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InTouch

By and for Employees of Temple-Inland Forest Products Corporation



WINTER '93

BUILDING PRODUCTS

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Cover Photo
A Houston, Texas subdivision takes shape with many new homes using the familiar magenta colored studs produced by Temple-Inland. On page 2, find out why the surge in building materials markets is occurring and how Temple-Inland is affected.
photo by Jay Brittain

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MY TURN



JAY BRITAIN

Jimmy Byrd
Vice President
Information Services

Scrutiny of investments in information technology is increasing, and with good reason. Our business is facing increased competitive forces in the marketplace, and at the same time, investment growth in information technology is far outstripping business growth.

As we go forward, Information Technology (I/T) will become an increasingly integral part of all areas of our operations, and therefore it is critical that we maximize these investments.

Today, the management issues surrounding information technology overwhelm many of the technical issues. Taking a very high-level look, I group these into five distinct issues of I/T management.

Budgets: Not long ago, the size of the Information Services Department accurately reflected computer technology investments throughout the enterprise. Today, however, the I/S budget represents an ever smaller portion of the enterprise's total I/T spending.

Business autonomy means that business units are free to develop their own applications and make their own technology acquisitions, with little obligation to patronize a central I/S service. Clearly, the time when the I/S department could effectively control I/T investments throughout the enterprise is ending. I/S must now become the enterprise's I/T investment manager.

Business Process Re-engineering: Despite the millions of dollars invested in I/T over the past 10 years, Temple-Inland would be hard pressed to report and demonstrate any impressive jumps in productivity. The reason may be simple: the companies acquire technology, then apply it to existing business processes. This practice is subsiding.

In our quest for radical improvements in performance and customer satisfaction, we are now scrutinizing our business operations, re-engineering them from scratch, and selectively applying technology to new processes. Now, technology enables and empowers once-impossible business practices, thereby helping to fulfill the overall business mission.

Architecture: As information processing power moves to the end user, the I/S department will emerge as the creator, arbiter, and enabler of an enterprise I/T architecture. Only an architecture can glue together the hundreds of different systems, applications, and practices that make up any company's operational base. An I/T architecture not only sets technical guidelines but also aligns the technology that I/S delivers with the business mission. Equally important, it sharpens our ability to adapt quickly to business requirements, and that translates into money, market share, and position.

Vendor Management: The rules for choosing, negotiating, and partnering with manufacturers, lessors, and dealers are growing complicated. The tried-and-true price negotiations of legacy systems differ dramatically from negotiations for the relatively new and untried platforms, such as those for client/server technology. To further complicate matters, we must rely upon this group to now provide much more support and interaction, essentially extending our enterprise to include theirs. Management of I/S partners is an essential new skill and role required of I/S in the future.

Organizational Dynamics: Flatter organizations and the rise in work teams underscore the need for information sharing, effective communication, and widespread data access. Decision-making is steadily becoming the province of end users. Several organizational factors come into play.

1. Company success depends on empowering the client's first point of contact;
2. The I/S department cannot afford to remain separate from the business units - it must make itself a critical business partner (or better yet, part of the business).
3. I/S must rearrange itself for business specialties and not for technology specialties.

Within the Information Services and Technology department, we are undergoing massive change. In the past, we were technologists; in the future, we must be business people. Yesterday, we were passive reactors; tomorrow we will be proactive agents of change. Information Services (technology and people) must migrate from a support mechanism to a strategic resource. In short, I/S must be integrated into the business.

By focusing on the above management issues, aligning ourselves with the business units must be the mindset. We've already started as illustrated by recent reorganization and dispersement of I/S personnel, the formulation of an I/S strategic plan, rethinking our I/S processes, and integrating Total Quality Management methodologies.

Top management is supportive; the user community is eager; and I/S is committed. And as our vision states, this world-class team of I/S professionals will not be "overhead," but will be a major contributor to the success of Temple-Inland Forest Products Corporation.

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FIRMLY FOCUSED ON THE FUTURE

BUILDING PRODUCTS GROUP POSITIONED TO MAKE BEST OF UPWARD SWING OF MARKET CYCLE

A marked uptick in 1992 sales in the building materials industry not seen since the post-recession recoveries of the late-1970s and mid-1980s has come at an advantageous time for Temple-Inland's Building Products Group. Consumer demand for each product line Temple-Inland produces is up, and predictions are that sales will continue to grow through 1993.

Nationally, demand for wood products increased in 1992 following a five year slow-down period reflected in the general economic malaise of the U.S. economy. Peak demand occurred during the 1985-89 cycle with the low point occurring in 1991 due to market weakness. Residential construction and repair and remodeling markets are leading the industry out of its down cycle with expectations of continued strength.

However, the buying surge in 1992 exposed serious forest resource conditions that had been hidden in the low cycle doldrums: reductions in West Coast timber harvesting due to environmental regulations have dramatically decreased the North American timber supply.

"Building products markets have been very strong, and this strength is being led by lumber," said Building Products Group Vice President Harold Maxwell.

"The buyer/seller dynamics of our industry are being driven by three factors: housing starts, interest rates and raw material restraints," he said.

"We anticipate housing starts to increase by 8 percent next year. Current interest rates are very favorable for new construction or repair and remodeling. And, as West Coast manufacturers continue to struggle for resource, more facilities will be faced with curtailment or closure. Our wood-based business units are experiencing the benefits of declining Western competition," said Maxwell.

A SHIFT TO THE SOUTH

According the Southern Forest Products Association, a trade group representing lumber manufacturers in 12 Southern states, lumber production in the West has declined 10 percent over the past three years. Northern spotted owl habitat set-asides, which may eventually reach 7 million acres, have impacted the industry in the West in the following ways:

- an 80 percent reduction in the West Coast's federal timber base;
- Western federal timber harvest reductions from about 5 billion board feet in 1988 to less than 1 billion board feet in 1992;
- some 263 lumber mill closures in Oregon, Washington, Idaho and California since1980 putting about 25,000 people out of work.

Subsequently, Southern producers, who possess modern, efficient mills, a productive labor force, fast-growing timber, and close proximity to markets, are picking up the slack.

"We, as a Southern producer of building products, are seeing a very optimistic picture for 1993," said Joe Sample, Temple-Inland's vice president, Building Products Marketing.

"The construction business will not be substantially different in 1993 from the good year we had in 1992 with 1.3 million housing starts predicted (as compared to 1.2 million in 1992)," he said. "What makes 1993 different is the reduction in the available timber resource

PHOTO BY JAY BRITAIN

THE TEXAS FOREST PRODUCTS INDUSTRY

About 1.7 billion board feet, or 11 percent of the total 12-state Southern softwood lumber production will come from Texas in 1993. The Texas forest products industry directly employs 61,000 workers generating payrolls of almost $1 billion annually. Another 228,000 Texans work with forest products in some way, such as transport, wholesale or retail trade, construction or printing.

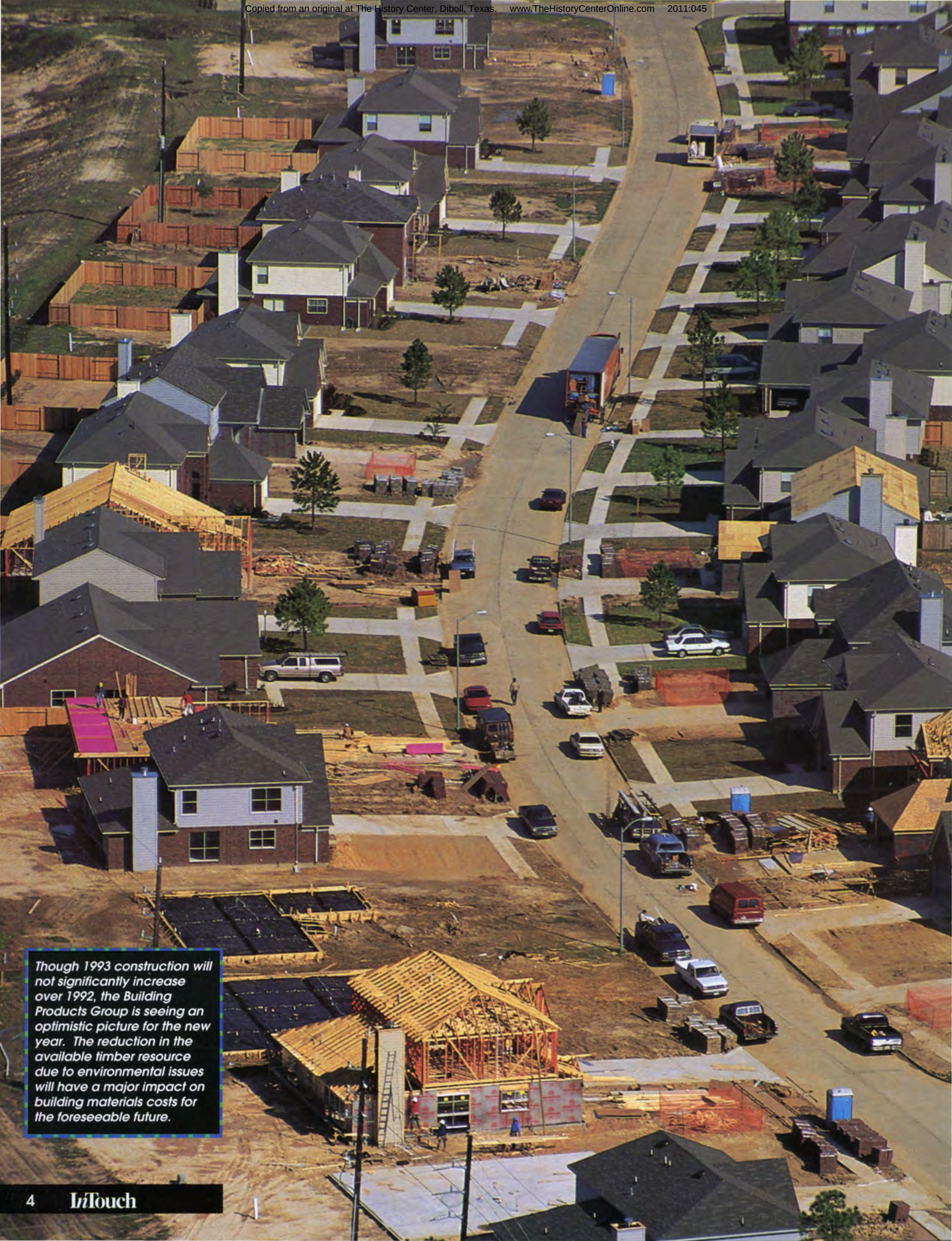
Timber is consistently one of the top four cash crops in Texas. This is especially noteworthy since Texas is the country's second largest agricultural producer.

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A Big Tin Barn truck loaded with Temple-Inland building products skirts downtown Houston. Demand for each product line in the Building Products Group is up, and predictions are that sales will continue to grow through 1993.

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Though 1993 construction will not significantly increase over 1992, the Building Products Group is seeing an optimistic picture for the new year. The reduction in the available timber resource due to environmental issues will have a major impact on building materials costs for the foreseeable future.

