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InTouch

By and for Employees
of Temple-Inland
Forest Products
Corporation

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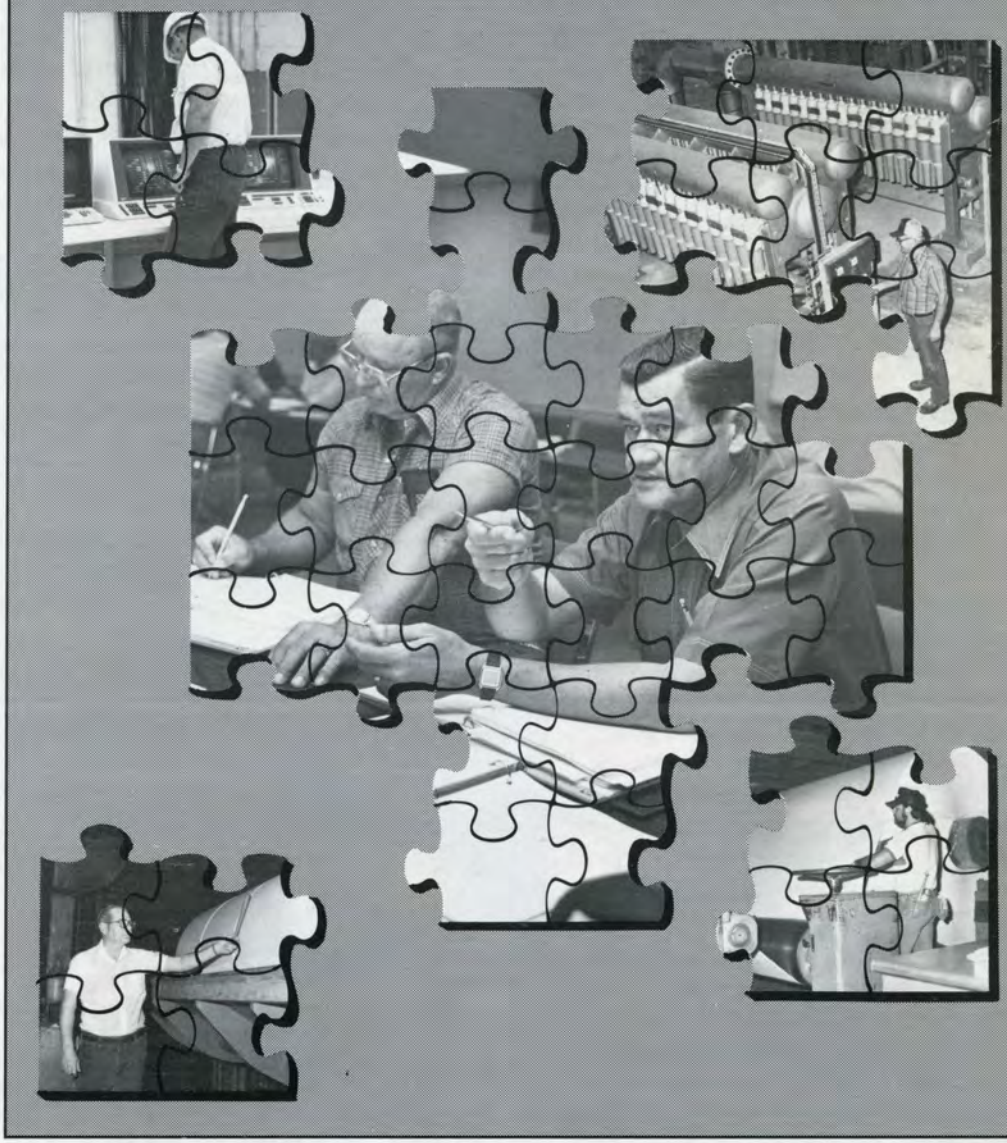
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Management Training Program Offers Comprehensive Curriculum



COVER DESIGN ART / DAVID VAN HOORN

Like pieces of a puzzle, Pulp and Paperboard's Management Development Program came together to combine standard management training with education of all aspects of the mill's operation. The program was developed inhouse and has won industry acclaim for its purpose, intensity and continuity.

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My Turn



Benny Parrish

Administrative Manager
Simkins Industries

"In this period of short supply and quality-conscious customers, Temple-Inland has performed outstandingly."

From a customer point of view the most important factor to being a good supplier is consistency. In the conversion of paperboard to folding cartons, it is important for the substrate to be consistent from run to run.

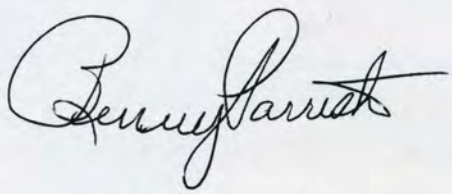
In the printing process, the inks and varnish are formulated to give our customer the ultimate in print quality and gloss. Smoothness and ink holdout must be the same from run to run.

From the cutting and creasing aspect, the substrate must be consistent in order to obtain uniform cutting and scoring. Many of our products are set up, filled and sealed in our customer plants on automatic equipment, therefore, making it essential that the cartons we supply from run to run be of the same quality and provide our customer with a consistent and spoilage free operation.

In the finishing and gluing operation, consistent gluing and case pack counts are important. In the formulation of an adhesive to seal the carton, it is essential that the coating and back side of the carton be the same from run to run. The caliper must also be consistent to ensure a uniform pack as the cartons are loaded into corrugated cases.

In addition to consistency, other important factors are handling and shipping. The rolls of paperboard must be wrapped and loaded for shipment to ensure true round rolls without any damage to edges upon arrival to our shipping dock.

The marketing, sales, customer service and technical staffs at Temple-Inland have always responded to our needs and problems in a professional manner. In this period of short supply and quality-conscious customers, Temple-Inland has performed outstandingly. The entire staff at Temple-Inland, Evadale, should be commended for their performance of being an "excellent supplier."



Benny Parrish

Volume 5, Number 2

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Pulp & Paperboard

Management Training Program offers comprehensive curriculum

Ike Hudgins twirls the pencil in his hand and stares into space. He is pondering the question, "What is the most important aspect of supervision that you need in your job as pulp mill supervisor?"

"Motivation," he replies. "In my job, communicating with my crew and setting goals are critical. Motivation is what makes the difference."

Ike Hudgins is one of 20 first line supervisors and five accelerated supervisory development personnel who are participating in Pulp and Paperboard's Management Development Program. The program was developed in-house and has won industry acclaim for its purpose, intensity and continuity.



CAROLYN ELMORE

Small group sessions serve a twofold purpose. Temple-Inland supervisors from differnet parts of the mill, such as Herman McKee, supervisor of No. 1 and No. 2 paper machines and Les Landry, quality assurance supervisor, get to know one another and their respective jobs and also work together to solve a problem.

THE CONCEPT EVOLVES

The Management Development Program was initiated by Group Vice President **David L. Ashcraft**, who saw a need for continuous supervisory training of engineers (both current and newly hired), first line supervisors, department and division heads, and executives.

Continuity of management at the mill had been interrupted by the exit of some 40 senior personnel who had elected to accept early retirement packages offered in 1986. An "experience gap" had developed. The program's purpose is to close the gap and to provide continuity of top-quality management by identifying high potential personnel as early as possible in their careers.

Toliver House, the mill's manager of economic data systems, was assigned the task of coordinating the program. His familiarity with the company and exceptional organizational skills qualified him as program overseer.

A study of large corporation programs such as those at General Electric, IBM, and Motorola provided points common to Pulp and Paperboard's objectives. Through concensus of managers who met in brainstorming sessions, core program criteria emerged.

A formal training program covering all aspects of the company's operations and training in management skills was noted for high potential selectees. Each level of management would receive training: intensive for high potential and new college graduates; supervisory development for first line supervisors; advanced corporate management courses for managers; functional university courses (two weeks) for senior managers and long-term university courses (four weeks) for executives.

