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InTouch®

By and for Employees of Temple-Inland Forest Products Corporation

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Particleboard Operations' Product Development Center is valuable resource

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High cost of drug abuse



Particleboard Operation's Product Development Center is providing a resource for the company's particleboard facilities and customers as well as other operations within the Building Products Group. Research Assistant Steve Paulson is loading industrial particleboard specimens into environmentally controlled desiccators for formaldehyde emission sampling. Please see story, page 3.

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My Turn



Alan Miller

Director, Public Affairs
Temple-Inland Forest Products Corporation

" I can say with absolute conviction, the professional foresters in our industry were and are true environmentalists."

Volume 6, Number 2

Editorial Advisory Board
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Can the American forest products industry remain a worldwide competitor in the face of increasing environmental concerns? In the strangest way we can say it -- a resounding yes.

American forest products were a sought after export since the early 1600s. Ship marts and planking for England's navy and merchant fleet.

Products from our forests centuries ago built our villages and cities - pushed our railroads to the West, supplied the war material during a Great Civil War and two World Wars.

They spawned a paper industry that made books and magazines affordable, and provided sanitary packaging for foods and medicines.

And now applications for biodegradable paper are being found every day. We also are recycling more of the paper we use.

In doing all of this, we also reserved more than 167,000,000 acres to be left unexploited by man. These acres became our National Parks and wilderness areas.

Those lands remaining are owned by thousands of private landowners (people like yourselves) and scores of American forest products companies.

These acres represent the breadbasket this country needs to provide wood at an affordable cost to produce paper and wood products to meet our domestic needs and products for foreign buyers.

Certain extreme environmental groups are using the federal courts to lock up this resource from commercial use. Professional forest management is being challenged on all sides, and the weapons used by these environmental groups are arcane to say the least.

Pressure to lock up millions of acres to protect spotted owl and woodpecker habitat, when scientific fact has proved these species live compatibly with forest logging and harvesting operations.

These same groups want to preserve hardwoods, apparently not knowing that hardwoods grow back naturally after harvest.

Nor do they recognize that we plant the equivalent of more than 6,000,000 seedlings every day of the year. Hardly an accomplishment of irresponsibility by American industry.

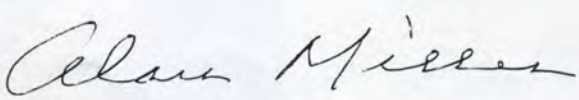
Their misconceptions of a significant segment of the American public are worrisome.

As a valedictory, after more than thirty years in the forest products industry, a boyhood in the forests of the Pacific Northwest:

I can say with absolute conviction, the professional foresters in our industry were and are true environmentalists. They have dedicated lifetime careers to provide a perpetual resource base for one of this country's most important industries.

One of the few American industries by the way that can truly be called a worldwide competitor.

It's high time we took our forests out of the courts and legal briefs, and returned their stewardship to those who have husbanded their care for more than one hundred years.



Alan Miller

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Particleboard's Product Development Center

Successful in more ways than expected

More than research and development is coming out of Particleboard Operation's Product Development Center. Opened in January, 1988, the Center has become a valuable resource for both the company's particleboard facilities and customers as well as other operations within the Building Products Group.

John McClain, Particleboard Operations manager, says that the Center has been successful in several ways more than anticipated.

"We're seeing real benefits resulting from the work of the Center's staff," he said. "The Center has made major contributions to customer service and resin development and modifications."

John Lyons, formerly production superintendent at Thomson, Georgia Particleboard Operation, is the Center's director. He outlined the Center's four areas of work.



Particleboard Operation's Product Development Center professional staff includes Cesar Bautista (bachelor's degree in chemical engineering, Polytechic Colleges of the Phillipines and master's degree in wood science, Yale), Matt Corwin (bachelor's degree in forestry, University of Missouri, master's degree in industrial forestry operations, Virginia Polytechnic Institute), John Lyons (bachelor's degree in forestry, University of Massachusetts and master's degree in wood science from North Carolina State University), and Steven Paulson, bachelor's degree in forestry, Iowa State University.



Program Coordinator Matt Corwin is operating the Spectrophotometer to determine the concentration of formaldehyde in sodium bisulfite as part of the facility's emission testing process.



Cesar Bautista, research chemist, uses a Refractometer, which measures solids content of various resins and adhesives, as part of the experimental resin manufacturing process.

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Research and Development

Basic research, especially in adhesives, is conducted in the Center's Analytical Chemistry Laboratory. The research, which is focused on the improvement of existing products as well as the development of new ones, is then developed into a laboratory-scale trial. If proven viable, an eventual plant trial is conducted at the Diboll manufacturing facility.