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due to environmental issues, and that is something I can honestly say I have never seen before."

Temple-Inland will not sell more lumber in 1993, Sample explained, but strong demand for southern pine lumber and increased stumpage prices will continue to cause lumber prices to increase. Lumber consumption should level off nationally around the 46-47 billion board feet level through 1997, below the high of 49 billion board feet in 1988.

BUILDING PRODUCTS FACTS

A **BOARD FOOT** of lumber is one inch thick, a foot long and a foot wide. A standard 2x4 would contain 6 board feet.

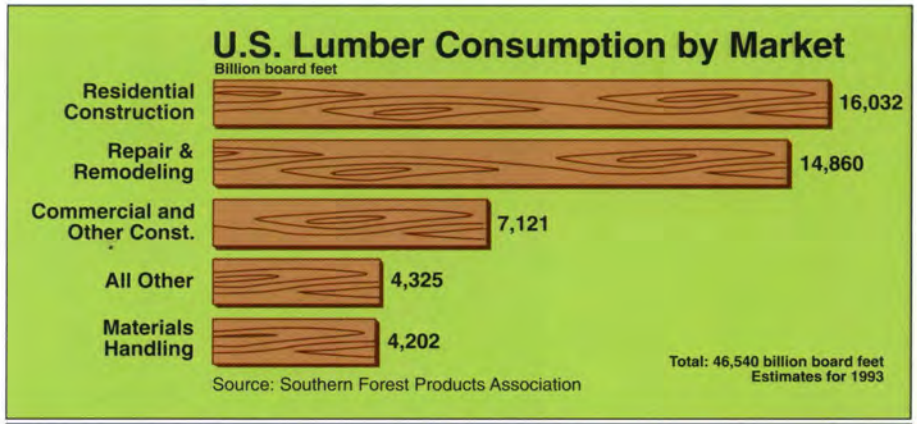
PARTICLEBOARD is a composition board made up largely of individual, essentially dry wood particles which have been coated with a resin binder and formed into shape by pressure. Wood flakes, shavings and splinters are used to make particleboard.

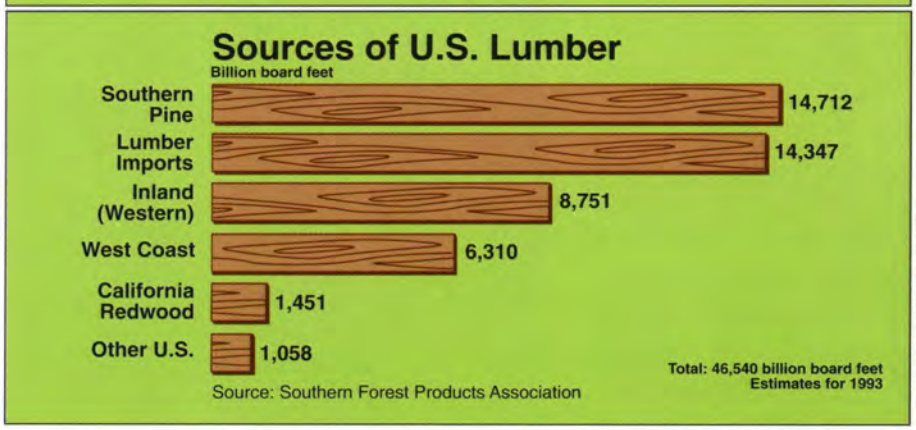
FIBERBOARD is constructed of wood fibers produced from chips by chemical digestion. The fibers are felted either wet or dry onto a screen and pressed into a board. The process is very similar to papermaking.

DIMENSION LUMBER is primarily framing lumber, such as joists, rafters and studs. It is cut 2 inches thick in widths of 4,6,8,10, or 12 inches wide, in lengths of up to 20 feet. Most common grades are No. 1 and No.2.

PLYWOOD is an engineered panel consisting of an odd number of veneer sheets placed crosswise to one another and bonded together, under high pressure, with either a water-resistant or waterproof adhesive that is stronger than the wood itself. Logs are place in a lathe and rotated against a long knife which peels the wood in long, continuous veneer sheets from 1/10 inch to 3/16 inch thick.

GYPSUM BOARD has a fire resistant gypsum core sandwiched between specially manufactured outer papers. Commonly known as drywall, the product is the lowest cost wall and ceiling covering in the building industry, accounting for about 80 percent of the interior partitioning in all types of construction.





GRAPHIC BY DAVID VAN HOORN

NEW MARKETS & EXPORTS

Temple-Inland's reach into non-traditional markets is having an impact on the bottom line as well. With its strategic forest resources and mill locations to Mexico, Temple-Inland stands to gain opportunities south of the Texas border. Plywood is the group's export mainstay, with 36 percent of last year's product going to Europe, northern Africa, the Middle East and Mexico.

"Our marketing plan includes value-added exportable products, and we will further develop relationships with those who can help us move our products into Mexico and Europe," said Maxwell.



PHOTO BY JAY BRITAIN

Lumber consumption should level off nationally around the 46-47 billion board feet mark through 1997, below the high of 49 billion board feet in 1988.

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SITTING PRETTY

Let's take a look at what's happening within Temple-Inland's Building Products Group. It is fair to say 1990 and 1991 were bad years for the group and for the industry overall. Housing starts were static and the mire of the recession stalled any remodeling and repair on existing homes.

In the late 1980s, Building Products management had already begun searching out ways to add value to the group's traditional products — lumber and studs, particleboard, gypsum wallboard, fiberboard siding and sheathing, and plywood.

Value was added to particleboard by concentrating on an industrial-grade board that could be used in new applications such as kitchen cabinets and furniture.

An exterior textured hardboard trim, called Trimcraft, was developed as a low cost replacement for wood siding.

Recently, Temple-Inland introduced a 54-inch gypsum wallboard sheet which eliminates wall seams in homes with the popular higher ceilings.

And, the solid wood group has added a finger-jointing operation which produces studs up to 10 feet in length by utilizing wood waste at the mill.

These products (except finger-jointed studs) were firmly established in the marketplace before the residential construction and repair and remodeling markets (a huge market at $100 billion last year) began inching upward in 1992.

Said Sample, "Temple-Inland's product mix is no longer directly dependent on housing starts.

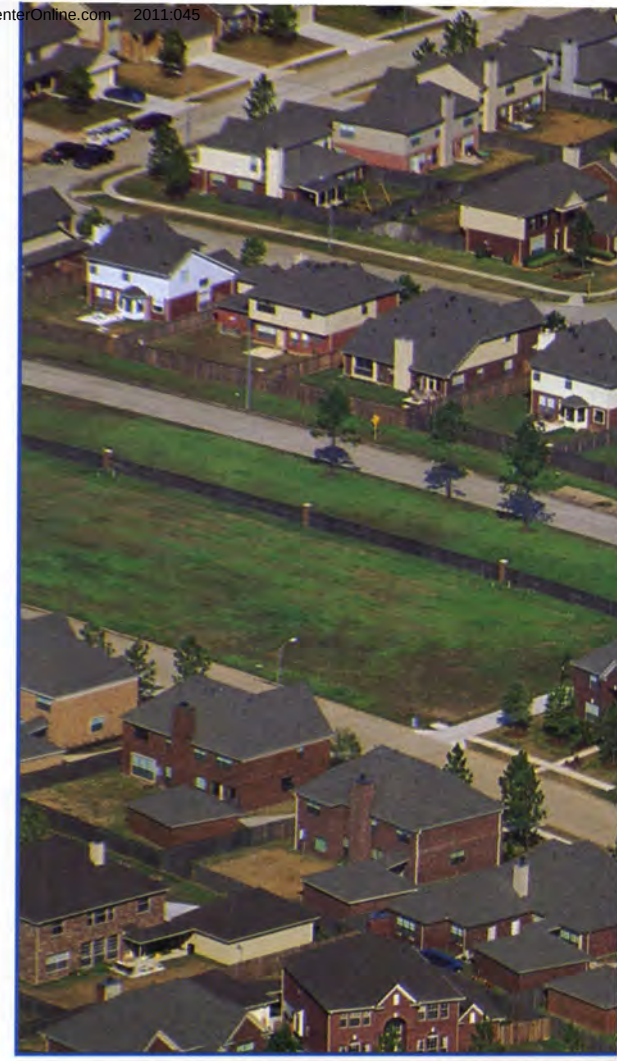
"We greet 1993 in a comfortable position. Our products are in demand, and we can concentrate on giving our customers competitive quality and service," he said.

"We greet 1993 in a comfortable position. Our products are in demand, and we can concentrate on giving our customers competitive quality and service."



JAY BRITAIN

The Solid Wood Products group has recently added an engineered stud operation to its traditional southern yellow pine stud. By finger-jointing or gluing pieces of waste trim, a new product is formed.



ADDING VALUE TO A PRODUCT

What goes around comes around

It was a good idea years ago. Salvaging short cuts from lumber and finger-jointing or gluing pieces together to form a new product. When Temple-Inland tried it earlier, the cost of producing the product compared to the return on sales made the venture unfeasible. However, today the scenario is reversed.

Diboll Lumber Operation has begun producing engineered studs by taking waste trim, cutting it into 2-foot lengths and, depending on the length of the good lumber from 18 inches to a minimum of 6 inches, finger-jointing the pieces in a continuous ribbon of wood to form 9 to 10-foot studs.

Richard Kenley, marketing manager, new product development, explained, "The value of wood today is such that we can afford to put the labor, glue, equipment and waste material back into a new product."

The engineered stud project began a year ago. Prototype trials were run at a finger-jointing factory. The product was then test marketed in Dallas and Houston where it was well received. The product has been certified by an independent testing agency, Timber Products Incorporated.

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JAY BRITAIN

1.3 million housing starts are predicted for 1993, up from 1.2 million in 1992. "What makes 1993 different," says Joe Sample, vice president, Marketing, "is the reduction in the available timber resource."

EASTEX FOREST PRODUCTS

KNOWS TREATED WOOD

Bobbie Schiel has been in the wood treating business since 1987, and each year, his business has grown between 10 and 15 percent. Last year, his business was up 12 percent company-wide over 1991.

Bobbie runs Eastex Forest Products in Houston, a 65-employee wholesale distributor of white wood, plywood and treated products. He started out in Houston over 30 years ago furnishing homebuilders with a cash-and-carry operation. In the 1980s, he expanded by supplying apartment builders throughout the country. In 1987, he began treating wood, and today he sells treated products which represents 70% percent of his business along with white wood and plywood to Houston do-it-yourself outlets such as Furrow's and Builder's Square as well as lumber builders.

Bobbie credits the success of treated wood products to the fact that customers have recognized the value added to the wood they buy.

"Most people who build a deck put down about 500 board feet. If they treat it themselves, they know they will have to replace the deck in about three years. For $50 more, they can buy treated wood, and we can guarantee the wood for a lifetime," he said.

Treated wood is used mainly for decking. Bobbie offers the Greenwood wood preserver product as well as Ultrawood, a high end water repellent product.



JAY BRITAIN

Bobbie Schiel of Eastex Forest Products in Houston, Texas purchases Temple-Inland's lumber to treat for decking.

