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InTouch

By and for Employees of Temple-Inland Forest Products Corporation

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Temple-Inland's new 65-acre Clyde Thompson Nursery in Jasper County is prepared for April sowing. The facility replaces Stillman Nursery in Newton County which was closed this past winter. Sandier soil and availablity of water are two advantages to pine seedling production offered by the new nursery.

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My Turn



Norma L. Hooper

Sales Coordinator
West Memphis
Gypsum Operation

"We are optimistic that barge traffic may enlarge our market area and give us a new avenue to increase profitability."

In late January, the West Memphis Gypsum Operation embarked on a new mode of transportation...barging. Barging provides the economy of scale to move large quantities of gypsumboard outside our normal shipping radius.

The planning stages of shipment included designing corrugated packaging to prevent damage to the board. As the board came off the production line onto the stacker, our production employees wrapped it in the packaging and stacked it conveniently close to the loading wells in order to facilitate rapid loading.

The barge contained 54 truckloads of gypsumboard which were transported 5.5 miles from the gypsumboard plant to the Port of West Memphis on the Mississippi River. The loads were hauled by Bright Transportation, the company-leased truck operator. Three trucks were used in order to transport the loads quickly enough to prevent waiting for board at the barge.

We began work at 7 a.m. on Monday, January 23, and experienced the expected learning delays. We discovered in the first hour of loading that it would be beneficial to use a forklift driver in the barge who had extensive experience in handling gypsumboard. We lowered one of our forklifts down in the barge, and Temple-Inland employees **A.C. Funderburg** and assistant **Andy Calaway**, stacked the board in the barge.

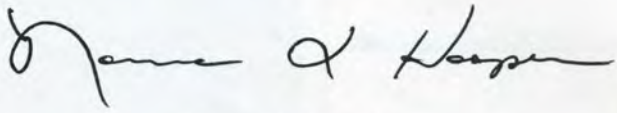
The board was moved from the trucks by forklifts and down in the barge by a crane operated by employees of Pine Bluff Warehouse, the barge terminal operator at the Port of West Memphis.

We completed loading at 2:30 p.m. on Wednesday, and the barge was closed just before rain began to fall. The tow, **Betsy Diane**, was in place before we completed loading, and it immediately moved the barge a short distance downriver to be staged with others scheduled to head upriver to the Ohio.

The barge arrived in Braddock, Pennsylvania just outside Pittsburgh, on Tuesday, February 7. I was dispatched to Braddock to watch the unloading and check for damage. We were surprised at how well the board had traveled. There was very little shifting of the load within the barge, and our packaging had done an excellent job of protecting the board from damage.

Dick Kenley, marketing manager, said that the most important profit opportunity for building products lies in the ability to traffic our products more efficiently, thus reaching new markets and servicing our existing markets more effectively.

We are optimistic that barge traffic may enlarge our market area and give us a new avenue to increase profitability.



Norma L. Hooper

Volume 6, No. 1

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Clyde Thompson Nursery opened in Jasper County

After producing 535 million seedlings during the past 32 years, the Stillman Nursery in Newton County has been closed and replaced with a new nursery in Jasper County.

Stillman was a state-of-the-art nursery in 1956 when it opened under the direction of **Ennis Washburn**, whose retirement coincides with the Stillman closing.



LARRY MILLER

Ennis Washburn (left) recently retired as regeneration and roads manager after 32 years with Temple-Inland. He was in charge of the Stillman nursery when it opened in 1956. Washburn is shown with Mary Stewart and Billy Wunschel who were members of the nursery staff when it opened. The photo documents the final lifting season at Stillman which produced over half a billion seedlings in 32 years.

"After so many years of lifting and erosion, Stillman was just worn out," said **Larry Miller**, Tree Improvement and Research Manager.

Temple-Inland acquired an equivalent facility 10 miles west of Jasper built in 1973 by Southland Paper Mill. It has been idle since March, 1985.

The facility has been named for Clyde Thompson whose career spanned three generations of the Temple family, as claims adjuster, purchasing agent and chief of logging operations.

The new nursery offers several improvements. The soil is sandier than that of Stillman. Its topsoil is some 6 feet deep compared to 12 inches at Stillman, so heavy equipment can be brought into the field during rainy periods. The rate at which water is absorbed into the ground is 2 to 12 inches per hour compared to zero to -6 to 2 inches per hour at Stillman.

"We can bring state of the art heavy equipment into the field to bag seedlings in all soil moisture conditions," said Miller. "As a result the seedlings are less disturbed and less dirt is carried out of the nursery on the roots. And, when it rains, people can get back to work quicker because of the porous soil."

Water for irrigation is pumped from a pond fed by nearby Indian Creek, a more convenient method than at Stillman where underground water was the irrigation source.

Tim Stewart remains as nursery manager and supervises four full-time employees.

"We are excited about this facility," Miller said, "and we think it will serve Temple-Inland well for many years." ❁

Products made from trees

It takes land, air, water, sun and time to grow the wood needed for these products. Then it takes technology to make the impressive quantities of things that can be made from a cord of wood today.

Different products require different kinds of trees, but for general information, a cord of wood* will yield the following quantities of products:

- 7,500,000 toothpicks
- 1,000-2,000 pounds of paper (depending on process)
- 942 one-pound books
- 61,370 #10 envelopes (standard)
- 4,384,000 commemorative-size postage stamps
- 460,000 personal checks
- 89,870 sheets of letterhead bond paper (8 1/2"x11")
- 1,200 copies of the National Geographic
- 2,700 copies of the average daily newspaper (35 pages)
- 250 copies of the Sunday New York Times
- 30 Boston rockers
- 12 dining room tables (seating 8)

Building an average 1800 square foot home uses 10,000 board feet of lumber--equivalent to 20 cords.

* One cord equals a pile of wood 4x4x8 or 128 cubic feet of stacked wood that equals 80 to 90 cubic feet of solid wood.

--Texas Forest Service



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Building Products

Aristokraft Award

Temple-Inland's Particleboard Operation has been recognized by ARISTOKRAFT as a quality and service certified vendor.

ARISTOKRAFT is a kitchen cabinet manufacturer who currently buys Temple-Inland's particleboard from Diboll and Thomson.