Plant Service

Unique testing services are provided for each of the company's three particleboard plants. Vertical density profilometer profile, large chamber formaldehyde emission, grit content, Kjeldahl (or resin treatment) tests and others, specified by the plants, are run on a regularly scheduled basis or as needed. Other operations which have benefited from the Center include laminating, gypsum, lumber, plywood, fiberboard and rigid foam.

Sales Service

Services are offered to customers as part of a customer service program. Both routine and special testing is performed for customers who do not have the equipment or the manpower to conduct such tests themselves.

In addition, the Center provides technical support for the Sales and Marketing Department in the evaluation of customer complaints/claims and requests for assistance.

Competitor Testing

Competitor products are procured and analyzed on a regular basis to ensure that Temple-Inland particleboard products maintain their competitive quality and performance edge.

In addition to Lyons, the Product Development Center staff includes **Cesar Bautista**, adhesive development research and analytical chemistry; **Steve Paulson**, research and laboratory testing; and **Matt Corwin**, Statistical Process Control and Quality Assurance programs as well as college recruitment. Although each staff member has his own area of specialization, most procedures can be conducted by any member.

McClain said that the future goals of the Center include further advancement in the areas of plant quality and statistical process control along with a concentrated effort towards developing new products for the marketplace. ❁

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 or Financial Services or by writing the Foundation at P.O. Drawer 338, Diboll, Texas, 75941.

Sons and daughters of active or retired employees of Temple-Inland Inc.'s 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, 1990.

Applications should be completed and returned to the Foundation no later than March 15, 1990. ❁

Temple Associates

Major projects in progress

The Ellis II Medical Center in Huntsville, Texas and a low-density polyethylene plant modernization project for Mobil Chemical in Beaumont top Temple Associates' list of major projects.

The commercial project for the Texas Department of Corrections is a complete medical and surgical facility being constructed at a cost in excess of $9 million. The Mobil Chemical work, an industrial project, is an $11.5 million job and has over 275 construction personnel on site.

Other major commercial construction projects in progress include additions to the Astroarena in Houston, two elementary schools in Conroe, a utility plant for Texas A&M University, and construction of a junior high in Bryan.

Major industrial projects in progress include the construction of a sewerage treatment plant in Houston, a blow heat recovery and hi-density storage project at Champion International's paper mill in Lufkin, odor control facility for the city of Fort Worth, a primary electrical service for Houston's Intercontinental Airport, and a pumping station in Freeport.

Other major industrial facilities where Temple Associates is now working include International Paper in Texarkana, Champion in Houston, Nekoosa Papers in Ashdown, Arkansas, and Temple-Inland's Evadale mill.

Currently, Temple Associates employs approximately 1,000 people and has established branch offices in Beaumont and Houston. ❁

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Buna Lumber Operation

Buna Lumber Operation Planing record set

Buna Lumber may have set an industry standard by setting 8-hour shift production planing records in July.

Individual 8-hour shift productions of 482,775 board feet and 489,704 board feet contributed toward daily production in 16 hours of 972,479 board feet.

Dry End Superintendent **Bob Davis** said that the record production totals are based on board footage behind the trimmer. Actual board footage before trimming produced totalled 1,006,515 board feet on a 16-hour basis with 499,322 board feet and 507,193 board feet reported for the two 8-hour shifts.

In addition, the mill set shift and day records on the number of kiln cars unstacked -- 37 and 39 for a total of 76 kiln cars.

Davis said, "Needless to say, our planer mill crew is very excited about having established this record. I am confident this is not the last record that will be set at Buna."



Helping set the planer record at Buna Lumber Operation are Dry End shift employees (kneeling) Jerry Hodges, John Verrett, Larry Gray, Michael Bolton, John Conner, Darel Harris, Jim West and Errett Gipson. Also, (second row) Dry End Foreman Don Foshee, Shannon Biscamp, Gary Lewis, Clifford Moore, Kendrick Roberts, John Riley, Don Brooks and Marcus Stone. Also, (third row) Eric Hunt, Steven Linscomb, Rex Stimits, Crockett Whitmire, William Burns, Doyle Morris, Alan Sims, Herbert Ruckett, Byron Johnson and Dry End Superintendent Bob Davis.



Planer crew shift employees at Buna include (kneeling) Don Smith, Ronnie Helm, Rita Red, Kenny Bolton, Ernest Cherry Jr., Harvey Watts, John Hicks, and Jana Simmons. Also, (second row) Chris LeBlanc, Thomas Harris, James Keith, Kevin Owens, David McGraw, Robert Perry, Joe Richardson, and Lloyd Harris. Also, (third row) Dry End Foreman Dennis Marks, Eugene Babinet, Jerry Andres, Leonard Banks, Jack Evans, Stacy Samford (Quality Control), and Dry End Superintendent Bob Davis.