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The Saw Filing Shop

of Southwest Louisiana Lumber Operation

When tragedies strike, human greatness usually abounds.

Such was the case at the saw filing shop in the Southwest Louisiana Lumber Operation in DeQuincy, La. when a traffic accident claimed the life of two Temple-Inland employees, Joe Evans, 28, and Luther Godejohn, 24, and seriously injured two others, Darrell Elston and Brian Miller.

JAY BRITAIN



Saw filers at Temple-Inland's Southwest Louisiana Lumber Operation are (kneeling from left) Darrell Elston, Bill Townsend, Charles Richardson, and Travis Jackson. Standing are Dexton Thornton, David Sanders, and Chris Procell.

The shop, which usually operates with 10 employees, was reduced to six in seconds. The tragedy was devastating. Word of the accident, which happened after a shift change at 3:15 p.m., quickly spread through the mill, sending a shockwave with it.

"It was some of the hardest times in our lives," said Sonny Richardson, a carbide filer. "We were all in shock. Not only were they a part of our work force, they were good friends as well."

Responding to the tragedy, the remaining employees in the saw filing shop have pulled together as a close-knit team to keep the mill running smoothly.

"There were a lot of great people here who truly cared about all of the people affected by the accident. They regrouped and pushed on with their lives and jobs."

Saw filers are a key part of the success of the mill. If there is any downtime, production is slowed. Since saw filing is a job-specific skill, replacing the four workers was nearly impossible. That was when the crew huddled up and decided to make the department work, even 40 percent under-manned.

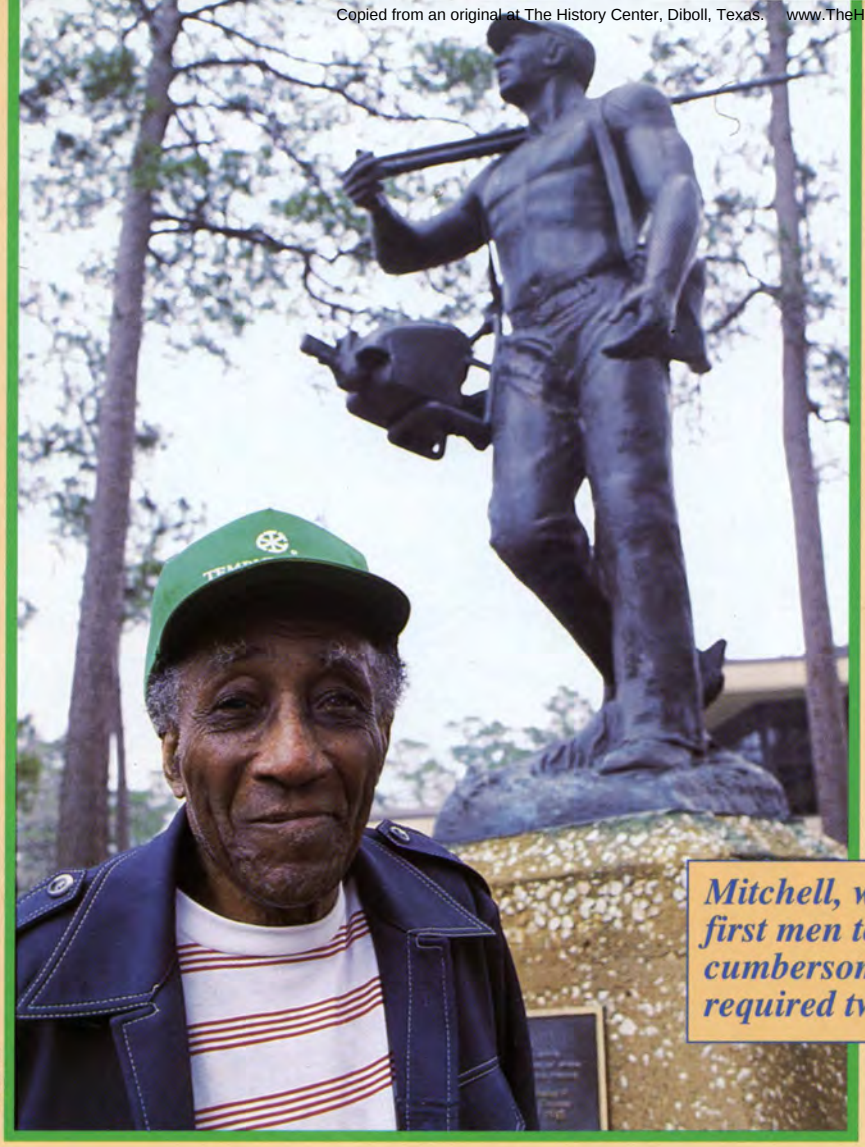
"It was our main objective to keep the mill running smoothly," said Bill Townsend, head saw filer. "We could not afford any downtime whatsoever. I give a lot of credit to the guys here. They had a lot of composure and really got after it. They simply did an outstanding job."

Today, with the addition of two new employees, Terry Wright and Todd McKee to the team, the group is back up to 10 members. Other current team members are David Sanders, Dexton Thornton, Chris Procell, Travis Jackson, Jim Lapp, and Richardson.

Richardson said the crew felt the stress of working the long hours, but soon began to get used to it.

"I guess we just knew what had to be done," he said. "There was no other way. We simply had to perform at our best and give the time it required to get the job done."

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JAY BRITTAIN

A TRIBUTE TO AN EAST TEXAS LOGGER.

Mitchell, who still lives in Diboll, was one of the first men to use a pioneer chain saw, a heavy, cumbersome piece of machinery that sometimes required two men to operate.

Most of the statues in East Texas stand as tributes to the famous...people like Stephen F. Austin, Jim Bowie, and Sam Houston.

But at least one—located among the pine trees surrounding Temple-Inland's corporate headquarters building in Diboll—is a moving tribute to a simple working man, the East Texas logger.

With an old-fashioned chain saw slung over his shoulder, the bronze logger seems to stride through the forests with the vigor of the men who helped shape the forest products industry.

Artist Ronnie Wells drew from real life when he fashioned the sculpture. His subject was Albert Mitchell, a long-time black logger for Southern Pine Lumber Company, the forerunner of Temple-Inland.

Mitchell, who still lives in Diboll, was one of the first men to use a pioneer chain saw, a heavy, cumbersome piece of machinery that sometimes required two men to operate.

When his likeness was dedicated in 1986 as part of the Texas Sesquicentennial Celebration, Mitchell kidded Arthur Temple that he was ready to carry it home and stick it in his front yard. The Temple family did the next best thing...they gave him a replica.

In dedicating the statute during a Diboll Day program, Temple called Mitchell "one of the best flatheads who ever worked for the company...a man who embodies the working man, the family man, one of many whose efforts brought us where we are today."

Mitchell began his years with the company at Fastrill, a Cherokee County logging camp and later moved to Diboll when the logging camp was closed.

The inscription on the statute says simply:

"A memorial to the loyalty and devotion of thousands of working men and women who created and built a great company."

When they see the logger statute, Diboll visitors often wonder why East Texans didn't call their woodsmen lumberjacks.

One historian says the term "lumberjack" never stuck in East Texas. "The words logger or sawyer or even flathead seem to have much more meaning, " he said.

The loggers of East Texas, however, were just as colorful as the lumberjacks of the Pacific Northwest. They were unique men who worked hard, played hard, and shaped an industry that had a big influence on thousands of lives.



JAY BRITTAIN

A photograph of Albert Mitchell, a long-time logger for Southern Pine Lumber Company, served as artist Ronnie Wells model for the bronze statue which graces the grounds of Temple-Inland's corporate headquarters.

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A search ends in a Jasper County forest.



JAY BRITTAIN

The graves of four children, all under three-years-old, who died within a few years of each other, lie on land owned by Temple-Inland and Louisiana-Pacific Corporation. The identities of the children's family was the subject of a two-year search by the Jasper County Historical Commission.

A two-year search by the Jasper County Historical Commission for the identities of a family which buried four small children over 100 years ago has ended on a tract of land partially owned by Temple-Inland.

The poignant story began in 1882 on Rube Hill, a windswept knoll south of Big Creek in Jasper County, when the Smith family laid to rest four children—none over three years old—in graves on the hill.

Just how the children died remains a mystery, but all of them died and were buried with a few years.

Headstones reflect that S.J. Smith was born September 15, 1882, and died 14 days later. J.C. Smith was born October 22, 1884, and died January 5, 1887. Stella Smith was born January 1, 1888, and died September 7, 1889. And Nettie O. Smith was born April 25, 1889, and died March 1, 1890.



JAY BRITTAIN

Temple-Inland forester Harvey Newman kneels by the gravesite of Stella Smith who was born on January 1, 1888 and died September 7, 1889. Stella and three siblings are buried at the site.

The small graveyard, almost overgrown by the forest, stands on land owned by Temple-Inland and Louisiana-Pacific Corporation. The two companies are working with relatives of the children to perpetuate the cemetery and provide better access from a nearby farm-to-market highway.

Jasper County historians have tried for two years to identify the family of the four children and finally concluded they were related to a Smith family now living in the county.

The father of the children was Ruben Washington Smith, for whom the hill was named, and their mother was Josephine Clark. They were married in October of 1881 and moved to a home between the cemetery and the farm-to-market road. A local resident, Talbert Morgan of the Erin community, remembers that the Smith house was large and stood near a grove of pear trees which bore fruit until 1945.

A nearby spring, which still flows, furnished water for the family homestead. It was known locally as Rube Spring.

"No one remembers whether the four Smith children died of malnutrition, disease or some other cause," said a spokesman for the Jasper County Historical Commission. "But by studying the beautiful headstones marking the graves, one can see that someone cared very deeply for the children."

The four headstones, resting in a neat row, each have a resting lamb in bas relief.

The children's father was born in Texas in 1855 and had two brothers, David, who was born in 1845, and James, who was born in 1842. Both were born in Louisiana. The three brothers' parents were Jonathan L. Smith and Sarah Bean Smith.

Temple-Inland was contacted about preserving the cemetery by Clark B. Smith, a grandson of Ruben and Josephine Smith.

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PINE TREE IS A TEXAS CHAMP.

A loblolly pine growing in a Temple-Inland forest in Orange County, Texas, has been certified as the largest of its species in the state.

The new state champion dethrones reigning co-champions for the species, one of which is located on the Davey Crockett National Forest in Houston County. The other is located on private land in Rusk County.

Lytle Arche, county extension agent for Orange County, nominated the new state champion to the Texas Big Tree Registry, which is operated by the Texas Forest Service, a division of the Texas A&M University System.

Measurements of the tree height, trunk circumference and average crown spread are used to determine an index value for champion tree determinations.

The Temple-Inland, located just off Farm Road 1130 between Mauriceville and Orange, has a trunk circumference of 164 inches, a height of 133 feet, and an average crown spread of 76 feet, giving it an index value of 316 points, nine points more than the former co-champions.

In nominating the pine, Arche said the tree was "very old and appears to have red heart disease," which means the tree will not last long.



Temple-Inland foresters are dwarfed by the Texas championship loblolly pine which has a circumference of 164 inches, a height of 133 feet and an average crown spread of 76 feet.

