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InTouch

By and for Employees of Temple-Inland Forest Products Corporation

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Gearing up for the customer service battles in the 1990s are Building Products Group's telemarketing and customer service representatives Michael Dorman, Allen Stringer, Product Coordinator -- Gary Bridges, and Judy Greenville. Experts predict that the successful industrial companies in the next decade will be those companies that offer the best service to their customers.

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My Turn



Billy Junge

Preventative Maintenance Engineer/Trainer
Fiber Products Operation

Winter, 1990
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Almost anywhere you go, you read or hear someone talking about the deficiencies we Americans have because of our failure to properly educate our children. Also we hear how foreign industry is beating us in the industrial market place. The truth is, as competition becomes stiffer and the demand for high production, efficiency and quality grows, the greater is the need in industry for skill-trained workers.

To obtain high skill levels, we in industry need to do more training. At present, our children are coming out of schools with academic knowledge, but little technical knowledge. The Germans and Japanese recognized this years ago and began a two-part educational system which involves both academic and technical training. They found that about 70 percent of their economy was made up of technical persons and 30 percent was academic. Therefore, they began separating these students as they entered high school and teaching them what they needed whether it was technical or academic. Then upon completion of high school, the technical students go directly to technical school for two years. This provides them with trained technicians.

In America, we fall short as we teach mostly academics and little technical skills, and then we expect performance in technical industries. In Texas today, less than 10 percent of our work force has completed a technical training program. What contributed heavily to this is that we did no training during the boom years. During the war and the years of the draft, Uncle Sam supplied industry with many skilled workers, but those years are gone. This has left us with a shortage of skilled, trained workers in an ever-changing technical environment with the prediction that this shortage will grow worse by the year 2000. This means we must act now if we are to compete and keep up with technology.

The Fiber Products Operation in Diboll has decided it is time to act. About a year ago, I was assigned to the project of putting together a maintenance training program. The decision was made to set it up as college accredited courses at the local junior college. Working with Angelina College and our mechanical maintenance personnel, needs were established, and a curriculum was set up. Some courses were already intact, while others had to be developed.

In January, the college approved a two year associate degree plan in Electrical-Mechanical Technology which addresses the needs of our mechanical maintenance training. The college allows us to offer courses off campus, and we are how holding them in Diboll at the Fiber Products plant. We have been very happy with the response to this program by our personnel and their eagerness in attending these classes.

Billy Junge

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Customer Service

The competitive battleground of the 1990s

Most experts in the field of marketing will agree that successful industrial companies in the next decade will have an edge in one major area -- customer service.

Superior customer service offers countless rewards -- increased market share, growth of profit margin, customer retention and new customers.

Customers want a quality product and expect the most courteous, friendly, timely, efficient and personal level of service possible.

"The 1980s gave us self-service, and now we're giving it back," is the 1990s customer service battle cry.

"Customer service means being accurate and quick, in that order," said Joe Sample, vice president, Marketing. "We have taken as our motto 'We want to be easy to do business with,' and have expanded it to include production, transportation and sales."

"It's hard to place a dollar figure on customer service or even a customer," said Sample. "We only know the true value when we no longer have their business."

Service as total reconception of the organization is needed in order to be successful, according to marketing expert Tom Peters. Peters believes that the key to competitive advantage lies in speed. He says companies can gain time through informational technology.

Temple-Inland has taken major steps to speed its service through improved telecommunications, electronic data interchange and will institute bar coding throughout the product lines for efficient inventory control, further improving customer service.

A voice mail system, installed in the marketing department three years ago, reduced phone call congestion. Currently, a computerized order entry system allows a real-time look into product availability, price and order status at the time of request.

Electronic Data Interchange (EDI) is explained as the transmission of business documents between "trading partners," such as suppliers, manufacturers, distributors and customers. The computer can do the same work as the phone, eliminating paperwork.

"EDI is very new at Temple-Inland, but we are now successfully receiving orders and sending invoices with a major national account," said Sample. "This service will be expanded throughout our customer base as rapidly as possible."

The Transportation Department is also involved in making quality transportation service a part of the overall program. This will be accomplished by centrally coordinating transportation requirements, forming trailer pools, reducing the number of carriers used to a "core group," entering into partnerships, and by measuring such items as on time delivery, damage, driver courtesy and other factors.

What is bringing Temple-Inland's service closer to the customer is the work of Bryan Wilson, marketing research analyst, and his assistant Liesl Newkirk. In the Marketing and Product Research Department, two important questions are answered through surveys and focus groups: 1) What is the customer's definition of quality and service? and, 2) How can we measure the results of the job we're doing in customer service? Wilson's department keeps in touch with customers' ever-changing needs and measures the success of the group.