Monroeville Particleboard Operation

"B" Shift earns Hi-Q honors

"B" production shift was treated to a steak dinner for winning quarterly Hi-Q honors. The Hi-Q is obtained by taking actual production, downgrade, downtime and attainment versus the budgeted level in each category.

"These accomplishments are a reflection of the hard work by all employees plant-wide," said Shift Foreman **Dale Sims**.

"This program has been a confidence builder during our transition to the industrial market. It proves that with all departments working together, we have a quality operation producing a quality product."



Hi-Q honors were awarded to B-Shift employees of Monroeville Particleboard Operation including (bottom) Shift Foreman Dale Sims, Sherman Bradley and Chuck Bauknight. Also (middle) Chris Cumbie, Jess Martin and Mark Crutchfield. Also (top) Joe Whiddon, David McMillian and Ron Turberville.

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Pineland Operation

Pineland Day nets $133,000

The Pineland Service Club raised a total of $133,000 during six weeks' of activities involving four Pineland Day Queen candidates and their sponsoring groups.

The Merchant's group queen candidate was crowned Miss Pineland 1989 raising a total of $43,000.

Proceeds from the fundraising in past years has resulted in the construction of the town's sport's complex-- consisting of two Dixie League fields, two tennis courts, a basketball, volleyball court and swimming pool-- and in the construction and expansion of the library.

Group celebrates 5 years, no lost time



Group 1 surpassed five years with no lost time accidents and was treated to a safety award party in August at Scrappin' Valley.

Departments included in Group 1 are Chip Mill/Sorter, Chip Mill Maintenance, Power Plant and Electrical Department.



Pineland's Class II OIR Award Recipients



Pineland's Class III OIR Award Recipients

OIR's awarded

Thirteen employees received recognition for their contributions of ideas for a better and safer workplace.

Class I recipients were **Jennifer Hardy** and **Billy Murray**; Class II recipients were **Billy Donahoe**,



Pineland's Class I OIR Award Recipients

Dodie Roberts, Martha Kirk, James Trayler, Curtis Randolph and **Sherrel Fears**; and Class III recipients were **David McCleskey, R.L. Ladner, Lyndon Jones, Rayford Welch and W.E. Jones.**

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Pineland Operation takes top honors in Grading contest

Walter Holman Jr. placed first in the Southern Pine Inspection Bureau grading contest held at Buna Lumber Operation. Holman was awarded a plaque and $150 for excelling in his field.

Martha Kirk placed second and received $100. Two others, **L. C. Holman** and **James Dupree** placed in the top ten. ❁

Thomson Particleboard

Dwyer completes trip

Steve Dwyer, Quality Assurance director, completed the Bike Ride Across Georgia (BRAG), a touring expedition, that began in Atlanta and ended in Savannah, a 406 mile journey.

Dwyer, who logs some 3,000 bike miles per year, completed the trip with 2,400 participants. ❁

Service Awards given

Thirteen employees received service awards for 10 and 15 years of service.

Receiving awards for 15 years of service were **Robert Finch**, **Alex**



Alphonse Smith (right) was one of 13 employees at Thomson Particleboard to receive service anniversary awards. Smith was recognized for 10 years of service and was presented his award by Plant Manager Larry Thompson.

Florence, **Willie Gillom**, **Bennie Hawkins**, **Joe Lokey**, **Robert McGahee**, **Leon Newsom**, **Glenn Stephens** and **Larry Thompson**.

Ten year award recipients included **Gary Durham**, **Eulas Meadows**, **Dana Rogers** and **Alphonse Smith**. ❁

West Memphis Gypsum Operation

Foundation grant helps school

Phelix Elementary School in West Memphis was awarded an $1800 grant from the Temple-Inland Foundation to help fund the school's "VIEW" project.

The funds will purchase two television sets, two VCR's, and one film strip projector.

Plant Manager **Jim McNeer** and Accounting Clerk **Fran Cissell** presented the check to Principal **Beth Poe**. ❁

Forests

Type II program successful



Darryl Stanley, Temple-Inland wildlife manager, accepts recognition on behalf of the company for its participation in the Type II public hunting program in Texas from Charles D. Travis, executive director of Texas Parks and Wildlife.

Texas Parks and Wildlife Department (TP&W) has received funds from three Texas forest products companies, including Temple-Inland, for its eastern turkey restoration project.

The three companies returned 25 percent of their portion of Type II lease permit sales to TP&W, an amount totalling $120,386.

Temple-Inland's contribution was over $87,000, more than half of the total contributions of the three companies.