According to the latest figures from American Forests, the organization which sponsors the national Big Tree program, Texas ranks second only to Florida in the number of national champion or co-champion trees it contains.

Loblolly pine is a species that grows throughout the eastern part of Texas. The species' scientific name is pinus taeda. The wood from the pine is commonly used for lumber, plywood, paper and other forest products.

Although it is not a loblolly, the most famous pine tree in Texas is a longleaf pine growing in Pine Park, five miles west of Hemphill in Sabine County. In 1970, the national champion pine had a girth of 111.5 inches, was 134 feet tall, and had a crown spread of 34 feet.

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Walter Kyles made his living in the woods the old-fashioned way. He earned it.

Long regarded in the industry as one of the finest East Texas' logging contractors, Kyles has been a major contributor of wood to many Temple-Inland mills in Deep East Texas.

KYLES & CREW



JAY BRITAIN

"I take pride in this business, and this business provides so much to so many people,"

says Walter Kyles (second from right). Kyles and his crew are regarded as one of the finest logging contractors in East Texas.

The Jasper, Texas, resident has been working in East Texas forestlands since he was a boy, and today, at the age of 67, he looks back fondly of the time it took to build his business.

Humble at heart and mind, Kyles thanks God for giving him the chance to make his living by doing what he likes to do best — work in the great outdoors.

"I would have never chosen another profession," said Kyles, who currently employees 21 people in his logging business. "I take pride in this business, and this business provides so much to so many people."

According to Jim Tullos, a Temple-Inland forest supervisor, Kyles is one of the best logging contractors a company could have. "He knows this business from hard work and perseverance. He's a conscientious logging contractor who produces a great deal of lumber. He takes pride in his job and it's very apparent when you see his job sites."

Kyles recalls a College of Forestry study group from one of the country's premier forestry schools coming to East Texas to see one of Kyles' sites, praising him on his forest management, selection, and wise use of the resource.

"It was exciting to me, without having a formal education in this field, to be complimented by several people educated in forest management," recalls Kyles.

Kyles got his start in the business by working after school and on Saturdays as a young boy. Coming from a family of 14 brothers and sisters, he earned money operating a crosscut saw.

"A brother and I would cut the logs during the week, and then load up the wood behind a horse and deliver it on Saturdays," he said. "It gave us extra money, and we were willing to work hard."

At the age of 19, he bought his first log truck, through the assistance of a railroad depot agent who gave him a loan for the truck. The depot agent was guaranteed to receive 40 cents on every cord of wood.

Kyles cut and hauled so much wood after the purchase of the truck that he paid it off in six months. The truck, which was second-hand and had slick tires, made it those six months without needing anything but gas. "I don't see how that truck ever made it."

Not only did he own his first truck, he learned a valuable lesson in life as well.

"When I started my own business, the most important thing I wanted to do was to pay my debts," he said. "And to this day, I've been able to do that, and do it in the right time."

Kyles bought his second truck in 1948 and by 1954 he had increased his fleet to four trucks. Ten years later, Kyles' operation had grown so quickly that he added an additional 20 trucks to his fleet.



JAY BRITAIN

Walter Kyles

Kyles, who receives standing support from his wife of nearly 50 years, Geraldine, is actively involved in his business today, keeping on top of the latest legislation, regulations and current practices. He conducts monthly safety meetings, inspects each logging site, and provides invaluable information to landowners.

Although his pace has slowed since the 1960s and 1970s, Kyles keeps an active hand in his business, traveling throughout Deep East Texas to visit his logging sites while searching for others.

"Some people retire and fish. To me, this is retirement. I'm doing what I like to do. And a lot of people would like to say that."

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CAPITOL VIEW

Public, government issues have increasing impact on Temple-Inland

The elderly man, a retired employee of a Houston oil company, had driven more than 150 miles to the State Capitol hearing on forestry issues. He had sat patiently through lengthy testimony concerning proposed environmental legislation.

Now, after two hours, it was his turn. He gripped the podium and spoke directly to the legislative panel:

"What you need to do, gentlemen, is to stop the timber companies from cutting trees. If you'll do that, you'll solve all of the environmental problems in East Texas."

As blunt as it sounds to an employee of a forest products company, the scene isn't unusual. It is being replayed in Washington and state capitols throughout the country.

Today, more than ever before, our industry faces a long litany of public and governmental issues which have the potential of restricting our ability to manufacture wood and paper products. They will eventually impact the way we manage our forestlands. And they will likely increase costs and could even result in shutting down more mills.

Why have so many issues blossomed in recent years?

It is now fashionable to be against cutting trees, hunting and other things which have the perception of impacting the environment, although in reality many of them have little or no impact when managed properly. It is becoming more fashionable to be for recycling, solid waste elimination, and packaging reductions. These issues deserve serious attention.

When the public becomes concerned enough about an issue, new laws and regulations are the result. That does not mean the new laws and regulations are always needed; it simply means that somewhere, some special interest group has mounted enough clout and influence to pass a law.

Because of its closeness to the environmental movement, the Clinton administration is expected to embrace a number of environmental causes which could impact the forest products industry. One harbinger has been the elevation of Vice President Albert Gore — a long-established environmental proponent — as the country's de facto environmental czar.

Here are some of the principal public issues which are likely to impact Temple-Inland as the Clinton administration shapes its environmental policies this year.

Forest Management

Intensive forest management techniques such as clearcutting and genetically improved tree farms will remain controversial and are largely misunderstood by the public.

Temple-Inland foresters believe that clearcutting, when used properly, is proven to be the most efficient and economical means of regenerating southern pine forests which require full sunlight to proliferate.

However, foresters also recognize that factors other than economics should be taken into consideration when harvesting plans are made. Foresters today design harvest areas of smaller tracts with irregularly shaped edges that benefit both wildlife and aesthetics. Specially designed harvesting equipment is used to minimize soil disturbance and damage to the residual forest stand. These techniques allow companies like Temple-Inland to grow more wood volume on fewer acres to meet our nation's growing demand for forest products.

Endangered Species

Newly appointed Secretary of Interior Bruce Babbitt has said the spotted owl issue in the Pacific Northwest will be the litmus test for the Clinton administration's environmental agenda. The forest products industry continues to view the debate as an owl vs. jobs issue. Special interest groups maintain steadfast opposition to any weakening of the Endangered Species Act. Secretary Babbitt recently called the Endangered Species Act his "top priority."

In the South, federal courts responding to environmental lawsuits have restricted logging and other forest practices on National Forest lands where the endangered red-cockaded woodpecker makes its home. Similar lawsuits have resulted in land management restrictions on private lands occupied by other endangered species.

The Endangered Species Act will be considered for reauthorization by Congress in 1993, and industry officials are concerned that the act, under Gore's direction, could be broadened to give regulators more authority to manage private lands.

Since 1970, Temple-Inland has voluntarily identified red-cockaded woodpecker nesting cavities on some 60 locations on 7,000 acres of company lands. Altered management practices around the sites conform with federal guidelines,



JAY BRITAIN

Red-cockaded woodpecker at Scrappin' Valley.

"Today, more than ever before, our industry faces a long litany of public and governmental issues which have the potential of restricting our ability to manufacture wood and paper products."

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"Throughout the country, there is increasing pressure to protect wetlands, an effort which could restrict the ability of landowners to manage and harvest their forested wetlands."

resulting in an award from the Texas Organization for Endangered Species. Our wildlife biologists are working with the Texas Nature Conservancy and other groups to protect the woodpecker on company forests.

Wetlands

Throughout the country, there is increasing pressure to protect wetlands, an effort which could restrict the ability of landowners to manage and harvest their forested wetlands.

While Temple-Inland has managed its wetlands, such as river bottoms, in a fashion consistent with good environmental practices, the definition of wetlands is so broad that it could include irregular stream tributaries of all waterways. This could restrict forest management practices in areas which are not necessarily wetlands. Clearer definitions of wetlands are being debated at both the federal and state level.

JAY BRITTAIN



Jasper County cypress-gum tupelo slough

Recycling

Americans are demanding, and rightly so, more recycling of resources such as paper, metals, plastics and glass. It makes good sense to recycle paper, but Americans need to know the facts of why we should recycle.

One common claim is that recycling saves trees. The truth is trees are a renewable resource. There is no scarcity of trees, and most of those used in papermaking are planted and harvested from thinnings on tree plantations for that purpose. The remaining fiber comes from recovered wood residues left when lumber and other wood products are manufactured.

JAY BRITTAIN



Landfill in Southeast Texas

Recycling will, however, reduce the amount of landfill space needed to store the 180 million tons of solid waste Americans generate every year. And that is why we should recycle.

Recycling is a priority issue at Temple-Inland. Inland Container Corporation made a major commitment to recycling in 1973 when it acquired its first 100 percent recycled mill. Then in 1975, Inland built its first greenfield 100 percent recycled mill in Newport, Indiana. Its second total recycled mill started up in Ontario, California, in 1985. Its third recycled mill using 100 percent postconsumer OCC (old corrugated containers) recently opened in Maysville, Kentucky.

In 1992, the company also continued to institute programs to minimize the impact of its products on the environment, such as eliminating or phasing out the use of supplies containing heavy metals and ozone-depleting substances.

The recycling issue is of concern to the company because of the following factors.

1) American consumers and Temple-Inland customers are increasing their focus on recycling.

2) There has been an increased momentum toward mandatory recycled content by governments.

3) More packaging reduction measures are being discussed in public forums.

4) The world is now recognizing that action or inaction by any country affects the entire global environment.

5) International packaging reduction efforts, particularly those in Germany, are impacting American industry more.

Biodiversity

Preservationists claim forest managers are creating forest monocultures by planting a limited number of species of trees. Since there is no consensus among scientists, government agencies and special interests groups on what constitutes biodiversity, this is a difficult issue to address. However, Temple-Inland foresters encourage a rich diversity of plant and animal species, even in the most intensely managed tree farms. Foresters oversee a mosaic of different aged stands including hardwood management

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zones along creeks and waterways that create a rich diversity of wildlife habitat and vegetation. Those most vocal in their criticism of forest management should be reminded that all forests, whether planted or naturally regenerated, contribute to biological diversity.

Packaging

Consumer and environmental groups claim much of the packaging used in America can be eliminated or altered in the interests of lower product prices, less solid waste, and greater environmental benefits. Hundreds of laws affecting packaging are being considered by state and federal legislators in 1993.

Many forms of packaging, including those produced by Temple-Inland, are essential to the protection of products from damage in delivery. Packaging also protects foods from spoilage and contamination, aids in portion control, and lowers consumer costs by conserving energy and water by eliminating the need to rewash and reuse containers.

Housing Affordability

For many Americans, the dream of owning a home is becoming elusive as homes become more costly. Because some environmental groups favor "no use" of American forests, the continued availability of affordable wood products needed to build homes is in question.

Housing starts are a benchmark for the country's economic health, since almost every industry is impacted in some way by new construction. Temple-Inland believes the Clinton administration, as a part of its economic revitalization program, should make home-building a priority.

Preservation vs Conservation

Some environmental groups want forests preserved rather than used to generate benefits such as wood products, hunting, minerals development and other uses.