Though accuracy of information and immediate access are number one concerns for the group, one thing will always determine whether or not the system works -- people.

"All parties focusing on the needs of our customers will pull us together. Needs of the customer can get lost between departments," said Pete Smart, Marketing manager. "Customer service involves every department and every employee of Temple-Inland."

Temple-Inland's Building Products Group is preparing its troops for success on the competitive battleground of the 1990s. Keeping customer service simple and basic through accuracy and speed will make the difference.



Temple-Inland's Diboll Particleboard Operation is serving as a pilot mill for testing bar coding on building products. Bar coding is an efficient inventory control method which further enhances customer service. Bander Operator Willie Mae Sanchez applies the bar codes for the pilot program.

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Bleached Paperboard to begin major modernization project

A modernization project is scheduled to begin early next year at the Bleached Paperboard mill and will involve the construction of a new chip mill as well as improvements to the hardwood chip screening area, the pulp mill, all four paper machines, and the recovery area.

New construction will not begin until appropriate air permits are awarded by the state of Texas and the Environmental Protection Agency.

A new, modern chip mill will replace the two existing lines which are obsolete and expensive to maintain. The new single line includes a feed system, drum, chipper, screens/hog, and conveyors. The mill's dependence on outside suppliers for both pine and hardwood fiber will be reduced. An increase in chip converting capacity and overall decrease in operating costs are expected. Existing long/short log handling systems, drum debarkers and chippers will be removed.

The chip screening equipment in the woodyard will be updated with a chip thickness screening system to provide a uniform furnish of hardwood chips to the new pulp mill.

The new Kamyr Fiber Line System is designed to produce 1,000 ADST/D hardwood and increase pulp mill capacity to 2,150 tons per day. This new line will reduce the amount of dioxin and other unwanted chemicals which are a by-product of the current bleaching process.

The hardwood pulp produced from this system will improve quality and production on the paper machines at a lower chemical cost. Equipment to be installed includes a two vessel hydraulic digester with modified continuous cooking, a two stage diffusion washer with associated 200 ton storage tank, three knotters, three stage screening system, vacuum filter and 200 ton high density storage. The bleach plant will have three atmospheric diffuser towers, associated controls, and pumps.

A metallurgy upgrade is required to handle the dioxin reduction projects associated with the bleaching operation. In addition, equipment is in place and operational which produces Monox-L, an effective bleaching agent to replace hypo in the Bleach Plants.

In order to furnish Inland-Orange with bleached nodular pulp for the white top liner cooperative project, a 270 tons per day rated horizontal press will be installed.

A paper machine recycle system will be installed to allow the addition of outside purchased post consumer waste to be added to certain grades of paper produced at Evadale.The equipment will supply up to 50 percent clean recycle fiber to any one of the four paper machines at one time.

A major rebuild of Number 4 recovery will begin in August, 1991 and is scheduled to last about 63 days. This rebuild will include a three level air system, replacement of the economizer, superheater, screen and lower furnace tubes. Capacity of the boiler will be increased by 200 tons per day and the three level air system will ensure the mill operates in compliance with regulatory agency standards. ❁

The Laminator

The enhancement of Temple-Inland's position as a supplier to the industrial particleboard market is the goal of the Laminating Operation. By adding value to TemStock (registered) particleboard through lamination with decorative overlays, the laminating operation enlarges the market available to our sales force.

The Laminating Operation occupies the finishing end of the old plywood plant in Diboll. Integrated as part of the Particleboard Operation in September 1988, Industrial Sales Manager **Bill Clifford** says, "The purpose of this operation is to add value to our particleboard. Value-added products are vital to the long term success of our industrial particleboard operations."

Primary products at the operation include two types of overlay - paper and vinyl. Vinyl is subdivided into 4 mil solid color and 2 mil wood grain categories. The paper overlays are either 30 gram woodgrains or 85 gram solid colors. Overlays are bonded to the board surfaces or substrates using a variety of sophisticated adhesives. Board materials include TemStock (registered), industrial particleboard, medium density fiberboard (MDF) and hardboard.

Laminated products are marketed to manufacturers of kitchen cabinets, store fixtures and ready to assemble (RTA) furniture, as well as to wholesale distributors. Currently, the plant is exceeding its target of 3 million surface feet per month.