Officials from ARISTOKRAFT stated, "In earning this award, you have demonstrated a commitment to constant quality improvement by achieving a quality rating above 98 percent for seven consecutive months, and above 95 percent for 11 months. All of you at Temple-Inland can feel proud of this accomplishment since it places you among a few elite companies who have achieved this standard of performance." ❁



JAY BRITTAIN

Particleboard Operation manager John McClain (second from left) receives a certified vendor award from ARISTOKRAFT Purchasing Agent Fred Sisk. Jay Carradine, technical sales representative (left) and Director of Purchasing Charles Vollmer were in Diboll for the presentation.



JAY BRITTAIN

Hourly employees at Diboll's Fiber Products Operation are participating in "Quality Improvement through Defect Prevention--the Individual's Role," an expansion of the operations's Quality Improvement Process. Employees attend five sessions each week for a total of five weeks. Among the instructors is (standing left) Barry Cook, management/safety coordinator. Other instructors are Quality Control Director John Wallace and Project Coordinator Billy Junge.

Corporate

Temple-Inland Foundation announces scholarship winners

M. Richard Warner, president of the Temple-Inland Foundation, has announced recipients of the Foundation's 1989 Scholarship Program.

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

The recipients were selected from 53 applicants who are sons and daughters of active and retired employees of Temple-Inland Forest Products Corporation and Temple-Inland Financial Services, subsidiaries of Temple-Inland Inc.

Final selections were based on each applicant's scholastic achievement and leadership qualities.

Students receiving scholarships from the Foundation include the following:

Staci LaNette Covington, daughter of Sarah C. Jackson of Diboll;
Lowry Alexander Crook, son of John Crook of Plano;
Gina Lynn Dry, daughter of Joann M. Erven of Grand Prairie;
Chrisa Lea Gillenwaters, daughter of Richard Gillenwaters of Orange;
Matthew Dean Godman, son of Bobby J.Godman of Dallas;
Mary Elizabeth Hobbs, daughter of Richard Michael Hobbs of Beaumont;
Tracey Lynn Maxey, daughter of Clyde B. Maxey of Diboll;
Christopher Linn Sanders, son of Raymond A. Sanders of Lufkin;
Charles Brendan Smith, son of Don K. Smith of Buna;
Kandi Lynn Strother, daughter of Robert E. Strother of Silsbee;
Jimmy Darrell Tatom, son of Larry G. Tatom of Buna;
Mark Edward Webb, son of Robert L. Webb of Buna; and
Rhonda Lynette Willis, daughter of Charles A. Willis of Spurger. ❁

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Building Products

Operation Improvement Program Awards

During the month of March, Diboll Lumber Operation presented Operation Improvement Program (O.I.R.) awards to its contributing employees. Awards were presented at scheduled safety meetings.

"Our Operation Improvement Program is one of our best communication tools in which employee ideas for a better and safer work place are presented to management for study, evaluation and implementation," said **Darin Simpson**, plant manager.

The O.I.R. awards are based on the following criteria:

#3--A problem identified, but no feasible solution is recommended or alternate solution used.

#2--A problem is identified and a good solution is recommended. Most safety-related items fit into this category.

#1--A problem is identified and a good solution is recommended. The solution results in a documented cost savings to the company.

"We have received many good ideas from our employees through our Operation Improvement Program," said Simpson.

"Implementation of these good ideas concerning safety and productivity has benefited both our employees and the company." ❁



JAY BRITTAIN

Charlie Fuller, #3 O.I.R. award; Joey Wilcox, #3 O.I.R. award; Bobby Beaty, #2 and #3 O.I.R. award.



JAY BRITTAIN

Larry Morris, #2 O.I.R. award; Paul Mossenton, #3 O.I.R. award; Tony Allen, #3 O.I.R. award; Tracy Richardson, #2



JAY BRITTAIN

Tommy Carver, two #2 O.I.R awards; James McGuire, #1 and #3 O.I.R. awards.

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News



JAY BRITTAIN

Mike Bintliff, two #2 O.I.R. awards; Bertholdo DonJuan, #2 and #3 O.I.R. awards.

Joe D. Smith, #2 O.I.R. award; Gary Hurley, #2 O.I.R. award.



JAY BRITTAIN



JAY BRITTAIN

Doug Robertson, #2 and #2 O.I.R. awards; Kenneth Posey, #2 O.I.R. award; J.W. Mettlen, Jr., #1 O.I.R. award; and Dewey Matchett, #3 O.I.R. award.

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Building Products

Employees recognized for perfect attendance

The Fletcher, Oklahoma Wallboard Plant recently recognized employees with perfect attendance for the first and second years of plant operation.

Each employee having one year perfect attendance received a certificate of recognition and a Temple-Inland belt buckle. Those employees with two years' perfect attendance received a gift certificate for dinner for two in addition to the belt buckle and certificate of recognition. ❁



JOE BROWN

Receiving recognition for two years' perfect attendance at the Fletcher Wallboard Plant are Plant Manager Joe Brown, Mark Ingle, Raymond Summit, Rusty Embrey, Ron Loffelmacher, Nicky Moore, Ed Williams, Medhi Falizi, George Clymer and Personnel Coordinator Linda Lowe.



JOE BROWN

Fletcher Wallboard Plant employees who received recognition for one year's perfect attendance are Plant Manager Joe Brown, Bill Isom, Jim Weeks, Tim Smith, Larry Brookman, Jon Howell, Ollie Price, A.C. Kuhlman, Leroy Rowe, Mark Riceman and Personnel Coordinator Linda Lowe. Not pictured is Scott Zike.



Jim McNeer, plant manager of the West Memphis Gypsum Operation, was named "Business Leader of 1988" at the 42nd annual Chamber of Commerce banquet held in February.

McNeer, who has been with the Gypsum Operation since 1972, was nominated for the award by an employee's letter to the Chamber.