Darryl Stanley, Temple-Inland wildlife manager, said the remainder of the funds will be used for quail studies, habitat improvement and waterfowl work on Temple-Inland lands. ❁

Pulp & Paperboard Group

Flags raised

A 15' x 25' American flag was hoisted on a 60' pole erected at the entrance to the Evadale mill in an August ceremony honoring veterans and saluting the contributions of American workers.

A U.S. Army Honor Guard presented the colors and raised the flag in a moving display of patriotism viewed by an audience of over 200 local townspeople and Temple-Inland employees.

In addition to the American flag, a corporate flag and a State of Texas flag were raised, flanking the entrance. ❁



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Familiar packaging comes from Evadale

This story comes from Evadale's **Paper Talk** and was compiled by **Donna Franklin**, administrative assistant to the national sales manager.

According to Donna, many of the mill's employees inquired about products converted from paperboard that appear on store shelves. In addition to the "old timers," three new products are gaining attention. Here is Donna's report:

Lunchable Cartons -- A new product used by Oscar Mayer is currently under trial in grocery stores. Folding carton, our Texcote, is used for this product with orders at 425 tons per month. Waldorf, the converter, has been in business since 1915 with converting plants in St. Paul, Chicago and Clinton.

Kentucky Fried Chicken Cartons -- This new product is converted by Corroc and MacMillan Bloedel using 70# bleached linerboard. These new cartons have been phased into the company-owned stores and the introduction should be completed in the franchised stores by January, 1990. Kentucky Fried Chicken has a total of 4,800 stores; they expect to use 4,660 tons a year just on this one carton. Corroc and MacMillan Bloedel has converting plants in Hamilton, Ohio and Chicago.

Little Golden Books -- Western Publishing has produced **Little Golden Books** for 80 years and recently reached the milestone of one billion **Little Golden Books** produced. The product was formerly printed on a competitor's top-of-the-line coated one-side sheet, but has recently been switched to Temple-Inland's .008 Texcover. Western Publishing will use about 40 tons per month for this end use. Western Publishing has licensing agreements with Disney, Sesame Street, Charlie Brown, Snoopy, Garfield and the recent movie "Who Framed Roger Rabbit?" Western Publishing is one of the world's largest producers of coloring books and Temple-Inland is their sole supplier of .008, .009 and .010 coated one-side cover. Western is using some 350 tons per month on coloring books and processed many other items using the company's coated board. Year-to-date, Western has purchases of 3,324 tons of bleached board. ❁



Some of Pulp and Paperboard's more familiar converted products including Kentucky Fried Chicken's new 70# bleached linerboard package that will replace the "bucket."

Temple-Inland introduces new Flexible Benefits Plan

Soon you and your family, along with the majority of other Temple-Inland employees and their families, will have a chance to participate in a new, exciting program called flexible benefits.

Over the next few months, employees who are eligible for the Temple-Inland Flexible Benefits Plan will learn more about how "Flex" works.

Why Flex? Because individual needs deserve individual choices.

When "Flex" is introduced next year, eligible employees -- all permanent, full-time, salaried and non-union hourly employees of Temple-Inland Forest Products Corporation and Temple-Inland Financial Services -- will be asked to choose from a large selection of options.

Chances are, your manager or supervisor has already attended a meeting where the new flexible benefits plan was discussed.

If you have any questions about the plan , you can see your manager or supervisor, call your Personnel or Human Resources representative or just wait -- because you will hear a lot more about "Flex" between now and April 1, 1990. ❁

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Highlights

Features

$200 million in capital expenditures approved for Inland Container

On November 3, Temple-Inland Inc.'s board of directors approved a $200 million expenditure for capital projects at Inland Container Corporation.

Included was $160 million for a new recycle containerboard mill. Though final site selection has not been made, Inland has purchased an option on a 250-acre site near Maysville, Kentucky. The decision to proceed with the mill at the Kentucky site is contingent on several factors, including obtaining environmental permits and successful negotiation of other necessary supporting arrangements.

$25 million was approved for the continuation of the modernization program at the Orange linerboard mill where $75 million has been spent over the past three years. When completed in 1991, annual production capacity of a new product line --white top linerboard-- will be about 175,000 tons.

The bleached pulp for the white top linerboard will come from the Temple-Inland Forest Products Corporation's Pulp and Paperboard mill in Evadale.

Also approved was a new $15 million box plant scheduled for the Richmond, Virginia area which will replace an existing plant currently operating in a leased facility. ❁

Inland Container completes move

Inland Container has completed the move of its corporate headquarters into its new building in northwestern Indianapolis. The move involved 275 corporate employees and was completed over several days.