The Accelerated Supervisory Development program (ASD's) would identify those individuals who have potential for moving up the management ladder quickly. Their program would mesh managerial skills with operations knowledge.

"The objective was to eliminate the chance of not having the right person--steeped in the corporation's culture, policies and procedures--trained and ready for advancement at the right time," said House.

THE PROGRAM IS SET IN MOTION

A draft proposal was prepared

(continued p.4)

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August 7, 1987, outling the program. Subsequent management conferences further defined objectives, candidate selections, resources and available materials. A portion of the mill's aircraft hangar was targeted for remodeling into a training center furnished with the best audio-visual equipment available.

A prototype training manual for high potential selectees was designed and written by House. Division heads suggested revisions and the manual was expanded.

In October, training plans and a prototype training manual were reviewed and critiqued by **Dr. Phillip W. Ljungdahl**, director of Texas A&M's Center for Executive Development. His suggestions were incorporated into the final plans.

As the program evolved, texts were selected and secured. A thorough review of top business seminar companies in the U.S. resulted in Pryor Resources, Inc. to provide the initial supervisory seminar support. A contract was issued to Pryor Resources, Inc. on December 22, 1987, covering four seminars designed to provide the trainees with the basics of supervision.

A STUMBLING BLOCK

Two weeks prior to the initial seminar, trainee selections had not been made. Rather than cancel the courses, House suggested testing the real mill demand for supervisory training by opening the seminars to all supervisory employees upon selection by division heads.

The first seminar, "Business Writing for Results," was attended by 28 supervisors on January 27. The second seminar, "How to Supervise People," resulted in reservations for 72 supervisors against a class limit of 35. A contract extension was arranged for duplicate seminars on February 10 and 11. The third seminar, "How to Work with People," and the fourth, "How to Get Things Done," were similarly booked.

"We had the happy problem of our initial seminars being consumed by all mill superivors," noted House, "not necessarily the training candidates who would ultimately be selected. The situation established the magnitude of the program's success and inserted the most essential ingredient needed--credibility."

FIRST YEAR PROVES SUCCESSFUL

Once the kinks of candidate selection were worked out, the training program began to move ahead quickly. This year's program offers supervisors and ASD's 100 hours of training in supervision and 16 hours training in safety supervision. The work load is heavy, requiring two days per week of training activity throughout the nine-month program for ASD's and two days per month for first line superivsors. Forty first line supervisors were chosen for the first year's program along with 10 individuals who would be enrolled in accelerated supervisory development.

The 50 trainees were divided into two groups of 25 each, called "Alpha" and "Bravo", whose sessions are held on alternate days and times.

The core agenda includes six Paper Industry Mamangement Association (PIMA) seminars conducted by PIMA's training institute director, **Rodney P. Beary**. The seminar package runs the gamut from basic supervisory instruction to analytical problem solving. The PIMA seminars, which are offered to both first line supervisors and ASD's, are supplemented and complemented by training modules dealing with Temple-Inland topics and conducted by Temple-Inland department heads and executives. Both the first line supervisors and ASD's receive this instruction, but at separate times.

The ASD sessions emphasize actual mill experience. ASD's are assigned to foremen/supervisors for on-the-job orientation, instruction and questions. They are provided with detailed outlines, developed by House and the management group, which specify what the trainee should learn in each department.

Following each on-the-job session (a total of 14), accelerated trainees must write a report on their specific lesson agenda. Additionally, this group spends one week at Texas A&M University's Center for Executive Development attending the school's management seminar.

The accelerated program is what sets Temple-Inland's management training program apart from many others in the industry.

A MODEL MANAGEMENT PROGRAM ESTABLISHED

Beary, who conducts PIMA seminars all over the country, calls the Temple-Inland management training program, "...the most complete program I have been associated with."

"It is comprehensive and growing, with purpose, intensity and continuity that will build on what has come before," he continued.

During the PIMA seminars, lecture topics are conducted informally with discussions encouraged.

Temple-Inland's Training Center is state-of-the-art with three companies providing the sound system alone. The Center is outfitted with a kitchen for catering services and a lobby area for breaks.

According to House, the management training program will begin in March next year, with new trainees selected from the group's first line supervisors and high potential personnel.

"We've learned a great deal of sacrifice is needed to make this program work," reflects House. "Our first line supervisors must have back-up to cover their jobs. The

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ASD's have to burn the midnight oil and their workload must be distributed by their department heads.

"Over the long term, we think this program will pay off. In the past, the company has done a superb job in training our craft people, but no coordinated effort, other than spot training, has been done for our supervisors," House noted. "Now our people will have complete supervisory credentials."



RICHARD MACKSON / SPORTS ILLUSTRATED

Pineland's Pride, Teresa Weatherspoon, celebrated the U.S. Women's basketball team gold medal victory at the Summer Olympic Games in Seoul, Korea. T-Spoon, who was West Sabine High School's valedictorian in 1984, was a record-setting guard for the national champion Louisiana Tech University's Lady Techsters and helped pace the American team to its first Olympics gold this summer. She is currently playing professional basketball in Italy. Four of T-Spoon's family members work at Pineland Operation, including her father, Charles Weatherspoon, slasher deck operator.

Corporate

An overview of Temple-Inland Forest Products Corporation

Temple-Inland Inc. began operations on January 1, 1984 following the spin-off of Time Inc.'s forest products group. In that five years, many changes have occurred, including the recent name change of Temple-Eastex Incorporated to Temple-Inland Forest Products Corporation. The following is a current summary of Temple-Inland Forest Products operations and its subsidiary companies. Approximately 5,000 persons are employed by the company in seven states.

THE ANGELINA FREE PRESS, INC. - Diboll, Texas
A weekly community newspaper for Angelina County. Also involved in commercial printing.

BIG TIN BARN - Building Products Group's retail distribution outlets located in Diboll; Alexandria, Louisiana; Pineland, Texas; and Houston, Texas with a satellite yard in Conroe, Texas.

FIBER PRODUCTS OPERATION - Diboll, Texas
Primary products are hardboard siding, used for residential siding, and fiberboard sheathing, a product used behind exterior siding and as a

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News

Corporate

base for commercial roofing applications.

FORESTS GROUP - Group headquarters in Diboll. Regional offices in Diboll, Jasper, and Silsbee, Texas, and Coosa, Cedar Town, Douglasville, Jasper and Gainsville, Georgia. Wildlife management areas in Texas at North Boggy Slough, South Boggy Slough and Scrappin' Valley. Responsible for forests resource and wildlife management of 1.7 million acres of timberland in Texas, Louisiana, Alabama and Georgia.

GYPSUM WALLBOARD OPERATIONS - Plants in West Memphis, Arkansas, and Fletcher, Oklahoma. Manufactures gypsum wallboard used widely in both residential and commercial structures.

MINERALS - Diboll, Texas
Group responsible for mineral resource management of 375,000 mineral acres in Texas and Louisiana.

PARTICLEBOARD OPERATIONS - Plants in Monroeville, Alabama; Thomson, Georgia, and Diboll, Texas. Primary products are industrial grade particleboard (TemStock™) used in the construction of furniture, shelving, and cabinetry; and underlayment particleboard, a substrate flooring material for residential construction. New laminating plant in Diboll applies laminates to particleboard products manufactured in Diboll.

PLYWOOD OPERATION - Pineland, Texas
Manufactures construction grade plywood used in a variety of industrial applications, along with sanded panels and plywood siding for residential construction. The Pineland Operation also includes a stud mill which produces studs from 7 feet to 8 feet for residential construction, manufactured housing and the treating market.

PULP AND PAPERBOARD GROUP - Evadale, Texas
Manufactures seventeen grades of paperboard from southern bleached kraft pulp used in a wide range of products including cup and plate stock, manila file folder, white and manila tag, white index stock, folding carton stock and bleached display linerboard.