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News

Building Products



JAY BRITTAIN

The Sorting/Stacking crew at Diboll Lumber Operation has received awards for two years without a lost time accident. Receiving the awards and supervisors are (kneeling) Bernadine Castillo, Martin Tamez Jr., Bobby Steadham, Ancion Compean and Hector Trevino. Also, (standing) Building Products Group Safety Director J.D. Johnson, Maggie Armstrong, Jesus Concha, Bobby Turner, Arturo DeJesus, James Williams, Foreman Joe Donald Smith and Diboll Lumber Safety Coordinator Phillip Pate.



JAY BRITTAIN

Sorting/Stacking crew employees of Diboll Lumber who have received two-year safety awards are (kneeling) Miquel Rosales, Johnny Mitchell, Albino Cruz, Carlos DeLafuente, Jose Reyes and Brijido Pena. Also, (standing) J.D. Johnson, Phillip Pate, Fernando Hernandez, Foreman Gary Hurley, Socorro Perez, Toney LaRue, Ramon Concha, Pedro Palomino and John Fenley.



CAROLYN ELMORE

Corporate

Welcome back to Vivian "Sam" Davis who is performing industrial hygiene duties for the company on a part-time basis. Sam offices with the Energy and Environmental Affairs Department in Diboll.

Corporate

Cholesterol screening available at locations

A mobile Reflotron cholesterol screening machine has been acquired by the company and will be used for total cholesterol screening in Diboll, Pineland, Buna and Silsbee.

Company occupational health nurses **Betty Barkley**, Diboll, R.N. and **Janice Napier R.N.**, Pineland, will operate the machine at the locations. Current plans are to make the screening available at each location one day each month.

The screening requires a finger stick to acquire blood that is placed on a magnetic coded strip. The machine takes three minutes to read the sample.

Barkley said that the machine is equipped to test hemoglobin and glucose levels as well.

Eventually, the machine will record the HDL or bad cholesterol levels of individuals. This service is not currently available. The strips to read HDL levels are being developed by the manufacturer and must be approved by the FDA.

Barkley said that the machine can be transported to all Temple-Inland locations.

The Pulp and Paperboard group has a health screening program available to all employees through their Medical Department. All employees are urged to take advantage of it. ❁

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Corporate



JAY BRITTAIN

Credit and Collections bookkeeper Sally Minton (right) has both her blood pressure and cholesterol level checked at the corporate office by Janice Napier and Betty Barkley, occupational health nurses at Pineland and Diboll, respectively.

Forests

Forests Shop Improvements



CAROLYN ELMORE

Recent improvements to the Jasper Forests Heavy Equipment Shop include the enlargement of the parts room where J.W. Hanks (shown) reviews his stock. Other improvements include refurbishing the restrooms, lunch room, and showers were added.

To accommodate the increased size of equipment, several doors were widened and the roof on one of the buildings was raised. An overhead hoist allows work to be performed indoors that had previously been restricted to the outside.

Project coordinator J.C. Welch reported that general clean-up of the area included painting existing buildings, installation of a new waste collection tank, the start of a new employee parking area and many other needed improvements.

The Heavy Equipment Shop employs 23 persons and services the Forests Group's fleet of over 150 pieces of heavy equipment. Over 200 other pieces of equipment are maintained on a regular basis.

Pulp and Paperboard

Major Rebuild of No. 4 Paper Machine

Engineering and equipment manufacturing is progressing on schedule in the first major rebuild of No. 4 paper machine at Evadale. Final installation starts October 9.

The 22-year-old machine rebuild will require two weeks' downtime to accomplish, according to **Steve Smith**, project manager.

Smith said that planning is of utmost importance to ensure the project's success. Detailed, critical path scheduling is required to track construction progress. The schedule will list all sequential elements involved in a flowpath form.

Safety aspects are of the greatest concern throughout the project's time frame. The mill has comprehensive safety procedures which are rigorously enforced.

"The first segment of the project to build a motor control center building has already been released to a construction firm with completion by July 20," Smith said.

"Tampella, the manufacturer for the new headbox, press section and pulper, is scheduled to have the equipment preassembled for final review in Finland by mill personnel by June 30," he said. "The equipment will then be disassembled and shipped to arrive at the mill by September 1."

A projected 50 ton per day increase in production on the machine is anticipated. ❁

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Temple-Inland's Use of Fire in the Forest

Fire in the Forest

Rising plumes of white smoke above dense forests are a familiar sight in rural east Texas, Georgia, Alabama and Louisiana this time of year. Prescribed burning in the springtime, though both a winter and summer activity, is the harbinger of forest regeneration.

Negative public opinion concerning fire in the forest has its source in the public relations effort by forest conservation associations to "Keep America Green" and "Only You Can Prevent Forest Fires."

However, fire, if properly used, can be the professional land manager's most effective tool. On the other hand, arsonists do a vast amount of damage, both economically and ecologically, to the nation's forests each year.

Fire used as a land management tool is indespensible in the perpetuation of pine forests. Nature itself is most responsible for the abundance of pine in certain areas of the country. Naturally occurring fires have shown pine to be a hardy survivor even before man discovered its usefulness.

Temple-Inland uses fire in land management for two purposes. In site preparation, foresters use low-intensity fires to prepare an area for seedling planting.

"Once all the usable fiber on a tract has been removed, we burn off all the undergrowth and debris left from logging," explained **Paul Hugon**, forest management coordinator.

The second purpose for using fire is prescribed burning, the scientific use of fire under well-defined and controlled conditions in order to accomplish specific land management objectives.

Temple-Inland's objectives are threefold. First, regeneration of natural seedlings is accomplished. Ecologists and foresters agree that most of the important timber species, particularly pines, owe their existence in one way or another to fire. In some species, seeds are stored in cones and released by heat or subsequent drying. Fire eliminates the competition with undesirable foliage, for moisture and nutrients, provides browse for grazing wildlife, and controls diseases.

The second objective is litter reduction. Though accumulations of litter are much more dangerous in the mountainous Northwest where dead fuel is slower to decay, the drought-prone South is also susceptible to dangerous wildfire.

Underbrush and other organic materials are fuel for wildfire. Wildfire threat to both company and surrounding forests is diminished by burning the fuel under tightly controlled conditions.

Temple-Inland's third objective for using fire is protection of its pine plantations. Pine plantations must be kept free of the build-up of wildfire fuel.

