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InTouch

By and for Employees of Temple-Inland Forest Products Corporation

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The Texas Connection

The Sabine River & Northern Railroad (SR&N), a subsidiary of Inland-Orange, Inc., is providing a major transporation link between two major subsidiaries of Temple-Inland Inc. Under the direction of executive vice president Bob Williams (left), the shortline SR&N has just completed construction of an 8.5 mile spur which will join Evadale's Bleached Paperboard mill through the SR&N to four Class I carriers. Access to major product markets throughout the country, shuttling wood chips from T-IFPC's Southeast Texas lumber mills to Evadale and to the Inland-Orange linerboard mill are two reasons the SR&N is important to the future of Temple-Inland Inc. Pictured with Williams are Thomas Hutson, engineer, and Bruce McGlothin, brakeman.

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My Turn



Charlie Neel

Director, Corporate Security
Temple-Inland Inc.

In my first duty station as a young state trooper, I routinely drank free coffee at a local cafe. One night the cafe owner was involved in a serious automobile accident, and during my investigation, it became apparent that the owner expected "payment" for all the coffees, plus interest.

In those days, we didn't hear too much about ethics. But in retrospect, my free coffee had reflected negatively not only on my own character, but the character of my fellow troopers as well.

Today, especially during political campaigns, we hear or read daily about ethics -- the lack thereof, not enough of, or passing new laws requiring them. We hear high officials say their actions were perhaps not exactly ethical, but certainly not against the law. It happens so often, we tend to shrug off these characters or at best, accept "the system" as inevitable.

This is a mistake. We should never accept behavior that we know is wrong. And I believe that's what ethics is -- always doing the right thing. The right thing means conforming to accepted professional standards of conduct. We sometimes have a tendency to stretch our definition of "what's right" to justify getting our jobs done. When we do this, we reflect directly on our company.

Temple-Inland enjoys a reputation of integrity second to none. The officers of our company jealously guard our corporate image with justifiable pride. We all share this pride in our daily contacts in the business world as well as our respective communities.

Our company is perceived by others through contacts with individual employees. When we are fair and ethical in our dealings, we daily reinforce our good corporate image. By the same token, a single employee, acting perhaps with good intentions but in an unethical manner, does tremendous harm to the company and to his or her fellow employees.

Company policy prohibits employees from accepting gifts over a certain value. What I suggest is more subtle than policy. Even the appearance of impropriety often leads to serious consequences for the employee.

We sometimes forget that many of our activities can surface in unexpected places. When these activities are examined in the cold, hard glare of day, it behooves each one of us to have acted in a responsible and honorable manner.

Our officers didn't build the company's integrity by themselves. Nor can they maintain it alone. It takes all of us, doing the right thing, every day.

Charlie Neel

Charlie Neel

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Sabine River & Northern Railroad

The little railroad that could

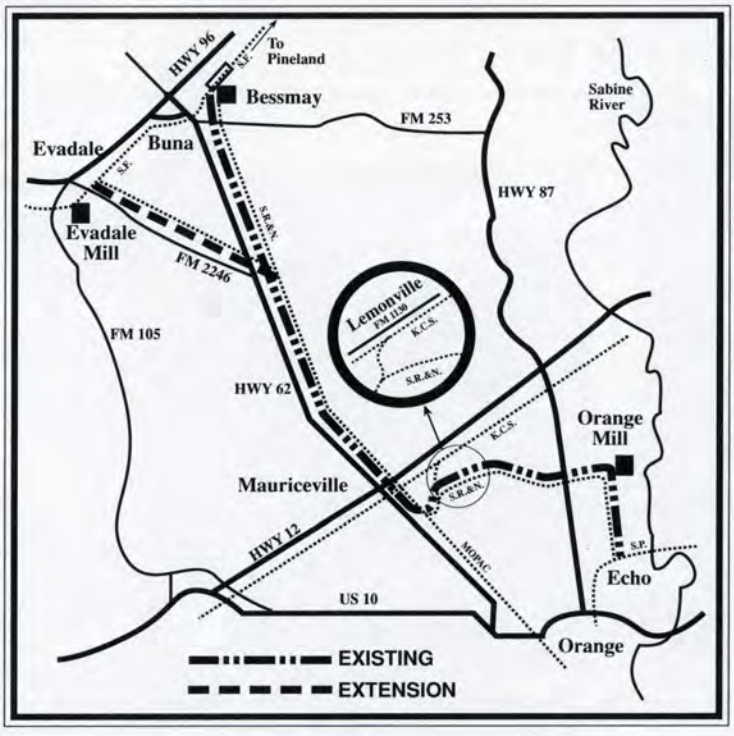
You won't find Mulford, Lemonville, Echo or Bessmay on the State of Texas' highway travel map. Like many lost settlements throughout Texas, they exist today only as points on local railroads.

Their significance, however, is not lost to Evadale's Bleached Paperboard mill, Orange's linerboard mill, Pineland Operation, Buna Lumber Operation, or to the Southern Region Forests operation. These railroad yards and interchanges on the Sabine River & Northern Railroad, a subsidiary of Inland-Orange, Inc., link two Temple-Inland Inc. subsidiaries to each other and to points throughout the country.

The 40-mile long SR&N was built in 1965 to increase raw material shipments into and product shipments out of Inland-Orange's linerboard mill. Within 30 miles of the mill, the SR&N interchanges with four major railroads. When the railroad was built, a line was constructed south from the mill to meet the Southern Pacific at Echo. A second line runs west to meet the Kansas City Southern and the Missouri Pacific near Mauriceville. From Mauriceville, it runs north to meet the Santa Fe near Buna.