RIGID FOAM OPERATION - Diboll, Texas
Manufactures rigid foam insulation (TemPro) used as sheathing in residential construction, and as roof insulation in commercial buildings and in specialized agricultural buildings.

SABINE INVESTMENT COMPANY OF TEXAS, INC. - Lufkin, Texas
A real estate investment company which develops commercial, residential and recreational properties within Temple-Inland's forest holdings. Its primary project is Crown Colony in Lufkin.

SOLID WOOD OPERATIONS - Mills in Buna, Texas, and Diboll, Texas.
Primary products are dimensional lumber used for residential construction and industrial applications; and lumber to be treated and used primarily in the construction of decks.
Another mill is currently under construction in De Quincy, Louisiana.

TEMPLE ASSOCIATES, INC. - Diboll, Texas
A diversified, full service construction company with two major operating groups - Industrial and Commercial.

TOPAZ OIL COMPANY - Diboll, Texas
An oil and gas production and investment company.

UNIVERSAL ELECTRIC CONSTRUCTION COMPANY - Headquarters in Diboll, Texas. Regional offices in Austin, Texas and Lafayette, Louisiana. Provides construction, maintenance, and inspection services for power distribution and transmission systems for utilities, industries, and municipalities. ❁

Earnings Information for Participants in the Temple-Eastex Incorporated and Affilates Savings and Stock Purchase Plan (Thrift Plan)

As of October 31, 1988, the year-to-date returns earned in the Thrift Plan Fund A (the Fixed Income Fund) and Fund C (the Equity Fund) were the following:

	Fund A	Fund C
Year-To-Date Gain	**8.173%**	**31.774%**

The Stock Funds change in value with short-term interest and dividends as well as stock price fluctuation. These changes are summarized below:

	Temple-Inland Common Stock Fund B	Time Common Stock Fund D
Stock Price as of:		
October 31, 1988	**50.750**	**111.750**
December 31, 1987	**48.250**	**82.250**
Year-To-Date Increase as of October 31, 1988	**5.181%**	**35.866%**

The company is pleased to announce that the 1989 Fund A (Fixed Income Fund) interest rate will be approximately 9.5%. All amounts held in Fund A during 1989, both existing deposits and contributions made during 1989, will earn interest at this annualized rate.

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Corporate

CPR/First Aid classes offered

CPR and First Aid classes are being taught to selected plant employees at all Temple-Inland Forest Products Corporation locations.

In the Building Products and Forests Groups, the courses are being taught by **Betty Barkley**, Building Products occupational health nurse, and **Ruth Oates**, Health and Fitness Center coordinator. All Building Products locations will receive training, and those out of state are being conducted by the Red Cross or hospitals at the various locations.

All Diboll operations and the Forests Group's regional office personnel have completed training.

At Pulp and Paperboard, Fire Chief **Herb Conway** and Recovery Lime Kiln Supervisor **Bobby Breithaupt** are certified instructors. In addition to the CPR/First Aid training, 16 employees are enrolled in EMT training at Pulp and Paperboard. Some 120 classroom hours and 30 hospital training hours are required for completion.

OSHA regulations state that there should be sufficient coverage on all shifts to handle emergency situations requiring first aid or CPR. When certification expires (three years for first aid and one year for CPR), employees will be retrained.

Courses will be offered next year at Pineland Operation with **Janice Napier**, R.N., occupational health nurse, as instructor. ❁



CAROLYN ELMORE

CPR training is conducted by Diboll's Health and Fitness Center Coordinator Ruth Oates (second from left). Employees of the Forests Group's regional offices participate.

Benefits Communications

Over the next few months new benefit plan booklets will be distributed to participants in several of the company's benefit plans. These summaries cover the main plan provisions and contain very beneficial information for employees and their families.

The Group Insurance Plan Description has been updated to include several modifications made to the Plan in the past two years. Employees have been previously notified of these changes by separate communications. New plan provisions are explained in the Summary Plan Descriptions for our Retirement Plans as well. We encourage all employees to read these new booklets carefully.

Additionally, you will soon be receiving a 1988 Personal Statement of Your Benefits. This statement will give you a synopsis of all benefit plans in which you participate and will indicate your coverage status in each plan.

If you have any questions after you receive and review these important communications, please contact the benefits representative in your Personnel Department.

❁

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Building Products

Quality education classes held for management, supervisors

Quality improvement and the concept of zero defects are the focus of 10 two-hour training sessions for management and supervisors at Diboll's Fiber Products and Rigid Foam Operations.

The training sessions are one phase of **Philip Crosby's** Quality Improvement Process which was adopted last year at Fiber Products and Rigid Foam.

Barry Cook, Fiber Products management/safety coordinator, explained that implementation of Crosby's Quality Improvement Process involves 14 steps and is not meant to be a motivational tool.

"We think this process is a good one because it is an operating philosophy that is here to stay," said Cook. "It is not a 'jump on the band wagon' program that motivates now and is forgotten. Implementation is creating a culture change, requiring all of us to re-learn how to run our business."

The operation's motto "Do it right the first time" is an offshoot of the Quality Improvement Process and describes the essence of the program.

Each of the 14 phases of the program are chaired by members of the Fiber Products/Rigid Foam Quality Improvement Team (QIT). These individuals see that each phase is organized, communicated and carried out within a time frame set up by the QIT.

The 14 phases are inter-dependent and include the following; management commitment, quality improvement team, measurement, cost of quality, quality awareness, corrective action, zero defects planning, employee education, zero defects day, goal setting, error cause removal, recognition and quality councils.

All hourly employees will receive six hours of quality awareness training following the completion of the current sessions. Fiber Products employees who have received instructor training at Crosby's Quality College and who are conducting the training sessions are **John Wallace**, Quality Control manager, and Cook. ❁



CAROLYN ELMORE

Quality Control Manager John Wallace instructs a group of managers and supervisors during a training session at Fiber Products Operation. The training session is part of the Quality Education process ongoing at Fiber Products and Rigid Foam Operation.

We'd Like To Hear From You.

If you have a story idea, comment or suggestion for In Touch, call or write a note to the editorial advisor in your area or write to:

In Touch
Drawer N
Diboll, TX 75941

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

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Building Products

Diboll Particleboard Operation receives national safety award

Diboll Particleboard Operation has been recognized by the National Particleboard Association for recording the lowest accident incidence rate of any member company for 1987.

The association awards a trophy each year to the American particleboard company whose safety record is the best of the 45 member companies. The trophy stays with the winning company for one year.

Temple-Inland previously won the award in 1983.

Additionally, Diboll Particleboard reached a plant-wide milestone of completing one year without an OSHA recordable lost time accident. ❁



CAROLYN ELMORE

Front row, J.J.V. Reyes, Ana Estrada, Rogelio Prieto, Richard Heinrich, Pedro Zapata, William Deason, Alfredo Flores and Cathy Peavy. Second row, Walter Church, Hank Langstron, Eugene May, Marshall Rogers, Bert Nash, Phillip Burnett and Robbie Fletcher. Third row, Bobby Chalfant, Bret Nicholson, Batsill Tipton, Jeff Squires, Eddie Courtney, Tim Youngblood, Leslie Kilgore and Ricky Roig.



CAROLYN ELMORE

Front row, Jerry Burnette, Nathanial Perry, Juan Diaz, Conrado Salaiz, C.W. Loftin and Lester Rhoden. Second row, Mike McGuire, Stuart Samford, Gene Rayborn, Steve Cavasos and Mike Price.



CAROLYN ELMORE

Front row, Harvey Rios, Anivar Jasso, Woody Kirkland, Ricardo Cortez and Jose Torres. Second row, Steve Smith and Leroy Criswell. Third row, Brian Carlson, Mike Helm, Bobby Amason and Doug Clark. Back row, Dennis McKay, Marvin Wright, Leroy Smith, Greg Drake, Chuck Schroeder, Roy Myers and Oliver Phillips.