"Fire is one of the most valuable tools we as foresters have if used properly," noted Hugon. "Our people are trained professionals who are experts in burning procedures." Temple-Inland's prescribed burn procedures are strict and involved, planned by the district supervisor and turned in to the regional manager. The top priority is to make the burn as safe as possible by building fire lanes and knowing current weather conditions. All neighboring landowners are personally notified by company foresters. The Texas Forest Service is notified the day of the burn and offers advisories on the forecast, temperature, humidity, wind direction and mixing height (the transport winds aloft that disperse smoke).

"If the Forest Service recommends a restriction on burning



DALE BOUNDS

Before

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because of unfavorable climatic conditions, Temple-Inland adheres 100 percent to the request," said Hugon.

The fire line is built around the perimeter of the tract using a crawler tractor. Sufficient personnel are on site for good fire security and at least one person cruises the fire line on an all-terrain vehicle to ensure fire containment.

Even with this scientific approval, several states within the U.S. are considering passing restrictive forest burning laws which Hugon and other foresters in the industry feel are detrimental to forest management activities.

"If restrictive laws were passed in Texas, the threat of damaging wildfire is a real possibility here," Hugon said. "The fuel buildup would be substantial, and combined with our humidity and recent drought-like conditions, wildfire would be a real hazard to homes and pastures as well as to company land."



DALE BOUNDS

After



DALE BOUNDS

During

History of Fire in the Forest

Fire has helped perpetuate forests since forests began. The Indians learned, by observing lightning strikes, that fire opened up the forest, resforing grasslands and other vegetation, thus bringing wildlife back to areas where their food source was restored.

Early European settlers copied the Indians. They observed that a dense forest was a biological desert where few creatures lived because their ground cover food source could not grow.

Dr. Hershel C. Reeves, professor of forestry at Stephen F. Austin State University, is a recognized expert in using fire in the management of vegetation. He asserts that fire can be good or bad, depending upon the viewpoint of the observer.

"Persons unfamiliar with plant succession tend to view all wildland fires as destructive," stated Dr. Reeves in "Use of Prescribed Fire in Land Management," Journal of Soil and Water Conservation, March-April, 1977.

He notes, however, that the hands-off attitude which began in the 1940s, is what led to problems today with wildfires in places like Yellowstone National Park.

"Long before man appeared on earth, fires were a potent force in the development of plant species," he said. "Only species that were resistant to fire's effects, or could develop other survival mechanisms, remained as part of the vegetative complex. Many annual species completed their growth during moist seasons and survived the fires as seeds."

He adds that some perennials persisted as bulbs, tubers or permanent root systems immune to fire by virtue of their position below the

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ground surface.

"Some trees grew thick, heat resistant bark to protect their vital growing layers. Some conifers stored seed in cones opened only by fire or severe drought."

Dr. Reeves notes that in most dry regions and on drier sites, vegetation developed that owed its existence to recurrent fires.

"Such vegetation, called fire climaxes, includes some of the world's major range and forest resources."

Strict protection from fire can cause significant vegetative changes as well, some undesirable.

"Fuel buildup from fire exclusion can also create conditions for catastrophic wildfires," said Dr. Reeves. "Competition from ground cover species for soil moisture and nutrients also weakens fire-resistant trees and makes them more susceptible to insects and disease."

AFC launches media campaign

The American Forest Council (AFC) will begin in September a three-year media advertising campaign designed to build industry support among opinion leaders in urban areas.

The national campaign will feature selective use of TV and upscale leisure magazine advertising. The campaign will focus on the renewability of America's forest.

--American Forest Council

F.Y.I.

Only 33 percent of the South's population believes the forest industry does a good job ensuring future timber supply.

Only 29 percent of Southerners believe owners of forestland can be trusted to protect their forests and the environment without additional government regulation.

Only 24 percent of Southerners think our industry is doing a good job of protecting soils and water supplies.

Seventy-five percent of the South's population thinks our industry doesn't adequately protect or enhance wildlife habitat.

Sixty-six percent of Southerners--an astonishing two out of three--do not believe the forest products industry is economically important to the future of this region.

...American Forest Council

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Our Family Tree



Like any living culture, trees begin their lives as vigorous and hardy youth. Though they mature and their lives ultimately draw to an end, the culture is maintained through the regeneration process.

Our Family Tree begins with superior tree seeds that are collected from Temple-Inland's seed orchards. During the month of April of each year, seeds are sown in the company's nursery beds. During the lifting season (November through February) seedlings are extracted from the beds and packaged for shipping to planting sites or reforested areas.



On tracts where mature trees once stood, the seedlings are planted. When these seedlings mature into timber, usually 30 years, the timber is harvested and transported to one of the company's manufacturing facilities.

Temple-Inland operates its east Texas forests through three regional centers headquartered in Diboll, Jasper and Silsbee. Trees harvested in the northern region are transported to Diboll's Lumber Operation. Shavings from this facility provide a portion of the fiber for Diboll's Particleboard Operation and chips are used in hardboard and sheathing production at Diboll's Fiber Products Operation.