The new headquarters is the fifth for Inland which was founded in Indianapolis in 1925.

The new, 100,000 square foot building is located in Fortune Park at Michigan Road and West 86th Street.

Inland Container is one of the country's largest manufacturers of containerboard and corrugated boxes with six paper mills and 33 box plants located throughout the U.S. ❁

McGee to head Kilgore Federal

Milton S. McGee Jr. was elected chairman and chief executive officer of Kilgore Federal Savings and Loan, according to **Rex Whitten**, president of the firm.

Mr. McGee will lead Kilgore into an expansion phase which, hopefully, will include acquisitions of other thrifts throughout North East Texas.

McGee served as chief executive officer and chairman of the board of a large bank in Henderson, Texas prior to this election.

Kilgore Federal Savings and Loan is a subsidiary of Temple-Inland Financial Services headquartered in Austin. ❁

Drug/alcohol abuse costing business billions of dollars

Abuse of drugs including alcohol among employees of the nation's businesses is costing billions of dollars, according to the findings of current employee related survey reports.

The **Research Triangle Institute** estimates that nearly two-thirds of all people now entering the workforce and applying for jobs have used illegal drugs, and 44 percent have taken them in the past year.

Over $177 billion is the estimated annual cost to business and industry from lost productivity, absenteeism, tardiness, increased health care rates, liability insurance and worker's compensation insurance.

Of that total, 65 percent or $117 billion represents alcohol related costs and about 35 percent or $60 billion represents other illegal drug abuse related costs.

The **National Institute on Drug Abuse** reports that between 15 and 25 percent of any active workforce abuse alcohol and other drugs, representing an annual cost to employers of over $1,000 per employee.

The major cost to business and industry is due to lost productivity of abusing employees who are on the job. A chemical abuser is 30 percent less productive than non-abusing employees.

Another major cost to business and industry is in the area of safety. The **National Safety Council** reports over 987,000 serious on-the-job accidents per year due to alcohol and other drug abuse alone. Over 4,200 deaths occurring annually in the workplace are related to problems of chemical abuse. A substance abuser is four times more likely to have an accident on the job and five times more likely to file a

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workmen's compensation claim.

Health care costs are three times above the average for chemical abusing employees, while their family's health care cost is double the non-abusing family's coverage. It has been estimated that up to half of all hospitalized patients suffer from alcohol related illnesses, while less than 15 percent of all alcoholics historically have ever received specific treatment for alcoholism in their lifetime.

While alcohol remains the major drug of choice, cocaine may surpass the historic number two drug of choice, marijuana, and with its ever increasing usage, may soon become the number one drug of abuse for business and industry. ❁

Information for this article was contributed by ***Les Leach,*** *marketing director, Peavy Switch Recovery Center.*

No easy answers to sky-rocketing health-care costs

Over the past few years, Temple-Inland employees may feel as if they've been hit by one barrage after another: rising health-care premiums, changes in coverage, and added controls over plan usage.

But Temple-Inland isn't alone. It's happening across the nation, as companies desperately look for the best way to provide health-care coverage at an affordable price. The reason: health-care costs are rising 20 to 25 percent annually.

The good news is that the Temple-Inland plans are doing what they are designed to do -- meet catastrophic health-care needs. In 1988, there were 32 claims that totaled more than $25,000 each. These claims were only 1 percent of the total number of claims filed, but they equaled 30 percent of total benefits. For those employees who needed that coverage in their time of crisis, it was good that the coverage was there.

Claims for Temple-Inland employees and dependents have tripled since 1982 -- from $4.5 million to $13.5 million. Because employees pay a portion of their bills, their costs are rising significantly each year, too. And because premiums are based on the amount of claims paid the previous year, premiums are going up.

Here are some of the reasons for the increase:

Technological Advances

People are living longer and better thanks to many innovations in medical technology. They have available to them cat scans, imaging equipment, neonatal care units, and organ transplants.

These advances are nothing short of miraculous, but they are costly. This isn't to say that the technology shouldn't be used to save lives and improve the quality of life. But this technology has an equally impressive cost.

Increased Use of Medical Services

As a whole, Americans use medical services more frequently than in the past.

Doctors run more tests than ever before -- partly to protect themselves from malpractice suits. The cost of malpractice insurance alone pushes up costs. Doctors paid $3.4 billion in malpractice insurance premiums in 1985, up from $1.7 billion just two years earlier. These costs are passed on to patients.

People seek medical help for a broader range of services...such as alcohol and drug rehabilitation or mental problems.

And, thanks to the technology mentioned above, new treatment options are available. Thirty years ago, someone with a stiff knee would simply limp the rest of his life. Today, he might have orthoscopic surgery, or get a new fiberglass knee joint.