The Buna/Evadale/Orange rail triangle was completed in April when an 8.5 mile rail spur was opened south of Buna off Highway 62 west to Evadale. Considerations reviewed before the $8 million spur construction project was approved uncovered a fascinating fact.

"This is the only common operation among all Temple-Inland Inc. subsidiaries," said **Harold Morphis**, Evadale's traffic manager. "Our own company railroad links two of the major players in Temple-Inland Forest Products Corporation and Inland Container Corporation. There are a lot of advantages to that."



One advantage is accommodating shared needs in raw materials and supplies, making the SR&N the major artery feeding Temple-Inland's Southeast Texas operations.

Link to Major Carriers

Due to its location, the Class III SR&N (gross freight revenue under $18 million) is able to interchange with four Class I carriers -- the Santa Fe, Southern Pacific, Kansas City Southern and the Missouri Pacific. Accessibility to these carriers makes Temple-Inland one of the largest shippers in Southeast Texas. Last year, in trucking traffic alone, 13,000 van loads of products moved between Evadale and Orange. The SR&N handled over 15,700 total car loads in 1989 including an average of 48 export loads a month.

Morphis says the addition of the spur gives Evadale the "best of both worlds" in receiving and shipping goods.

"Although we've had a very strong relationship with the Santa Fe Railroad for over 30 years, expansions and competition have made the SR&N important to Evadale," he said. "We will be able to utilize the resources of four major railroads instead of one to meet our customers' and suppliers' needs for improved service and ensure this service at competitive prices."

Buna Lumber enjoys product shipping advantages as well.

"Our lumber is shipped out of Buna on the SR&N to both extremes of the country -- from Southern California to Massachusetts," said Building Products Group's traffic manager **Don Patrick**.

Liquor Exchanges

Another efficient use of common transportation is the exchange of liquors used in the paper making process between the Evadale and Orange paper mills. Orange produces more black liquor (the liquid left over after pulp is cooked) than it has the capability to burn as boiler fuel. Evadale has capacity to burn the black liquor, and returns green liquor to Orange.

The two mills arranged mutually beneficial liquor exchanges several years ago with the spur

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making the practice more convenient.

Wood Chips

The SR&N is the major transport line for wood chips coming into the Inland-Orange linerboard mill down the Santa Fe line from Pineland Operation. Orange receives some 30-35 rail car loads per day from Pineland and from Buna Lumber Operation with the balance supplied by truck transport. When the Southwest Louisiana Lumber Operation comes on stream in late spring, it, too, will supply Orange with chips.

Evadale receives most of its wood chips by truck, over 150 loads of chips per day. Because of the addition of the SR&N spur to Evadale, wood chips deliveries from Buna and Pineland are more flexible between Evadale and Orange, depending on urgency of need.

Railroad Romance

Bob Williams, SR&N's executive vice president, has been with the SR&N since 1977. Railroading "fascinates" Williams who gets involved in all aspects of railroading, even taking a ride with the crew from time to time. He receives numerous requests from railroad fans for railroad memorabilia, such as Lionel's bright red model train version of an SR&N boxcar produced in 1982.

"My job is different every day, and that makes it interesting," he said.

He says though the short line can't compete with truckers on the short haul, shippers are looking at rail as a more economical way to move goods.

"When the Staggers Act of 1980 ended rail rate regulation, we were forced to act more like businessmen," he commented. "Now we are more market-oriented and make every effort to see that our customers' needs are serviced."

The Class III SR&N includes four locomotives, one caboose and one flat car and 1200 box cars on lease. Over 240 wood chip cars owned by Temple-Inland are available for use by the railroad.

" With the extension completed into Evadale, we look for 1991-1995 to be real growth years for the SR&N Railroad," notes Williams.



Making the "Spirit of Cooperation" excursion from Orange to Evadale commemorating the opening of the Sabine River & Northern spur to Evadale are Don Welch, manager of Distribution, Inland Container Corporation; Wayne Carr, vice president, Administration, T-IFPC Bleached Paperboard Group; Don Patrick, Traffic manager, T-IFPC Building Products Group; Alec Benson, vice president and general manager, Inland-Orange, Inc.; Bob Williams, executive vice president, Sabine River & Northern Railroad; David Ashcraft, Temple-Inland group vice president; Stan McIntyre and Pat Crabtree, Union Pacific Railroad; Denise Bock, Union Pacific Technologies; Dale Nelson, Malcolm Echols and Carl Schultz, Union Pacific Railroad; and Harold Morphis, Traffic manager, T-IFPC Bleached Paperboard Group.

Bleached Paperboard Group

Rebuild underway #4 recovery boiler

Bob Sasser, senior engineer at the Bleached Paperboard mill, reports that the mill's 15-year-old recovery boiler on #4 paper machine will be rebuilt with completion expected in mid-1991.

"We will be replacing several areas of the boiler and related equipment, and we will be changing several sections to increase the capacity of the unit by some 15 percent," said Sasser.

The bottom of the furnace, the economizer, superheater and screen tube sections will all be replaced. Three large fans will replace the one large fan inside the recovery boiler building.

"All of this work is necessary to replace the worn tubing in the boiler," Sasser said. "We will also be taking advantage of the downtime to include several new features that have evolved from other improvements in boiler design throughout the industry. When the job is complete, our equipment will be up to date with the best designs that are available."