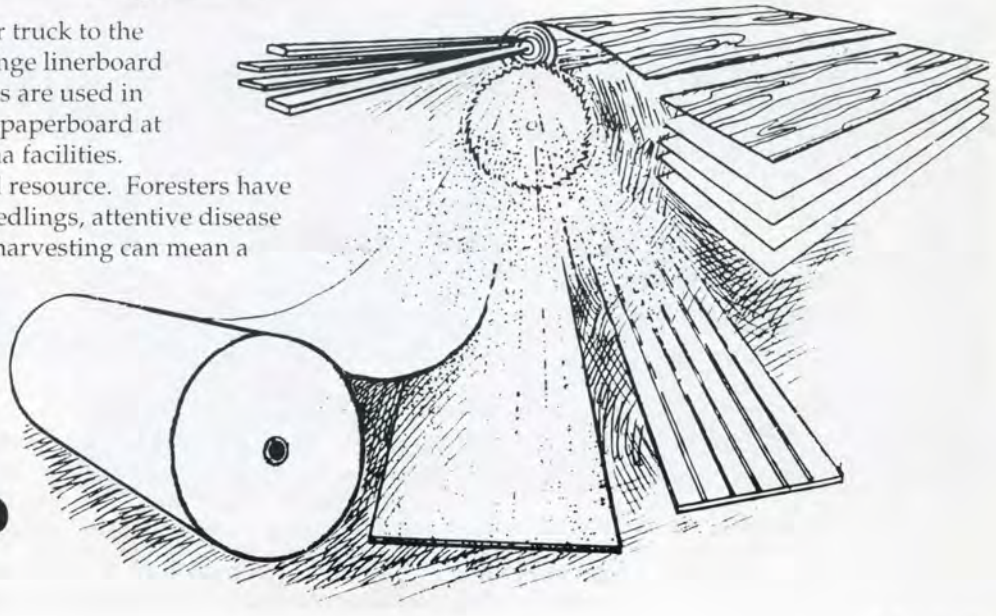


Central region trees are transported to the Buna Lumber Operation, the Pineland plywood and lumber operation and to Evadale's Pulp and Paperboard Operation.

Chips from Buna's sawmill and Pineland Operation are transported by rail or truck to the Evadale mill and to the Inland-Orange linerboard mill. Silsbee's southern region trees are used in the production of market pulp and paperboard at Evadale and at the Orange and Buna facilities.



Trees are a renewable natural resource. Foresters have learned that careful nurturing of seedlings, attentive disease and insect control and responsible harvesting can mean a perpetual wood resource supply for consumer building products and paper needs.



TEMPLE-INLAND
FOREST PRODUCTS CORPORATION
We want to be a good neighbor

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Conseco to purchase National Fidelity Life

Conseco, Inc., an insurance holding company headquartered in Carmel, Indiana, and Great American Reserve Insurance Company, a wholly owned subsidiary of Temple-Inland Inc., announced that they have signed a definitive agreement for Conseco to purchase National Fidelity Life, a wholly owned subsidiary of Great American for a price of $74 million.

National Fidelity Life, with executive offices in Dallas, Texas, had assets as of December 31, 1988 of $420 million and revenues for 1988 of $78 million, and is licensed to write insurance throughout the United States and Canada, except in the State of New York. Completion of the transaction is subject to the receipt of regulatory approvals.

John O. Booker Retires From Temple-Inland

They call him "Mr. Pineland" in Sabine County.

John O. Booker has lived and worked in this small east Texas community for the past 31 years. He spearheaded the changes that transformed a dwindling sawmill community into one of the most socially progressive and economically solid towns in all of the area.

He has been a loyal and dedicated employee of Temple-Inland Forest Products Corporation for 38 years. His expertise and counsel have been sought in projects ranging from road-building to mill-building. He is the "engineer emeritus" of the company from which he officially retired in October, 1988. He is staying on as a consultant, however, to help build "just one more mill."

John Booker is a Lufkin native who entered Texas A&M University in the fall of 1938. In the summer of 1941, he and most of his junior class left school to join the Air Force. After accelerated training courses, Booker was assigned to Europe where he flew the B-17.

He flew some 30 missions with the Eighth Air Force and was shot down three times. The first time, his plane received damage, but he was able to make it back to England. The second time, he ditched his plane off the coast of France. The third time was just over land in Holland, and he was captured by the German army.

He spent 18 months in a German prison camp on an island in the Baltic Sea. The experience taught him the meaning of human suffering and broadened his sense of duty to his fellow man--lessons he would use for the rest of his life.

Booker and the other prisoners were liberated by the Russian Army and returned to the United States. For the next 20 years, he remained in the Reserves and retired as a lieutenant colonel in 1962.



CAROLYN ELMORE

John Booker and his wife, Ruby, are longtime Pineland residents who are active in civic endeavors. Booker recently retired as Solid Wood Operations Manager of Temple-Inland Forest Products Corporation with 38 years of service. During his early years in Pineland, Booker was instrumental in changing Pineland from a dwindling sawmill community into one of the most socially progressive and economically solid towns in the area.

After the war ended, Booker returned to Angelina County and went to work for Temple Associates. After a year and a half, he returned to A&M where he received an engineering degree and graduated in 1950. That summer, he joined

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Southern Pine Lumber Company.

His first assignment was to upgrade the city of Diboll, which was still a company town. Street improvements, water and sewage systems and a disposal plant were built. Then, **Arthur Temple** implemented a three-year plan to turn the town over to its residents. Booker helped in this program before becoming plant engineer at the Diboll sawmill.

When the logging railroad was discontinued, Booker worked with **Clyde Thompson** to dismantle the railroads and to build new logging roads for trucks.

"This was a major undertaking. We built 130 miles of roads and the program is continuing today," he said.

Then in 1957, Booker moved to Pineland where he became plant engineer at Temple Lumber Company. Again, Booker set about turning over the town to the people. Company-owned houses were sold. Other functions, such as utility work, that were performed by company employees, were phased out over a four-year period.

A major modernization program was begun at the Pineland mill in the early 1960s. A new sawmill was built, as well as two new hardwood flooring plants, a new planer and storage sheds. A pilot particleboard facility was erected. At the time, the Pineland mill was cutting one shift of hardwood for the dimension plant and one shift of pine. "Toledo Bend and Sam Rayburn Reservoirs were constructed and the company lost its river bottom acreage in the area," noted Booker. "That basically put us out of the hardwood business."

When the Diboll sawmill burned in 1968, the Pineland Operation converted entirely to pine. Booker remembers that the mill was running around the clock with crews from Diboll commuting to Pineland in order to keep working.

Pineland's plywood plant was erected in 1972. Though the sawmill and all other operations except the stud mill were shut down, no employee lost a job as a result.

Other improvements at the Pineland complex completed under Booker's tenure were the addition of the log sorter and construction of the chip mill in 1978-79. As a result, Pineland is the only company operation which utilizes tree-length logs. Chips generated at the chip mill are transported by rail and truck to Evadale.

Booker's last assignment was to oversee construction of the Buna sawmill, the largest and most modern mill of its type in the south. He organized Building Products Group's Solid Wood Division, which includes operations at Pineland, Diboll Lumber, Buna Lumber and the mill under construction at DeQuincy, Louisiana. He is currently a consultant on the DeQuincy sawmill construction.