According to **Adolph Knighton**, laminating superintendent, a high-speed laminator has been running one shift, 10 hours a day, four days a week, since the operation began. He says the

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machine is one of a few in the country that laminates both the top and bottom sides of panel products simultaneously. The complete line is 165 ft. in length including in feed/out feed, conveyors and stackers and is capable of running at speeds up to 180 ft/min.

The operation's edge bander, obtained from the company's Thomson particleboard plant, produces 1,200 edge-taped shelves a day.

Employees at the plant await the installation of an automated, cut-to-size saw, which will be delivered in September, 1990. "It will be able to cut-to-size both laminated products and raw particleboard for our customers," says Knighton. "We estimate its output to be 20 million surface feet per year."

The plant's largest particleboard customer recently lost its laminating equipment due to an explosion. Diboll's Laminating Operation now supplies the particleboard laminated instead of raw. Clifford says, "We're taking up the slack between now and the time they can install new equipment. It is an excellent opportunity for us to expand the scope of our operation while we continue to broaden our overall customer base."

"The expansion of our production capability to include laminated, cut-to-size and laminated edge-banded products enhances our ability to compete in the overall industrial particleboard market," says Clifford. "The Laminating Operation is our first step down the road toward a fully integrated industrial particleboard product line." ❁

Recycling A Way of Life

by Bob Lippincott
Bleached Paperboard Group Market Development Manager

Recycling in recent months has received unprecedented attention. Paper mills have been recycling since paper was invented. In fact, paper was invented to recycle waste cloth. After all these years, why is there all this attention?



Pre-commercial paper trimmed from rolls is being recycled at the Bleached Paperboard mill in Evadale. Other waste products, such as obsolete inventory and reject rolls are recycled as well.

The driving force is environmental, specifically solid waste disposal. Over 160 million tons of municipal solid waste was generated in 1989. Some 80 percent of this waste was disposed of in landfills. Available landfill capacity is diminishing. In 1978, there were over 14,000 public landfills. By the year 2003, it is predicted that there will be less than 2,000 landfills in the country. The cost of dumping waste in dollars per ton nearly tripled from 1982 to 1988, and is increasing at 30 percent per year.

It is getting extremely difficult to site new landfills. To get regulatory approval for a new landfill takes a minimum of 18 months. The proposal has to address location (many potential locations are restricted), operating criteria, design criteria, ground water monitoring, corrective action program, closure and part-closure care and financial assurance.

Paper is presented as the largest single component of solid waste. In response, the American Paper Institute and its member companies have committed to increase the use of recycled fiber from 26 percent to 40 percent of the fiber supply by 1995.

Politicians see recycling legisla-

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tion as a no-lose issue to champion, with over 2,000 pieces of legislation from the states that address recycling. Most people think the United States will eventually pattern U.S. require-ments after Canadian law which states that in order to call paper recycled, it must contain 50 percent recycled paper with 5 percent post-consumer material. In July, 1991, the post-consumer content will increase to 10 percent. Recycled paper in Canada includes waste paper generated after the paper making process -- cuttings, trimmings and other paper and paper-board waste resulting from print-ing, cutting, forming and other converting operations, and finished paper and paperboard from obsolete inventories of merchants, wholesalers, dealers, printers and converters.

Post-consumer recycled paper is defined as that paper that has passed through its end use as a consumer item. It excludes wet broke, dry broke, forest residue and "pre-commercial waste" such as paper trimmed from rolls in the sheeting process (on- or off-site), or paper discarded as a result of a defect.

The Bleached Paperboard Group has identified five target grades for which we will offer products with recycled fiber content initially -- manila file folder, manila tag, white tag, index and Texcover -- all of which represent 160,000 tons of our annual tonnage. Fiber sources considered are computer printout (CPO green bar), hardwhites (pulp substitutes) and de-inked pulp.

Our customers are also watching closely proposed legislation and EPA guidelines, and we are fielding questions almost daily concerning the recycled content of the paper they purchase. We currently recycle oil, metal, aluminum cans, and strapping. It is clear to everyone that we must do more than we've done in the past, both in the use of recycled fiber in our grades and recycling of a number of items that are now going to the landfill. ❁

First aid training at Temple-Inland is first rate

Employees of Temple-Inland Forest Products Corporation's Southwest Louisiana Lumber Operation realize the importance cardiopulmonary resuscitation (CPR) and first aid training can have during a life-threatening situation, such as the heart seizure **Elton Hilbun** recently suffered.

In the planer mill, Hilbun was walking across a catwalk when he experienced a seizure.

Don Foshee, dry end superintendent, immediately called for an ambulance.

