outstanding job performance and service during 1987.

William (Bill) Smith, **Carol Chalfant** and **Glenn Price** received awards at the Marketing Awards Banquet on Friday, February 5.

Smith, who is a full-line sales representative in Memphis, Tennessee, was named salesman of the year. Chalfant, product coordinator for hardboard siding, received the marketing achievement award. Price, customer service representative, was awarded the telemarketing award.

The three-day event was concluded on Saturday with a motivational speech by Louis Timberlake. ❁



Receiving recognition at Building Products Division's national sales meeting were (from right) William (Bill) Smith, salesman of the year; Carol Chalfant, marketing achievement award; and Glenn Price, telemarketing award. General Sales Manager Pat Patranella presented the awards.

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John Booker (standing), Temple-Eastex Incorporated's Solid Wood Products Operations manager, met recently with more than sixty retirees of the company's Pineland Operation to form a Retirees' Club. The group, which has a possible membership of over 100, will meet quarterly at a designated site in Pineland. At each meeting, speakers from various departments within Temple-Eastex will present current information about the company.

Retirements

AFCO Industries, Inc.

Robert G. Molloy, president and CEO, 30 years.

Building Products

Diboll Lumber Operation
Jose Castillo, 10 years...**James Smith**, fork lift driver, 38 years.

Diboll Particleboard Operation
Jerry Lackey, Clean-up Department supervisor, 26 years.

Pineland Operation
Eugene Black, Quality Control inspector, 12 years...**Leon Williams**, spot truck driver, 17 years.

Forests

William Bass, road crewman, 19 years...**Maxine Stewart**, nursery aide, 17 years...**R. V. Woods**, land services supervisor, 32 years. ❁

New Faces

Building Products

In Sales and Marketing, **Angie Boatkin**, product coordinator.

Forests

At Pineland, **David Grant**, forest supervisor...At Silsbee, **Michael Johnston**, forest supervisor...At Diboll, **Ron Sorenson**, field program coordinator.

Pulp and Paperboard

Marc Tannenbaum, sales representative, Eastern sales office.

Temple Associates

T. Jack Blackmon, business development...**Carol Carroway** and **Angela Fuller**, construction secretaries...**Jim Mullins**, project manager...**Joe L. Ping**, estimator...**Lane Pittman**, project manager. ❁

On the Move

Building Products

Dale Arnold, product manager, Lumber and Studs...**Robert Booker**, product manager, Rigid Roam...**Fran Eck**, Fiber Products Operation plant manager...**James Furgurson**, maintenance superintendent, Diboll Lumber Operation...**Leroy Lazarine**, telemarketing sales representative... **John Lyons**, production superintendent, Diboll Particleboard...**Reed Robbins**, national accounts manager...**James McNeer**, plant manager, West Memphis Gypsum Operation...**David Williams**, plant engineer and safety coordinator, Diboll Lumber Operation.

Corporate

Tim Tindell, Minerals' staff landman.

Pulp and Paperboard

Perry Galloway, Eastern sales manager...**Bill Garrity**, manager, Specialty Products...**Earl Gordon**, manager, Merchant Distribution.

Temple-Inland Corporate

Charlene Letney to staff accountant, Tax Department. ❁

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Service Anniversaries

AFCO Industries, Inc.

ALEXANDRIA, LA.

35 Years

Fred Baldwin



Fred Baldwin
AFCO Industries
35 years

25 Years

Clyde Brister

15 Years

Leroy Whitley

5 Years

Cathy Shevnin

DIBOLL

5 Years

Jim Schrank

HOLLAND, MI

5 Years

Don Santi



Calvin Boyer
Building Products
25 years

Building Products Division

DIBOLL

20 Years

George E. Vinson

15 Years

Eddie Courtney
Sherman C. Minter
Epifanio Reyna
Hector C. Rios
Armando T. Sepulveda
Patrick Stubblefield
David W. Ward
Jimmy Wise



Clyde Brister
AFCO Industries
25 years

10 Years

Sandy Bate
Michael Helm
Jo A. Johnson
Jose Perez
Rafael Rodrigues
Jose Rodriquez
Edgar Schaeffer Jr.
Jose Torres



James Bumstead
Pulp and Paperboard
30 years

5 Years

Robert Booker
Elzie Holmes
Donna Kokemor
Martin Ortega

PINELAND

40 Years

James Hicks

30 Years

Hershell Phillips



Harry Freeman
Pulp and Paperboard
30 years

25 Years

Calvin Boyer
Royce Warr

20 Years

Willie Williams

15 Years

Grover Clark
Clifford Cox
Billy Dennis Jr.
James Watts Jr.

10 Years

Walter Matlock Jr.