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News



CAROLYN ELMORE

Front row, Roy Johnson, Guadalupe Guerrero and Frank Ybarra. Second row, Ruth Willis, Dorcas Rast, Anthony Glover, C.C. Betancurt, Jaime Moreno, Maria Saucedo, Rose Jasso and Guillermina Sanches. Third row, Russell Marks, Gilberto Lopez, Faustino Salaiz, Charlie Johnson, G.B. Treadway, Robert Johnson, Jim Cowan and Bobby Smith.



CAROLYN ELMORE

Front row, James Batton, Guadalupe Perez, Robert Haynes and Paul Suarez. Second row, David Helm and Lynn Stanford. Third row, Ramiro Perez, Paul Gibson, George Craft and Luis Cabellero.



VINCE MARRA

West Memphis Wallboard Operation set a record for daily shipments on September 6 with total shipment footage of 2,728,232 square feet. The previous record was set September 8, 1987 when 2,599,024 square feet was shipped. Employees of the Shipping Department are (kneeling) Johnny Hamilton, Edgar Brooks, Jackie Zachary, Anthony Renigar and Jimmie Wilkins. Also (standing) Mike Lancaster, Abel Martinez, Willie Brant, Shipping and Sales Coordinator Norma Hooper, A.C. Funderburg, Donna McAlister, Tommy Wasiw, Stacy Caviness, Leonard Clay, William Foster and W.C. Hailey.



JAY BRITTAIN

Workers hoist the solid concrete, six ton sign displaying the company's new name at the entrance to corporate headquarters in Diboll. As part of name change publicity, the company distributed 1,200,000 advertising inserts to newspapers and magazines across the country. The inserts were four-color and were printed on 8 pt. regular density Texcover. Premium gifts, featuring pine chips from Diboll Lumber Operation, were mailed to the company's 3,500 customers as part of the name change promotion.

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JAY BRITTAIN

The first load of laminated particleboard was shipped on October 13 from Diboll Particleboard's Laminating Operation. On hand to mark the occasion were (front) Alfred Moye, edge trimmer; Bill Ramsey, machine operator; and J.C. Mathies, infeed operator. Also (back) Nancy Howell, utility; Tony Strain, truck driver; Rose Jasso, grader; Bert Nash, maintenance; Shirley Fields, strapper; Vera Jones, edge trimmer; Edd Sidney, lift truck operator; Steve Burchfield, lift truck operator; William Deason, shipping clerk; Sandra Brandon, accountant/purchasing agent; Hal Cordell, Particleboard plant manager; Adolph Knighton, Laminating plant superintendent.

Pulp & Paperboard

Production record set at Pulp and Paperboard

Good machine production of 1,533 tons per day in November exceeded Pulp and Paperboard's old record established in April of this year by seven tons.

No. 2 machine set new records in both good (499 T/D) and total (508 T/D) production, exceeding the previous highs reached in March.

Selling prices also reached a record high in November and shipments averaged 1,719 T/D, marking only the third time shipments have exceeded 1,700 T/D.

In recognition of the accomplishment, gift certificates to Beaumont's Parkdale Mall were given to all employees. ❁



BILL CECKA

Pulp & Paperboard

Screening indicates healthy work force in Evadale

Health screening tests offered in September to all employees at Pulp and Paperboard have revealed only minor health problems, according to the Group's staff nurse, **Jane Sitton**, R.N., COHN.

The tests included chest x-rays, pulmonary function tests and audiograms. Of the group's 1,075 employees, 897 took advantage of the free testing.

"We were happy to learn of only minor health problems," said Sitton. "This means that we have a generally healthy work force." ❁

Pulp and Paperboard management and officials of the group's two unions signed a five year contract on October 3. The contract was approved by members of United Paperworkers International Union Locals 801 and 825 and the International Brotherhood of Electrical Workers Local 390. The unions represent about 750 of the plant's 1,075 employee workforce.

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Features

David Ashcraft donates kidney to brother

When **David Ashcraft** was growing up in Pine Bluff, Arkansas, he looked up to his younger brother, Keith, admiring his athletic ability, his popularity with kids in school, and his cheerful attitude toward life.

So two years ago, when Keith learned his kidneys were failing as a normal complication of juvenile diabetes that he has battled since the seventh grade, David didn't hesitate.

"We knew Keith's kidneys were failing because of the blood vessels deteriorating throughout his body," David said. "A kidney transplant was Keith's only hope of living a longer, productive life. Without a transplant, his life would radically change."

"I went to see him on the pretense of just visiting. I knew I would do it," David said. "It was a matter of talking him into it."

This was something that David and Keith couldn't discuss easily. Forty year-old Keith, who is an anesthesiologist in Little Rock, Arkansas, has undergone laser surgery on his eyes and takes large doses of insulin. His daughter has inherited the disease.

The odds for successful kidney transplants in someone other than a blood relative are as low as 50 percent.

Blood relative donations give the recipient up to a 95 percent chance of success. If the kidney is not rejected, it will generally function normally for 10 to 15 years before another new one is needed.

On October 17, David donated his left kidney to his brother. The procedure is simple for the recipient. The abdominal cavity is opened and the new kidney is planted into the cavity. The recipient has three kidneys instead of two.

The donor has a more complicated procedure. The kidney is taken through the donor's back. The operating table adjusts to an inverted "v" shape for easier access.

"The only scary part of the procedure," said David, "is that ribs sometimes break when the table is adjusted."

In David's case, doctors removed two ribs, thus averting rib breakage.

The procedure was performed at the University of Alabama at Birmingham's teaching hospital, the institution which performs more of these procedures than any other hospital in the South. One floor is reserved for donors, and another floor is reserved for recipients. In 1987, this hospital performed 216 kidney transplants; 52 of the transplants were from living donors.

On October 26, David made his first appearance back at work at Pulp and Paperboard, moving slowly, but cheerful and eager to return to his normal schedule. He reported that Keith is recovering

Highlights

Inland Container plans box plant for Texas' Lower Rio Grande Valley

Plans are underway for Inland Container Corporation's thirty-third box plant which will be located in Edinburg in the Lower Rio Grande Valley of Texas.

Inland has made an offer to puchase a newly-constructed 80,000 square foot building in the city and will double the size of the structure by building an addition.

Ben J. Lancashire, Inland's chairman and CEO, said, "The Lower Rio Grande Valley is a major fruit and vegetable growing region, and the market for boxes on both sides of the border is excellent. Anderson Box Company already has established markets in the area, and its recent purchase of American Corporation in Edinburg gives us additional business there.

"Also, the growth of Maquiladora manufacturing plants (Mexican-U.S.) manufacturing partnerships) in the area makes the market attractive.

"Inland has reached agreement with Whirlpool Corporation to be the sole supplier of currugated bixes to that company's Vitromatic SA joint venture which will manufacture refrigerators and home laundry appliances in Monterrey, Mexico.

The corrugator currently at the Biglerville plant will be installed in the new full-service plant in Texas. Finishing equipment will include die cutters, flexo folder-gluers and complete waxing capabilities.

It is expected that the corrugator will not be available until next summer. In the meantime, the plant will operate as a sheet plant until the new construction is complete and the corrugator is installed.

The corrugator at Biglerville, which was originally installed in 1972, is being replaced with a computer-controlled 98" corrugator with running speeds of up to 1,000 feet per minute. ❁

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faster than usual for transplant recipients.

The anti-rejection drugs that he will take for the rest of his life have been stablized. Likewise, his insulation intake has been re-stablized. He left the hospital on October 28 and returned to work on November 28.

As for David, the doctors tell him that living with one kidney should have no impact on his lifestyle. No medicines or special diet are required.

David confided that only once did he yield to a feeling of regret and sorrow for the circumstances that brought on the need for the operation. The low feeling was soon replaced by his strong belief in helping others and his love and respect for his brother.