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Fletcher GypsumWallboard Operation has been honored by the Gypsum Association by winning the "No Lost Workday Case" award. Linda Lowe, Personnel/ Safety coordinator, displays the plaque awarded by the national group. In announcing the award, Jerry Walker, Gypsum Association executive director, said, "This safety achievement speaks highly of you and your employees and especially of your fine safety program." The plant was recognized for going two years without a lost time accident.



Temple-Inland donated almost 10,000 seedlings, 300 of which were hardwood trees, to various schools, industries and organizations this year. Most groups were participating in tree planting ceremonies in observance of the 20th anniversary of Earth Day. In Beaumont, Bleached Paperboard Group Vice President David Ashcraft and friend participated in a tree planting ceremony at Pietzsch Elementary School in January. The company, along with local nurseries, provided over 200 seedlings and the Texas Forest Service planted the trees on the school grounds. The tree planting ceremony was sponsored by the 5600-member Humana Seniors Association of Beaumont Medical Surgical Hospital.

Corporate

Sarah Donald presents paper

Sarah Donald, who recently joined Temple-Inland's tax department, presented a paper entitled "JIT and Cost Management: A Necessary Interface" at the 1990 annual conference of the International Academy of Management & Marketing in Dallas.



Sarah Donald

Donald wrote the paper while a student at Stephen F. Austin University in Nacogdoches. The paper won second place in a 5-state competition sponsored by the American Production & Inventory Control Society and was published in the proceedings of the 1990 conference.

"The central focus of the paper," said Donald, "is to describe the changes required in a cost management system upon implementation of a just-in-time manufacturing system."

Donald graduated in December, receiving a business administration degree and majoring in accounting.

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Fiber Products Operations

Shipping record set

The Shipping Department at Diboll's Fiber Products Operation set several records during the month of January.

Footage shipped totalled 40,398,029 square feet which was the best for any winter month and the best of any month in the past two years. Over 3 million feet were shipped on three days during the month: 3,187,186 on the 19th; 3,566,416 on the 26th; and 3,399,827 on the 29th.



Establishing new records in the Shipping Department at Diboll's Fiber Products Operation are (front row) Howard Mullins, office manager/inventory control; Daniel Hernandez, Urbano Sarmiento, Judy Reisner, shipping supervisor; and Freeman Thompson. Also (back row) Kenneth Matcek, Roosevelt Hulett, Johnnie Maxey, Dry End/Finishing/ Shipping superintendent; John Minsinger, production manager; and Fran Eck, operations manager. Not pictured is Erasmo Espino.

Building Products Sales & Marketing

Employees recognized



Three Building Products Sales and Marketing employees were recognized for outstanding performances during 1989 at the group's annual meeting in February. **Barry Mills** was named Salesman of the Year. His territory includes West Texas, New Mexico and Colorado. **Michael Dorman** was recognied as Outstanding Customer Service Representative. He is based in Diboll. Also recognized was **Lisa Dotson** (not shown) who received the Marketing Achievement Award.



The first load of logs was delivered to Temple-Inland Forest Products Corporation's Southwest Louisiana Lumber Operation on February 26. Helping mark the event were Temple-Inland employees Rick Leeper, district procurement supervisor; Jimmy Karr, regional fiber administrator; Jay Sargent, Southern Regional manager; John Monk, general manager; Tom Burger, logging coordinator; Nickie Wall, district office secretary, Nathan Spencer, district supervisor; Ted Chapman, forest supervisor; and scalers Garland Byerly and Bill Anderson.

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Highlights

Temple-Inland Foundation

12 Texas counties to benefit from DETCOG drug awareness grant

Temple-Inland Foundation President **M. Richard Warner** has announced over $162,000 in grants approved by the Foundation board at its first quarter, 1990 meeting.

Among the grants awarded were the following: Angelina County/Cities Health District, $25,000; Camp Ta-Ku-La in Tyler County, $10,000; City of Pineland, $15,000 (including the Arthur Temple Sr. Library, Kathrine Sage Temple Park and Pineland Volunteer Fire Department); the T.L.L. Temple Memorial Library in Diboll, $13,000; Deep East Texas Council of Government's Drug Awareness Program, $50,000; and the John Gray Institute of Beaumont, $25,000.

Warner also announced company and employee contributions to the Education Program and the Art, Culture and Health Program of the Temple-Inland Foundation Matching Gifts Program. For the fourth quarter, 1989, employee contributions totalled $51,853 while the company match to the contributions was $93,842. ❁



Lewis J. Johnson Jr. (right), executive director of the Deep East Texas Council of Governments (DETCOG), accepts a Temple-Inland Foundation grant for $50,000 from Richard A. (Tony) Bennett, vice president, Public Affairs. The Foundation grant will be used to support DETCOG's Drug Awareness Program featuring former Harlem Globetrotter "Geese" Ausbie. Ausbie will visit schools within the 12-county DETCOG region.

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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Government Affairs
by Tony Bennett

Legislators should hear forest industry story

The 1990s will be one of the toughest decades ever for business. We are sailing into a new world of public policy -- a world where infinite government demands have run straight into finite national resources.

The issue of our environment has now advanced to the forefront of America's political agenda, forcing industry out of relatively low profile corporate existence into what is essentially a legislative, regulatory or judicial battle to stay in business.

Well-funded and super-organized special interest groups actively lobby our state legislatures and Capitol Hill, seeking endless limitations on our business activities. With corporate staffs, exceptional publications and combined budgets of over $160 million yearly, the 10 largest U.S. preservation groups (Sierra Club, Natural Resources Defense Council, The Wilderness Society, to name a few) represent formidable opposition.