Some over-utilization results from unnecessary hospitalization and surgeries. Temple-Inland has tried to prevent this with controls such as pre-admission review.

Another factor is cost-shifting. With greater frequency, hospitals shift unreimbursed expenses from one payer, usually Medicare or indigent care, to their remaining payers, usually private companies such as Temple-Inland and employees of these companies.

Hospitals must accept Medicare patients, but the reimbursement levels set by the government have not kept pace with hospital costs. From 1983 through 1987, hospital costs increased 28 percent nationwide, while Medicare reimbursement increased only 12 percent. Most of the 16 percent difference was shifted to the private sector.

There are no easy answers for dealing with these issues, but Temple-Inland is always looking for ways to continue to provide excellent medical benefits. ❁

Matching Gifts Program revised

Temple-Inland Foundation's Matching Gifts Program has been revised to provide for greater matching gifts contributions by the Foundation.

Beginning January, 1990, the Foundation will contribute $3 for each qualifying employee's $1 gift on the first $1,000 of giving per employee per year. Qualifying employee contributions from $1,000 to $2,000 will be matched $2 for each $1 of giving per employee per year. Employee contributions of $2,000 to $3,000 will be matched dollar for dollar by the Foundation.

A minimum gift of $25 is required to obtained matching gifts from the Foundation.

As in the past, all full-time employees of Temple-Inland and its subsidiaries (at least 80 percent owned), having a minimum of one year of service, are eligible to participate.

To answer any questions regarding employee eligibility, qualifying institutions and organizations or to obtain Matching Gifts applications, contact the Foundation's secretary-treasurer at 409/829-1721. ❁

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New Faces

Pulp and Paperboard

David Cheshire, process engineer, Technical...**Wylie Hargrove**, systems engineer, Process Control... **Bryan Kay**, process engineer, Technical.

Temple Associates

Gerald Campbell, assistant project manager...**Buck Cornett**, project superintendent...**Dan Crutcher**, project superintendent...**Jim Dowling**, piping superintendent...**Robert Fausto**, project superintendent... **Clyde Hearn**, estimator...**Louis Hecox**, project superintendt...**Tom Hecox**, assistant project manager... **Dennis Helm**, project superintendent... **Robin Herbst**, purchasing secretary...**Mike High**, project superintendent...**Mike Horan**, cost engineer/scheduler...**Bill LaRoche**, industrial group manager...**Robert Lengefeld**, project manager...**John Luna**, project manager/estimator... **Royce Morton**, quality control... **Jan Ogden**, project manager... **Jean Sheddan**, PBX/receptionist... **Mark Shupak**, scheduler...**Tom Snider**, project superintendent.

On The Move

Building Products

John Beckham, maintenance planner at Monroeville Particleboard... **Gary Bridges**, senior product coordinator, Sales...**Edward DeVillier**, quality control technician, Pineland Operation...**Fran Eck**, operations manager, Fiber Products Operation...**Robert Garlington**, lab technician, Pineland Operation... **Charles Journee**, process control supervisor, Pineland Operation... **George Kampa**, maintenance planner, Pineland Operation...**David Kellum**, electrical supervisor, Diboll Lumber Operation...**Dana Rogers**, purchasing agent, Thomson Particleboard...**Bo Thompson**, maintenance planner/scheduler, Diboll Lumber Operation...**Joey Wilcox**, mechanical maintenance/boiler superintendent, Diboll Lumber Operation.

Corporate

Tony Bennett, vice president, corporate communications/governmental affairs...**Mike Bintliff**, industrial hygiene analyst...**Linda Crim**, assistant controller...**Carolyn Elmore**, director, corporate communications...**Mark Greene**, data base analyst...**Bruce Harrell**, programmer...**Doris Higgins**, systems analyst...**Cindy Jones**, manager, financial reporting... **Sabita Reddy**, senior accountant, financial reporting.

Forests

Ronald Gresham, regional manager... **John Haas**, technical services supervisor.

Pulp and Paperboard

Scott Briggs, Maintenance relief planner/supervisor...**Rex Herrington**, Maintenance shift supervisor...**Larry Middleton**, relief planner/supervisor...**Mark Shepherd**, controller...**Bud Shoates**, Pulp Mill supervisor...**Dan Spurlock**, Maintenance assistant staff superintendent.