"I knew if my brother was to be helped, I was the only one who could do it," David recalls. "Our mother taught us sharing is something you don't think about, you just do it." ❁

Joe C. Denman Jr. Retires

Joe C. Denman Jr. thinks one of the luckiest days of his life was the day he asked **Arthur Temple** for a job.

He was lucky, he says, to have the opportunity to work with some of the finest people in the world and to be a part of an exciting, growing company.

He was lucky to live in Diboll, in the midst of its family of citizens, and to have participated in its development and prosperity.

Perhaps nothing is more insightful into the kind of man Joe Denman is than his statement of being lucky to live and work in Diboll. Without question, the kind of town Diboll is today and the kind of company Temple-Inland Forest Products Corporation is today are the direct result of the influence of Joe Denman. Who, then, is luckier?

After his graduation in 1950 in the top five percent of his class from Texas A&M's school of architecture, Denman and his wife **Beth** agreed that they wanted to move home.

Home was Lufkin, and Denman decided to ask Arthur Temple for a job. He knew Mr. Temple as a supporter of the Lufkin Panthers when Denman was an outstanding guard and co-captain of the '41 team that won the district championship and advanced to the state playoffs. He also knew of him as the manager of Temple Lumber Company's retail lumber yard in Lufkin.



TEMPLE-INLAND ARCHIVES

A question on Denman's employment application asked the question, "What do you desire to accomplish in the company?" He answered, "President." Though he didn't actually think he would do so at the time, he accomplished the position of president of Temple Industries in 1972. On October 1, 1988 he relinquished his day-to-day duties of that position. As much as is possible for a man like Joe Denman, he is retired.

"When Arthur hired me, I thought that I was going to work for Temple retail lumber yard instead of Southern Pine Lumber Company," remembers Denman. His first Diboll office, however, was located in the old commissary building, outfitted with a drafting table and a rolltop desk. His first assignment was to design shopping centers for Diboll and Pineland.

Six months into his new job, he developed a desire to learn more about sawmilling.

"Whenever I got the chance, I would go out on the plant site," Denman recalls. A special friendship evolved with sawmill superintendent **Eddie Farley**. Mr. Temple offered Denman a clear choice--either stay as an architect or learn the sawmill side of the business.

Denman put on his working clothes and went to the mill. He became Farley's assistant, and when

(continued p.14)

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Farley was stricken with a disabling illness, Denman became sawmill superintendent. That was in 1952.

A man characterized by Arthur Temple as possessing an infectious enthusiasm and who lives life to the fullest, Joe Denman moved through the ranks to his achievement of company president.

In 1954, he was promoted to general superintendent, Lumber and Treating Division. A year later he was named production manager and in 1960 was made vice president, Lumber Products.

In the next 12 years, he was named corporate vice president, executive vice president and then president of Temple Industries in 1972.

Denman became a vice president of Time Inc. in 1976 following the merger of Temple Industries with Eastex Pulp and Paper, a Time Inc. subsidiary. In 1978, he was named a Time Inc. group vice president and subsequently president and chief executive officer of the newly formed Temple-Eastex Incorporated. He was named director of the Time Inc. board in 1979.

Denman became chairman of the board of Temple-Eastex in 1983. One of his last official duties as Temple-Eastex president and CEO was to announce the company's name change on October 1, 1988, to Temple-Inland Forest Products Corporation.

Denman has been an officer of all four Temple companies. Of this last name change he jokes, "I like to think they retired the name when I retired--like retiring an athlete's jersey."

Though he is reluctant to state any achievement for which he will take credit, Denman is eager to relate his proudest moments.

"When the sawmill burned in 1968, everybody in the town pitched in to help fight the fire and later in the clean-up and rebuilding," he said. "High school kids were at the end of water hoses; wives were bringing in sandwiches and coffee.

"Employees were inconvienced by working around the clock and some even drove to Pineland daily to help with the rebuilding. No one ever complained."

A new sawmill was on line nine months later.

Denman also takes pride in the accomplishments of Diboll Day and all the activities leading up to it the prior month.

"You know, the reason Diboll Day was started was to improve our town and provide something for our kids," recalls Denman, who is credited with helping initiate the event in 1953. "What the people of this town have achieved with Diboll Day in the past 35 years is simply phenomenal."

Denman, who is a registered professional engineer, recieved in 1981 Texas A&M University's Distinquished Alumni Award, the university's highest honor for career achievement. At the time, he was one of only 76 former students to have been named Distinquished Alumni in the history of the school.

He is a past president of Southern Forest Products Association and Texas Forest Products Manufacturing Association (the forerunner of Texas Forestry Association). He currently serves on the board of directors of CRS Sirine, Angelina College and is a trustee and director of Memorial Medical Center of East Texas.

During his 38 years with the company, Denman and Arthur Temple developed a special relationship.

"Arthur is like the brother I never had. We are actually closer than some brothers because of our close working relationship. He always allowed me to be my own man and respected my judgment," said Denman.

That is not to say that the two did not have their differences from time to time. Some called the pair "Mr. Dithers and Dagwood" because of the heated arguments that sometimes emanated from Temple's office.

"Joe Denman is smart, and you can't be around him for five minutes without getting excited about some project," comments Temple. "Joe probably had more to do with the success of the Temple operations in recent years than anyone. But perhaps more importantly, Joe is a good family man and a good citizen."

A man characterized by Arthur Temple as possessing an infectious enthusiasm and who lives life to the fullest, Joe Denman moved through the ranks to his achievement of company president.

As a manager, Denman possesses the admirable qualities of organization and leadership.

"Joe is the kind of guy who took care of his business and expected his employees to do the same," said **Harold Maxwell**, Building Products group vice president.

"We all drew on his expertise, wisdom and counsel. Mr. Temple was the visionary of change in the company and Joe was the initiator," he explained. "Though those transitions seem dramatic now, we were able to work through them without the turmoil most companies experience."

Maxwell compliments Denman's salesmanship. "Though Joe was trained as an engineer, he was an excellent representative of the company in dealing with customers. He had the unique ability to make

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every customer feel important. He projected an image that made customers want to do business with us."

Denman was honored at the Building Products annual sales meeting this past February as the company's "Top Gun" salesman.

He entered the U.S. Navy Air Corps in December, 1942 as an aviation cadet and was discharged in June, 1946 with the rank of lieutenant, junior grade. For two years and six months of his term, he was a carrier based naval aviator.

He married Ginia Beth Cox in January, 1948, and they have three children and four grandchildren.

In his usual organized manner, Denman has moved his office to Lufkin and keeps a busy schedule of meetings and conferences. Luckily, he will remain a member of the board of directors of Temple-Inland Inc.

"Although I am sure Joe will continue his interests in the company and Diboll, no one could be more sorely missed," said Temple. "On a scale of one to ten, I give Joe a 15." ❁

Brown says Fletcher OIP key to operation's success

According to Fletcher Wallboard Plant Manager **Joe Brown**, much of the plant's success after two years' operation is due to its active Operation Improvement Program (OIP).

Brown says that every area in the plant has benefitted from employee ideas and suggestions, which range from the formulation and implementation of an absenteeism/ tardiness policy to board placement in the warehouse.

Most recently, suggestions have centered on cost containment ideas which resulted in reducing the in-plant cost of making wallboard.

OIP is a formal communication system used in most building products operations. The OIP philosophy allows any employee to communicate ideas and identify problems to the proper level of management and be guaranteed immediate feedback, management involvement and action.

Communications between management and employees exist in other forms. The plant publishes a quarterly newsletter which focuses on employee and plant-wide achievements, safety and management messages.

All employees are scheduled for monthly "rap with the boss" sessions. Discussions include plant status, corporate policies, operational changes, morale, short and long range goals, and any other item of concern or interest to Fletcher personnel.

Brown said, "These sessions are invaluable because they help management keep in touch with employees on a regular basis, as well as keep employees informed and involved in the total Fletcher operation."

He continued, "Our best ideas have come from the people out on the floor who are directly involved in the process."