Booker has seen historical transitions occur in the company over his 38 years.

"Years ago, we talked about improvements we needed to make in our business, but we just didn't know how to accomplish those changes," remarked Booker. "Electronics has given us the tools to make the changes we wanted to make.

"When I went to work for the company, there was no such word as computer," Booker said. "Computers have given us a whole new thought process. The work force has had to change, and it's amazing how adaptable people can be. So much today depends on the skill of people."

Booker, who has been mayor of Pineland since 1980, divides his time between his office at Pineland Operation and City Hall. Though his workload has lessened, he knows he will stay busy. He and his wife, Ruby, have family interests in their three children--**John III, Robert** and **Judy**--and grandchildren, **Jason** and **Elizabeth**.

"I'm fortunate to have been a part of this company when it was a small family-owned concern and to see what it has become today," Booker noted. "Mine has been an exciting life." ❁



JAY BRITTAIN

Diboll Retirees'Club honored those with birthdays during the fourth quarter 1988 with cake at their recent meeting at the Corporate office. Celebrating birthdays were (front row) Jessie Molandes, Inis Chandler and Carlos Riojas. Also, (back row) Cecil Ryan, J.E. Rast, Hollis Chandler, Morris Ryan, and Doug Warner.

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Service Anniversaries

Employees of the Building Products, Forests and Corporate Groups were honored at a service awards banquet in Diboll in December.

Over 180 employees with 10 years of service in five year increments were eligible to receive the awards at the banquet.

Three employees amassed 120 years of service. **James Rhone**, an employee of Diboll Lumber Operation, and **James Hicks** and **Luther Mott** of Pineland Operation have accumulated 40 years of service each.



JAY BRITTAIN

DIBOLL LUMBER OPERATION--(first row) James R. Hunt, 25 years; Maggie Armstrong, 20 years; Wilma Berry, 20 years; Mozelle Marshall, 20 years.

Also, (second row) Ramon Cantu, 10 years; Mike Bintliff, 15 years; Ray D. Fenley, 15 years; George E. Vinson, 20 years; James E. Rhone, 40 years.

Also, (third row) Horace Terrell, 10 years; Gonzalo Sanchez, 10 years; Rafael Rodriquez, 10 years; Armando Sepulveda, 15 years; Tommy Carver, 10 years.



JAY BRITTAIN

PINELAND OPERATION--(first row) Calvin Boyer, 25 years; Willie Anna Williams, 20 years; Louise McCary, 20 years; Amy Phillips, 20 years.

Also, (second row) R.D. Russell, 35 years; Lee Hunt, 25 years; Willie G. Moore, 30 years; Walter Holman Jr., 30 years.

Also, (third row) O.C. Martin, 20 years; George E. Smith, 25 years; James A. Hicks, 40 years; Hershell Phillips, 30 years.



JAY BRITTAIN

FORESTS GROUP--(first row) C.E. Simmons, 20 years; Mary Clark, 20 years; Terry Barrow, 10 years; Daryl Ward, 25 years.

Also, (second row) Royce Grissom, 10 years; Thomas C. Jacks, 15 years; Tim Stewart, 15 years.

Also, (third row) Karey Lee, 15 years; James Turner, 15 years; Don Whitaker, 15 years.

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Service Anniversaries

CORPORATE AND BUILDING PRODUCTS--(first row) Cynthia D. White, 10 years, Information Systems; Lillie Bounds, 10 years, Rigid Foam Operation; Helen Russell, 15 years, Purchasing; Judy Hales, 15 years, Employee Benefits; Ginger Capps, 25 years, Building Products executives.

Also, (second row) Jack Beene, 25 years, Sales and Marketing; Nelda Ruby, 20 years, Diboll Big Tin Barn; Betty Barkley, 10 years, Personnel; Hector Rios, 15 years, Diboll Big Tin Barn; Sally Minton, 35 years, Credit; Pat Conway, 10 years, Diboll Particleboard Operation; Stacy Lucas, 10 years, Corporate executives; Jimmy Moye, 20 years, Special Operations.

Also, (third row) Eddie Courtney, 15 years, Diboll Particleboard Operation; R.C. Thompson, 10 years, Legal; David Helm, 15 years, Diboll Particleboard Operation; Bruce Owens, 10 years, Aviation; Gary Frost, 15 years, Engineering; Jimmy Wise, 15 years, Sales and Marketing; Jack Richardson, 20 years, Rigid Foam Operation; Jim Havard, 15 years, Personnel; Harold Maxwell, 25 years, Building Products Group vice president.

Not shown is Betty Burkhalter, 30 years, Temple-Inland Investment executive group.



JAY BRITTAIN



JAY BRITTAIN

FIBER PRODUCTS OPERATION--(first row) John Wilson, 20 years; Irma Martinez, 10 years; Eddie Smith, 20 years; David Vasquez, 15 years.

Also, (second row) Ramiro Diaz, 15 years; Delbert Youngblood (accepted the award for his father, the late Lloyd Youngblood, along with his brother Wade); J.A. Rodriquez, 15 years; Bobby Derrow, 10 years; David Ward, 15 years; Delmar Lawson, 30 years.

Also, (third row) Billy F. Jones, 30 years; Bobby Lovell, 10 years; Wade Youngblood; Dave Martinez Jr., 10 years; Billy Junge, 10 years; Melvin Durham, 10 years.

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Service Anniversaries

The Pulp & Paperboard Group held its annual Service Awards Banquet on March 7 at the Beaumont Hilton. The largest crowd ever attended with some 289 employees representing 5,425 years of service being recognized.