Pulp and Paperboard

35 Years

Marie Bond
Sam Tobey III



Glenn Thornton
Pulp and Paperboard
30 Years

30 Years

Marlen Bierhalter
James Cochran
Thomas Drake
Walter Gore
Monroe Hare
Jay Loftin
Raymond Marlow
Charles Messer
Wilmer Morgan
Ysidro Rodriquez
Earl Smith
Glenn Thornton
Vance Walters

25 Years

Clinton Booker
Truman Crawford
Gary Hammond
Louis Johnson Jr.
Mary Ann Lee
Darnell Lynch
Lewis Middleton
Howard Midkiff
Allan Morain
Clyde Overstreet
Dutch Swearingen
Larry Tatom
Robert Webb

20 Years

Bobby Biddle
Vernon Caillier
Kenneth Chandler
Jerry Collier
Ronald Crouch
Kenneth Cude
Dennis Dickson

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Service Anniversaries

Evelyn Darbonne
Alfred Fountain
Carl Gage
Joe Hollis
Orval Landis
Barbara Lane
John Lewis
Steven Moody
Everall Odom
Carl Powdrill
Everette Reeves
James Stephens
Jerry Stephenson
Larry Stewart
James Vandver
Ricky Wood



Thomas Drake
Pulp and Paperboard
30 Years

15 Years

Donald Arinder
Lorenza Cheatham
Hubert Davis Sr.
Noel Davis
Carl Duckworth
Kenneth Hawthorne
Tommie Haward
Kay Khan
Larry Kyles
Dwayne Maricle
Gerald McDonald
Jesse Page
Lannie Philmon
Vell Reliford
Ronnie Roberts
Fred Samford Jr.
Ethel Simmons
Ed Wilson Jr.
Michael Yarbrough



Wilmer Morgan
Pulp and Paperboard
30 Years

10 Years

Ronald Clements
Curtis Cooper
Doris Cooper
Mark Cox
David Ferguson
Jerry Fontaine
Willie Gilder Jr.
Joe Jones
Larry Middleton
Ted Mitchell
George Molandes Jr.
Gary Murphy
Brenda Pigott
Jimmy Seamans
Joe Turner
Jeffrey Vaughn
Charles Wade
James Watkins Jr.
Michael Whitehead
David Wolcott

5 Years

James Hawkins
Dale Clark Sr.
Ky Morris

Corporate

25 Years

Sue Johnson
Ruth Mullins
James Wash

20 Years

Ossie Chavis
Evonne Nerren
Donnie Stephens

15 Years

Maurine Anderson

10 Years

Dennis Caldwell
Pam Glover



Vance Walters
Pulp and Paperboard
30 Years

Viress Helton
Darlene Hensley
Oscar Kennedy
Carol Lambing
David Van Hoorn

5 Years

John Oates
Sabita Reddy
George Vorpahl

Building Products

DIBOLL

40 Years

Henry McCollum Jr.

35 Years

Elliott Gordon

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Service Anniversaries

30 Years

Kenneth Capps
J. D. Flowers
Earl Fransaw
Ray Skinner



Earl Smith
Pulp and Paperboard
30 Years

25 Years

Pat Barton
Bill Eldridge
Charles Fuller
Alex Galloway Jr.
Gary Hurley
Algie Kilgore
Alfred Landrum
James Minton
Larry Morris
Jerald Porter
Carl Willis

20 Years

Bessie Furgurson
Vera Jones
Richard Kuehn



Sam Tobey
Pulp and Paperboard
35 Years

Alton McDonald
Willis Norris
Rogelio Prieto
Russell Skoug
Corene White
Tommie White

15 Years

Sherman Allen
Frederico Alvarez
Lynn Havard
Barry Mills
Pat Patranella
Jesus Rodriquez
Urbano Salazar Jr.
Ignacio Serratos Jr.
Clifford Thompson

10 Years

Juan Berrera
Brigham Bigby Sr.



Marlen Bierhalter
Pulp and Paperboard
30 Years

Larry Blackerby
Billy Blalock
Bernardino Castillo
Mario Castro
Jerry Coker
Ramon Concha
Ruth Dennison
Russell Derrow
Donna Gardner
Dennis Liebegott
Javier Martinez
Arturo Meza
Jesus Meza
Gilberto Perez

Joe Perkins
Bobby Porter
David Ray
Judy Reisner
Eddie Shaw
Daniel Zarzoza



Raymond Marlow
Pulp and Paperboard
30 Years

5 Years

James Bray Jr.
Jay Carradine
John Carver
Willie Childress
Randy Chumley
Charles Dees
Charlie Diets
George Durham Jr.
Ismael Enriquez
Ana Estrada
Bertin Flores
Barry Folse
Wesley Franks
Cruz Gonzales
James Goodwin
Bill Hardin
Gary Horton
Robert Hutts
Hansford Lee
Manuel Martinez
Jean McCollum
Stephen McCoy
J.W. Mettlen Jr.
Thomas Mona
Jose Palomino
Michael Ramsey
Pam Ramsey
Rogelio Rios
Javier Salais
Oscar Salinas
Baldemar Solis