These groups promote their agendas by targeting specific issues such as the Clean Air Act, national forest timber supplies, old growth forests, the Endangered Species Act, wetlands, dioxin and many more.

One example of the frivolity of preservationist lawsuits is below-cost timber sales. Lawsuits and appeals have driven up the cost of selling timber on public lands to the point that these below-cost sales are now an issue with environmentalists. Ironically, they created the problem in the first place with demands for onerous documentation, environmental impact studies and litigation on national timber sales. Meanwhile, new rules for this game of legal tag continue to be written in the courts.

As concerns for the environment and other forest industry issues grow, Temple-Inland has a responsibility to make sure legislators and other decision-makers know the important role of the forest industry in the state and nation's economies. State and federal lawmakers normally do not have an intimate working knowledge of every piece of legislation. Consequently, if we do not provide information to balance the claims of environmental groups, this non-action could result in disastrous implications for our ability to do business.

What the American people think matters. Public opinion rapidly finds expression in legislation, regulation and judicial rulings. And many environmental concerns expressed today deserve our industry's attention. But for those of us whose livelihoods depend on the forests, our side of the story must be heard. ❁

Tony Bennett is
vice president, Public Affairs

Questions about Flex...?

Do you typically question a decision you've made after it's too late to change your mind? This frequently happens when we run into unfamiliar situations and confront new information.

The new Flexible Benefits Plan allows employees to choose the benefit options that fit their individual needs. But deciding which Flex benefit options fit those needs can take up more time than opening ceremonies at the Olympics (half-time at the Super Bowl, a teenager on the phone, raking pine straw from your front yard, etc.).

At enrollment meetings early this year, many employees asked questions -- lots of them -- but some needed extra time to look at their enrollment kit, discuss the different options with their family and determine which benefit options best fit their needs.

Even though your Flex decisions went into effect April 1, Flex is so new that you may still have some unanswered questions about the plan and its options. While it's too late to change your Flex decisions -- the ones reported on your 1990 confirmation statement -- you will have a chance later this year to select new options for 1991.

In addition, you can make some limited changes to your Flex decisions if you have a "Change in Family Status" between now and the end of the year.

If you have nagging uncertainty or burning questions about Flex, contact your Benefits Representative now before the opportunity comes around to make changes in your benefits. ❁

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T-Wheels in Madrid?

BP focuses exporting efforts

Although the Building Products Group has been involved in exporting products for over 20 years, its efforts have intensified in the past two years, according to **Benny Brown**, export sales manager.

"Environmental problems on the West Coast and the resulting vacuum left when timber companies curtailed their exports put pressure on Southern producers to close the gap," said Brown.

In addition to exporting lumber to Spain, Temple-Inland exports lumber and plywood to Germany, Italy and the Dominican Republic; plywood to the United Kingdom and Puerto Rico; lumber to Japan, Jamaica and the Canary Islands; and particleboard to Mexico.

Temple-Inland's exporting has increased to the point that Brown says, "We are realizing our potential."

For instance, 15 percent of Pineland Operations' plywood production in 1989 was exported and 1990 is expected to increase to 20 percent.

Temple-Inland has a major particleboard account with an electronics firm in Puerto Rico. Particleboard is used in stereo cabinetry and speakers assembled in Puerto Rico and sold in America.

"Due to its close proximity and large furniture industry, Mexico is a natural market for Temple-Inland's particleboard," said Brown.

With the help of Spanish-speaking salesman **Alton McDonald**, Temple-Inland has developed substantial business in Mexico. Several railcars are shipped each week to customers in such places as Mexico City, Guadalajara and Monterrey.

Southern lumber is satisfying the European love affair with clear or high grade Southern Yellow Pine, according to **Jimmy Smith**, sales vice president with Tradewinds International. While speaking in Diboll at the Southern Forest Products Association's district meeting, Smith said that because European homes have smaller rooms than American homes, the light wood makes the room seem larger.

"The Europeans love the appearance of yellow pine," he said. "They like the heavy grain and knots, and use it for elaborate woodworking and paneling."

Last year, 2 million board feet of lumber was sold to the Jamaican government on an emergency basis as a result of Hurrican Hugo. The sale was made possible by a U.S. Department of Agriculture program established for agricultural goods.

Brown says that there are many problems associated with exporting.

"For example," said Brown, "everyone wants to buy lumber in metric sizes while U.S. standards specify inches. Communications problems and language difficulties exist, but these have almost been elimated by FAX machines. There is always someone available in an overseas office to read a FAX in English, but telephone conversations are difficult because of the time difference," notes Brown.



The massive paperwork associated with exporting is handled by Linda Altenbach, export sales.

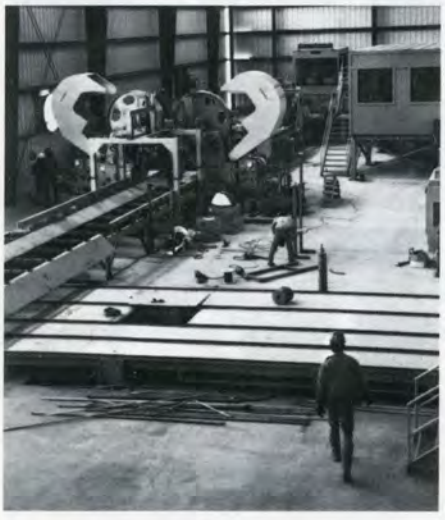
Linda Altenbach handles the tremendous documentation involved. She and Brown are the only Building Products employees assigned solely to export sales.