Industry officials counter that the forests can be used for all of these reasons and still conserved for future generations to provide a wide range of environmental needs, including stream protection, wildlife enhancement, recreation, and oxygen generation.



JAY BRITTAIN

Prescribed Burn at Boggy Slough



JAY BRITTAIN

Eastern Wild Turkey at Scrappin' Valley

Wildlife

As anti-hunting groups multiply, particularly in urban areas, forest landowners will be under increased pressure to halt hunting and to allow wildlife to evolve in the absence of management programs.

Temple-Inland biologists believe the best way to manage wildlife is to manage the forests so habitat will be provided for a diversity of birds and animals. In addition, hunting plays an important role in wildlife management because it allows for population control of certain species, such as deer, thus preventing overbrowsing and starvation. Studies such as the Temple-Inland/Stephen F. Austin State University study on the effects of intensive forest management on whitetail deer are aimed at making forest practices more compatible with wildlife management.

Prescribed Burning

In some parts of the country, there have been objections to the use of fire as a forest management tool because of the drift of smoke from the fires. Temple-Inland conducts burns in accordance with appropriate state agencies' rules and procedures. On occasion, unexpected climatic changes, such as wind shifts, occur during the burns. This can result in smoke being temporarily carried to adjacent areas. Controlled fires, when properly used, can reduce the risk of wildfire, improve wildlife habitat, and aid tree planting and growth.

"Because some environmental groups favor "no use" of American forests, the continued availability of affordable wood products needed to build homes is in question"

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JAY BRITAIN

Eighty-one-year-old twin brothers, Melvin and Elvin Phipps may be the best sawyers ever to work in the East Texas forests. Using hand saws to fell timber, the brothers were never beaten in sawing contests in their specialty, the two-man crosscut competition held at county fairs throughout the area.

MELVIN & ELVIN

Melvin & Elvin. Elvin & Melvin.

Two peas in a pod—and maybe the best sawyers ever to work in the East Texas forests.

Melvin Phipps and Elvin Phipps are identical brothers who retired from Temple-Inland years ago.

They fondly remember the good ol' days and how things used to be—the old-fashioned way.

Melvin and Elvin were sawyers for Southern Pine Lumber Company before it became Temple-Inland.

When history is written, they'll be remembered as two of the best, and fastest, log cutters at Temple, and maybe of all time.

"It was a lot of hard work," says Melvin, now 81. "But we were good at it. And I'll tell you what made it all worthwhile. We worked for a great company."

In those days, they used hand saws to fell timber instead of mechanized equipment. And there weren't any air-conditioned skidders in those woods.

During their career, the duo never lost a sawing contest in their speciality, the two-man crosscut competition "The contests were huge events at county fairs," Melvin says. "Elvin and I were a team. And we were never beat. We had a system that was unbeatable."

"It was a lot of hard work, but we were good at it. And I'll tell you what made it all worthwhile. We worked for a great company."

Melvin and Elvin received their work career as farmers, growing hundreds of acres of crops each year. But after farming began to fade from East Texas, they left for the forests of East Texas.

After working for a timber contractor in Houston and Trinity Counties, Elvin went to work for Southern Pine Lumber Company. Working for a small logging contractor in Houston County, Temple recruited Melvin.

But, the company wanted him to move to Pineland. "I had a family and didn't want to move to Pineland," he said. "Then the company offered Diboll. I jumped on the opportunity." The company moved he and his family the next day.

When Melvin and Elvin started as sawyers, they often made twice as much money as other sawyers, working twice as fast and twice as hard.

It presented some unusual problems. "There would be times we would cut too much wood too fast," Melvin said. "The company told us to slow down, but it was just our nature to produce as much as we could."

Melvin says the twosome had a natural talent and love for the timber industry. They worked the woods the old-fashioned way, with a lot of blood, sweat, and tears.

Today, they're enjoying retirement and resting on their reputations.

"We enjoyed the forests and made a good living at it," Melvin says. "But it's great to be retired. This is what retirement is all about, enjoying yourself."

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LYME'S DISEASE:

A growing concern in the forests.

In the past few years, several diseases related to ticks have received a lot of attention.

Rocky Mountain Spotted Fever has long been a household term associated with tick bites.

But today, foresters are battling another disease—Lyme's disease. And it's changing the way some people work, hunt and play in the forests.

Discovered in the town of Old Lyme, Connecticut in 1975, Lyme's disease rapidly spread across the country. Because ticks are world travelers, reports of the disease have shown up all over the country in the past few years.

While the Northeast leads the country in number of cases, an increasing number of cases are being reported in the Pacific Northwest, Texas, and other parts of the Southeast. The South is considered a prime area for outbreak because of high temperatures and humidity.

Because it's symptoms are similar to those that accompany the flu and other common ailments, Lyme disease is often misdiagnosed, and many researchers are still puzzled by the disease. A circular rash can occur within three to 32 days after being bitten by an infected tick. Other symptoms include fever, headache, chills and fatigue. If not treated, later symptoms that can develop include arthritis, heart and nervous system problems. If undetected, the disease can lead to death.

The disease, which is usually transmitted by the deer tick in the South, is more prevalent in warmer months, but can occur in any season.

If detected early, Lyme disease can be treated with antibiotics, and now, researchers have been searching for a preventative vaccine because of the increase in cases.



JAY BRITTAIN

Richard Capps, an employee of Temple-Inland's Wildlife Department illustrates the success of the forest plan -- detection and treatment.

The key to dealing with Lyme disease is early detection, according to researchers. If a tick bite is recognized and properly dealt with in six hours, Lyme disease can be prevented.

What Temple-Inland is doing to deal with Lyme's disease

With Temple-Inland owning and managing 1.3 million acres of forest lands, the company has taken an aggressive approach to Lyme disease.

"Temple-Inland's main concern is its employees," said Spencer Knutson, Liability Risks Manager in Building Products/Forests. "We have a very aggressive safety program in the forestry department. We continually offer screenings for Lyme's disease."

Amblyomma americanum



The "Lone Star Tick", Amblyomma americanum, is a species encountered in the South.

Knutson said employees who work in the forests are screened several times a year while others, who make visits to the forests occasionally, are screened annually or less often.

"We have taken an active stance on prevention and detection of Lyme's disease," Knutson said. "We want to see that our employees have a safe environment to work."

Recommended precautions include leaving the woods early each afternoon to check the neck, shoulders and ankles of fellow employees to make sure no tick has connected. Protective tick repellent and advice on how to wear clothing are essential parts of the safety protocol.

Because of the need of education about Lyme's disease, Knutson, with the assistance of the American Medical Association, is in the process of setting up a Lyme Disease Forum to be held in Diboll.

This national meeting will be led by physicians and some of the country's leading experts on Lyme's disease and will be opened to physicians, employees, and other companies.

"Temple-Inland's main concern in this issue is to educate everyone about the disease," Knutson said. "That even means our competitors. Lyme's disease is on the rise, and it's going to take time to get all the information out about it. Our concern is protecting everyone."

HERE ARE SOME PRECAUTIONS TO MAKE WHEN SPENDING TIME OUTDOORS:

Avoid walking through tall grass or sitting and lying on grass.

Wear light-covered, protective clothing, like long-sleaved shirts and full-length pants tucked into socks or boots. Light-colored clothing will help detect ticks easier.

Wear insect repellent.

Brush off clothing and pets before entering the house.

After being outdoors, check for ticks (which look like moving freckles) everywhere on the body.

Remove ticks with a tick-removing device or fine-pointed tweezers and pull straight back. Clean the area with antiseptic and save the tick in a jar to show a physician or health department official.

Be alert to a common sign of the disease — the appearance on the skin of one or more red, circular rashes with clear centers. The rashes usually appear within a month of infection.

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FASTRILL: A NOB

Fastrill was never much more than a rough-boarded logging front camp squatting near the Neches River, but it had a homely nobility that former residents still try to capture in their memories.

"It was as pretty a logging camp as a person ever went into. It had wide, long streets, sycamore trees up and down the streets...and they were really pretty. It was on a sandy hill, but it was a beautiful logging camp," recalls Wesley Ashworth, a carpenter and repairman for Southern Pine Lumber Company, which built Fastrill in 1922 as the logging base for its timber-harvesting operations in Anderson and Cherokee counties.

"You can talk to anyone who lived in Fastrill, and they loved it, it was kinda enchanted."

"You can talk to anyone who lived in Fastrill, and they loved it," said Louise Rector, "it was kinda enchanted."

Southern Pine—the forerunner of Temple-Inland—operated dozens of front camps in East Texas—places like Alceda, White City, Bluff City, Lindsey Springs, Walkerton, Neff, Hull, Gilbert, Buggerville, Gipson, Apple Springs and Camps No. 1 and 2.

But, of all the camps, Fastrill in Cherokee County is best-remembered by Southern Pine's older logging families.

"I suppose it was because it was a big camp, and it was the most permanent, and it was there longer than any other camp the company had," said Vina Wells, whose family moved to Fastrill from White City in 1922. When the Wells family arrived in Fastrill in boxcars pulled by Southern Pine's logging engines, the camp was still under construction. "There were two different size houses for the families. Most of them had four rooms. There would be a porch on the front and a porch on the back with the four rooms connected, and that was it. Later, the company built some little two-room houses for the smaller families," said Mrs. Wells.



Steel gang near Fastrill. Photo courtesy of Beth Durham

(Background Photo)
Southern Pine Lumber Co. locomotive No. 13 which brought in logs to the sawmill in Diboll
Photo courtesy of John R. Powers



Southern Pine "swampers" including Paul Durham Sr., John White, Bill Powers, Lee Dotson and Eric Stewart.
Photo courtesy of Eula C. Burchfield

At its peak, Fastrill had a four-teacher school, two churches, a post office, commissary store, boarding house, a voting precinct and a population approaching 600. Southern Pine furnished land, mules and implements for the town's loggers to farm the fertile riverbottoms during their off-hours and built a canning plant to encourage conservation of their produce.

On Sunday afternoons, during the sweltering summer months, many of Fastrill's families would stroll to the nearby river to swim, fish and laugh until the first streaks of dusk.

Others would sometimes wander over to a local hangout known as the Gouge-Eye Saloon, which sat on a bluff overlooking the stream where the railroad curved downriver from Fastrill. Years later, a former Fastrill resident, Ernest Jones, remembered that the road from the Gouge-Eye Saloon ran by his home and that "young men from up-country would go riding down as night fell... in the middle of the night, they would come whoopin' and racing their horses in maudlin manner on the way home."

The town's work routine was a consistent one. "All of the men except a few would go to the woods every day. The logging train left at six in the morning to carry the men to the woods and my mother and grandmother, who ran the boarding house, had to get up at four o'clock to

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LE LOGGING CAMP



prepare meals. that left only a few men in town...the ones who ran the stores, the shops and places like that, " recalled Mrs. Wells.

The lumber company usually worked four crews out of Fastrill, hauling logs by mule to Fastrill for shipment on the Texas Southeastern Railroad to Southern Pine's sawmill at Diboll.