Brown is convinced that "...our people are our greatest asset." ❁



Participating in one of the "Rap with the Boss" sessions at Fletcher Wallboard Operation are Rance Howard and Kenneth Snider, mechanics; Joe Brown, plant manager; and Doug Chaney, Wallace Mountain and Bud Reynolds, employees of the Miscellaneous Department.

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Job studies reveal back injury risk

A pilot program at Diboll Lumber Operation which monitors the energy spent in particular jobs will help reduce the risk of back injuries.

Joe Selan, Ph.D., of Back Systems Inc., a risk management company, is an ergonomist who studies man in his work environment in order to make the workplace safer and the worker more efficient.

Selan and **Linda Stacie**, project managers, were on the plant site in October for the second phase of the risk management project.

Last year, the pair made recommendations to the company after on-site job analyses gave preliminary job strength and endurance estimates. In October, millwrights, lumber stackers, export pullers, quality control personnel and chain pullers (over 50 persons in all) were targeted for heart rate monitoring.

Employees' heart rates during the day are calculated into energy spent on the job.

"That tells us the potential for injury," said Selan.

Employees wear a heart rate monitor strapped to their chests. Information from the monitor is transferred to a unit akin to a computer (which looks much like a digital wrist watch) worn on the employees' wrist. The unit records and stores heart rate data over the work shift. The unit is then plugged into a computer which tells the employee's average heart rate, the heart rate during various tasks, maximum heart rate attained and length of time sustained.

In order to associate the employees' heart rates with tasks, Selan and Stacie record employees' activities and timing by visiting each work station at various times during the day.

Testing results can mean changes in work rest schedules. Energy expenditures can be reduced by identifying those tasks that are strenuous and determining alternate work methods.

"This program also monitors the overall physical fitness of the work force tested by monitoring the maximum oxygen usage," said Selan. "If necessary fitness training for employees is recommended."

Selan also noted that testing results could be used to estimate fitness criteria for future applicants for particular jobs. ❁



CAROLYN ELMORE

A routine task of Diboll Lumber Operation tray tender Juan Guerrero (right) is being observed by Linda Stacie and Joe Selan (left) of Back Systems, Inc. and Planer Foreman Dewey Matchett (second from right). The task and time of day are being documented by Stacie and Selan while a heart rate monitor worn on Guerrero's chest and wrist records his heart rate.



CAROLYN ELMORE

The Silsbee High School Choir has received a $6,000 contingency grant from the Temple-Inland Foundation. The grant represents 25 cents for each dollar needed by the choir in an effort to perform at a special engagement at Carnegie Hall in New York City. On behalf of the Foundation, David L. Ashcraft presented the grant to choir director Susan Kilcrease.

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American Forest Council reports forests' growth

Over the past three decades, the nation's forests has grown from about 603 billion cubic feet of wood to about 830 billion cubic feet, despite population pressures and rapid urbanization.

The American Forest Council (AFC) reports that with the application of modern forest management techniques, the productivity of American forests is among the world's best.

In the past 25 years, the U.S. built 46 million new housing units and produced 1.7 billion tons of paper and paperboard - 7.2 tons apiece for every man, woman and child in the country today.

Use of wood products extends far beyond home construction and paper. The AFC reports that wood flour and melamine resins using cellulose filler are principal components of dinnerware, telephone housings, radio and tv cabinets. Torula yeast, a high-protein product made from wood sugars spent in the pulping process, is used in baby foods, cereals, baked goods and dietary preparations.

Ethyl cellulose is used in products as diverse as sausage casings and photographic film. Rayon, a natural fiber increasingly used in the garment industry, is a forest by-product.

Given the rising demand for both the traditional uses of wood and futuristic applications of wood fiber, it is surprising that the nation is harvesting only about the same volume today as it did at the turn of the century.

It is all the more surprising since per capita paper consumption has risen 800 percent and the production of lumber and other wood products has climbed 70 percent during the same period.

The nation's forest land today totals about 757 million acres. Some 482 million acres of this total is commercial forest, land capable of producing repeated crops of trees, and where production and harvesting is permitted by law.

Those who own the most commercial acreage are the private landowners who control almost 58 percent. Government is the second major commercial forest owner with about 136 million acres or 28 percent. The forest products industry is third with about 14 percent of the commercial forest, about 69 million acres.

The forest industry provides over 30 percent of the national forest harvest. Private, nonindustrial landowners supply 48 percent of the harvest and government-owned lands account for 22 percent. ❁



That's about how long it will take to renew the mature pine trees that were consumed in the fire which engulfed Yellowstone National Park.

The fire need not have happened — if the forest had been properly managed. By periodically burning accumulated debris from the forest floor, and removing dead and dying trees, managers can limit the fuel that feeds a wildfire — the kind of wildfire that destroys wildlife habitat, water quality, and scenic and recreation values.

Letting nature take its course is not only wasteful, it's costly. Containing the Yellowstone blaze cost taxpayers about $100 million. That's almost 7 times Yellowstone's annual budget — money that would have been far better spent on managing our forests rather than on trying to correct a mistake.

Let's manage our resources instead of letting them burn. Forests are too valuable to waste.

A commentary in the public interest from

The American Forest Council
1250 Connecticut Avenue N.W.
Washington, DC 20036

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The **Social Security Administration** (SSA) reminds employees to make sure that their employer has printed the correct name and Social Security number on their pay stubs and Form W-2 (Wage and Tax Statement) at the end of the year. If the number and/or the name differs, the employee should advise the employer immediately so the employer can report the correction to SSA.

This is important because a correct name and number assures that the correct earnings will be credited to the proper record. These earnings serve as the basis for future eligibility, and the amount of monthly retirement, disability and survivors insurance benefits for the worker and his or her family.

Employees have the responsibility to notify SSA about any changes in their name. For example, a woman who has changed her name through marriage should apply for a new Social Security card. The name on the card will change, but the Social Security number will remain the same. An individual who has never had a card will need to present evidence of age, identity and US citizenship or legal alien status. Also, work status changes of temporary residents or legal alien workers must be reported to SSA.

The SSA advises all employees to check their Social Security records every three years. SSA is offering the new Personalized Earnings and Benefit Estimate Statement, which will give employees of any age an estimate of their future benefit checks.

Employees can apply for this statement by calling a toll-free number established by the Agency 1-800-937-2000 to request an application Form SSA-7004 (Request for Earnings and Benefit Estimate Statement). On receiving the application form, workers should complete and mail it, and the statement will be sent in two to three weeks.

Making certain your Social Security record is properly credited is important to you and your family's future, good business for your employer and helps SSA maintain accurate records.

Retirements

Building Products

Diboll Lumber Operation
W. Barnes, sling/rebundler operator, 22 years...**A.H. Cook**, gate attendent, 9 years...**R.L. McKnight**, production coordinator.



BONNIE DAVIS

Long-time Pineland Operation employee R.D. Russell (right) retired recently and was given a reception in his honor at the plywood plant. Russell had 35 years of service at retirement and was Dry End superintendent. Pineland Operation Plant Manager Bill Jones (left) and Production Consultant Sherrel Fears attended the reception.

Pineland Operation
John O. Booker Jr., Solid Wood Operations manager, 38 years...**T.O. Owen**, relief laborer, 6 years...**R.D. Russell**, plywood shift superintendent, 35 years...**A.C. Stewart Jr.**, finish end supervisor, 28 years...**Odis Stone**, plywood dryer #4 supervisor, 25 years...**L.M. Wade**, veneer grader, 21 years.

Corporate

Joe C. Denman Jr., president, Temple-Inland Forest Products Corporation, 38 years.

Pulp and Paperboard

Lester Adams, Storeroom, 21 years...**James Coudrain Jr.**, Maintenance, 22 years...**Pat Garrett**, Accounting, 26 years.