"Another problem is the pipeline from consumation of the sale to actual delivery of goods to the buyer. If there are unexpected problems in grading or quality, by the time the buyer finds it, the product has been shipped thousands of miles. It's not like putting the product back on the truck and returning it home," said Brown.

Last year, Building Products export sales quadrupled over 1988 sales, and Brown says 1990 will increase over that. ❁

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New sawmill start-up "smooth"

Plant Manager **Gary Frost** reports that start-up at the new Southwest Louisiana Lumber Operation is progressing smoothly with the green end of the mill fully operational.

Frost said a two-shift schedule was begun April 23 with some 64 persons hired by mid-April.

The first load of finished lumber was expected to be shipped at the end of April.

"The sawmill should be fully operational by early summer," Frost said. ❁



Pictured at Temple-Inland's new Southwest Louisiana Lumber Operation are (clockwise from top) the sharp chain band saw blade in the filing room, the horizontal double arbor edger with the cant profiler in the background, and the twin band sharp chain head rig.

Bleached Paperboard sets production records

For the first time in the 36-year history of the Paperboard mill, record production levels were achieved each month for three consecutive months.

In January, the mill produced a record 1,552 good tons per day. Good tons include paperboard and market pulp.

In February, total tons produced reached a record high with an average of 1,734 total production tons per day. That record was broken in March when 1,746 total production tons per day were produced. Total production tons includes paperboard, market pulp and re-pulpable fibers.

"This outstanding accomplishment is evidence of the spirit of cooperation and teamwork of all our employees pulling together to achieve a common goal -- total mill excellence," said **W. C. Cole**, vice president, Operations. "Our employees are a goal setting, goal achieving team, and we congratulate each one for this achievement," he said. ❁



Practical Parent Education classes involving Silsbee ISD and local parents are being held at Bleached Paperboard's Training Center. The Temple-Inland Foundation provided support for the purchase of the program's educational materials. Mill employees as well as local parents are invited to attend the classes.

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Conservation record charts company's concern for environment, wildlife

Temple-Inland Forest Products Corporation has made significant contributions over the past 20 years in the preservation of historical, cultural, wildlife and recreational resources.

In a study of Temple-Inland compiled for the American Forest Foundation, information concerning land donations, grants and wildlife research projects were listed among programs the company has undertaken over the years to ensure conservation of its vast natural resources.

At least since the mid-1930s, Temple-Inland has made land donations to conservation groups or agencies. In 1936, for instance, the company gave 20 acres to the State of Texas and Jefferson County for the creation of Fort Griffin State Park, site of the Civil War Battle of Sabine Pass. That transaction, by the way, had an approximate value of $181.17.

More recently (1977), the company donated land to establish the Roy E. Larsen Sandyland Sanctuary as a part of the Big Thicket Wilderness Preserve to aid in the preservation of unique biotic communities. That transaction totalled 2,138 acres with an approximate value of $1.5 million.

In 1985, 20 acres of land in San Augustine County was donated to Stephen F. Austin State University to establish a forestry laboratory.

In 1987, 81 acres was donated to the Deep East Texas Regional Mental Health/Mental Retardation Services for the establishment of a clinic and living quarters for a substance abuse recovery center. The donation was valued at $122,000.

Also in 1987, 22 acres valued at $51,500 was donated for the preservation of the Kirby Memorial Museum in Tyler County, Texas.

In 1988, Temple-Inland donated $25,000 to Laredo Junior College for its dry land farming project.

Temple-Inland's Wildlife programs are as aggressive in their efforts, conservation and research. In 1987, Temple-Inland entered into an agreement with Texas Parks and Wildlife Department to include 202,975 acres of company land in the Type II Wildlife Management Areas. These acres are available for a fee of $35 annually for hunting and recreation. The proceeds from the sale of permits are split between TP&W and Temple-Inland. For the past three years, Temple-Inland has donated 25 percent of its proceeds totalling $163,000, all earmarked for the restoration of the Eastern Wild Turkey into East Texas.

A company real estate development was halted on 60 acres of prime lake-side real estate at Toledo Bend Reservoir when a bald eagle nesting area was discovered.

The Azalea Canyons in Newton County include about 240 acres of scenic rolling hills which the company set aside to protect wild azaleas. The silky camelia, a rare flowering plant, is protected on 10 acres along a running stream on Temple-Inland properties in northern Newton County.

All company lands are monitored for other endangered species, including the red-cockaded woodpecker. To date 29 colonies in old-growth longleaf pine stands have been identified on Temple-Inland land and 1,000-feet buffers protect each of the sites.

The company is involved with Texas A&M University and with Stephen F. Austin State University in on-going forestry research projects which maintain, restore or enhance wildlife.

White-tailed deer management is an ongoing project of the Forests Group's Wildlife Department. Studies have been conducted to further understand the relationship between forest management and the white-tailed deer in East Texas. Some research projects related to white-tailed deer management include collection of data on foraging activity, seasonal feeding habits and genetics research.

Temple-Inland's Forests Group is a member of the Western Gulf Coast Tree Improvement Cooperative, whose membership works collectively on the improvement of major marketable tree species or the Super Tree Program. Temple-Inland shares information and resources with other timber producers, Texas A&M University and Texas Forest Service to benefit private landowners.

For its efforts, Temple-Inland has received recognition and numerous awards.

In 1988, the company was recognized by the Texas Organization for the Preservation of Endangered Species for its work to preserve old growth timber for the preservation of the red-cockaded woodpecker. The study was conducted at the company's Scrappin' Valley Timber and Wildlife Research Area.