Meanwhile, Hilbun was moved to a lower catwalk for safety precautions and easier access.

When it became apparant Hilbun's vital signs were failing, **Scott Elam** and **Ricky Carthan**, planer mill employees, administered CPR. Elam gave mouth-to-mouth while Carthan completed chest massages. These procedures allowed Hilbun to breathe momentarily; however, an extra breath by Foshee enabled Hilbun to continue breathing. **Darren Hall**, a sawmill employee, cleared Hilbun's mouth and rolled him on his side to prevent Hilbun from choking.

Q.C. Technician **Jerry Penn** waited at the front gate for Holston's Ambulance Service to arrive, directing it to the victim's location. In less than five minutes Hilbun was given oxygen, secured and made ready for transportation to Calcasieu Cameron Hospital in Sulphur.

Building Products Safety Director **J.D. Johnson** says, "We have an ongoing annual CPR and First Aid training course offered to all Temple-Inland employees at no cost."

Foshee received his CPR and first aid training from Temple-Inland, where as Carthan and Hall were First Responder certified prior to employment with Temple-Inland. First Responder instruction is a higher level of CPR and first aid training. Although, Elam has no formal training, he was coached by others on the site.

Temple-Inland employees used their knowledge and background in first aid to help make a difference in a man's life. According to Johnson, an Emergency Care Attendants (ECA) course is scheduled to take place within the near future. An Emergency Medical Technician (EMT) will conduct a 40 hour course instructing employees on how to care for injured persons until EMTs can arrive. ❁

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What we're doing about dioxin

Dioxin is the common name for a family of 75 chemical compounds present throughout the environment at very low levels. The substance was first associated with U.S. bleached pulp and paper mills in 1985 during an EPA survey to assess the presence of dioxin in the environment.

This discovery was a mystery for the paper manufacturing industry because dioxin is not used in pulp or paper production. For over a century, paper has been made using the same basic procedures, and as late as 1984, studies continued to find no association of dioxin with the industry.

However, a new technology which allows for measuring the presence of chemicals in the parts per trillion and quadrillion were used as part of the EPA's National Dioxin Study. The Study unexpectedly found trace levels of dioxin associated with the bleached paper industry. Steps were immediately initiated to reduce or eliminate dioxin levels detected in the survey in the parts per trillion in bleached pulp and paper mill sludge.

It was during this time that Temple-Inland began its own search for answers. Mill management and company environmental specialists undertook the challenge of determining the source of the chemical, how it was being produced, and what changes the mill could make to reduce or eliminate dioxin and maintain the quality and strength of the product.

Since all 104 bleached pulp and paper mills were determined to have trace levels of dioxin, an association with the chlorine bleaching process was determined as the source of dioxin production. Mill management agreed that a reduction in the amount of elemental chlorine used in the bleaching process would reduce or eliminate dioxin production.

As a result last spring, the Temple-Inland board of directors approved an $85 million project that addressed the dioxin problem as well as improving the mill's pulp quality and pulping capacity.

Construction will begin in early 1991 on the specific portion of the project that addresses dioxin. The new Kamyr Fiber Line System uses a new concept in cooking chips. The digester has the ability to remove more of the lignin in the chips through a 3- or 4-stage cooking process. Staggering liquor additives in this manner allows more thorough cooking while maintaining the strength and integrity of the cellulose fibers. Less intense bleaching is needed as a result of the process.

The mill is also experimenting with a bleaching technology substituting elemental chlorine with Monox-L, which is hypochlorous acid and an additive. This new process has shown encouraging results in pilot tests. According to **Per Klykken**, manager -- Engineering, Maintenance & Construction at the Evadale mill, Monox-L technology was first tested in a plant trial in Finland in 1987. The bleaching agent replaces hypo in the Bleach Plants.

Mill officials are confident the combination of the new digester and a substitution of chlorine dioxide for elemental chlorine in the first bleaching stage will reduce the amount of dioxin produced in the bleaching process. ❁

Robert Squire, the Johns Hopkins University scientist who analyzed rodent studies on dioxin for the EPA in the 1970s and wrote the report on which today's stringent standards are based, says newer technology has shown that the safe daily dosage he originally calculated for humans could be increased as much as 30 times. "I do not believe that dioxin poses a cancer risk to humans at any anticipated levels of exposure," Mr. Squire said in a letter to the EPA.

--from The News, Detroit, MI, June,

Part per billion -- a hair's thickness compared to 25 miles
Part per trillion -- a hair's thickness compared to the equator
Part per quadrillion -- a hair's thickness compared to the Earth's distance to the moon

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Highlights

Inland Container buys two box plant companies

Inland Container Corporation has finalized the purchase of Crockett Container Corporation and Pakway Container Corporation, increasing its box plant total to 40.