When the first families arrived in Fastrill, the commissary store was operated from boxcars until a permanent building was finished, eventually housing everything under one roof—a grocery department, meat market, drygoods and shoe department, ice house, post office, drug store and doctor's office.

The boarding house, a center of activity, was two stories high—the only such building in town. "The only other building anywhere that size was the house of the woods foreman. Eventually, my father got that job, and Mama and I lived in that house," said Mrs. Wells.

Louise Rector, another former Fastrill resident, remembers the bathing arrangements at the boarding house. "In the summer, we had a shower out in the yard. The men would go out there and the women would bathe behind the stove, either in the afternoon after everyone was gone or at night after they went to bed. The children, the small ones, could bathe in back any time. There was no heat. That is the way it was, and when I married and left Fastrill, they still didn't have a bathtub."

Mrs. Rector also described the layout of the town:

"There were fences, and the houses were in rows and there were gardens between the houses. Each family had a garden spot, and everybody had a fence because the cows and other stock ran loose. Or you could build pens out back...there was plenty of room for pig pens and all that.

"The store, the barber shop, and all that was on one side. Then the 'Front Row' went all the way from one end of the camp to the other, and it came right on back up to the boss's house.

Mrs. Eula Burchfield recently drew from her memories of Fastrill to produce a map of the town for a Temple-Inland exhibit in Cherokee County. Her map shows clusters of housing along three three principal streets, a boarding house, blacksmith, drug store and doctor's office, barbershop, cleaners, and service station, a guest house, a church, school, a combination school and church in the black quarters, and the railroad tracks. The map also showed the location of a Fastrill landmark, a sulphur water well.



The 1939 Fastrill baseball team included (front row) Pete Collins, Thelton Farrow and Dick Burchfield. Also, (second row) Red Patrick, Donkey Odem and Wayne Goetzman. Third row, Serb Trevathan, L.O. Farrow, Webb Burchfield and Robert Wells.
Photo courtesy of D.A. Burchfield

Fastrill got its name from a combination of three names: FA from F.F. Farrington, a former Diboll postmaster; STR from P.H. Strauss, who was in charge of the lumber camps for Southern Pine; and ILL from Will Hill, the company's woods foreman.

By 1941, Southern Pine's timber holdings had been largely cut, and a gradual exodus of employees led to the abolishment of the Fastrill school and the closing of the post office.

Laymon Gossett remembers when the town was shut down. "The company moved us while we were working; we didn't know anything about it. They told us to come to work, and then that night to catch the regular train into Diboll, where we would get off. When we got off in Diboll, we didn't even know where we were. It was our first time there. I asked my boss where I was gonna live, and he gave me a house number. When I got there, my family had already been moved, and my wife had supper ready when I got there."

"The children, the small ones, could bathe in back any time. There was no heat. That is the way it was, and when I married and left Fastrill, they still didn't have a bathtub."

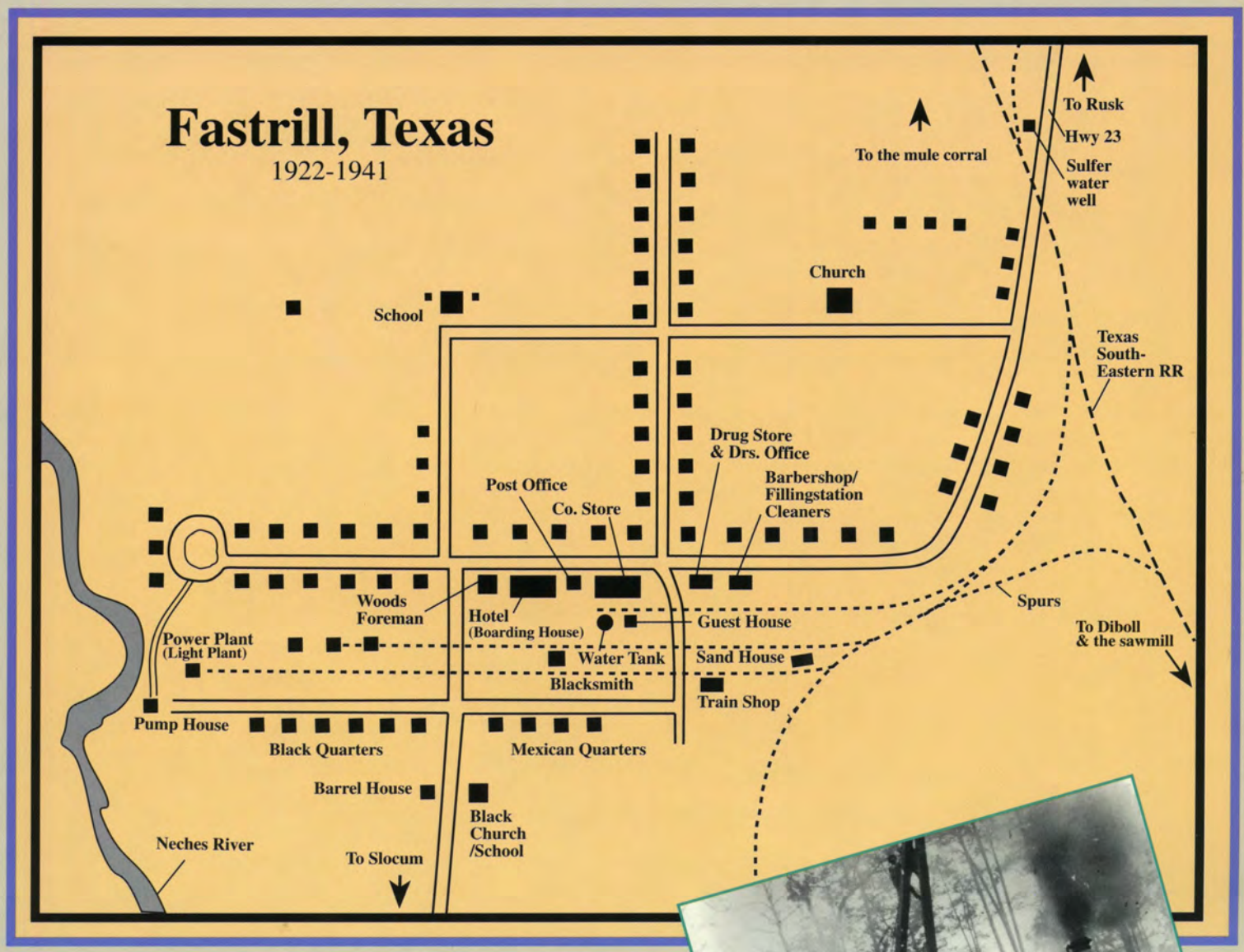
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Today, walking over the old Fastrill townsite, it is difficult to tell if a town existed in the woods.

The only visible signs of the town are the embankments of the logging railroad. A part of the town has been turned over to the Texas Forest Service's research center for forest tree improvement. The long rows of houses and business buildings which once characterized Fastrill have been replaced by new pines fringed by thickets of thistle and bushes.

But some Fastrill residents regularly return to the old townsite, wandering through the forest, digging up rusting railroad spikes and poking through overgrown garbage heaps.

They also walk down to the river, sometimes pausing to picnic beside the Neches' cool waters and to relive the parts of their lives they left behind.





The "work horses of the woods" were steam engines like Southern Pine's No. 7 and the steam loader.

Photo courtesy of Eula C. Burchfield

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PACKAGING: EVERYBODY TALKS ABOUT IT.

(This begins a series on packaging in America, based on a study by Dr. Robert F. Testin and Dr. Peter Vergano.)

Packaging is somewhat like Mark Twain's comment on the weather: "Everybody talks about it, but nobody does anything about it."

In the case of packaging, everybody talks about it, but nobody knows anything about it.

Packaging, generally described as a protective unit for a commodity, is a major contributor of jobs and revenue to the U.S. economy.

Over 500,000 people earn their livelihood making packages and packaging materials, and many more are responsible for packaging the vast array of consumer and industrial goods produced in the U.S. Virtually nothing is made that is not packaged at some point in the manufacturing cycle.

While packaging is a $70 billion business in the U.S.—the third largest in terms of sales—it contributes less than two percent to the $4 trillion U.S. gross national product, and makes up a relatively small percentage of the costs of goods sold.

On the average, packaging costs make up about 7% of the price consumers pay for any given product.

Yet, for this relatively small cost, packaging's role is to protect and market almost all of the products produced by other segments of the economy.

In the all-important area of food production and distribution, in underdeveloped countries where packaging is minimal to non-existent, losses of 30 to 50% between the producer and the consumer are not uncommon. By comparison, that figure is less than 3% in the U.S. where protective packaging is routine.

Packaging generally has four basic uses:

1. Containment, which simply means that the package provides a means of carrying or holding a product. Good examples are cereal boxes, milk cartons, and flour bags.

2. Protection and preservation. These two functions, which sometimes go hand and hand, provide high quality, uncontaminated foods on a year-around basis. Some examples included fresh frozen entrees, cooked meats, and fresh frozen vegetables.

Protection packaging also safeguards the product from the hazards of the shipping and storage environment and the distribution system. Packaging also protects from insects, rodents and humans until the product is ready to use.

3. Information. This is an often-overlooked packaging function. In its simplest terms, it tells the consumer what is in the package. A can without a label is a clear example of a package without information. Modern food packages convey far more information than simply telling the consumer what is inside.

4. Utility-of-use is a function which allows packaging to make it easier for consumers to use the product. A recent popular innovation in food packaging is the squeeze bottle for ketchup. The choice of packaging sizes, from the "large economy" to "individual portions" is an example of utility-of-use to satisfy individual needs, the large family or the institutional customer.

Improvements in packaging in recent years have increased efficiency and lowered costs in many service industries using packaging. Perhaps the best example is the delivery of health and medical services. Sterile supplies and medicines, prepackaging in needed amounts, have simplified and reduced the risk during many hospital and medical office procedures.

(In next quarter's InTouch, we'll review in depth food protection and preservation, one of the key elements of packaging.)



JAY BRITAIN

Packaging, a $70 billion business, is a major contributor of jobs and revenue to the U.S. economy.

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Food Service expands in Carlisle

Temple-Inland Food Service Corporation will expand its paperboard converting operations in Carlisle, Ohio, resulting in 57 new jobs in the area.

Bill Bausmith, resident manager, said the expansion and hirings should be completed by 1994.

Food Service purchased an existing facility in October and brought about 10 employees from the Middletown, Ohio, plant for start-up. Additional renovations on the 42,000 square-foot facility will accommodate Food Service's machine group. The facility will house printing and converting equipment for designing and producing commercial and institutional food packaging products.



JAY BRITAIN

The board of directors and other dignitaries representing Ahlstrom Corporation were on hand for the startup of the new hardwood fiberline at Evadale. Ahlstrom is the owner of Kamyr and Kamtech, the engineering and construction firms, respectively, that built the new hardwood fiberline.