In 1987, the company received two prestigious awards in the area of conservation. It was named Conservationist of the Year by the Soil & Water Conservation District of Texas for work done with green-tree reservoirs, supplemental planting and general management of the Boggy Slough area.

Also for its work in the Boggy Slough area, the company was named Wildlife Conservationist of the Year by the Sportsmen's Clubs of Texas. ❁

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On the Move

Building Products

James Aldred, national accounts manager, Sales & Marketing...**Denis Bertinetti**, Dry Lumber superintendent, Buna Lumber... **Mark Bohac**, Green End supervisor, Pineland Operation...**Jim Brody**, plant manager, Buna Lumber...**Frank Clark**, production engineer, Fiber Products... **Tina Clifford**, insurance coordinator, Diboll Personnel... **Elton Cole**, management coordinator/safety director, Buna Lumber... **James Cowan**, technical director, Southwest Louisiana Lumber... **Jimmy Cumbie**, Personnel coordinator, Pineland Operation... **Bob Davis**, Green Lumber superintendent, Buna Lumber...**Mike Dillion**, Shipping coordinator, Southwest Louisiana Lumber...**Bill Eckmann**, technical director, Buna Lumber... **Danny Heard**, Supply Room supervisor, Southwest Louisiana Lumber...**Pam Johnson**, Personnel assistant, Diboll Personnel... **Kenneth Jones**, lay up/press supervisor, Pineland Operation... **Gordon Labus**, project coordinator, Southwest Louisiana Lumber... **Mark Lancaster**, production supervisor, West Memphis Gypsum... **Lynn Leone**, Plywood Log Yard supervisor, Pineland Operation... **Wanda Puckett**, entry clerk/receptionist, Purchasing... **David Rains**, project/maintenance coordinator, Buna Lumber...**Craig Ray**, assistant Quality Control supervisor, Quality Control Department... **Chuck** Schroeder technical director, Pineland...**Claude Strickland**, plywood maintenance supervisor, Pineland Operation...**Paul Suarez**, production supervisor, Diboll Particleboard...**Steve Taylor**, Green End superintendent, Southwest Louisiana Lumber...**William Townsend**, Quality Control technician, Southwest Louisiana Lumber... **William Townson**, head sawfiler, Southwest Louisiana Lumber...**Jeff Zwolinski**, management control/safety coordinator, Southwest Louisiana Lumber.



West Memphis Gypsum Operation employees recognized for service anniversaries in 1989 included Leona Wilson, Huril Redmon and James Allen with 10 years' service each; Jim McNeer, plant manager; and Edwin Bone, Pam Henson and Dan Bowden with 15 years' service each. Not pictured is Verl Hodge, 10 years' service.

Corporate

Donna Gardner, payroll system programmer...**Herb George**, vice president, Human Resources...**Mike Harbordt**, vice president, Environmental Affairs.

Forests

Billy Anderson, scaler...**Garland Byerly**, scaler...**Jimmy Karr Jr.**, Regional Fiber administrator...**Mike McCollum**, Operations Planning manager...**John Monk**, general manager...**Nathan Spencer**, district supervisor.

Pulp and Paperboard

Bill Cecka, director, Human Resources... **Janet Cherry**, production accountant...**Bobby Landers**, supervisor, Utilities Department... **Paula Middlebrook**, Industrial Hygiene technician...**Milford Ratcliff**, director, Mill Automation...**George Safer**, Maintenance supervisor...**Herbert Sapp**, Finishing and Shipping coordinator.

Temple Associates, Inc.

Rosie Avriett, field office manager, Champion...**Charlie Cooper**, field office coordinator...**Robin Herbst**, subcontract administration... **Richard Minor**, construction manager, Evadale...**Charline Ryan**, project controls...**Jean Sheddan**, personnel clerk.

New Faces

Building Products

Bradley Busler, Operations analyst, Diboll Lumber...**Todd Greer**, process technician, Quality Control Department...**Scott Hamilton**, Quality Control, Southwest Louisiana Lumber...**Jim Dale Henson**, Green End supervisor, Southwest Louisiana Lumber...**Gerald Penn**,

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Service Anniversaries

Quality Control, Southwest Louisiana Lumber...**Robert Seyler**, process technician, Quality Control Department...**Carter Sonnenberg**, Quality Control, Southwest Louisiana Lumber.

Corporate

Sarah Donald, tax accountant, Tax Department.

Pulp and Paperboard

Glenda Barnwell, accounting...**John Dayton**, Quality Assurance... **Tammy Nelson**, accounting...**Bill Stafford**, engineering.

Temple Associates, Inc.

Reb Allen, project superintendent... **Clay Alverson**, field project engineer... **Michael Anderson**, senior commercial estimator...**Dick Barbour**, project superintendent... **Karen Blake**, Houston Regional Office secretary...**Dan Brown**, project superintendent...**Sharon Brown**, executive secretary...**Deidra Carroll**, accounting supervisor... **Stan Conley Jr.**, senior project estimator...**James Coone**, estimator... **Belinda Gay**, commercial construction secretary... **Trey Golden**, cost engineer...**Tom Gregory**, project manager...**Hank Hill**, project superintendent...**Randy Johnston**, commercial unit manager... **J.B. Jones Jr.**, electrical superintendent...**John Kristynic**, field purchasing...**John LaRoche**, project superintendent...**Julius Lindberg**, project superintendent... **Butch Lollar**, project superintendent... **Gary Manley**, field buyer... **Ralph Minor**, project superintendent... **Bill Moebius**, regional manager...**Cleo Munoz III**, planner/scheduler...**Billy Murphy**, field safety...**Cindy Parish**, receptionist/PBX operator...**Stacy Patterson**, staff accountant...**Sue Peterson**, accounts payable...**Brenda Rusch**, staff accountant...**Bill Slaughter**, painting superintendent...**Lonnie Sparks**, industrial unit manager...**Chester Stringer**, project superintendent... **Bob Thiele**, manager of controls... **Gerald Thompkins**, project superintendent... **Bill Trevathan**, purchasing agent...**Clasina Watson**, safety secretary...**Doyle Watson**, project manager...**Roy Williams**, estimator... **Jack Wolfe**, estimator.