Crockett Container operates three corrugator plants, a sheet plant and a distribution center in Southern California. The company manufactures boxes for the food, furniture and agricultural industry and value-added label boxes and three- and four-color boxes for the computer and electronics industries.

Pakway is based in Indianapolis where it operates a corrugator plant. It also operates two sheet plants and a polystyrene foam plant.

Ben J. Lancashire, chairman, president and chief executive officer at Inland Container, said that the Crockett acquisition will enhance the company's existing Ontario and Newark, California mill operations. Additionally, the Pakway acquisition will provide Inland with product lines which will supplement and complement the products being produced at its plants surrounding Indianapolis. ❁

Four cities benefit from second quarter Foundation grants

The cities of Pineland, Jasper, Hemphill and Diboll received a combined total of nearly $130,000 from the Temple-Inland Foundation in the second quarter, 1990.

The grants will be used for city improvements including the relocation of pipeline in Diboll; a new sewer system in Pineland; a new fire truck for Jasper; and rescue equipment for Hemphill.

Other Temple-Inland grants for the term included over $65,000 to the Deep East Texas Council of Governments to extend their drug awareness program until year-end. $25,000 was given to the Salvation Army of Austin.

In all, the Foundation awarded over $263,000 for the quarter.

Matching Gifts for the quarter totalled $132,388. The gifts were made by employees from each of Temple-Inland Inc.'s subsidiaries and by outside directors of the company. ❁

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 years of continuous full-time service as of April 1, 1991.

Applications should be completed and returned to the Foundation no later than March 15, 1991. ❁

Editor's note: The author of the following poem is **Sue Gibson**, personnel clerk at the Fletcher Gypsum Wallboard Operation in Oklahoma. Sue's poem was read over the Christian station KTBN, Ch. 14 in Oklahoma City and cable Channel 17 which is broadcast by satellite from California and received world-wide. Countries known to have received the broadcast are Russia, Italy, Germany and the U.S.

It's only a small yellow bow
A simple reminder to pray
For the courageous men and women
Who are in the Middle East today.

Maybe it's a loved one
Or someone you don't know.
Either way they need our prayers,
Probably more than it shows.

Won't you take a moment,
A special moment today,
To pray for their protection
And their safe return to the USA.

Sue Gibson
August 31, 1990

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Government Affairs
by Tony Bennett

"Big Green" defeat teaches lesson

California's "Big Green" environmental initiative, considered to be the most ambitious environmental measure ever considered by American voters, marks the beginning of what some believe as an "overkill" response to cleaning up the environment.

Proposition 128, which appeared on the November 6 California ballot, sought a ban on all pesticides used on food if they included chemicals known to cause cancer in laboratory animals. It also would have phased out chemicals that are purported to deplete the atmosphere's protective ozone layer; limited emissions of gases adding to the "Greenhouse" or global warming effect; protected more old growth redwood forests; prohibited oil drilling within three miles of shore, except in national emergencies; and would have established a $500 million fund for oil spill prevention and clean-up through a 25-cent-of-barrel fee paid by oil companies. An elected post of environmental advocate was to be created to enforce these provisions.

Many voters were convinced that in our uncertain economy, California could not afford such a sweeping program. **Sheldon Kamieniecki**, an associate professor of political science at the University of Southern California who specializes in environmental politics said "[Proposition 128's] defeat...would send a message to politicians and environmental leaders throughout the country that the public does want a cleaner environment but does not want to pay incredible amounts to get it done."

Former U.S. Surgeon General **C. Everett Koop** said that Proposition 128 "would not protect Californians' health." Koop appeared in tv ads saying "public policies should be based on sound science, not scare tactics."

Proposition 128's proposal to set aside still more redwood forests comes at a time when the state's emerging population has resulted in California importing wood to meet its needs. Already, only 15 percent of California's national forest land will be available for intensive management in the future and another eight percent will be harvested at a much lower rate of intensity. Seventy-seven percent of the land area of California's national forests are today sitting idle, unavailable for harvest.

Today, only 16 percent of Californians can afford to purchase a medium-priced home. If the price of an average home increases in the U.S. by $1,000, then 292,000 families will be excluded from the housing market, unable to qualify for a mortgage.