New Faces

Building Products

Linda Altenbach, product coordinator, Sales...**John Arnold**, production engineer...**Kathi Jordan**, product coordinator, Sales...**Charles Journee**, certified inspector, Pineland Operation...**Adolph Knighton**, superintendent, Diboll Laminating plant...**John McAlpine**, product coordinator, Sales...**Robert Shelton**, Big Tin Barn sales...**Jay Tabb**, training coordinator.

Corporate

Jeffrey Ammon, assistant tax manager...**Tracie Goodman**, staff tax accountant...**Carl Pavlic**, special projects manager...**Steve Slaton**, director, Internal Audit...**Jana Triana**, staff accountant...**Tammy Trevino**, accounts systems programmer.

Forests

Thomas Brylowe, Operations Research analyst...**David Wilson**, Operations Research analyst...**Clayton Wolf**, technician.

Pulp and Paperboard

Ramona Butler, Engineering...**Lisa Ellis**, Customer Service...**Andrew George**, Mid-West Sales...**Anthony George**, Process Control...**Sherry Gipson**, Sales/Customer Service...**Judith Giordano**, Eastern Sales...**Jeff Hoover**, Eastern Sales...**Kathy Woods**, general.

Temple Associates, Inc.

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Dwight Bowmer, accounting manager...**Natalie Crowson**, executive secretary...**Belinda Gay**, secretary...**Tony Gonzales**, project manager...**Eric Kopycinski**, estimator...**Tracy Martin**, **Sammy Martin** and **Bobby J. Smith**, project superintendents...**Michael Scoggin**, RECO shop manager...**Jack L. Smith**, project manager...**Ed Tobias**, mechanical superintendent.

Universal Electric Construction Company

Sylverene Anderson, billing clerk.

On the Move

Building Products

Sandra Brandon, accounting/purchasing agent, Diboll Laminating plant...**Gregory Engelken**, lab technician, Monroeville Particleboard...**Judy Greenville**, product coordinator, Sales...**Thomas Mona**, sales, Big Tin Barn West Houston...**Steven Paulson**, research assistant, Diboll Particleboard...**Joe Pridgen**, services manager, Pineland Operation...**Charles Tolar**, sales, Big Tin Barn West Houston...**James Stringer Jr.**, product coordinator, Sales...**Jay Wyatt**, manager, Diboll Big Tin Barn.

Forests

Carmen Grumbles, secretary, Operations Research.

Pulp and Paperboard

Ky L. Bass, Customer Service...**E. Wayne Carr**, vice president - Administration...**Rex Herrington**, Maintenance...**Dolores Jordan**, Accounting...**Kevin Walker**, Engineering.



VINCE MARRA

West Memphis Gypsum employees who recently received 10 and 15 year service awards at a banquet held in November included (seated from left) Clarence Jamison, 10 years; Ronnie Clark, 10 years; Plant Manager Jim McNeer; Ezel Brown, 15 years; Lee Tipton, 15 years; and Kenny Boone, 10 years.

Also, (standing) James Ross, 15 years; Bobby Henry, 15 years; Cliff Beith, 10 years; Tracy Foster, 10 years; Andy Cissell, 10 years; Fran Cissell, 10 years; Charles Campbell, 15 years; Jesse Wiley Sr., 10 years; Stanley Clark, 10 years; and Wayne Johnson, 10 yrs.

Building Products

DIBOLL

40 Years
James Rhone

30 Years
Delmar Lawson
Billy F. Jones

25 Years
Jack Beene
Harold Maxwell



CAROLYN ELMORE

Building Products -- Billy F. Jones, 30 years; James Rhone, 40 years; and Delmar Lawson, 30 years



CAROLYN ELMORE

Forests -- Lethern Craft, 25 years; Billie Bergman, 25 years; Daryl Ward, 25 yrs.; and R.H Smith Jr., 25 yrs.

20 Years
Maggie Armstrong
Wilma J. Berry
Benjamin Goins
Jessie Hale
Mozelle Marshall
Paul Mossenton
Jack Richardson
Nelda Ruby
Doris Spears
John Wilson

15 Years
Gilbert Allen
Mike Bintliff
Milton Browning
Robert Denman

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Service Anniversaries

Ramiro Diaz
Gary Frost
Jesus Guerrero
James Harris
Jim Havard
Charley Osborn
Carl Price
Lester Rhoden
Helen Russell
Robert Sanchez
Larry Thompson
David Vasquez

Dave Martinez Jr.
Irma Martinez
James McGuire
Oscar Padilla
Juan Rojas
Gonzalo Sanchez
Alvin Saxon Jr.
Gonzalo Serrato
Horace Terrell
Melvin Thompson
Carlos Torres
Jaqueline Viviano
Timothy Windsor


CAROLYN ELMORE

Pulp and Paperboard
B.A. Coe, 30 years

Larry Mason
Robert Wilson

PINELAND

40 Years
Luther Mott

35 Years
Cecil Hippler

30 Years
Walter Holman Jr.


CAROLYN ELMORE

Pulp and Paperboard
Gerald Davis, 30 years; Billy Kellum, 25 years; Earl Dodge, 25 years


CAROLYN ELMORE

Pulp and Paperboard -- Dwight Dean, 25 years; Walter Wright, 25 years; Hamp Holmes, 30 years; James Terrell, 25 years; George Allen, 25 years; Henry Stanton, 25 years; Jerry White, 25 years; Chester Williams, 25 years; Harold Bean, 25 years

10 Years
Betty Barkley
Camilo Betancurt
Ramon Cantu
Manuel Concha
Pat Conway
Lupe Dominquez
Melvin Durham
Gary Flenoy
Billy Junge
Calvin Lofton
Roberto Lopez
James Lovell Jr.
Dewey Matchett



CAROLYN ELMORE

Tommy Hancock, 25 years; Dwayne Stokes, 30 years; Gene Gilson, 30 years; Bobby Holmes, 25 years; Roy Langston, 25 years; Jerry Rice, 30 years; Larry Ford, 25 years; Robert Carter, 25 years


CAROLYN ELMORE

Pulp and Paperboard
Richard Worley, 25 years

5 Years
Michael Amason
Ronnie Cook
Cynthia Davis
Lisa Dotson
Frank Gordy Jr.
John Gullett
Ramiro Jasso
Glenn Lachney
Clyde Phillips
Hardy Pippen Jr.
Norman Poteet
Jimmy Runnels
Anthony Russell

Robert Turner
John Wilson Jr.

FLETCHER

15 Years
Teddy Neighbors

MONROEVILLE

10 Years
Willie Bowie
James Gallery

Willie G. Moore

25 Years
O.L.V. Holloway
George Smith
Harvis Wade

20 Years
Raymond Brossette
C.A. Crow
Glenn Forse
O.C. Martin
Leroy Ward Jr.

15 Years
Harold Dement
Billy Dougharty
Anita Hamilton
Shirley Hunt
Richard Joy
Arthur Pickens
Angela Weatherspoon
Leo Whittaker
Theodore Williams

10 Years
Kenneth Berry
Gary Cox
Johnny Myers

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Service Anniversaries

Gordon Scott
Larry Singleton
Ruth Weatherred
Earl Weeks Jr.
Davison Williams
Everest Wood
James Wood

WEST MEMPHIS

15 Years
Charles Campbell
Lee Tipton



Pulp and Paperboard
James Powers, 30 years; Kenneth Quave, 25 years; Buddy Courtney, 30 years; Ernie Hanks, 25 years; Henry Moulder, 25 years



Pulp and Paperboard
James Walker, 25 years; Luther Davis, 30 years; Antone James, 30 years; John Norton, 30 years