Universal Electric Construction

Ron Applebee, area manager...**Ken Childress**, safety director...**James Gatlin**, district foreman...**Robert Hammond**, district foreman... **Freddie Henry**, accounts payable... **Garry Jones**, area superintendent... **CloAnn McElory**, secretary...**Simon McKee**, district foreman...**Dottie Wooters**, field secretary.

Building Products

DIBOLL

30 Years

Ernie Huizar



James Edwards
Building Products
35 years

25 Years

Joyce Bray
Carl Burchfield
Pete Smart



Sherrel Fears
Building Products
40 years



Ernie Huizar
Building Products
30 years

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Service Anniversaries

Walter Still

20 Years

Florencio Castillo
Leo Clark



Leroy Thomas
Building Products
40 years



Glenn Chancellor
Forests
30 years



Ernest Hulett
Forests
35 years

Joe Cruz
Hector Guerrero
Ignacio Hernandez
Alicia McGuire
Pedro Moreno
Ramiro Ordaz
Guadalupe Perez
Jacinto Perez
Toby Tobias
Glenn Wells

15 Years

Jose Castillo
Robert Johnson
James Landrum
Jorge Moreno
Solomon Moses Jr.
Catarino Perez Jr.
Roy Ramos Jr.
Jose Reyes
Jose Serratos
Martin Torres

10 Years

Gary Bridges
Jose Castaneda

Carlos Gurrola
Debbie Mannion
Tim McCarty
Carroll Nash



Wayne Townsand
Forests
35 years

Jose J.V. Reyes
Filiberto Silva



Noel Adams
Pulp and Paperboard
35 years

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Service Anniversaries

5 Years

Gustavo Balderas
Ernest Camp
Kathleen Arnold
Louis Conway Jr.
Hal Cordell
Martha Grissom
Bobby Lee
Johnny Leslie
Anderson Love
Cindy Molandes
Thomas Morgan
R.L. White Jr.
B.J. Widmann
Noel Yates



Freddie Barclay
Pulp and Paperboard
35 years

CLAREMONT

5 Years

Earl Taylor

MONROEVILLE

15 Years

Steve Baggett
Otha Lee Mobley
Ronnie Qualls

PINELAND

40 Years

Leroy Thomas
Sherrel Fears

35 Years

James Edwards

25 Years

J.T. Bratchett
Sidney Jones Jr.
Junior Thomas



Arthur Bendy
Pulp and Paperboard
35 years



Bobby Breithaupt
Pulp and Paperboard
35 years

20 Years

Darlean Henson
Tommy Smith
A.J. Wood



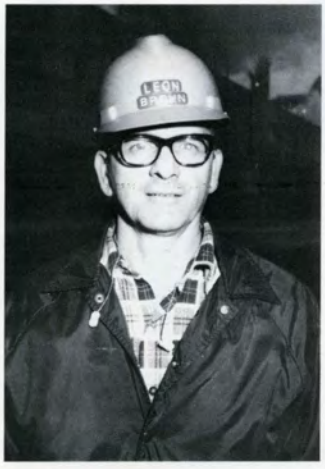
John Brewer
Pulp and Paperboard
35 years

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Service Anniversaries

15 Years

L.C. Brossette
Mack Cooper
Bertha Garner



Leon Brown
Pulp and Paperboard
35 years



Louie Carruth
Pulp and Paperboard
35 years



Jene Hatch
Pulp and Paperboard
35 years

Nettie Hunt
Joyce Kegler
Wilburn Parnell

5 Years

Melinda Booker
Roy Buxton
Bobbie Caver
Ricky Garrett



Johnny Hicks
Pulp and Paperboard
35 years

Pam Hardy
Mike Joy
Todd Malone
Frank Peeler Jr.
Al Woods

THOMSON

15 Years

Wayne Watkins



Toliver House
Pulp and Paperboard
30 years

WEST MEMPHIS

10 Years

Leona Wilson

5 Years

Donna McAlister

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Service Anniversaries

20 Years

Garland Byerly
Dan Davis

15 Years

Harvey Crawford
Sonny Kelley
Bennie Lane
Kenneth Westbrook

10 Years

Nancy Casey
Steve Milauskas
Austin Morris
Joe Morris
Brent Parker
Marion Poncho
Wayne Russell