The problem is not just a "California" problem. Potentially onerous wetlands legislation will remove productive forests from management in eight states and will have a significant impact here in the South. Moreover, the U.S. Forest Service, under increasing pressure from special interests, plans to completely rewrite forest management strategy across the nation, taking out of production still more valuable timberlands. When considering the ever increasing need for forest products, the renewability of trees and today's scientifically proven forest management techniques, one might wonder why America's forests have become such an issue. **Bill Shields**, with the American Forest Resource Alliance, states the problem this way, "There is a second law of forest politics, the farther people live from the forest the greater the concern about the fragileness of nature and the more they feel that it must be protected from man."

As our nation's urban vote continues to grow, the public's perception of forest management becomes even more misunderstood. "For these urban dwellers, the forest is no longer associated with providing the staples of life. Lumber doesn't come from trees, it comes from the building materials center. Toilet paper spontaneously generates on grocery store shelves. And lumberjacks... are now evil despoilers of public resources, raiding a national treasurer and shipping it to Japan," says Shields.

People have always said "California sets the trend." Though the issues differ between western and southern forests, we should all be cognizant of the threat "Big Green" and other initiatives still to come hold for the future of timber-based economies. Across our nation, more of the "rhetoric" is becoming proposed legislation aimed at locking up our renewable resource.

Decisions about the future of our national forests, as well as management of private timberlands, should be based on proven science and facts, not driven by emotions based on fear and scare tactics. ❁

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Survival of the Fittest Quail

Temple-Inland's Forests Group is conducting a three year study on the relocation of northern wild quail on a 1500 acre research area in Trinity County, Texas. The research project focuses on reintroducing bobwhite quail to East Texas areas and tracing survivorship, movements and reproductive output of the birds. A midwinter census will determine how quail are affected by relocating to a new site, as well as on a control site receiving similar habitat modifications. Each bird is equipped with a radio transmitter which allows the researchers to locate the bird several times a week.

The defined area of land used for this project is divided into two portions, the relocation area and a control site. The control site enables researchers to monitor birds which are native to the area. **Darryl Stanley**, wildlife manager, says timber management practices are the same in both areas. He notes, "The pine and hardwood timber was thinned to allow for a more open forest floor and to create a more diversified habitat." Habitat loss and changes in land use have gradually caused quail populations on public lands to decline over the last 30 years. Replacing tenant farming with growing agri-business and forestry developments has been a significant factor in the Southeast, eliminating the diverse habitat conditions necessary for the survival of Bobwhite quail.

Of the birds captured, each is aged, sexed, weighed, checked for injuries, identified with an aluminum band and fitted with a radio-transmitter. Fifty South Texas Bobwhite, trapped on King Ranch, were translocated to Trinity County.

Thirteen Bobwhite living on or near the study area were trapped, radio-tagged and released.

From East Texas, 31 of 57 birds were radio-tagged and relocated to the research area. The remaining 26 Bobwhite, serving as controls, were radio-tagged and released at the capture site.

Habitat within the research territory was modified so Bobwhites can adjust to environmental conditions. Agricultural food crops and scheduled control burns are among some of the site modifications.

Each year Egyptian wheat, winter wheat and/or corn are planted on 50 to 70 four-acre fields throughout the site. Cover areas adjacent to the agricultural fields are planted with fruiting (wild plum/Russian olive) species of trees, with borders of lespedeza and brown top millet.

Preliminary analysis of survival suggests that the translocated East Texas birds have survived better than the transplanted South Texas birds. However, reproduction data are not yet available.

"The data collected and the knowledge gained about silvicultural practices and their relationship to quail survival and reproduction will allow resource managers to make better decisions when managing our forest for the maximum benefit of both man and the wildlife resources," says Stanley. ❁

On the Move

Building Products

Jackie Ancira, Personnel assistant... **Charles Atkins**, boardline foreman, Monroeville Particleboard...**Glenn Bayles**, receiving clerk/Safety Director, Monroeville Particleboard...**Peggy Bilyeu**, Accounts Payable clerk, Big Tin Barn West Houston...**Robert Davis**, Maintenance supervisor, Buna Lumber Operation...**Darryl Hicks**, Geen End supervisor, Buna Lumber Operation...**Tamala Julian**, computer operator, Flecher Gypsum Wallboard Operation...**Norman McClelland**, storeroom supervisor, Buna Lumber Operation...**Carter Sonnenburg**, Dry End supervisor, Southwest Lousiana Lumber Operation...**Patricia Stanley**, Maintenance clerk, Buna Lumber Operation...**Joel Watson**, QC technician, Buna Lumber Operation.