15 Years
Roger Ericson
Judy Hales
Pat Jackson
John Orynawka

10 Years
Chris Capps
R. C. Thompson

5 Years
Sue Chandler
Keith D. Harper
Dale Lee
Ruth Oates
Richard Warner

5 Years
David Ansley
Gilbert Burch
Bobby Evans
Bruce Garrett
Greg Kilcrease
Charles Mitchell
Bobby Williams



Building Products
Jack Beene, 25 years; Harold Maxwell, 25 years

THOMSON

5 Years
Mark Lyons
Keith Walker

10 Years
Frances Cissell
Tracy Foster
Clarence Jamison

5 Years
Susan Marconi
Abel Martinez
Hazell Miller
Curtis Price
Jerry Stewart
Randal Wilbanks



Pulp and Paperboard
Fred Bozeman, 25 years

CORPORATE

35 Years
Sally Minton

20 Years
Clifford Grum



Pulp and Paperboard
O.L. Collins Jr., 30 years; W.D. Fuller, 25 years

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Service Anniversaries

25 Years
Billie Bergman
Lethern Craft
R.H. Smith Jr.
Daryl Ward

20 Years
Johnny Bingham
Mary Clark
L.C. Sprouse



CAROLYN ELMORE

Pulp and Paperboard
John Simmons, 30 years

15 Years
Robert Davis
Winfred Stewart
Kenneth Young

10 Years
Royce Grissom
Benton Hawthorne
Mikeal Justice
Harvey Laird
Henry Parnell

5 Years



CAROLYN ELMORE

Pulp and Paperboard
Martha Sumler, 25 years



CAROLYN ELMORE

Building Products
Willie G. Moore, 30 years; George Smith, 25 years; Harvis Wade, 25 years

Bobby Davis
Marc Kasher
Daron Lee
James Whitton



CAROLYN ELMORE

Building Products
Walter Holman Jr., 30 years

Pulp & Paperboard

30 Years
B.A. Coe
O.L. Collins, Jr.
Buddy Courtney
Luther Davis
Gerald Davis
Monroe Frazier
Gene Gilson
Chester Herrin
Hamp Holmes
Antone James
Charles King
John Lowe
James Mancill
George Molandes, Sr.
John Norton
James Powers

Jerry Rice
Joe Richardson
John Simmons
James Smith
Lee Spence
Dwayne Stokes

25 Years
George Allen
Harold Bean
Dean Biscamp
Fred Bozeman
Henry Brodie
Robert Carter



LYNN WILLOUGHBY

Pulp and Paperboard
Lee Spence, 30 years; Henry Brodie, 25 years

Bobby Clegg
Dwight Dean
Jerry Dewitt
Earl Dodge
Larry Ford
W.D. Fuller
Jerry Goins
Tommy Hancock
Ernie Hanks
Joe Hinson
Bobby Holmes
Charles Jacobs
Billy Kellum
Roy Langston

Anthony Linscomb, Sr.
Herman McKee
Henry Moulder
Joe Pattarozzi
Kenneth Quave
Henry Stanton
Martha Sumler
James Terrell
James Walker
Jerry White
Chester Williams
Richard Worley
Walter Wright
Lamonte Young

20 Years
Charles Adkins
Charles Arline
Trentice Armstrong
John Barrow
James Bearden
James Boughan
Harry Brown
Doyle Bryan
Glenn Burns
Kenneth Byrum
Thomas Clakley
Bonnie Cone
Aubrey Crane
Bruce Cravey
Arnold Crawford

Earl Dabney
Dudley Denmon
William Dubose
Woodrow Dugas
Bill Garrity
Eddie Holmes
Grace Holmes
Sam Ikner
Jimmie Kay
James Kelley
Doug Kerr
Emmett Lack
J.E. Martindale
Craig Miears

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Service Anniversaries



Pulp and Paperboard
Dean Biscamp, 25 years

Grady Miller
Carl Moore
Roy Moore
Bill Moore
Johnny Morgan
James Neel
Presley Nolen
James Phillips
Gary Pitts
Leslie Ross
Aubrey Sandefer
Mae Semien
James Shofner
Dave Simmons
Ernie Sirmons
Elbert Smith
Albert Stark
Jimmy Stevens
Marvin Strickland
Denzil Stuart
Ira Sykes
Charles Thompson
Bryan Tullos
Dennis Wheeler
Clydell Williams
Ricky Willis
Leroy Wright
Billy Y-Barbo

15 Years

Terry Ayres
Charles Bailey
Ken Bell
Delbert Bryan
Billy Burns
Edwin Denmon
Terry Denmon
Roy Eddins
William Graham
Frederick Hall
Wanda Hebert
Tim Herrington
Willie Huff



Pulp and Paperboard
James Smith, 30 years



Pulp and Paperboard
Monroe Frazier, 30 years; Lamonte Young, 25 years

Don Merrill
Tommy Overstreet
Jean Pierce
Mark Plaunty
Herbert Rawls
Mike Robbins
Tony Rodriquez
Travis Smith
Richard Stephens
Dorman Walters
Terry Weir
Charles Williams
Charles Willis



Pulp and Paperboard
John Lowe, 30 years

Michael Zeller

10 Years
Ricky Adams
Gilbert Alston
Ernest Bertrand
Eddie Brooks
Morris Cole
Burk Cooper
Michael Cox
Wanda Davis
George Desha
Danny Flowers

Le Ann Fontaine
Ralph Fournier, Jr.
Roxy George
Andy Graham, Jr.
Garland Hogan
Nickolas Keeler
Andy Moody
Mike Olds
Marvin Oliver
Herbert Presley
Debbie Roberts
Carl Samuel
Lewis Shelton
Edward Smith
Gary Sterling
Henry Storm
Doug Unger
Thomas Van Winkle, Jr.
Robert Williams
James Williamson
Roy Wilson

5 Years
Lydia Duncan
Thomas Manley
Ruby Scott
Garry Smith



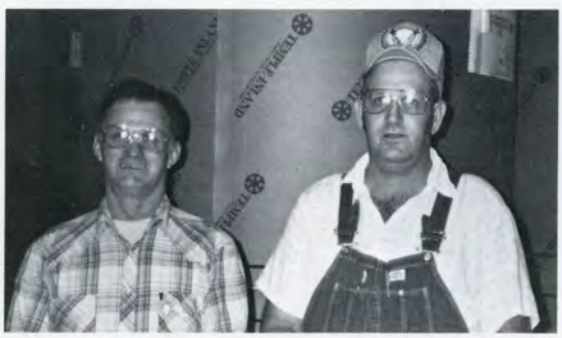
Corporate
Sally Minton, 20 years

Temple Associates, Inc.

20 Years
Sue Stanford

15 Years
John E. Lewis
Luther D. Reed

10 Years
Don Boone



Pulp and Paperboard
Charles Jacobs, 25 years; Joe Hinson, 25 years

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The Back Page

Jan Markle
Elizabeth A. Modisette

5 Years
Verble N. Morehead

Universal Electric Construction Co.

15 Years
Irby Hazelton

5 Years
Merlin X. Braquet, Jr.
Munion Chaddrick
C. Dwight Freeman
Max D. Green
Jack C. Johnson, Jr.
Kirk J. Kliebert
Donald R. Loyd
David J. Orgeron



BONNIE WARR

Building Products
Cecil Hippler, 35 years; Luther Mott, 40 years

10 Years
William B. Fulmer III
Roy Marshall
Donald W. Tobola
Lloyd B. Townsend
William M. Webb
Lloyd W. Wilson



CAROLYN ELMORE

As a participant in Pulp and Paperboard Group's Management Training Program, C.W. (Ike) Hudgins, Pulp Mill supervisor, thinks learning to motivate employees is key to successful supervision. The Group's unique management training program is explained on page 3.

Temple-Inland Inc. scholarship applications available

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

Sons and daughters of active or retired employees of Temple-Inland Inc.'s Forest Products Corporation and Financial Services subsidiaries may apply for Temple-Inland Scholarships, provided the parent has completed three (3) years of continuous full-time service as of April 1, 1989.

Applications should be completed and returned to the Foundation no later than March 15, 1989.

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Alan Miller
Public Affairs Director
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Editor

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