5 Years

Mildred Chandler
Guy Forse Jr.
James Johnson
John Sparks

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Service Anniversaries

WEST MEMPHIS

15 Years

Ezel Brown

10 Years

Clifton Beith
Kenneth Boone
Andy Cissell
Ronnie Clark
Alvin Morris
Jessie Wiley Sr.



James Hicks
Building Products
40 years

Corporate

20 Years

Jimmy Moye

10 Years

Doris Higgins

5 Years

Ryan Sorrell



Frank McDonald
Pulp and Paperboard
30 years

Forests Division

20 Years

C. E. Simmons

15 Years

Virgil Hussey
Thomas Jacks
Karey Lee
Johnny Napier
Albin Woolard Jr.

10 Years

Terry Barrow
Lillie Bounds
Gerald Dyess
Joe Seybold

5 Years

Lawrence Callaway
Timothy Cunningham
Stevan Welch



Lou Mitchell
Pulp and Paperboard
25 years

Pulp and Paperboard Division

30 Years

James Bumstead
Harry Freeman
Frank McDonald
Joe Nelson
Marge Smith
Don Thomas



Joe Nelson
Pulp and Paperboard
35 years

25 Years

Lou Mitchell

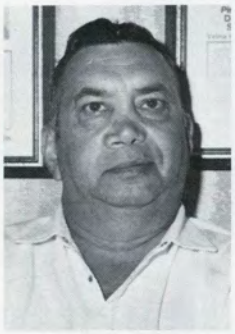
20 Years

Kathleen Beard
J.K. Bridges
Jerry Castilaw
Henry Collier
Joe Helen Crawford
Louis Delome
Louis Flower
Stephen Heckard
Benny House
Charles Hudson
Harry LeBouff

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Service Anniversaries

Buz Lemons
Jerald Litton
Claude Ratcliff
Charles Stanley
Muriel Stockstill
Rufus Sykes
Ronald Vidrine
Welton Walters
David Worsham



Hershell Phillips
Building Products
30 years

15 Years

David Brabham
Alton Dabney
Bonnie Fee
Pamela Goodwin
Charls Gore
Gerald Hooks
Edwin Kimes
Hank Loftin
Shirlene McKee
Mike Presley
Robert Skinner
Shirley Thornton
Janice Warren
Walter Wright
Janet Young



Marge Smith
Pulp and Paperboard
30 years

10 Years

James Arntson
Johnny Baker
Gene Block Jr.
Billie Chandler
Ronald Fountain
Russell Gore
Rex Herrington
Frank LeHaye
Carl Sims
Stanley Smith

5 Years

Gary Braley

Temple Associates

10 Years

Renee Clark
Billie Sims

Universal Electric Construction

15 Years

Horace Thibodeaux

5 Years

Edgar Ledet Jr.
Steven Vedros



Don Thomas
Building Products
30 years



Royce Warr
Building Products
25 years

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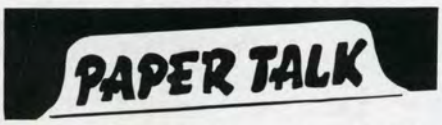
Editorial advisors are listed on Page 2. Your ideas, comments and suggestions are appreciated.

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Communications Program Underway in Evadale.

Pulp and Paperboard Division kicked off two communications programs in January that reach both internal and external audiences.

"Paper Talk" is the name of the Division's internal newsletter which



is published inhouse each week. The publication is designed to keep employees informed on current events within the mill and the pulp and paperboard industry.

Marge Smith is the editor and is assisted by "Paper Talk" committee members **Shirley Morris, Billie Chandler, Margaret Sheffield** and **Kerri Fournier**.

According to Smith, contributors are encouraged to submit articles. Articles have already appeared which have been written by **Dan Spurlock, Claudia Sherman, George Pemble, Russ Chase, Connie Berryman, Jimmy Clark, Jeff Burris** and **Herb George**.

In addition to "Paper Talk," the Division began an advertising and poster campaign emphasizing safety, quality and the Division's statement of management principles. The safety and quality ads feature mill employees and run in four local newspapers during the first two months of each quarter. Management principles are featured in ads that run the third month of each quarter. Posters are made from each ad and are displayed throughout the mill. ❁





The seedling about to be lifted from its bed in the Stillman Nursery in Newton is the half-billionth seedling planted by Temple-Eastex. Pulling the seedling is nursery aide Ora Lee Jackson. Tim Stewart (left) nursery supervisor, and Larry Miller, tree improvement manager, were on hand to mark the occasion. To find out how genetics is helping ensure Temple-Eastex's perpetual forests concept, please see *The Art and Science of Tree Farming* on page 3.

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