Corporate

Martha Fletcher, assistant PC coordinator, Information Systems... **Michael McCollum**, director, Corporate Planning...**Evonne Nerren**, vice president, Temple-Inland Foundation...**Lynn Pavlic**, director, Investor Relations...**Mary Sims**, director, Shareholder Relations.

Forests

Eric Richardson, special projects/ Operations Research coordinator/ Lumber Operations...**Boyd Turner**, heavy equipment maintenance manager.

Temple Associates

Mike Armstrong, assistant office manager...**James Coone**, business

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development...**Wanda Dixon**, project control clerk...**Keith Falkenberry**, assistant project superintendent...**Pete Garza**, craft superintendent...**Dan Keogh**, craft superintendent...**Eric Kopycinski**, assistant project manager...**Verble Morehead**, craft superintendent... **Jean Sheddan**, construction shop clerk...**Donald Stringer**, quaility control manager.

New Faces

Building Products

Susan Arms, Accounts Payable clerk, Big Tin Barn West Houston... **Timothy Buckner**, Green End supervisor, Southwest Louisiana Lumber Operation...**Armando Castillo**, product coordinator, Sales & Marketing...**Richard Collmorgan**, chemical engineer, Fiber Products Operation...**Vincent Massey**, assistant plan manager, Staff Engineering...**Rachel Powers**, secretary, Southwest Louisiana Lumber Operation...**Betty Welch**, accounting clerk, Southwest Louisiana Lumber Operation.

Corporate

Victoria Thomas, accountant, Sabine Investment...**Charles Thompson**, aviation maintenance supervisor.

Forests

Scott Cockrum, timber technician... **Cathy Mason**, staff supervisor.

Temple Associates

Kim Brock, personnel/benefits clerk...**Thomas Brookshire**, craft superintendent...**Jennifer Chipman**, construction secretary... **Lannie Crowe**, project manager... **Jeffie Deaton**, craft superintendent...**Arnold Donald**, craft superintendent...**Kenneth Forse**, craft superintendent...**David Fussell**, construct shop mechanic...**Tjuana Hawley**, safety secretary...**Mike Jeffcoat**, project manager...**George LeCroy**, warehouseman...**Kennon Maddox**, project superintendent... **Ronnie Markle**, construct shop mechanic...**Scotty McCloud**, field buyer...**Beverly McDonald**, project scheduler...**Jim Owen**, field safety manager...**Donna Parish**, payroll clerk...**Les Phelps**, project manager...**Dean Richard**, craft superintendent...**Linda Roach**, purchasing secretary...**Melvin Schrader**, project superintendent...**Robert Steel**, project engineer...**Ron Swinderski**, craft superintendent... **Loyd Tallant**, craft superintendent, **William Tallant**, craft superintendent...**Sandra West**, cost control manager...**Linda Willis**, PBX/receptionist.

Universal Electric Construction

Roy Butler, UEC equipment clerk... **Kathy Johnson**, field office timekeeper/clerk...**Troy Lakey**, UEC shop mechanic...**Charla Richardson**, secretary...**Tommy Shirley**, UEC shop/field mechanic...**Larry Hood Smith**, fleet operations manager.

Bleached Paperboard

35 Years

J.D. Burnett
Horace Cleaver



J.D. Burnett
Bleached Paperboard
35 years

Alan Cunningham
Joe McLemore

25 Years

Jimmy Cryer
Dawson Giroir
Harry Guedry
Milford Ratcliff
Joseph Roberts

20 Years

Leslie Holland
Willie Tolar
Michael Ward

10 Years

Gary Braley
Donna Franklin
Gay Hays
Greer Parr
Debbie Richardson

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Service Anniversaries

5 Years

Brian Boles
Daniel Dawson
Mark Stout
Kevin Walker
Kathy Wilkerson

Building Products

DIBOLL

35 Years

Milford Ruby

30 Years

Kenneth Clark



Horace Cleaver
Bleached Paperboard
35 years



Milford Ratcliff
Bleached Paperboard
35 years

25 Years

C.S. Higgins
Jose Mott
Hazel Mullins
Earline Vinson

20 Years

Santos Aguilar



Harry Guedry
Bleached Paperboard
25 years

Dorcas Rast
Raymond Sanders



Joe Roberts
Bleached Paperboard
25 yearsrs

Darin Simpson
Malcolm Still Jr.
Hector Trevino
William Wright III

15 Years

David Clark
Morris Kelly
John Lowther
Jose Salazar
Bobby Waters

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Service Anniversaries

10 Years

Jerry Farmer
George Hales
Miquel Molina
William Thompson
Rodolfo Zarzoza

5 Years

Gayle Adams
Dale Arnold
Brian Badeaux
Brett Badeaux
Jeffery Bearden
Jerru Busby
Roger Cheney
Jesus Concho
Octaviano Concho