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Service Anniversaries

Helen Temple

MONROEVILLE

15 Years

John Beckham
James Brooks
Robert Davison
William Farish
Dave Gardner
Dorothy McCovery



Marie Bond
Pulp and Paperboard
35 Years

Ezra Varner
Johnny Womack

10 Years

Vondell Clark
Linda Jennings
Alonzie Kidd Jr.
David McMillian

PINELAND

40 Years



Ysidro Rodriquez
Pulp and Paperboard
30 Years

Willie Fears
Cedell Garrett

25 Years

R.C. Davis
Ivy Ferguson
Guy Forse



Henry McCollum Jr.
Building Products
40 Years

L.C. Holman
Lloyd Weatherspoon

20 Years

Bobbie Bozeman
Billy Donahoe
Lillie Roberts
Rafael Vasquez Jr.
Charles Weatherspoon

15 Years

James Crow
Clenest Crowell
James Jones
Harold McCallie
Raymond Nelson
Kathy Welch

10 Years

Ledia Black
William Bluford
Donnis Bryles
Arlon Cooper
Danny Dubose
William Gates
Robert Hamilton
Thomas Pivonka



Elliott Gordon
Building Products
35 Years

Joe Pridgen
Herman Smith
James Traylor

5 Years

Terry Brittain
Billy Donahoe Jr.
Tracy Goodart
Mary Jordan
Lynn Leone
William Whittington
Byrle Williams

THOMSON

15 Years

Robert Finch
Alex Florence
Willie Gillom
James Hawkins
Joe Lokey
Robert McGahee
Leon Newsome

10 Years

Eulas Meadows Jr.
Dana Rogers

5 Years

Kenneth Cartledge
Willie Cummings
Walter Lokey Jr.
Jeff May
Edgar Murray Jr.
Kim Oliphant
David Roberts

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Service Anniversaries

WEST MEMPHIS

15 Years

Pam Henson

10 Years

James Allen
Verl Hodge

5 Years

Peggy Kelsey
Bryan Wilson



Kenneth Capps
Building Products
30 Years

Temple Associates

15 Years

James Birdwell

10 Years

Bill Eberlan
George Freshour

Universal Electric Construction Company

20 Years

Hoite Chaddrick

10 Years

Clifton Smith

5 Years

Eddie Clark
Elie Guillot Jr.
Fulton Kelly, Jr.
Steven Kunkle
Stephen Tutt

Forests

35 Years

Malcom McKay Jr.

30 Years

Spencer Knutson

25 Years

Albert Adams
Laurice T. Impson Jr.

20 Years

Robert Baccus

15 Years

Carlton Bush
Michael Cook
Clarence Fenley
Emile J. George
Henry Mason
J.R. McClellan
Ray Meleton



Earl Fransaw
Building Products
30 Years

James Nichols
Elwin Poncho
Donnie Shofner



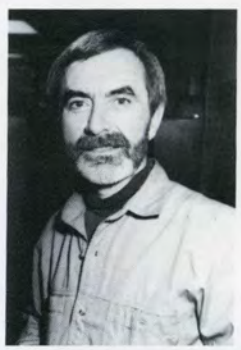
Ray Skinner
Building Products
30 Years

10 Years

Billy Anderson
Tony Bennett
Ray Davis
Anthony Folsom
John Forse
Leon Levens
Dave Robinson
Darryl Stanley
Boyd Turner

5 Years

John Curtis
Derek Eades
Carmen Grumbles
Sharron Ivie
Beverley Kenney
Tommy Mullins Jr.
Jerry Tatom
Garry Tidwell
Arbella Woods



Spencer Knutson
Forests
30 Years

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Temple-Inland cedar graces Strand

Temple-Inland provided a 40-foot cedar to the Galveston Historical Foundation for its two-day "Dickens on the Strand" Christmas celebration December 2-3. The tree was found on the San Augustine forest district. Because of its size and end use, the tree was handled very carefully, with a cherry picker used to lower it onto a flat bed trailer for transport to Galveston. Special cradles were built for the tree to lie on, and its limbs were tied to the trunk to maintain the highway department's 16-foot wide load limit. Crews from the Tree Improvement and Research group, Jasper Forest Shop and San Augustine district helped to prepare the tree. **Roy Jordan** and **Larry Hargrove** delivered the tree to Galveston. ❁





TEMPLE-INLAND
FOREST PRODUCTS CORPORATION
P.O. Drawer N / Diboll, TX 75941 / (409) 829-1430

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Alan Miller
Public Affairs Director
Carolyn C. Elmore
Editor

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