Sixty-one employees were given special recognition for having worked their entire careers with Temple-Inland without either a lost time injury or an injury requiring a doctor's visit. These employees included the following:



CAROLYN ELMORE

30 Years
Tom Carter
Bryant Coe
Gene Gilson
Jim Grissom
Chester Herrin
Charles King
Marge Smith

20 Years
Bonnie Cone
Bruce Cravey
Gill Garrity
Emmett Lack
J.E. Martindale
Curtis McClelland
Claude Ratcliff

15 Years
Bettye Davis
Bonnie Fee
Wanda Herbert
Jean Pierce
Mike Robbins
Priscilla Smith
Janice Warren



JAY BRITTAIN

25 Years
Henry Brodie
Tommy Hancock
Ernest Hanks
Bob Herbst
Roy Langston
John Smith
Martha Sumler
Richard Worley
Lamonte Young
Ernie Sirmons
Albert Stark
Muriel Stockstill
Denzil Stuart
Ronald Vidrine
Welton Walters
Herman Wise
Avis Woods

10 Years
Johnny Baker
Gary Buffington
Billie Chandler
Janet Cherry
Morris Cole
Herb Conway
Ben Eppes
Howard George
Rex Herrington
Richard Langley
LeAnn LeBlanc
Richard Minor
Marvin Oliver
John Parigi
Jack Rigsby
Debbie Roberts
James Schee
Carl Sims
Jane Sitton
Debra Smith
David Smith
Edward Smith
Stanley Smith

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Service Anniversaries

On The Move

Building Products
Gary Bridges, Sales senior product coordinator... **David Cain**, quarry superintendent, West Memphis Gypsum...**James Crow**, maintenance supervisor, Pineland Operation...**Gregg Egleken**, quality control supervisor, Monroeville Particleboard...**Paul Fox**, production supervisor, Georgia...**Austin Grandgeorge Jr.**, maintenance supervisor, Diboll Fiber Products...**James K. Jones**, green end superintendent, Diboll Fiber Products...**Larry Lucas**, electrical supervisor, Diboll Fiber Products...**Carlin McDaniel**, planer supervisor, Pineland Operation...**Royce McGaughey**, maintenance planner/scheduler, Diboll Fiber Products...**Terry O'dell**, storeroom supervisor, Buna Lumber...**Mike Reeves**, green end supervisor, Buna Lumber...**Vernon Sanford**, preventive maintenance specialist, Diboll Fiber Products...**Randy Smith**, plywood dryer supervisor, Pineland Operation...**Richard Williams**, general maintenance supervisor, Diboll Fiber Products.

Corporate
Ralph Broussard, programmer... **Linda Crim**, assistant controller... **Mark Green**, junior analyst...**David Moore**, systems analyst...**Ken Smith**, senior programmer.

Forests
Ronald Gresham, regional manager...**Robert Wilson**, district supervisor.

Pulp and Paperboard
Sherry Gibson, secretary, Logistics...**Tom Manley**, Midwest sales manager...**Paula Middlebrook**, secretary, Construction Department...**James Montgomery**, National sales manager... **Mark Shepherd**, controller...**Debbie Wright**, staff accountant, Accounting Department.

Universal Electric Construction Company
Ronald Foy, project manager...**Robert F. Uher**, vice president.

New Faces

Building Products
Frank Clark, production engineer, Diboll Fiber Products...**Steven Dernehl**, Big Tin Barn sales representative...**Drew Dickinson**, Sales & Marketing trainee...**Bill Eckmann**, operations analyst, Diboll Lumber...**Donna Koonce**, accounting/personnel coordinator, De-Quincy Lumber...**John Presnall II**, quality control process technician, Particleboard...**Craig Ray**, quality control process technician, Particleboard... **David Wier**, quality control process technician.

Corporate
Michael Helmke, Audit.

Forests
Robert Samford, property tax representative.

Pulp and Paperboard
Doris Cearley, payroll clerk, Accounting...**Carol Ferguson**, accounting clerk, Accounting...**Carol Johnson**, Health & Safety manager, Human Resources Department... **Fred Patterson**, chemist, Technical Department...**Sonja Sumner**, clerk typist, Customer Service Department.

Sabine Investment
Elmo Taylor, engineering technician.

Temple Associates, Inc.
Dale Belt, cost engineer/scheduler... **Robert Crook**, unit construction manager...**Lloyd Goodwin**, piping superintendent...**Rodney Haverland**, piping superintendent... **Karl Moser**, unit construction manager...**Don Pyburn Jr.**, unit construction manager...**Jerry Thigpen**, project superintendent... **Woody Wade**, project superintendent.

Retirements

Building Products

John O. Booker, Solid Wood Operations manager, 38 years.

Diboll Lumber Operation

Ramon Cantu, assembler, 10 years... **Albino Concha**, board handler, 17 years...**J.C. Havard**, sling sorter operator, 38 years... **Sam Oliver**,... **Edgar Shaeffer**,

Fiber Products Operation

George McClain, Dry End/Shipping/Finishing superintendent, 28 years.

Forests

John D. Stewart, Ennis Washburn, manager, Regeneration Department, 32 years.

Pulp and Paperboard

Russel E. Chase, senior vice president-marketing, 22 years...**Antone James**, Finishing and Shipping, 30 years...**Merrill McElroy**, Technical Department, 33 years.

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Service Anniversaries

Building Products

DIBOLL

40 Years

Vernon Burkhalter
Clayton Busby

35 Years

Winston Guidrey


CAROLYN ELMORE

Vernon Burkhalter
Building Products
40 years

30 Years

Dorothy Teal


CAROLYN ELMORE

Clayton Busby
Building Products
40 years


CAROLYN ELMORE

Winston Guidrey
Building Products
35 years

25 Years

Avery Bradley
Ed Bounds Jr.
R.J. Freeman
Gilbert Guerrero
Joe Sample


CAROLYN ELMORE

Dorothy Teal
Building Products
30 years

20 Years

J.W. Mettlen

15 Years

San J. DonJuan
Brenda Elliott
Miquel Rosales
Ricardo Sandoval
Harvey Willcox
Pedro Zapata

10 Years

Jesus Alanis
Jerry Burnette
Baldemar Gaitan
Rose Jasso
Philip Langford
Cecil May
James McClintock
Darrell Roberts
Don Sharry
Russell Skoug
Curtis Teel


CAROLYN ELMORE

Ed Bounds
Building Products
25 years


CAROLYN ELMORE

Avery Bradley
Building Products
25 years


CAROLYN ELMORE

R.J. Freeman
Building Products
25 years

5 Years

Donald Brasher
Carl Burchfield Jr.
Rojelio Esteves
Anthony Grover
Luther Hudgins
Harry Hulett
Gary Keeling
Margareto Sanches
Vernon Sanford
Werner Westphal


CAROLYN ELMORE

Joe Sample
Building Products
25 years

MONROEVILLE

5 Years

Liz Taylor

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Service Anniversaries

PINELAND

25 Years

Albert Washington Jr.