Milford Ruby
Building Products
35 years

Sergio DeJesus
Agustin Enriquez
Elton Foster
Kenneth Gilbert
Roberto Gonzales
Rafael Gonzales
Joseph Gregory
Hal Hawthorne
Jose Hernandez



Wayne Fuller
Building Products
25 years

Emilio Lopez
Santiago Martinez Jr.
Hector Meza
Cathy Peavy
Nathaniel Perry
Troy Perry
Walter Terrell
Myrton Thompson
Rafael Tovar
Rene Villagrana

FLETCHER

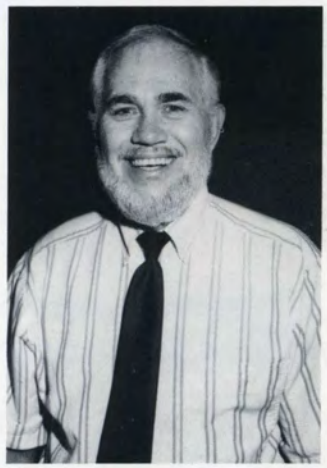
5 Years

Mehdi Falizi
Robert Holden
Coletha Moss
George Pinkley
Mark Riceman
Ralph Rowe
Robert Trout
Mitchel Wilson

MONROEVILLE

15 Years

Mikell Bayles



Travis Groom
Corporate
25 years

10 Years

Jerry Moffett

PINELAND

25 Years

Wayne Fuller
Lonnie Worry

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Service Anniversaries



Scott Higgins
Building Products
25 years

20 Years

Doris Dement
James Foster
L.W. Garrett



Jose Mott
Building Products
25 years

15 Years

W.C. Bluford
Ruby Johns
Sylvester Mosley
Mattie Nelson
Frances Williams
Ollis Williams

5 Years

Anita Garrett
Gregory Knopp
Wilson Martin Jr.



Hazel Mullins
Building Products
25 years

Kelvin McCary
Vivian Weatherspoon
Curtis White
Elvis Williams



Roy Spradley
Corporate
25 years

THOMSON

10 Years

Calvin Ivery

5 Years

Raymond Cummings
David Harris
Edgar Harris
Perry Sturgis

WEST MEMPHIS

15 Years

Buford Walton

5 Years

Randy Morris

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Service Anniversaries

Corporate

25 Years

Travis Groom
Roy Spradley

20 Years

Chet Winger
Bob Luttrell

15 Years

Linda Knight

10 Years

Becky Childers
Paul Pitts

5 Years

Carolyn Elmore
Linda Parrish
Stacie Stoddard

Forests

10 Years

Michael Johnstone
Allison Kervin
James Robinson
Johnny Spears
Scott Washburn
Robert Wilson

5 Years

Anita Webb



Earline Vinson
Building Products
25 years

Temple Associates

10 Years

Charles Cooper
Gene Foy
George Freshour
Kenny Modisette

5 Years

Gregory Sut



Lonnie Worry
Building Products
25 years

Universal Electric Construction Company

20 Years

H.J. Tobola

10 Years

Ronald Foy
Kirby Hazelton

5 Years

Manfred Sasko
Semon Sasko

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Education key project of Bleached Paperboard's 1990-91 media campaign

The Bleached Paperboard Group is a major sponsor of "Great Expectations: The Education Project" offered by KFDM-TV, Channel 6 in Beaumont as a public service campaign.

The campaign is a comprehensive, year long examination of education, focusing on school districts in southeast Texas.

The Corporate Communications Department has produced, to date, a total of 12 commercials to air on daily as sponsor of several elements including a weekly news report called "Class Act" saluting best teachers and education personnel in the region; "A Likely Story," a weekly children's series emphasizing the importance of reading; and a variety of documentaries and dramas addressing important education issues. H.S. Television features high school students from the region serving as reporters on events at area schools.

Copies of the Temple-Inland commercials are available upon request from the Corporate Communications Department. ❁



Temple-Inland's newest converting facility was dedicated at its official opening held August 29. Louisiana Governor Buddy Roemer was keynote speaker to a group of local public officials, Temple-Inland executives and employees. Some 300 guests attended the dedication ceremony. In the afternoon, the mill was open to the public for tours. The aerial photograph shows major areas of operation including the log yard (far right), sawmill (center building) and planer mill (far left).

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

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