The Forest Group Road Department recently finished a pre-stressed, pre-cast concrete bridge on a company road in Louisiana. Though the department usually builds timber bridges, the concrete structure replaced a timber bridge over Hickory Creek on the DeQuincy district that was totally destroyed by fire. The new bridge is 55 feet long and built on concrete abutments. *Road crew members Doyle Rhome, Buddy Pate and Supervisor Dan Davis (rear) place the first 55 feet beam.*



JAY BRITAIN

On hand for the first shipment of engineered studs to Bison Lumber are (front row) Cindy Hudler from Bison,, Martha Grissom,Temple-Inland, Rick Hutzler , Bison Lumber, and Brenda Elliott, Temple-Inland. Back Row, from Temple-Inland are Robert Booker, Charles Havard, Buddy Wesson, Bill Eckmann, and Joe Sample.

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JAY BRITAIN

SAFETY IS THE KEY IN '93

The author of the new safety slogan for Pineland Operation is Anita Garrett, core layer at the the new lay-up line at the plywood plant.

Anita's slogan chosen among the numerous employees who entered. The slogan contest is one of the new programs implemented in 1993 by the Pineland Operation Safety Committee.

MATCHING GIFTS PROGRAM

Retirees added to those eligible to use program

Temple-Inland Forest Products Corporation retirees (defined as those receiving retiree benefits from the company) are now eligible to utilize the Matching Gifts Program through the Temple-Inland Foundation, according to a new change in the eligibility requirements by the directors of the Foundation.

The matching gifts program will match an eligible employee or retired employee's contribution to an eligible organization up to $3 for every $1 donation. In other words, if you donate $25, the Foundation will send a check for $75 in your name. The funds can be matched to scholarship funds within educational institutions, to public broadcasting services, to art or historical museums, health care institutions, alumni funds and many other worthwhile organizations.

To take advantage of this program, simply fill out the application form and send it in with your payment to the qualifying institution or organization. Please direct all inquiries to Evonne Nerren, Foundation vice president, (409) 829-1721, or write to the Foundation at the following address:

Temple-Inland Foundation
P.O. Drawer 338
Diboll, Texas 75941



JAY BRITAIN

Accounting employees of Temple-Inland Forest Products Corporation have created a $5,000 endowment to Stephen F. Austin State University's School of Business Accounting Department. In addition, four $250 will be awarded for the 1993 fall academic semester. John Dichard, president of the Temple-Inland Accounting Employee Scholarship Endowment Fund, presented initial contribution to Jerry Holbert, SFASU vice president, Advancement and Sammy Smith, Chairman, SFASU Accounting Department.

EMPLOYEES CREATE ENDOWMENT

Accounting employees of Temple-Inland Forest Products Corporation have created a $5,000 endowment to Stephen F. Austin State University's School of Business Accounting Department. In addition, four $250 scholarships will be awarded for the 1993 fall academic semester.

John Dichard, president of the Temple-Inland Accounting Employee Scholarship Endowment Fund, said employees made contributions to the endowment fund and to the 1993 scholarship fund through the Temple-Inland Foundation Matching Gifts Program, which matches employee contributions to eligible organizations at a maximum of $3 for every $1 of giving.

Temple-Inland accounting employees whose gifts help establish the scholarship include Mark Bush, Pamela Capps, Melissa Chumley, Linda Crim, Dichard, Sarah Donald and Traci Goodman.

Also, Michaelyn Greene, Teresa Hassell, Terri Hohimer, Sherry Johnson, and Cindy Jones.

Also, Kenneth Koford, Carol Lambing, Mary Russell, Roy Spradley (retired) and Tammy Trevino.

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NATIONAL CHECKING COMPANY

SUCCESSFUL NICHE COMPANY ONE OF COMPANY'S OLDEST CUSTOMERS

The relationship between Temple-Inland and National Checking Company began in 1961, making the restaurant guest check manufacturer one of the Bleached Paperboard Group's oldest customers.

Headquartered in St. Paul, Minnesota, the privately held company's biggest selling product is the restaurant guest check. The familiar green pad used by wait staff in restaurants nationwide has earned the company a place among the top 250 printing companies in the United States. National Checking Company purchases Temple-Inland's white tag for their restaurant guest check product line.



Tom Minea, vice president operations for National Checking Company, oversees production of the familiar restaurant guest check made with Temple-Inland's white tag.

National Checking Company was founded in 1905 by Carl T. Raschick who saw a niche for a printer to "...manufacture, buy, sell, import, export, and generally deal in check slips for cash registers and automatic printing registers..."

A pioneer in the "cafe check" business or specialized checks printed for particular businesses, National Checking was well-established by the mid-1920s. Customers benefitted from valuable advertising printed on the checks as well as elaborate customization which oftentimes included the entire menu on the body of the check.

Tabulating cards became a staple product of the business in the late 1940s with the advent of computers. For the next 40 years, the "tab card" was a staple product of the company. The diversification this product allowed lasted until 1979 when the "tab card" became obsolete.

In 1984, National Checking purchased Midwest Business Forms, a printer of two-part checks and a former customer of National Checking. Working under the strategy of prompt response to customers' needs "with a product they want at a reasonable price," National Checking welcomed the challenge of accommodating the changes required by today's information society.

Today, National Checking Company includes a business forms division, two printing plants and warehouses across the United States.

Bleached Paperboard Group's Vice President Sales and Marketing, Aubrey Barlow, remembers acquiring the account when he was a new Midwest salesman in 1961.

"I first called on National Checking at their old building in downtown St. Paul and saw their transition to the new facility at their current headquarters on Marshall Avenue," said Barlow.

"In the late 1960s," he continued, "we were the major supplier of tabulating card to National Checking, and I had many interesting days dealing with Gordon Minea, chairman of the board, and Fran Wenzler, vice president, production, both now retired. It was a good way for a young salesman to get his 'baptism of fire.'"

"Gordon and Fran are close personal friends of mine, as well as the new regime of Ben Olk, president, and Tom Minea, vice president, operations. I wish we had 200 customers like National Checking."

"National Checking is truly an outstanding privately held company and a long time valued customer of Temple-Inland," he concluded.

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EDI

ELECTRONIC DATA INTERCHANGE

THE INEVITABLE FUTURE OF BUSINESS TRANSACTIONS

"Where's that order?" said one sales representative to another.

"What order?"

"The one I put on your desk."

"I dunno. I haven't seen it."

"Well it's got to be here somewhere."

A conversation like this, usually followed by a frantic search, may be a relic of the past with the implementation of Electronic Data Interchange (or EDI), a revolutionary means of handling routine business transactions.

"EDI is a means of sending information (such as purchase orders, purchase order acknowledgements, invoices and advance shipping notices) via computer in a means that is computer readable," said Pete Smart, marketing manager for the Building Products Division. "EDI is primarily used as an alternative to physically mailing, faxing or hand delivering standard business documents.

"The Building Products Group and its customers are only beginning to realize what EDI can do. It's truly mind-boggling the advantages."

Reduces order cycle time

With EDI, routine transactions that used to take days can literally be completed in a matter of minutes. The Building Products EDI system uses a third party carrier. In other words, a customer can send an order from a personal computer (or PC) through this carrier, and would translate the order into neutral ANSI characters. The PC from Temple-Inland can then receive the information via an "electronic mailbox". Immediately the Sales Department will send a response and later an invoice, and the transaction is completed, as fast as making a phone call.



JAY BRITAIN

Temple-Inland personal computers can receive customer order information through "electronic mailboxes." The Sales Department can send an immediate response and later an invoice.

Decreases costs

"The cost of paper-intensive alternatives to EDI can be almost eliminated," said Smart. "Many companies have seen a significant reduction in postage costs, order form printing costs, file storage space costs and costs due to human delay. At the same time, service to customers is enhanced and more space in the office to conduct business may result."

Increases efficiency

"Conventional invoices can be lost, damaged or delayed," said Smart. "But the EDI system almost completely eliminates errors. Although some errors do occur, it is most often at the data entry stage, and not through the transaction itself — a problem which is just as possible with paper invoices."

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(Editor's note: In the last *InTouch* issue, we asked readers to make suggestions on what they would like to see in future issues. One of them suggested a regular feature, "Our Readers Write." We liked the idea, so if you would like to write to *InTouch*, here's how. Address your letters to *InTouch*, Our Readers Write, Temple-Inland, P.O. Drawer N, Diboll, Texas 75941. Please keep your letters short so everyone will have a chance to speak.)

Other reader comments from the *InTouch* Readership Survey:

- "I'd like to see what our retired people are doing, how they like being retired, and what we still think of our company."
- " We'd like to hear how the company is doing. And events of how Temple came about from the 1800s and up to the 1990s."
- "I'd like to read more about the past history of the forestry industry."
- "How about some stories on pine plantation management (including preparation, planting, insect problems, thinning, etc.)"
- "I especially liked the article on East Mayfield and the Knox family. I knew them when I was a child. Thanks for being on your mailing list."
- "More stories, please, on employees, especially the retired ones, where they are, what they are doing, etc."
- "More stories on Temple-Inland's future and benefits for the future."
- "I'd like to see more (1) more articles on product end users, (2) company history, (3) company-sponsored events, and (4) Inland-Rome lumber division.
- "I'd like to see more direct employee interviews, lists of advancement opportunities, open communication lines, i.e. letters to the editor, monthly publications, idea corner (new products and new ideas), and a suggestion box."
- "I really enjoyed seeing positive hunting and fishing articles. We need more good things to be said about the ethical hunter. We are under attack."

Readers prefer news about people, plans.

Readers of *InTouch* find the magazine interesting, read most of it each quarter, and prefer stories about people and Temple-Inland plans for the future.

Those are the findings of the recent *InTouch* readership survey.

Some 54.7% of those who responded to the survey—which was enclosed in the last issue of *InTouch*—said they read 100% of the magazine each time they received it. Some 36% said they read 70% of the contents and 7.5% said they read 50% of the publication.

Of those responding, 86.8% said they found the magazine interesting, 5.7% said it was somewhat interesting, and 7.5% said the publication moderately interesting.

Readers were asked to rank eight categories of stories: People and employees, company plans for the future, employment benefits, management comments, new products and services, government issues affecting the company, trends and events in the forest products industry, and news of locations other than their own.

The highest ranking went to articles about people and employees, 49%, and the second highest preference went to news about company plans for the future, 45.2%.

News products and services ranked first among 5.6% of those responding, trends and events in the industry and management comments each ranked first among 3.7%, and government affairs and location news ranked first among 1.8%.

The highest No. 2 preferences were company plans, 28.3%, and employee benefits, 20.7%.

The highest No. 3 preferences were employee benefits, 24.5%, and management comments and new products and services, each with 15%.

The highest No. 4 preferences were new products and services, 22.6%, and trends and events in the industry, 15%.

The highest No. 5 priorities were government affairs, 20.7%, and management comments, 15%.

The highest No. 6 preferences were government affairs, 15%, and trends and location news, each with 13.2%.

The highest No. 7 priorities were trends in the industry, 24.5%, and location news, 9.4%.

The highest No. 8 preferences were location news, 26.4%, and government affairs, 16.9%.

Readership response cards came from Ohio, Georgia, California, Louisiana, and almost every company location in Texas.