15 Years

Herbert Ezernack
Orville Fair
Janice Napier



CAROLYN ELMORE

Gilbert Guerrero
Building Products
25 years

10 Years

Ethel Burrell
Mary Joy
Ronald Lewis

5 Years

Thomas Foster
Dora Roberts

WEST MEMPHIS

15 Years

Edwin Bone
Daniel Bowden Jr.
Huril Redmon



BONNIE WARR

Albert Washington Jr.
Building Products
25 years

5 Years

Alfred Clark
Lonzo Cunningham

Corporate

30 Years

Paul Durham
Billie Whitaker



CAROLYN ELMORE

Billie Whitaker
Corporate
30 years

20 Years

Linda Fulmer

10 Years

Patti Jones
Mary Roach



OMEGA STUDIOS

John Burch
Forests
25 years

5 Years

David Moore
Mary Sims

Forests

35 Years

B.L. Forse

25 Years

John Burch
Samuel Eberlan



BONNIE WARR

Samuel Eberlan
Forests
25 years

15 Years

Chester Bailey
Raymond Brown
Donald Nevins
John Shadow

10 Years

Edgar Crager
Theresa Lyles
Barbara Senter

5 Years

Michael McCollum



OMEGA STUDIOS

B. L. Forse
Forests
35 years

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Service Anniversaries

Pulp and Paperboard

30 Years

Ed Curl
Tommy Goins
Paul Gonzales
Wayne Hudson
Charles Hulett
Thomas Martindale



LYNN WILLOUGHBY

Chester Herrin
Pulp and Paperboard
30 years

Gerald Mooney
William Neff
Norman Reddell
El Ray Rush
Jimmie Smith
Maurice Williams



LYNN WILLOUGHBY

Wayne Hudson
Pulp and Paperboard
30 years



JAY BRITTAIN

Charles Hulett
Pulp and Paperboard
30 years

James Word Jr.

25 Years

Wayne Best
Tommy Cofty
James McClain
B.G. Owens



JAY BRITTAIN

Thomas Martindale
Pulp and Paperboard
30 years

Mavy Palmer

20 Years

Tommy Anders
Charles Anderson
David Ashcraft
Lynwood Bracewell
George Buxton
Prentice Cravey
Freddie Dorsey
Ivy Ferguson
Ernest Green
Thomas Jacks
Mike Martinson
Frank Nelson
Thomas Sanders
Clifton Smith
Ernest Smith
James Stringer
Marlton Williams



LYNN WILLOUGHBY

George Molandes Sr.
Pulp and Paperboard
30 years



JAY BRITTAIN

Gerald Mooney
Pulp and Paperboard
30 years



JAY BRITTAIN

William Neff
Pulp and Paperboard
30 years

Mary Wright

15 Years

Wayne Carr
Beckie May

10 Years

Mickey Beard
Kenneth Booker



JAY BRITTAIN

El Ray Rush
Pulp and Paperboard
30 years

Betty Ford
Richard Gillenwaters
Gary Goats
Thomas Hollyfield
Stephen Ringo
Eddy Roby

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Service Anniversaries

Temple Associates, Inc.

10 Years

Ernest Suggs



LYNN WILLOUGHBY

Pulp and Paperboard
Bobby Clegg Sr. 25 years; Joe Pattarozzi 25years;
Charles King 30 years



JAY BRITTAIN

Maurice Williams
Pulp and Paperboard
30 years

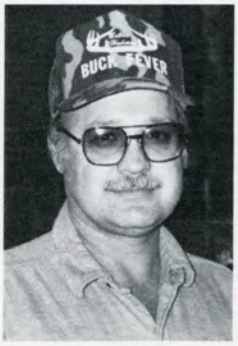
Nita Wellman

15 Years

Michael Allen

5 Years

Pamela Brandon
Terry Green
Alton Hillman
Darrell Isenberg



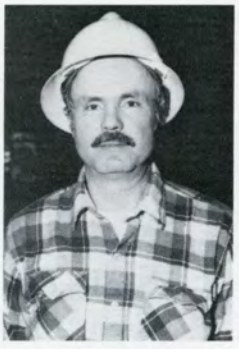
LYNN WILLOUGHBY

Jerry DeWitt
Pulp and Paperboard
25 years



LYNN WILLOUGHBY

Herman McKee
Pulp and Paperboard
25 years



JAY BRITTAIN

Tommy Cofty
Pulp and Paperboard

Universal Electric Construction Co.

25 Years



JAY BRITTAIN

James Word Jr.
Pulp and Paperboard
30 years



LYNN WILLOUGHBY

Paul Gonzales
Pulp and Paperboard
25 years



JAY BRITTAIN

B. G. Owens
Pulp and Paperboard
25 years

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Temple-Inland Foundation Announces Scholarship Award Program

The Temple-Inland Foundation has announced a new scholarship award program, according to Foundation President M. Richard Warner.

A $1,000 award will be granted to the valedictorians of public high schools within the geographic areas of certain principal operating locations of Temple-Inland Inc. Some metropolitan areas are excluded.

The Foundation will grant 270 awards nationwide this spring.

The scholarship award program has a second tier whereby every valedictorian receiving the initial $1,000 award may apply for a scholarship of an additional $3,000 for the balance of his or her normal four-year college program. This application will be made during the freshman year in college.

The Foundation expects to grant 25 of these $3,000 scholarships based primarily on need, but will also consider scholastic achievement. These 25 scholarship recipients will be selected by the independent scholarship committee of the Temple-Inland Foundation.

The new scholarship award program is in addition to the Foundation's existing scholarship programs which are available to employees' children only.

"It gives me great pride to announce this new scholarship program," said Warner. "Temple-Inland sees our educational institutions as continuing to develop responsible adult citizens. This new program is further evidence of our commitment to the efforts of our schools." ❁

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FOREST PRODUCTS CORPORATION
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