Guy Mosley
Pulp and Paperboard
30 years

5 Years

Junior Giles
Barry Hillin
Patsy Samuel

Pulp and Paperboard

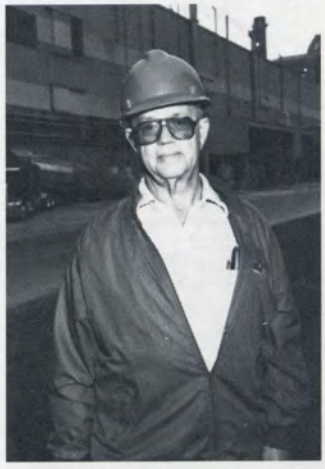
35 Years

Henry Adams
Noel Adams
Allen Armstrong



A.P. Ratcliff
Pulp and Paperboard
35 years

Freddie Barclay
Arthur Bendy
Bobby Breithaupt
John Brewer
Leon Brown
Louie Carruth
Walter Glenn
Jene Hatch
Johnny Hicks
Brown Maricle
Kenneth Nevills
A.P. Ratcliff
Claude Ratcliff
Jimmy Ricks
Henry Stout
Dwight Teague
Leon Winn



Claude Ratcliff
Pulp and Paperboard
35 years

30 Years

Melvin Brooks
Cleo Collins



Ruby Smart
Pulp and Paperboard
30 year

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Service Anniversaries

Toliver House
Guy Mosley
Ruby Smart
Doy Swan
Bobby Taylor
Charlie Wright



Henry Stout
Pulp and Paperboard
35 years

25 Years

Ray Bright Jr.
Jim Cawley
Sam Cooper Jr.
Floyd Corley
Steven Kirkland
Leslie Landry Jr.
Charles Lockett
Jimmy Reeves
Jim Scoggins

20 Years

Thomas Beatty
Steve Bebee
Wiley Brown
Herb George
J.J. Guidry
Barbara Kirby
Robert Morse
Eugene Swiger

15 Years

Alfred Davis
Ernest Graham
Elton Grubbs
Oliver Jones
Carol Mills
Herbert Sapp
Gloria Stittem

10 Years

Wayne Bilbo
Weyman Brown
R.J. Carter
James Cotton
Mike Davenport
Mark Davis
Jack Flowers
Clifton Hargrove
Bob Herbst
Rene Johnnie
Dorris Kyles
Debbie McClelland
Renee McFee
Sharon Moody
Julian Nixon
Kennon Perry
Joey Richardson Jr.
Charles Smith



Doy Swan
Pulp and Paperboard
30 years



Bobby Taylor
Pulp and Paperboard
35 years

Tony Smith
Donald Vaughn

5 Years

Michael Collier
Randy Sheppard
Norma Wisdom

Sabine Investment

5 Years

Jim Brasse

Temple Associates, Inc.

30 Years

Eddie Joiner

25 Years

Loree Olson

20 Years

James Dunn

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Service Anniversaries

Joe Gage

15 Years

Bobbie Taylor

10 Years

Rosie Aviett
Nolan Boykin Jr.
R.C. McMillan
Charles Rogers
Kenneth Stanley



Dwight Teague
Pulp and Paperboard
35 years

5 Years

Joe Foy
Leanord Zimmerman

Universal Electric Construction Company

25 Years

Sterling Washington Sr.

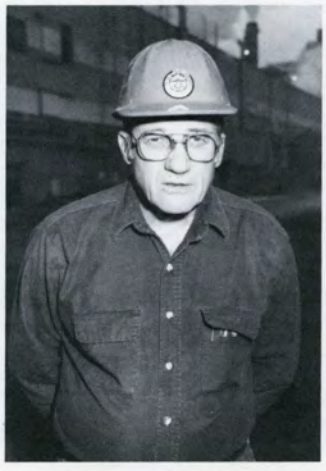
15 Years

Wedrick Guillory
Margie Menard



Leon Winn
Pulp and Paperboard
35 years

Glenn Mikulin
David Penner
Elmo Soignet Jr.
Stagg Veillion



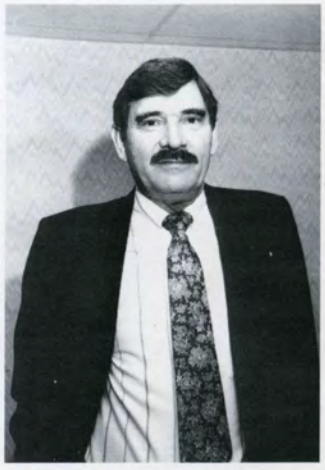
Charlie Wright
Pulp and Paperboard
30 years

10 Years

Junius Arceneaux
Jearold Biggs
Mike Blackard
Robert Dees
Roderick Hazelton
Bobby Lambert
Alfred Mikell
David Neumann
Doyle Stroud

5 Years

Burl Boggs
Joseph Craven



Eddie Joiner
Temple Associates
30 Years

Leon Calloway
Bryan David
Robin Guillory
Buford Herbert
Billy Junior
Arthur Purser
George Rothman Jr.
Stefan Sasko Jr.

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The Back Page

Paper Industry USA
300 Years of Progress
1690-1990



Bernie Buckner, forestry aide, demonstrates proper planting of pine seedlings to sixth grade students at Brandon Elementary in Lufkin, Texas. While studying forest management in the school's curriculum enriched science class, Temple-Inland planted over 300 seedlings on the school campus. Tom Bell, district supervisor and Ken Holland, forestry aide, helped in the tree planting.



Benny Brown, manager export sales, observes a load of lumber being readied for shipment to Germany by Diboll Lumber forklift driver Terry Grigsby. The Building Products Group has focused its exporting efforts for the past two years and, as a result, T-Wheels can be seen on Temple-Inland products from Puerto Rico to Germany. Please see story page 9.

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

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Diboll, TX
Permit No. 2

Richard A. (Tony) Bennett
Vice President, Public Affairs

Carolyn C. Elmore
Director, Corporate Communications
Editor, InTouch

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