Reader comments included:

- "I'd like to see a positive article in every issue dealing with our good stewardship of the forest. Our employee family should be proud of our efforts and should defend them when questioned."
- "What's coming in the future, and what things are we planning. What is the company doing for its communities?"
- "Let's have a 'readers write' section where employees can submit their thoughts and questions of interest."
- "More stories on employee hobbies,

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research and development on new products, and an update on the DMAC process."

- "I'd like to see a regular feature on historical sites on company lands, such as sawmills, frontier settlements, battlefields, Indian territories, Spanish exploration routes, geological formations, etc."
- "More news, please, on what our retired people are doing."
- "Devote one issue on each plant, focus on the labor employees, and on each division."

EVADALE FORMS TEAM TO OBTAIN ISO 9002 CERTIFICATION

ALL-STAR TEAM OF CHANGE

"Change" has been quite a buzzword in the past year, and the Bleached Paperboard Group is taking note of the trend.

The Bleached Paperboard Group, looking to the next century, is attempting to become ISO 9002 certified by the summer of 1994. To achieve this, a team of "Change All-Stars" was formed for 18 months to only handle this sometimes difficult task.

"In researching companies that have successfully achieved certification, it was learned that the most effective method of preparing for a quality system audit is to form a team to concentrate specifically on this activity," said Robert Lippincott, ISO task force leader and market development manager. "Our team was drawn from the best of a cross section of the operation, to better enable our team to see the issue from various sides."

The team members include Jim Arntson, staff superintendent, Maintenance Department; Herb Coture, manager, utilities development, Environmental and Energy Department; Jim LaHaye, 4th hand, #2 paper machine; Fred Patterson, chemist, Technical Department; Claudia Sherman, systems administrator, Customer Service Department.

WHAT IS 'ISO'?

"ISO 9002 is an internationally recognized quality management system set up by the International Standards Organization (ISO)," said Lippincott. "The system is based on general quality system guidelines not specific to any industry, and a company must meet these guidelines in order to achieve certification by an independent auditor."

A company is required to address all 18 sections of the ISO 9002 standard and document how it will conform through specific written procedures and instructions.

"If you want to improve quality, you must have standards and know what an improved product will look like in the end," said Roy Rodgers, ISO consultant for the Evadale Mill and founder of the Quality Management Assistance Group. "Meeting ISO standards ensures that a manufacturer makes a quality product — time after time — and has the documentation to back up this claim."

"Many companies have indirectly always met product standards, but ISO certification brings management standards closer to product standards, and consistency results," Lippincott said.



JAY BRITAIN

Bleached Paperboard Group ISO team members Claudia Sherman, Herb Coture, Fred Patterson, Jim LaHaye and Jim Arntson listen to project leader Robert Lippincott at the first ISO organizational meeting.

ADVANTAGES TO ISO 9002 CERTIFICATION

*Demonstrates commitment to quality to customers and possible customers
*Gain access to international markets that require certification (such as the new European Community)
*More consistency in quality due to discipline of standard
*Responsibilities and procedures clearly defined
*Gain a more centralized source of knowledge
*Program provides an excellent training device
*Results of system are measurable
*Communication channels clearly defined
*Audit trail will be provided

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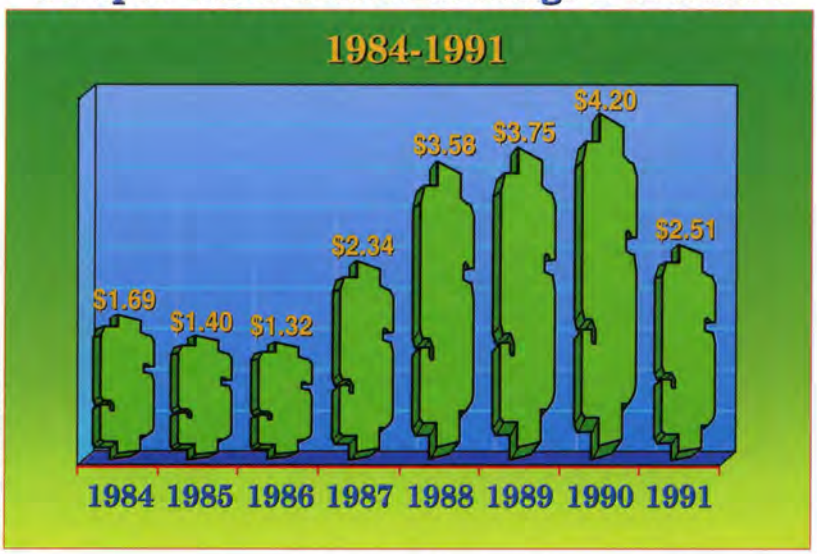
NEWS YOU CAN USE

How to read an annual report.

Is it possible for the non-financial lay person to read and understand a typical corporate annual or quarterly report?

Does the typical shareholder usually study the financial data received from the corporate offices, or is it glanced at and discarded?

Temple-Inland Inc. Earnings Per Share



GRAPHIC BY DAVID VAN HOORN

Granted, a great number of the reports which corporations send tend to be somewhat complex in format, mostly because of the regulations which drive disclosure practices.

Still, there is great informational value in most corporate reports and every shareholder should feel compelled to at least know the basics of his or her company's financial statements. Perhaps this simplified approach will help you know your company a little better.

The corporate annual report is the equivalent of a picture taken with a still camera, a "snap-shot," which freezes the condition of the company at the end of its fiscal year.

At the centerfold of this report is a "balance sheet" which provides the "net worth" or bottom line value of your company. Usually on the left page of the centerfold will appear the total "assets." On the right page appears "liabilities and shareholder's equity."

Sometimes shareholders' equity, or ownership, is referred to as net worth. The elementary accounting formula is assets minus liabilities equals net worth. Thus, the company's year end statement must be in balance, and that's the reason it is called a balance sheet.

Net worth is often divided in two separate basic components, retained earnings and shareholder equity. Shareholder's equity divided by the total number of common shares outstanding will give you "book value," or the liquidating value of the corporation if all assets were sold at fair market value.

Successful companies normally have a pattern of steady growth in shareholder's equity and book value.

The profit and loss statement is issued quarterly and usually summarized in the quarterly report.

It is much like a video camera, capturing the movement and activity of the company, tracking the ongoing income and expenses, much like your personal check book does.

Its purpose is to show the net gain or loss for the company. This report shows the "net earnings" after all expenses and taxes have been paid, usually also showing "net earnings per share" (net earnings divided by the total shares of common stock outstanding).

Rising earnings per share are a very positive sign of a successful company. The corporate officers evaluate the total amount of earnings made by the company each quarter and decide how much the dividend payments will be from those earnings.

With a minimal effort, a little self discipline and a desire to learn, you too can understand the essential financials of your company.

It is most satisfying to see the end results of all the employees' dedication, hard work, and commitment to quality reflected in the performance of the stockholder's equity, particularly when the employees and the shareholders are one in the same.

(Jerry Benson, Stockbroker, East Texas Securities.)



This quarter's Q&A is taken from one of the articles in this **InTouch** issue.

If you find the answer, be the first to call Public Affairs at (409) 829-1430 or FAX your answer to (409)829-1329 and win a gift certificate to the Company Store.

Here's the question:

Packaging is big business in the United States, some $70 billion. How does the packaging industry rank, by number , in terms of sales, with other businesses in the U.S.?

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SERVICE ANNIVERSARIES

FOURTH QUARTER, 1992

Bleached Paperboard

35 years

Creed Barlow

Paul Williams

30 years

Kenneth Baldwin

Harold Morphis

Jerry Scott

25 years

Roland Gorum

Sylvester Hawkins

Roy Hill

Robert McClendon

Richard Nelson

Marvin Pearson

Billy Robbins

Arthur Spears

Harvey Thompson

Glen Ward

20 years

William Barclay

Jimmy Gallier

Robert Middlebrook Jr.

Bobby Slaughter

Ted Stephens

Charles Weston

Michael Zeller

15 years

Haley D. Cook

John Dyson

Winifred Fowler

Kenneth Eckerle

Michael Garlaska

Terrell Hadnot

Patsy Irle

Gregory Johnson

James D. Jones

Cathee Kehtel

Gordon Parden

John Sheffield

Margaret Sheffield

Mark Shepherd

5 years

John Hicks

Marc Tannenbaum

Building Products

Buna

5 years

Don Brooks

Lee Cannon

Robert Cheatham

Ernest Cherry

Blake Childress

Tony Cooper

Bill Cravey, II

George Drake

Bobby Forse

Eddie Graham

John Harding

Delton Harper

Darel Harris

LaDerek Harris

Herman Herrington Jr.

Richard Herrington

Darrell Hicks

Roger Holland

Earlie Jones

James Keith

Gary Lewis

James Marks

William Middleton

Terry Palmer

Michael Reeves

James Roberts

Nathaniel Scott III

Jana Simmons

Allan Sims

Marcus Stone

Donald Vannoy

Joel Watson

Harvey Watts

Wesley West

William Whitehead

Fletcher

5 years

Gary Derrico

Jimmie L. Howell Jr.

Monroeville

15 years

Charles Gulley

William Gulley

Willie McCants

David Richardson

Michael Skipper

5 years

Issac Lee

Pineland

20 years

Eddie Smith

15 years

Maverick Roberts

10 years

Anthony Castillo

Daniel Chance

Charles

Ellison

Bruce Jones

Ricky Mott

Southwest Louisiana

5 years

Nolan Hatch

Barry Hebb

John Lewis

Doyle Morris

James Sluss

Thomson

15 years

Roy Dye

Anita Reese

Charles Willingham

5 years

Ron Sorensen

West Memphis

30 years

John Tolleson

20 years

Robert Coleman

Corporate

20 years

Sarah Covington

15 years

Judy Carrier

Linda Crim

5 years

Gina Harris

Timothy Tindell

Charles Wilson

Forests

30 years

R.D. Shows

20 years

J.L. Carroll

10 years

Albert Benton

Bernie Buckner

Turner Evans

Bruce Mitchell

Barbara West

5 years

Kenneth Holland

Temple Associates, Inc.

(Recipients of 1992 awards)

15 years

Ronnie Hutchison

10 years

James Ashton

Kenneth Keely

Glenn McGilberry

5 years

John Collier

Charles Davis

George Dearman

Louis Johnson

Robert Johnson

Welton Miller

Universal Electric Construction Company

(Recipients of 1992 awards)

25 years

Joe Filla Jr.

15 years

Lonnie Brignac

Clen Chaddrick

Rodney Eckhardt

Louis Snyder

10 years

Michael Scoggins

Lazaro Vasquez

Michael Wynn

5 years

Charles Everingham III

George Morre

Erick Veillion

Judy Carpenter

Noah Bacon Jr.

James Brown

Clifton Chadderick

Robert Dupree

Aubrey Jerkins

Robin Lowe

Derwin Messer

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JAY BRITAIN

Dotting the countryside in Jasper County are remnants of turn-of-the-century treasure hunters searching for gold. Holes such as these were made by locals (and others) hunting for buried Spanish treasure. These holes in Jasper County, as well as numerous others throughout East Texas, can be can be traced to the legendary yarns of early settlers. No buried treasure has ever been recovered.

TEMPLE-INLAND
FOREST PRODUCTS CORPORATION
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